

Lighting the path forward.

2025 Workday Global Impact Report



A letter from our CEO.

At Workday, our purpose is to inspire a brighter work day for all. This extends far beyond our products and services—it's deeply embedded in how we operate as a responsible global company. The **Workday 2025 Global Impact Report** showcases our unwavering commitment to creating a better future—for our employees, our customers, our communities, and our planet.

Our momentum in fiscal year 2025 proves that doing good and doing well go hand in hand. We grew subscription revenue by 17%, joined the Fortune 500 and the S&P 500, now serving more than 11,000 customers worldwide. But what matters most is that these organizations trust us with what's most important to them: their people, their finances, and increasingly, their AI agents. From day one, we've believed that being a responsible business isn't something you bolt on—it's who you are.

Through our **products and solutions** we're helping our customers track emissions, streamline sustainability reporting, and foster accessible and inclusive workplaces through tools such as Workday Illuminate™ and Workday Skills Cloud.

You'll see in this report how we're **protecting our planet**. We match 100% of the electricity used at our global offices and data centers with renewable sources and provide all our customers with a carbon-neutral cloud. We are committed to net-zero residual emissions across our offices, data centers, public cloud, and business travel, and we continue to invest in cutting-edge carbon removal technologies and natural climate solutions. Our partnerships, like those with Truwater to tackle super pollutants, highlight our belief in collective action to scale impact.

Aligned with Workday's values, we're also focused on **putting people first**. In fact, our employees are our number one value and our greatest asset. We're helping our Workmates advance their careers with a skills-first strategy. And, through the Workday Foundation, we've provided substantial grants to support workforce development and address global issues, creating jobs that bridge opportunity gaps within our communities.

Finally, you'll see how we continue to **act with integrity** in all that we do. For five years running, Ethisphere has named us one of the World's Most Ethical Companies—recognition that reflects our commitment to doing business the right way. As we help organizations navigate change, we're using AI to amplify human capability, always keeping humans at the center of decision-making.

The progress highlighted in this report is a direct result of the passion and dedication of our Workmates, our partners, and our customers. These aren't separate initiatives—they're all part of how we create value for everyone: our customers, employees, investors, and communities.

While we've achieved much, we know this is an ongoing effort, and we're committed to deepening our efforts as we continue this journey. Thank you for your continued partnership.

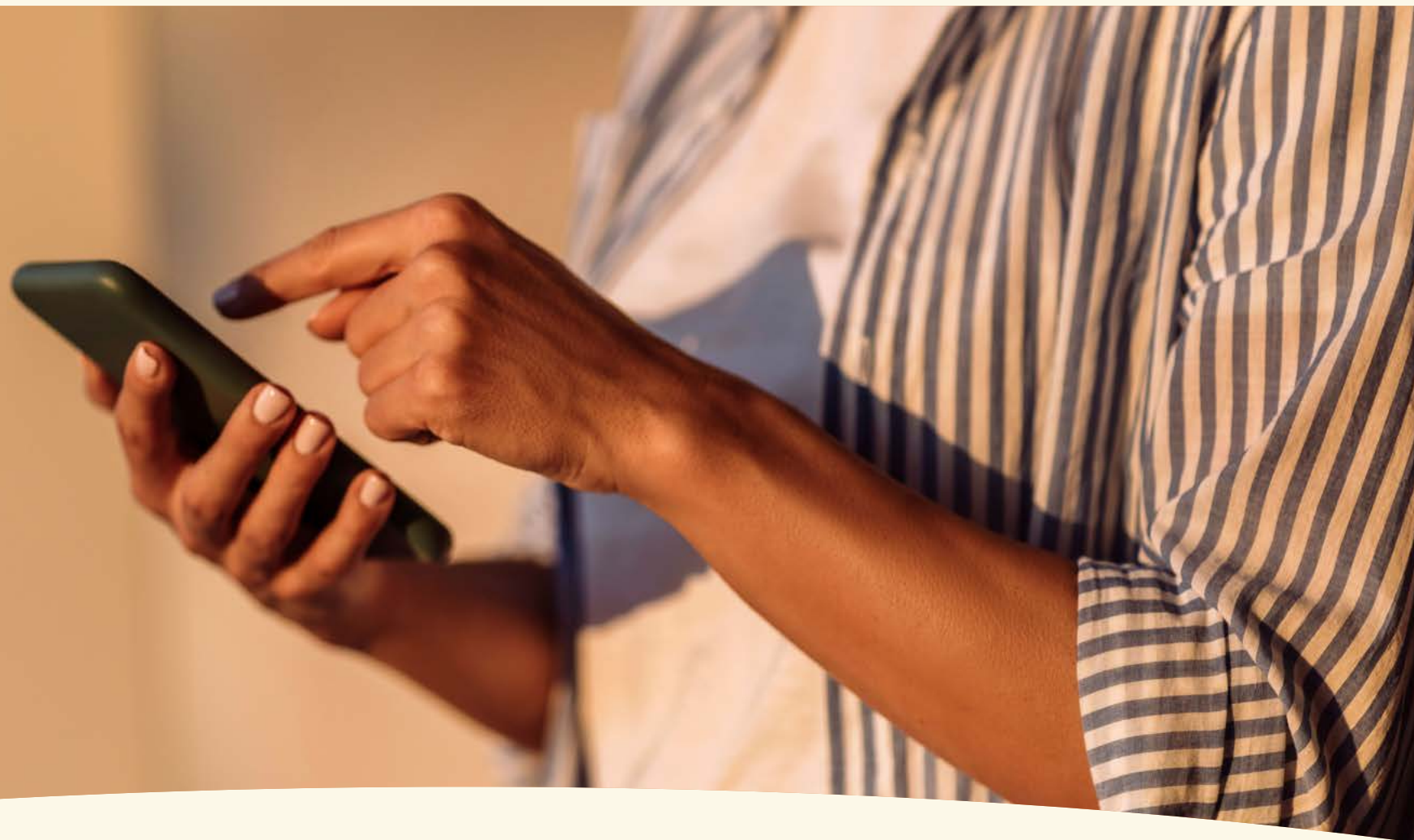


A handwritten signature in black ink that reads "Carl Eschenbach". The signature is fluid and cursive, written in a professional style.

CARL ESCHENBACH
CEO, Workday

About Workday.

We are the AI platform for managing people, money, and agents. The Workday platform is built with AI at the core to help customers elevate people, supercharge work, and move their business forever forward.



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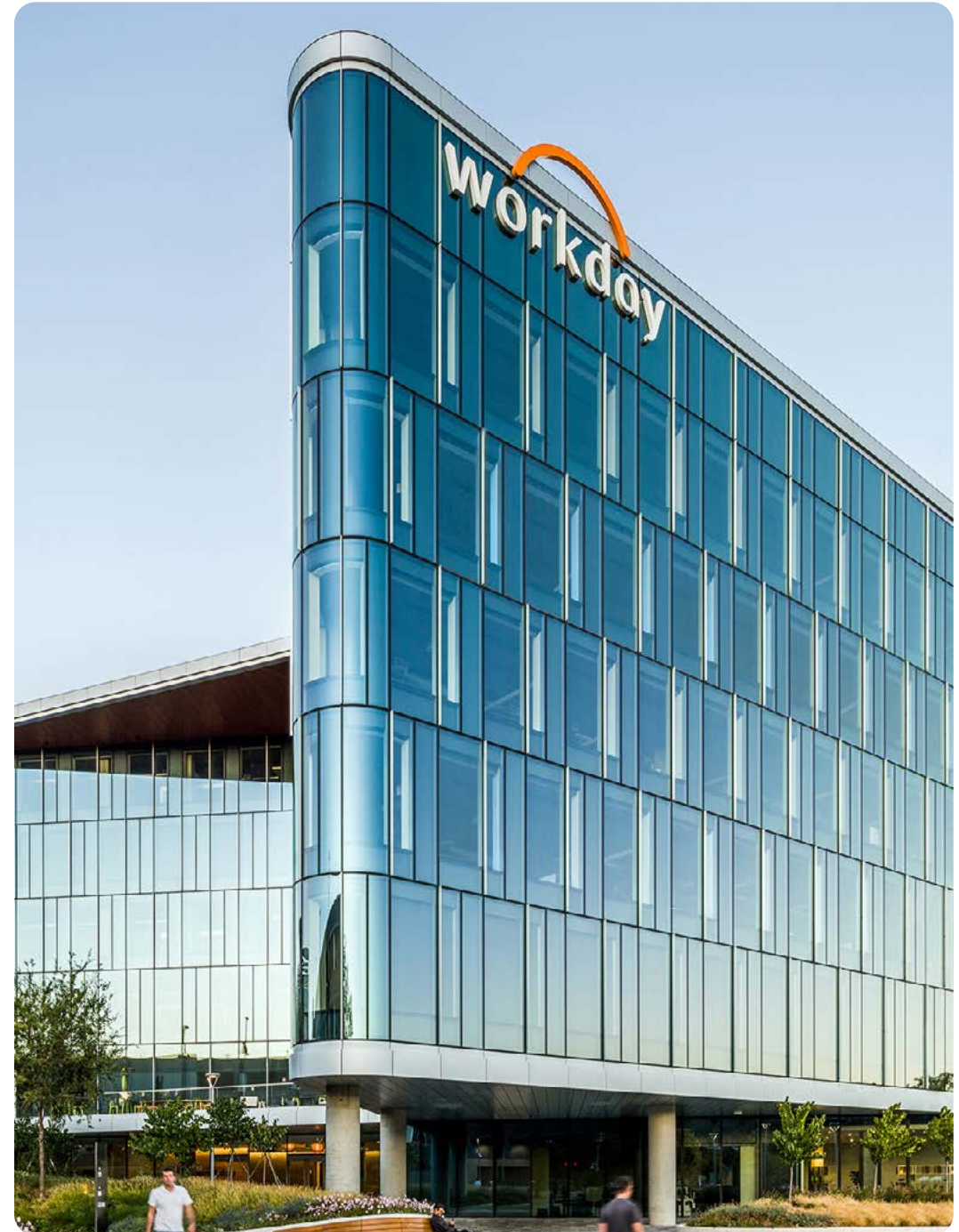
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About this report.

The “2025 Workday Global Impact Report” seeks to share our vision and progress toward operating a more sustainable business and discusses areas for potential improvement. We report on an annual cycle. The reporting period, unless otherwise noted, is fiscal year 2025 (FY25), which covers the period from February 1, 2024, through January 31, 2025. Reporting scope, unless otherwise indicated, covers all Workday operations and offices globally.

This report has been prepared in reference to leading disclosure frameworks and standards, such as the GRI Standards (GRI), Sustainability Accounting Standards Board’s (SASB) Software and IT Services sector guide, the Task Force on Climate-Related Financial Disclosures (TCFD), the Sustainable Development Goals (SDGs), and others. Content also has been informed by a regular reexamination of our materiality assessment (performed in FY23), as well as methodologies of sustainability rating and ranking agencies. In addition, in FY25, to reflect changes to our business and the external landscape, we engaged a third party to conduct a double materiality assessment that considered both impact and financial materiality. We welcome your comments and questions at sustainability@workday.com.



Who we are.

Workday is the AI platform for managing people, money, and agents. The Workday platform is built with AI at the core to help customers elevate people, supercharge work, and move their business forever forward. Workday is used by more than 11,000 organizations around the world and across industries—from medium-sized businesses to more than 60% of the Fortune 500. For more information about Workday, visit workday.com.

For more about the Workday story, please visit [Our Values](#).

Workday headquarters are located in Pleasanton, California, with offices across North America, EMEA, and APJ. All Workday office locations can be found on the [Workday website](#).

In FY25, Workday joined both the Fortune 500 list and the S&P 500 for the first time, ranking us among the most prominent companies in the U.S.

FY25 Workday by the numbers:

\$8.45 billion

total revenue (16.4% revenue growth year over year)

\$2.46 billion

operating cash flow

\$17.98 billion

total assets

WDAY

NASDAQ listing

\$2.19 billion

non-GAAP operating income¹



¹ Non-GAAP operating income excludes share-based compensation expense, employer payroll tax-related items on employee stock transactions, amortization of acquisition-related intangible assets, acquisition-related costs, and restructuring related costs. See [Non-GAAP Financial Measures](#) in our FY25 Annual Report on Form 10-K for further information.

Who we serve.

Products.

Office of the CFO (Chief Financial Officer): Workday Financial Management is the Workday flagship application suite for accounting. Other products targeting the oCFO include Workday Accounting Center, Workday Adaptive Planning, Workday Grants Management, Workday Prism Analytics, and Workday Projects.

Office of Procurement: Workday Procurement and Workday Strategic Sourcing help procurement organizations streamline operations and control indirect spend. Other products in the spend management suite include Workday Expenses, Workday Inventory, and Workday Contract Lifecycle Management, powered by Evisort AI.

Office of the CLO (Chief Legal Officer): Workday Contract Lifecycle Management and Workday Contract Intelligence, powered by Evisort AI, provides everything teams need to analyze and manage their contracts.

Office of the CHRO (Chief Human Resources Officer): Workday provides compliance, business and worker insight, and skills growth through our connected application suite for HR, including Workday Core Human Capital Management (HCM) with Workday Skills Cloud, Workday Payroll, Workday Peakon Employee Voice, Workday People Analytics, Workday Talent Optimization, and Workday Peakon Employee Voice.

More than

60%

of the Fortune 500 have selected Workday

The Workday customer community represents more than

70 million

users under contract

Industries served:

	Education		Manufacturing
	Financial services		Nonprofit
	Government		Professional services
	Healthcare		Retail and hospitality
	Insurance		Technology
	Life sciences		Media and entertainment

FY25 highlights.



Protect the planet.

Signed offtake agreements across diverse carbon removal technologies as part of our \$25 million commitment with Frontier, including direct air capture, biomass retrofits, deep underground injection, enhanced weathering, and the world's first river liming deal.

Signed a new social impact virtual power purchase agreement (VPPA) delivering 233GWh a year of clean energy, illustrating the power of collaboration to scale impact.

Continued to source 100% renewable electricity,² achieve net-zero carbon emissions,³ and provide all of our customers with a carbon-neutral cloud.⁴



Put people first.

Achieved 100% of Workday employees having essential skills aligned to their jobs on their profiles, and 65% of employees accessed development and job recommendations based on skills matches in the Workday Talent Marketplace.

Continued our skills-based organization (SBO) transformation in FY25, including the development of a standardized Executive Skills Assessment built internally on Workday Extend.

Provided \$7.7 million in total grant money from the Workday Foundation to support workforce development ecosystems, green jobs, and global issues that impact us all.



Act with integrity.

Launched *AI Masterclass* courses and incorporated responsible AI (RAI) practices into our Code of Conduct training to upskill our workforce.

Named one of the World's Most Ethical Companies by Ethisphere for the fifth year in a row, reflecting our commitment to integrity.

Established an Environmental, Social, and Governance Controllership position responsible for regulatory reporting and sustainability matters.



FY25 Recognition

JUST100,
JUST Capital

America's Most Responsible Companies,
Newsweek

World's Most Sustainable Companies,
Time

World's Most Ethical Companies,
Ethisphere

Best Company Culture,
Comparably

Best Company Compensation,
Comparably

Best CEO
Comparably

2024 Power Partner Awards,
Inc. Magazine

² We do this through on-site renewable generation, supplier-sourced renewable energy, virtual power purchase agreements (VPPAs), utility renewable energy tariffs, and Energy Attribute Certificates (EACs).

³ All references to "net-zero" in this report encompass Workday emissions from offices, data centers and public cloud, and business travel.

⁴ Workday achieves a carbon-neutral cloud by sourcing 100% renewable electricity for its data centers (eliminating Scope 2 market-based emissions), mitigating remaining data center electricity consumption emissions through renewable energy certificates and offsetting public cloud emissions (Scope 1 and 2) via high-quality carbon credits.

Our responsible business strategy.

Guided by our values, we focus on the areas most important to our business and our stakeholders. Our responsible business strategy is built on four core principles, with clear goals and measurable progress in each. We believe strong performance in these areas contributes to long-term success and benefits our employees, the environment, and our communities.



Help others innovate.

Our solutions and customer success.
We enable leaders to collect data from across the organization, build strategy frameworks, help ensure the organization is audit ready and can report with confidence, and plan for the future.

- Focus areas.**
- Customer experience and satisfaction
 - Product innovation
 - Support for our customers' sustainability goals



Protect the planet.

Environmental sustainability.
We integrate sustainability into everything we do and measure our success not only in financial terms but also in how we impact the world. We partner with other climate-focused leaders worldwide who believe it's our collective responsibility to support a more sustainable future.

- Focus areas.**
- Carbon-neutral cloud
 - Carbon reduction and removal
 - Clean and renewable energy
 - Climate policy
 - E-waste
 - Water footprint



Put people first.

Social and community impact.
We nurture our culture and work each day to enhance the lives of our employees by building a workplace that is inclusive and supportive, and provides opportunities for everyone to grow and thrive. We invest in communities to help lift up those most impacted by the social and economic challenges of today and build resilience that will result in a brighter future for all.

- Focus areas.**
- Community engagement and partnerships
 - Employee development
 - Philanthropy and volunteerism
 - Talent attraction
 - VIBE®: Value Inclusion & Belonging for Everyone™
 - Workmate well-being



Act with integrity.

Corporate governance.
We foster a culture guided by integrity, ethical conduct, and compliance. We promote the long-term success of our business and provide clear guidelines for decision-making, risk management, and ethical conduct. We are committed to ethical, responsible, and trustworthy AI development.

- Focus areas.**
- Data privacy and security
 - Ethics and integrity
 - Public policy
 - Responsible AI

Our core values are foundational.

Employees.

Our employees are at the core of everything we do—a global community of high performers bringing their best selves to work, speaking up respectfully, and striving to do better every day.

Customer service.

We relentlessly seek to deliver meaningful value to our customers and are deeply committed to their success. In all we do, we strive for the highest levels of customer and user satisfaction.

Innovation.

To succeed within a fiercely competitive industry, we innovate with urgency and create an environment where it is safe to take risks, experiment, and challenge the status quo while making investments that scale and deliver long-term value.

Integrity.

We work hard to build and sustain a culture of honesty that will serve our business for the long haul. To earn the trust of everyone we work with, we set clear expectations, establish accountability, measure results, and own our outcomes.

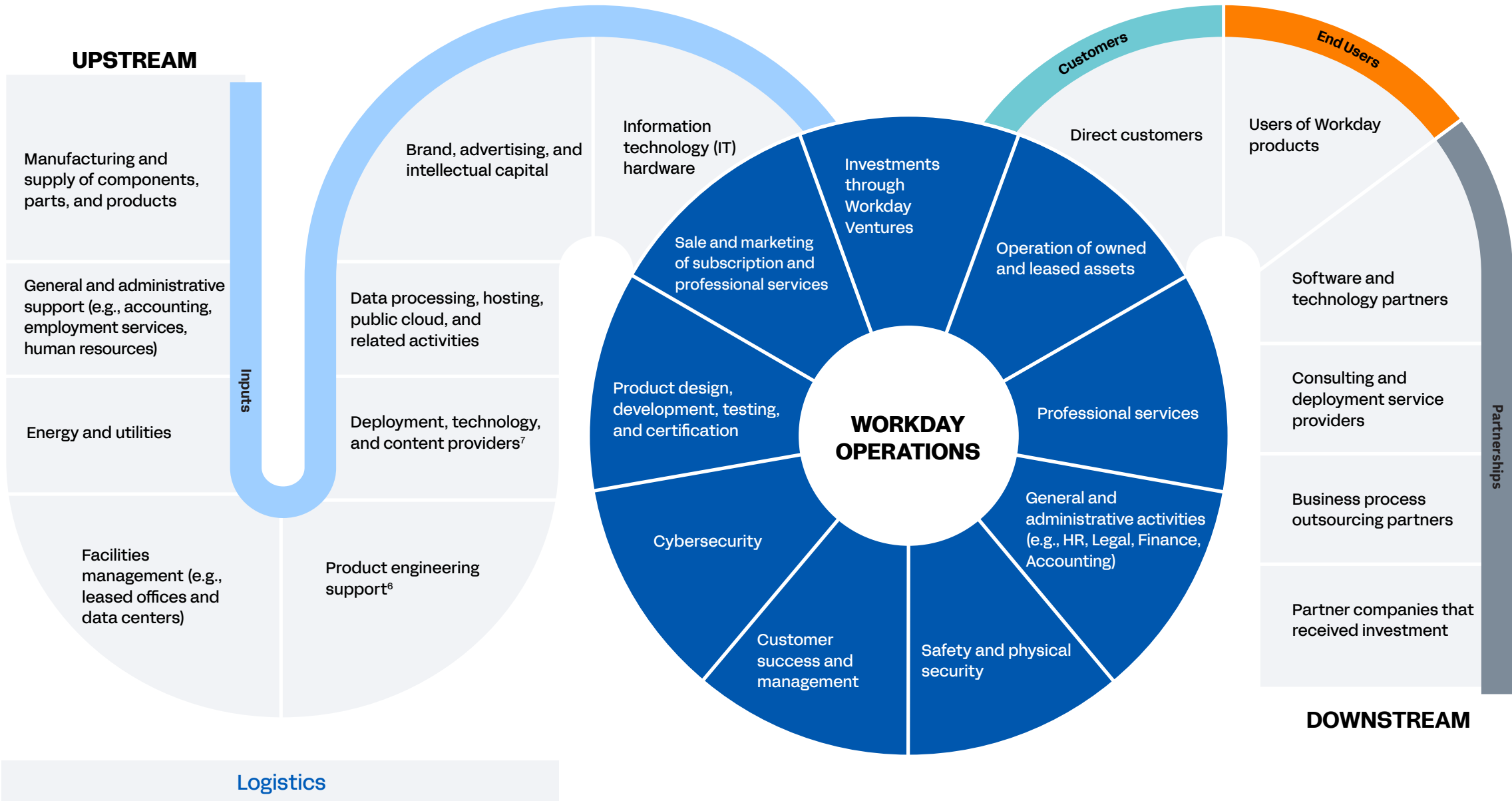
Fun.

We believe work should be fun. And that we should have fun every day by inspiring, winning, and celebrating in ways that build meaningful relationships across the world.

Profitability.

While important, profitability is not why we exist. We exist to inspire a brighter work day for all. If we live our values, make smart choices, and spend wisely, profitability will follow.

Workday value chain.⁵



⁵ The Workday value chain graphic was updated to utilize the terminology and categories in alignment with the European Sustainability Reporting Standards sectors and activities defined within each.

⁶ Product engineering support includes the provision of services related to Workday software engineering by third parties.

⁷ Deployment, technology, and content providers include partnerships with third parties for product development and integration as described in Workday's 10-K.

Our responsible business priority topics.

To ensure our responsible business strategy remains focused and relevant, we've conducted comprehensive materiality⁸ assessments. In FY23, we partnered with a leading professional services firm to conduct a priority topic assessment, incorporating diverse inputs such as internal and external interviews and surveys, industry analysis, peer discussions, and rating agency insights. Building on this, in FY25, we engaged a leading professional services firm to conduct a double materiality assessment, reflecting both internal business evolution and external landscape shifts since our 2023 assessment. The resulting prioritized topics, outlined in this report, represent Workday's core focus areas for responsible business practices.

How we determine what matters most.

To identify the updated areas that are of most interest to our stakeholders and where our business can make the most impact, our recent assessment included the following key steps:

Identification and definition.

We used a combination of both internal and external research to develop a list of initial topics deemed potentially relevant to Workday sustainability and responsible business strategies. This includes previous materiality assessments, dominant reporting frameworks, corporate sustainability raters and rankers, and more. We defined priority topics based on thorough reviews of various frameworks, such as GRI Universal Standards and the SASB Software and IT Services industry-specific guidance.

Engagement.

Through internal and external interviews, we further refined the initial topic list and prioritized the topics most relevant to Workday. Our external interviews consisted of inputs from investors, customers, and members of our board of directors, while our internal interviews were conducted with Workday employees representing a wide range of subject matter expertise across the company. We also considered feedback gathered through both internal and external surveys at our user conferences Workday Rising and Workday Rising EMEA, which included customers, partners, prospective customers, and employees.

Validation.

Through a quantitative scoring of inputs, an initial scatter plot of topics was produced and then refined via feedback from Workday subject matter experts. We also analyzed the results within the context of our value chain impacts and strategic corporate objectives to determine our responsible business priority topics.

We review our highest-priority responsible business topics in detail within this report and cover lower-priority topics as applicable.⁹



Environmental.

- **Energy and carbon emissions**
- Waste management
- Water management



Social.

- Community engagement
- Employee health and well-being
- Human and labor rights
- **Product innovation and customer satisfaction**
- **Talent and culture**
- **VIBE®**
- **Workforce development**



Governance.

- Climate change risk
- **Corporate governance and business**
- Ethics
- IP protection and competitive behavior
- **Privacy and data security**
- Public policy
- **Responsible AI**
- Supply chain management

⁸ As used in this report, "materiality" is considered "responsible business materiality," which is different from the definition used in the context of filings with the Securities and Exchange Commission (SEC). Issues deemed material for purposes of this report and for purposes of determining our responsible business strategies may not be considered material for SEC reporting purposes.

⁹ Material topics listed in alphabetical order within each tier.

Stakeholder engagement.

As a company founded on the idea of putting people at the center of enterprise software, we are laser-focused on driving value for every stakeholder within our ecosystem—customers, employees, investors, communities, partners, and all individuals who, or entities that, are affected by our business activities. Collaboration is key to our long-term success and by fostering genuine relationships with our stakeholders and seeking diverse perspectives, we gain deeper insights into their priorities, anticipate evolving trends, and react swiftly to customer-centric needs.

Workday customers.

We collaborate with our customers on [Workday Community](#), a portal where we can interact and brainstorm around best practices and product features. Customers can get their questions answered by our experts, receive product updates, and share knowledge and assets.

Workday partners.

We're building a vibrant Workday ecosystem through the power of partnership. Fueled by innovation and industry expertise, Workday partners build and sell new applications on the Workday platform, source new business with Workday, and deliver quality services and customer outcomes with Workday. Our sales partners, service partners, and innovation partners, together with Workday, help our customers better manage their people and their money.

Workday leadership.

Our leadership team regularly holds company meetings and Q&A sessions where Workmates can ask questions. Outside of these meetings, any employee can ask anything of, and provide feedback directly to, senior leaders. Our CEO's

email address is shared directly with employees, and our chief people officer regularly asks for feedback on the pulse of our culture.

Workday Peakon Employee Voice.

We use Workday Peakon Employee Voice to collect and analyze feedback in real time from our employees, garner insights and recommendations, and then turn that feedback into dialogue and action. Since we introduced Workday Peakon Employee Voice in FY22, employees have provided over 600,000 confidential comments on the platform through weekly surveys, and 91% of our employees have taken part in at least 1 survey, reflecting their strong engagement. We receive data points from these surveys that help us identify actions to take to improve our company and our culture.

Workmate Communities.

Our Workmate Communities are groups of employee volunteers in most of our field offices globally who are responsible for keeping the Workday culture strong by hosting events and programs that span employee giving and volunteerism, sustainability, well-being, and fun. Their mission is to help our Workmates feel good, do good, and have fun.

Shareholders and financial analysts.

Workday Investor Relations is committed to delivering accurate and timely information to investors about our financial performance, strategic positioning, and other significant developments. We believe it is vital for any

business to maintain strong, effective, and transparent working relations with its shareholder base, both prospective and current. We understand the value of seeking investor feedback on topics of interest to them, allowing us to stay at the forefront of trends.

Employee Belonging Councils.

At Workday, our Employee Belonging Councils (EBCs) play an integral role in fostering a culture of inclusion and belonging for all. Members are not only business and thought leaders; they are also our culture keepers and storytellers and strive to promote understanding of diverse perspectives and allyship.

Nongovernmental organizations and nonprofits.

Engagement with nongovernmental organizations and nonprofits helps us better understand key issues and stay on top of best practices in some of the environmental sustainability areas that are key priorities for us.

Influencers of public policy.

We frequently engage directly with policymakers and their staff, regulators, industry partners, and nonprofits to build momentum and bolster trust in AI and enterprise software, and enable growth and innovation. Through our memberships with industry, business, and trade associations, we have a voice within the broader industry.

Help others innovate:

Our solutions and customer success.

We enable leaders to collect data from across the organization, build strategy frameworks, help ensure the organization is audit-ready, report with confidence, and plan for the future.



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Supporting Our Customers'
Sustainability Goals

Supporting our customers' sustainability goals.

We believe that collaboration is key to success, and we know our customers are looking to work with organizations that can help support their own sustainability goals. Our solutions aim to enable leaders to collect data from across the organization, build strategy frameworks, help ensure the organization is audit ready, report with confidence, and plan for the future. Workday delivers key people, finance, and supply chain insights and processes to help customers stay on top of their sustainability initiatives and reporting. As human resources (HR), finance, and information technology (IT) teams come together to determine the best path forward, our proven technology and the way we do business uniquely position us as a trusted source of data needed to meet evolving reporting and disclosure requirements—including those around emissions, human capital, and governance.

Tracking emissions and supplier sustainability.

Workday offers an adaptable platform to help companies manage their emissions reduction strategy. [Accelerate2zero](#)—built by Deloitte on Workday Adaptive Planning—helps organizations capture Scope 1, Scope 2, and Scope 3 emissions. The solution enables companies to undertake a cost-benefit analysis of emissions abatement options and allows dynamic emissions budget management, helping organizations to achieve the emissions targets within their sustainability strategy. Similarly, [ClimateAdapt](#)—also built by Deloitte on Workday Adaptive Planning—helps organizations undertake a climate risk materiality assessment, measuring top physical and transition risks and how an organization's assets,

people, and operations may be impacted against potential warming scenarios. This allows optimal future planning and operational and financial modeling.

PwC introduced [Carbon Ledger](#) to centralize and simplify greenhouse gas emissions data across Scope 1, Scope 2, and Scope 3 within Workday and in compliance with global regulatory requirements. Carbon Ledger brings a company's energy activity data together and then using leading global emissions factors, calculates carbon impacts—all delivered in a familiar Workday user experience. The solution is enabled by Workday Extend, Workday Adaptive Planning, and Workday Prism Analytics; by reporting, forecasting, and scenario modeling maps; and by carbon-neutral journeys.

The supplier sustainability solution from Workday helps customers improve the sustainability and resilience of their supply chains and enables them to assess their Scope 3 emissions. Using Workday Financial Management, Workday Prism Analytics, and Workday Strategic Sourcing, the solution supports the collection of key sustainability data from suppliers and the identification of areas for improvement, and captures and reports on Scope 1, Scope 2, and Scope 3 emissions derived from supplier spend. Enabling the sourcing and tracking of supplier data can help drive progress toward sustainability goals.



Streamline sustainability reporting with Workday and Pulsora.

Workday partners with [Pulsora](#), an all-in-one platform for enterprise sustainability management. The human capital, environmental, and financial data stored in Workday is crucial for organizations striving to meet their sustainability goals and reporting requirements. However, many companies struggle to efficiently extract and integrate this data with other sources, leading to time-consuming manual processes, incomplete reporting, and missed opportunities for sustainable growth. Pulsora's Workday-certified integration unlocks the full potential of our customers' Workday data for sustainability reporting and analysis. The Pulsora platform is built with an extensible data model that allows users to define their own catalog of sustainability and operational metrics from a collection of standard frameworks (CSRD, EU Taxonomy, SASB, GRI, TCFD, CDP, and more), their own metrics, or a combination of both. It allows Workday customers to have transparent, reliable sustainability data in a single platform.



The Workday Commute, Remote Work, and Sustainability survey.

Workday continues to make our Commute, Remote Work, and Sustainability survey available to our customers who want to better understand their commuter and remote work environmental impacts. To better plan how to reduce our footprint, the Workday Sustainability team created the survey tool built with Workday Human Capital Management (HCM) and Workday Extend to distribute to our Workmates globally on an annual basis. Over 50% of Workmates answered the FY25 survey—a higher-than-expected engagement. With the tool's success within Workday, we made it widely available to our customers so they can also collect information about employee remote work and commute habits and calculate emissions by office or country, transportation mode, and flex work.

Using Workday AI solutions for employment for all.

Providing decent work and economic growth is a United Nations Sustainable Development Goal (UN SDG) that we have aligned with as a company. We believe this will be solved through the adoption of a skills-based approach to HCM by decoupling the traditional link between academic qualifications and on-the-job skills.

We believe that AI is fundamental in helping employers understand key attributes and gain insights that help align people, skills, and tasks, quickly turning employee data into a strategic advantage. We also believe that the goal of achieving higher levels of economic productivity can be best realized in those economies in which organizations are more capable of allowing people with nontraditional backgrounds to participate effectively in the workforce. AI-supported technologies bring enormous advantages to experienced workers without a degree, allowing skills and experience to establish qualifications for a role.

In FY25, we introduced Gen AI into the Workday suite of applications and announced Workday Illuminate™, the next generation of AI that is built into the core of the Workday platform, creating new opportunities to democratize work by reducing the expertise level it takes to complete key tasks by augmenting task completion with content generation and summarization. Where once the domain of detecting payroll anomalies and creating knowledgebase content was the realm of experts, those newer to the field can produce equally impressive results. Also with the help of Workday Illuminate, organizations can more quickly translate important documents and corporate communications, creating a more inclusive environment for non-native-English speakers.

Leveraging AI, [Workday Skills Cloud](#) analyzes the language used to describe and apply skills. This analysis helps the system understand how different skills relate to one another, enabling organizations to build a skills-focused workforce across their entire company. Woven into the

fabric of Workday Human Capital Management, the Workday Skills Cloud ontology powers many Workday applications that use employee skills data, creating a rich, personalized user experience.

Reporting social impact.

Our [social reporting solution](#) provides a curated package of reports from Workday HCM, allowing you to track and disclose key workforce, organizational health, diversity, pay, and benefits data for stakeholders and regulators. Additional insights from Workday core analytics and reporting (including VIBE Central™) and Workday People Analytics (including VIBE Index™) can further enhance an organization's efforts around the social component of corporate responsibility reporting.

Using Workday to drive change.

We believe positive change starts with a deep understanding of your people and with a holistic view of skills, experiences, background, and so much more, and also understanding how each person is unique. This belief is reflected in our solutions.

Like many of our customers, we also use Workday Peakon Employee Voice to get a holistic overview of the employee experience across the organization with real-time insights into employee engagement, sentiment, productivity, well-being, belonging, and transformation and change data. Adopting an active listening approach provides continuous insights into how to maximize engagement, productivity, and business performance, understanding what matters most and taking swift action.

Based on holistic insights, organizations can take systematic, evidence-based actions for all their talent with a people-centric, skills-based approach from recruiting to development, and from promotions to staffing projects and gigs. And personalized experiences help create a culture where all can thrive, unlocking the potential of the entire workforce with curated content that drives employee engagement and learning that responds to the needs of all.

[Supporting our customers' sustainability goals](#)

Advancing digital product accessibility.

It's essential that our software works for *everyone*, regardless of ability. Accessibility is about empowering people. Workday has a dedicated Product Accessibility team that collaborates with product and technology teams at every stage of the software development lifecycle to make Workday digital products more accessible. The team is comprised of product managers, customer managers, and engineers who provide role-based training, consultations, learning resources, and tooling to the rest of the organization.

The Product Accessibility team is involved in the customer lifecycle from start to finish. The team is there to answer questions when the Sales team meets with prospects. We produce the Accessibility Conformance Reports (or VPATs) that prospects reference as selection criteria when they are required to select the most accessible software. And our work doesn't end when a prospect signs on. We guide partners and consultants on how best to implement our software for accessibility. After go-live, we engage with customers in regularly scheduled meetings, bringing any issues and enhancement ideas back to product teams.

Additionally, we add value for customers with special programs such as an Accessibility Advisory Council to inform our roadmap and advance our programs together. We offer a hands-on Accessibility Lab for customers who want to experience assistive technology. We partner with the Workday Extend team to improve the accessibility of

the software apps that customers and consultants build to augment the Workday product suite. We partner with the Workday Marketplace team to incorporate accessibility data into Workday Marketplace where independent software vendors can list and sell the applications they built with Workday Extend. We host meetups and trainings, present at conferences, and publish thought leadership to engage and support people of differing abilities. Our goal in this community outreach is to give back and support people who are earlier in their accessibility journey.

Accessible software provides our customers with the best experience from a usability perspective. This is good for everyone and especially aging populations and the one-quarter of the population that benefits from improved access and autonomy. When we build with accessibility in mind, we create better software for all. Learn more at [Accessibility at Workday](#).





Protect the planet:

Environmental sustainability.

We integrate sustainability into everything we do and measure our success not only in financial terms but also in how we impact the world. We partner with other climate-focused leaders worldwide who believe it's our collective responsibility to support a more sustainable future.

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Sustainability
Community
Leaders

Our strategy.

At Workday, our core values guide everything we do. We're committed to making a positive impact on the world and that includes protecting our planet. We believe in shared responsibility and collaboration—working together with our customers, partners, and the global community to build a more sustainable future.

Our approach to sustainability is embedded in our business strategy. We focus on innovation and continuous improvement in areas such as climate strategy, carbon reduction, renewable energy, climate policy, and responsible disposal of electronic waste. We're also dedicated to empowering our employees to be agents of change, encouraging them to participate in our sustainability initiatives.

Science-based best practices we've adopted to mitigate our environmental impact include:

- Avoiding carbon-intensive activities where possible and reducing through efficiency
- Replacing high-carbon energy sources with carbon-free sources
- Procuring high-quality carbon credits for those emissions we can't avoid
- Partnering with peers to support long-term change and contribute to cutting-edge climate solutions
- Accelerating the development of permanent carbon removal technologies through advanced market commitments
- Investing in catalytic nature-based solutions
- Mitigating historical emissions

We acknowledge the importance of addressing climate change and are committed to contributing to a 1.5°C future. We believe that by working together, we can create a healthier planet for everyone. Our [Environmental Sustainability Policy](#) further outlines our commitments to a healthier planet.

Business resilience.

The evolving physical impacts of climate change and the global transition to a low-carbon economy present potential risks to Workday's operational resilience, including the stability of our colocation data center infrastructure, renewable electricity availability, and the well-being of our employees. Proactive management of these climate-related factors is crucial for ensuring the continuity and reliability of our services.

Recognizing this, Workday conducted a forward-looking climate resilience analysis in early 2025. This in-depth evaluation, informed by prior risk assessments and scenario analyses, examined the resilience of our strategy and business model to both physical and transition risks. The analysis identified key climate vulnerabilities and our adaptive capacity, highlighting areas where our resilience is most critical. While initially aimed at mandatory reporting, this proactive analysis offers significant strategic benefits, including identifying potential vulnerabilities across our operations and data centers, bolstering customer trust, and potentially enhancing our market position, as stakeholders increasingly value climate preparedness.



At Workday, we focus on what we can do within our own walls to support our planet but also create partnerships that enhance innovation to generate significant climate impact.”

ERIK HANSEN

Chief Sustainability Officer, Workday

Our evolving sustainability journey.

Our commitment to sustainability is a journey of continuous improvement. We're driven by innovation and guided by the latest science to maximize our positive impact on the planet. Since our first "Global Impact Report" in 2011, we've been transparent about our carbon footprint and what we're doing to try to reduce it. Today, we're taking meaningful steps to not only reduce our impact but to also invest in technologies to help mitigate environmental risks. We're proud of the progress we've made, but we know this is an ongoing effort.



¹⁰ We do this through on-site renewable generation, supplier-sourced renewable energy, virtual power purchase agreements (VPPAs), utility renewable energy tariffs, renewable energy certificates, and EACs.

¹¹ All references to "net-zero" in this report encompass Workday emissions from offices, data centers and public cloud, and business travel.

Accelerating climate engagement through policy.

Public policy is key to addressing climate change. At Workday, our sustainability and policy teams both sit within our larger Corporate Affairs team to support a close partnership in our climate strategy and advocacy, guided by our [climate policy statement](#).

We are supportive of policies that increase the availability of and accelerate the transition to renewable energy sources. In 2024, we demonstrated our support through advocacy and [joined more than 60 companies](#) for a series of meetings on Capitol Hill to share the importance of investment in the renewable energy economy as key to meeting climate goals and business needs.

We also [participated in a series of events](#) at Climate Week NYC that brought together climate leaders from business, government, and the climate community. These events included:

- A panel discussion at the Nest Climate Campus to discuss [our partnership](#) with Tradewater and how multiyear offtake agreements can be an impactful solution to scale promising projects
- A roundtable discussion with Patch, an innovator in the climate space that provides companies, including Workday, with access to a variety of high-quality and high-integrity projects that scale climate solutions
- An event at our New York office with Corporate Leaders Group (CLG) Europe for a discussion with cross-sector executives focused on industrial decarbonization
- Multiple sessions on behalf of the Workday Foundation focused on the youth mental health crisis, gender equity in AI leadership, clean energy jobs, and more

To help drive forward our efforts, Workday participates in collaborative groups that include:



In a panel event at The Nest Climate Campus during Climate Week NYC 2024, Workday Chief Sustainability Officer Erik Hansen spoke on a panel with Project Drawdown's Executive Director Jon Foley and Tradewater's Chief Marketing Officer Kirsten Love—who both lead organizations focused on advancing progress toward a more sustainable world.

For more information about our climate policy comments and engagements, see the FY25 Climate policy engagement section in the [Appendix](#). We work with our membership organizations across a variety of issues. Where there is divergence on policy perspectives, we actively engage to drive alignment in support of our business, values, and commitment to creating a better future for all.

Our commitments.

At Workday, we recognize global action is required to address climate change and are committed to doing our part. We're always striving to find new ways to reduce our environmental impact.

We're proud of the foundation we've built, matching 100% of the electricity used at our global offices and data centers with renewable sources and providing our entire customer community with a carbon-neutral¹² cloud. We've also reached net-zero residual emissions across key areas of our operations including our offices, data centers, public cloud, and business travel.

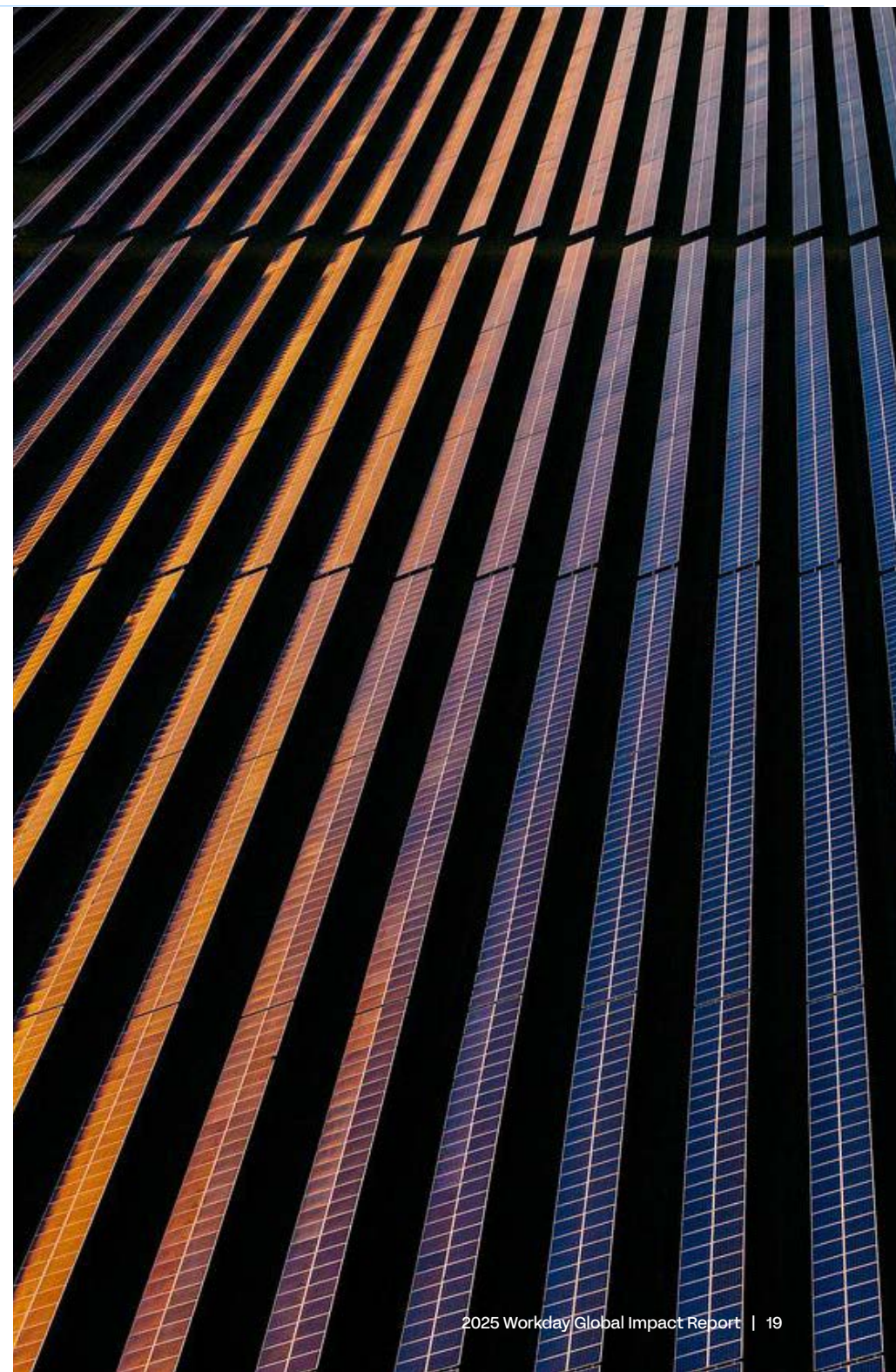
While we've made progress, we're committed to deepening our efforts and exploring new solutions to address the challenges ahead. We remain dedicated to supporting a global transition to a net-zero future by 2050, and we're actively working to refine our strategy and enhance our actions to achieve this goal.

Our science-based targets.

We continue to make progress toward our science-based targets (SBTs), driven by a commitment to continuous improvement. We are proud to have achieved our 100% renewable electricity goal and are actively working to increase supplier engagement and reduce business travel emissions. We remain dedicated to transparently sharing our sustainability journey, including both our achievements and the challenges.

We recognize that reaching our business travel and supplier engagement targets may present complexities. We are committed to transparency by openly communicating our progress and any setbacks, as well as the adjustments we are making to overcome them. With a continued focus on our SBTs, we are dedicated to the ongoing evolution of our sustainability practices.

¹² Workday achieves a carbon-neutral cloud by sourcing 100% renewable electricity for its data centers (eliminating Scope 2 market-based emissions), mitigating remaining data center electricity consumption emissions through renewable energy certificates, and offsetting public cloud emissions (Scope 1 and 2) via high-quality carbon credits.





Target 1.

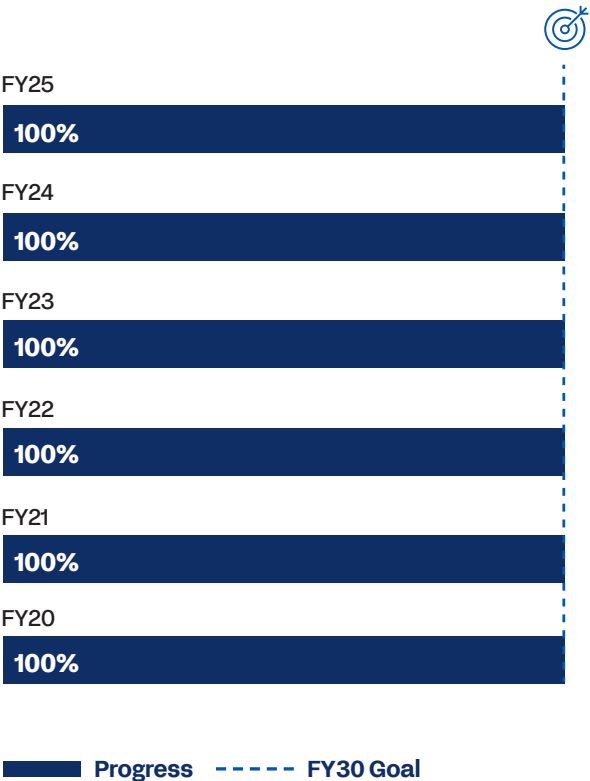
Workday commits to continue annually sourcing 100% renewable electricity through FY30.



FY25 progress.

On track.

100% renewable electricity achieved compared to 100% target.



What we achieved.

We’ve continued to match 100% of the electricity we use at our offices and data centers globally with clean and renewable sources, which we’re committed to continuing through FY30. In FY25, we began a project that will add solar panels and industrial-sized megapack batteries to additional buildings at our Pleasanton headquarters. This is in addition to the 865-kilowatt solar array we’re already utilizing that provides up to half of the daily electricity needs of our largest building at our headquarters. See our “[Clean and renewable energy](#)” section for the specifics on how we continue to achieve our goal.

Where we need to focus.

We will also continue to encourage those we work with to explore impactful clean energy projects, which is why we joined as a signatory of the [Emissions First Partnership](#), outlining a set of principles to update the accounting systems for greenhouse gas (GHG) emissions to help accelerate grid decarbonization. To deepen our commitment, in 2025 we [announced](#) a new social impact virtual power purchase agreement (VPPA) in partnership with LevelTen Energy and Starbucks to support a 350MW solar project that will provide 233GWh of renewable energy yearly. See our “[Clean and renewable energy](#)” section of the report for more details.



SBTs continued on next page



Target 2.

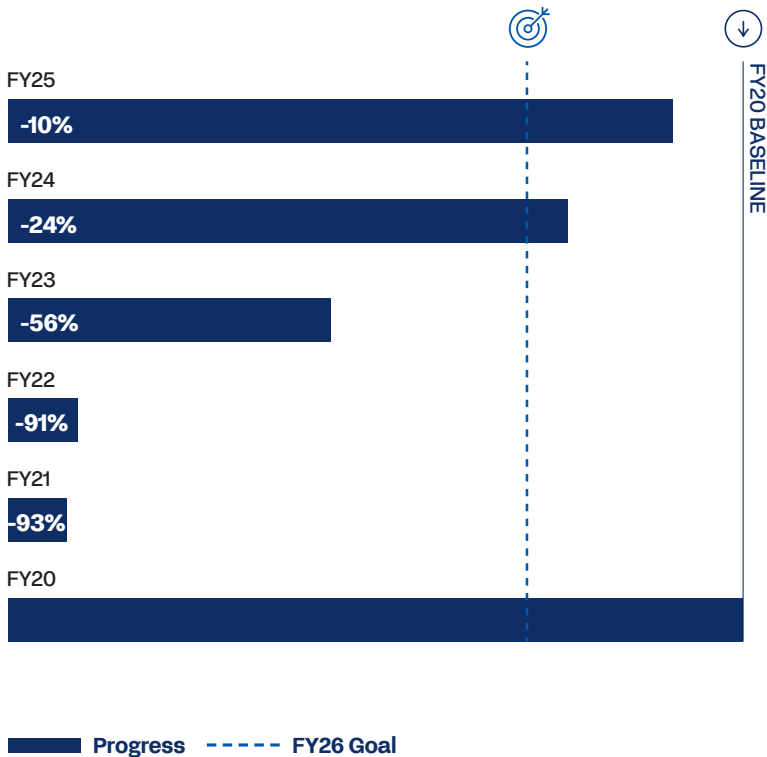
Workday commits to reducing absolute Scope 3 business travel GHG emissions by 25% by FY26.¹³



FY25 progress.

Off track.

10% reduction against our original FY20 baseline.



What we achieved.

We’ve taken significant steps to reduce our emissions intensity, including cutting both per-employee business travel emissions by 45% and per-revenue business travel emissions by 60%. In addition to focusing on operational efficiencies, we remain as members of the [Sustainable Aviation Buyers Alliance](#) (SABA) and invest in the development and adoption of sustainable aviation fuel (SAF) to decarbonize the aviation industry. This included Workday’s [participation](#) in the largest-ever collection of deals to purchase high-integrity SAF certificates (SAFc) in 2024. Over the span of 5 years, close to 20 business aviation customers including Workday, 4 fuel providers, and 3 airlines have committed to channel close to \$200 million into purchasing SAFc, a milestone we’re thrilled to be a part of as we continue our work to reduce our business travel. We’re also continuing our investment in SAF through the [SkyNRG Board Now](#) program. This investment supports the development of Europe’s first major SAF production facility, which will have an annual capacity of 100,000 tons.

Internally, we’ve created a resource for our Workmates to help further explain our goal while providing guidance on and helpful “tips and tricks” for reducing business travel, circulating this resource across multiple internal channels. We encouraged our Workmates to be thoughtful as individuals about the internal and external moments that require air travel and how they can help reduce our business travel emissions as a company.

Where we need to focus.

While we’ve made progress in reducing our business travel emissions compared to our FY20 baseline, achieving our overall reduction target remains a challenge. Our company has grown significantly since then, with a 63% increase in workforce and an almost 200% increase in revenue. Although we’ve reduced from our baseline year, the substantial growth in our operations and headcount will likely prevent us from reaching our absolute reduction target.

Workday continues to rapidly grow as a company and that means an increased demand for necessary in-person customer interactions, which is crucial for building strong relationships and ensuring that Workday keeps running. We’re working with our teams to find the right balance between essential face-to-face meetings and more mindful travel choices, and we’ll continue our investment in SAF and sustainable travel programs.



SBTs continued on next page

¹³ Using FY20 as our base year.



Target 3.

Workday commits that 70% of our suppliers, by spend covering purchased goods and services and capital goods, will have SBTs by FY26.



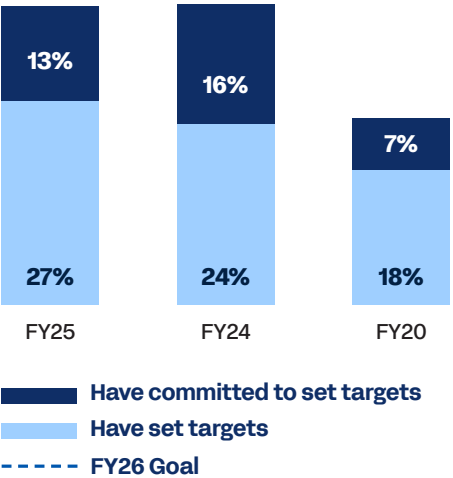
FY25 progress.

Off track.

27% of suppliers by spend have set SBTs, compared to 70% target.



----- 70%



What we achieved.

Building on our FY24 progress, we continued to prioritize collaboration with suppliers committed to emissions reductions in FY25. Having directly engaged with over 80 suppliers (comprising 75% of spend) over the past few years, we will maintain open communication regarding our expectations for their sustainability targets. We will continue to offer educational resources to assist suppliers in measuring their GHG emissions and establishing reduction targets. While we're pleased that 27% of our suppliers (by spend) have already set SBTs and another 13% have committed to doing so, we will strive to increase these numbers in FY26.

Where we need to focus.

In FY25, we continued to implement our Workday [supplier sustainability solution](#) to help both Workday and our customers address Scope 3 emissions, focusing on managing and engaging with suppliers regarding their emissions. While this was a positive step, we recognize that we're facing challenges in meeting our supplier engagement target of 70% by FY26. Current trends suggest that we are unlikely to achieve this goal.

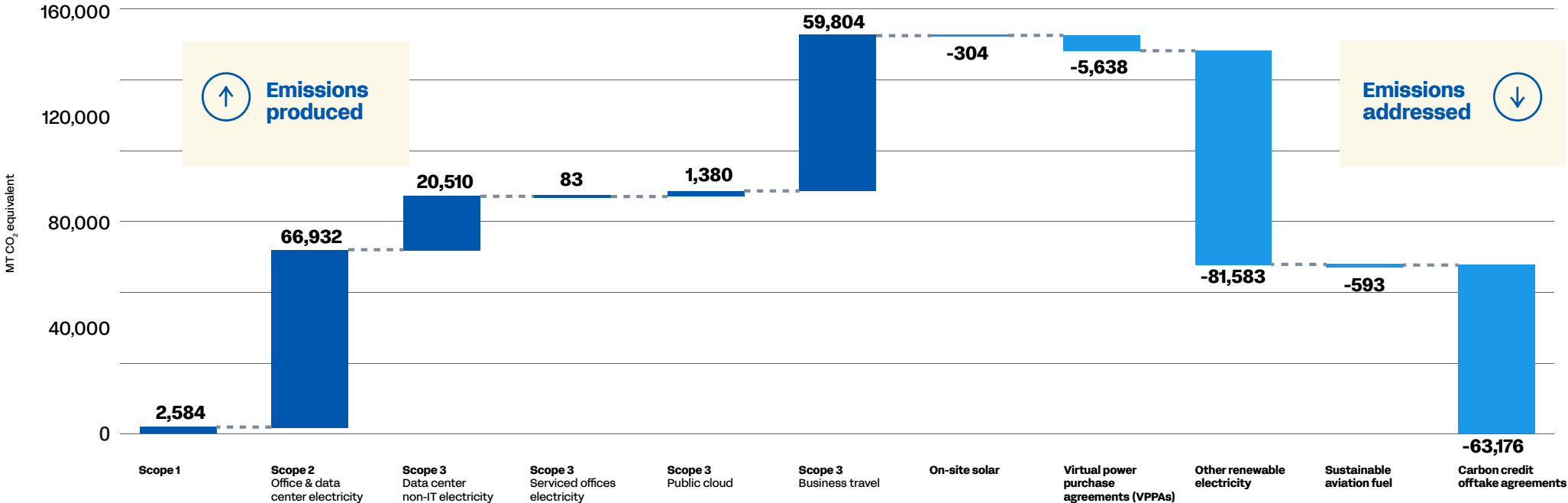
We will prioritize working closely with suppliers who have already made commitments but require support to fully implement them. We will also focus on engaging with large suppliers who are currently exploring the best path to align with the SBTi, offering guidance and resources to facilitate their target-setting process. We will dedicate increased effort to encouraging companies without any emissions reduction targets to begin the process, providing them with the necessary resources and motivation to take their first steps toward sustainability. For example, as members of the industry group Business Council on Climate Change (BC3), we've worked with peers to provide guidance to suppliers for GHG accounting and target setting. This has also included workshops for companies early in their target-setting journeys, and we've invited some of our suppliers when we thought this would be beneficial.

For more information on our SBT progress, see our [performance tables](#) at the end of this report.

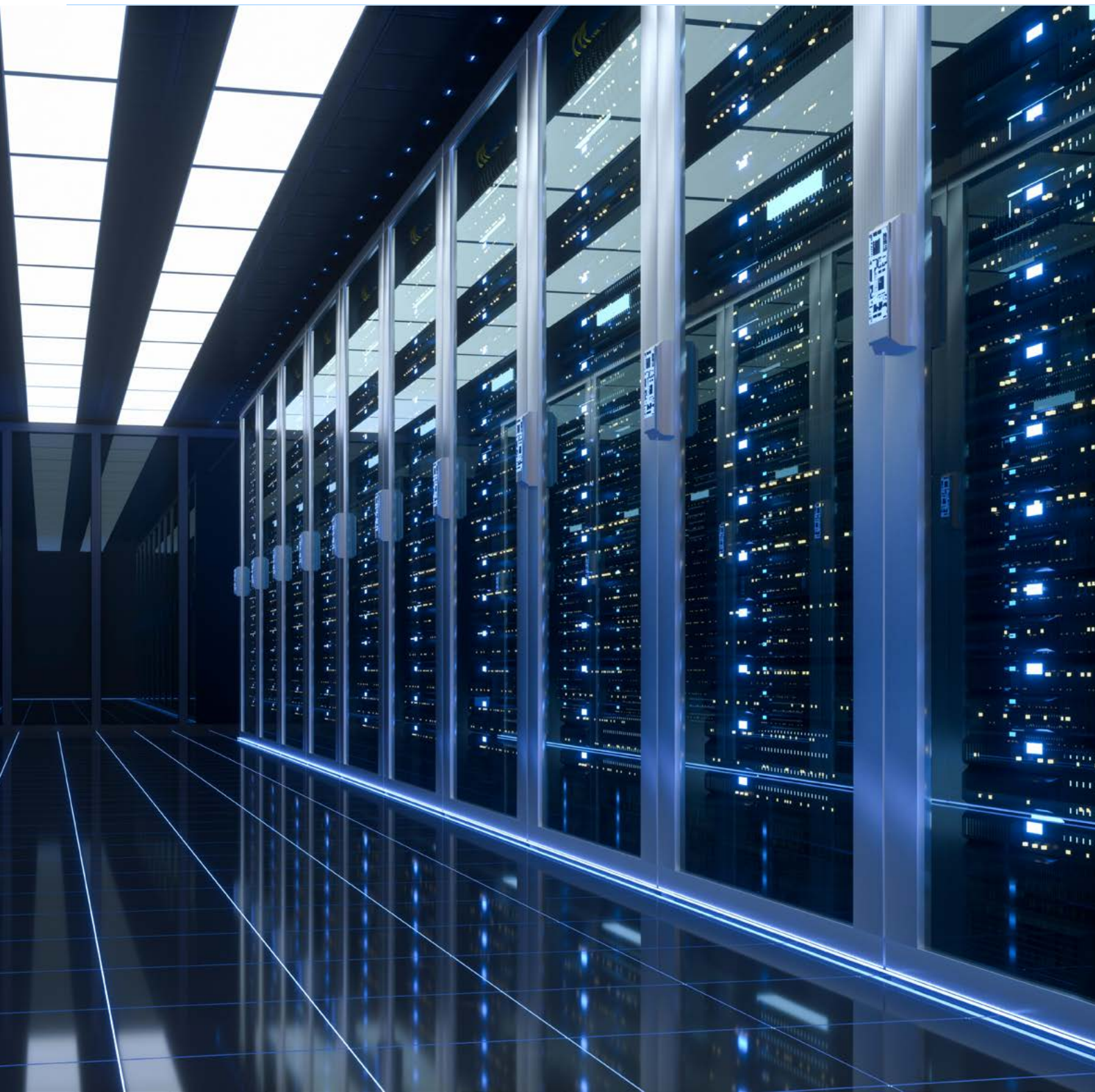
Our commitment to net-zero.

Reaching [net-zero residual carbon emissions¹⁴ by 2020](#) was a major milestone, but it was just the beginning. Our journey to sustainability requires ongoing collaboration and innovation. We’ve learned that reducing our carbon footprint across offices, data centers, business travel, and now our public cloud depends on strong partnerships and a companywide commitment to efficiency. While we’re proud of our progress, we continue to invest in high-quality carbon credits to further maximize our impact. See the Workday FY25 net-zero operations graph and footnote for details on how we accomplish this.

Workday FY25 net-zero operations.



¹⁴ Emissions from Scope 2 and Scope 3 upstream leased assets (comprising data center non-information technology (IT) electricity and serviced offices electricity) are addressed by a mix of on-site solar, our virtual power purchase agreement (VPPA), and other renewable electricity (comprising supplier-sourced renewable electricity, utility renewable energy tariffs, and Energy Attribute Certificates (EACs)). Workday procures and retires one EAC for every megawatt-hour (MWh) of nonrenewable electricity used to power our global operations. In addition, Workday procures and retires one EAC for every MWh of electricity used for overhead electricity in our data centers, as part of our Scope 3 Category 8: Upstream Leased Assets emissions. While we do not account for the EACs as reducing Scope 3 emissions (in line with SBTi guidance), we do consider the application of the market-based instruments toward our net-zero boundary. Scope 1, Scope 3 public cloud, and Scope 3 business travel emissions are addressed through SAFc and high-quality carbon credits.



Carbon-neutral cloud.

A key part of our climate commitments since 2017 is to offer our customers—all 11,000 across our global operations—a carbon-neutral cloud.

We do this by:



Sourcing 100% renewable electricity, effectively reducing data center Scope 2 market-based emissions to zero



Achieving net-zero residual carbon emissions by sourcing renewable electricity to mitigate emissions from electricity consumption for data center cooling



Mitigating our public cloud emissions, including the Scope 1 and 2 market-based emissions reported to us by our public cloud providers, by purchasing high-quality carbon credits

It's important for companies to understand not only what their own operation's emissions are but also about the emissions across their entire value chain. Workday offers an opportunity to support customers by measuring, communicating, and mitigating the emissions footprint of our cloud-based applications.

Carbon reduction and removal.

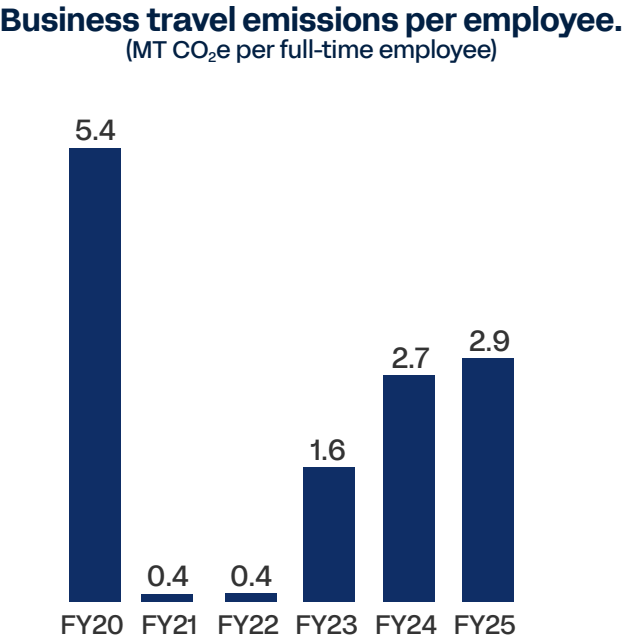
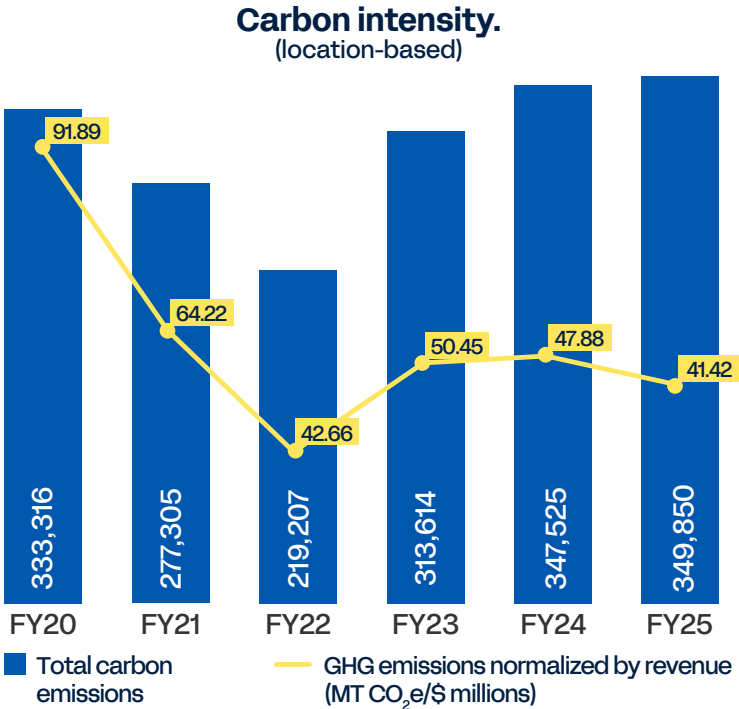
At Workday, we're committed to a zero-carbon future. We've achieved net-zero residual emissions¹⁴ across our operations (offices, data centers, public cloud, and business travel), and provide our customers with a carbon-neutral cloud. We continue to evolve our strategy, partnering with organizations to maximize our impact and achieve our ambitious SBTs.

Carbon management strategy.

Our strategy for reducing our carbon footprint focuses on the following:

- 1. Avoiding carbon-intensive activities.** We seek opportunities to choose less-carbon-intensive options over those with a larger carbon footprint.
- 2. Reducing through efficiency.** We focus on reducing the carbon intensity of our operations through high-impact efficiency measures in our office facilities and data centers.
- 3. Replacing high-carbon energy sources with carbon-free sources.** We prioritize on-site renewable energy generation, such as solar, where feasible and purchase wind and solar power over electricity generated from fossil fuels for our global operations.
- 4. Offsetting or removing emissions that can't be eliminated.** We purchase high-quality carbon credits for the residual emissions that we can't reduce through steps 1–3.





7% ▼

decrease in carbon intensity per square foot of office space since FY20

13% ▼

decrease in commute and remote work emissions per employee since FY20

5% ▼

decrease in carbon intensity per total revenue since FY20

0.5% ▼

decrease in data center carbon intensity per subscription revenue since FY20



Using an internal price on carbon.

To achieve our sustainability goals and create a financial incentive to make carbon-efficient business decisions, we established an internal price on our GHG emissions. We allocate costs across cost centers so that different areas of our business—for example, our data centers or offices—are accountable for their emissions footprint. We use those funds to procure renewable energy and finance carbon credits to maintain our commitment to net-zero residual carbon emissions across our offices, data centers and public cloud, and business travel. Each year, we evaluate our internal price on carbon to ensure it's optimized to help us meet our goals while allowing us to focus on improving quality and impact. Over the next few years, we will steadily increase our internal price on carbon to maintain our quality and impact objectives and align our investments to accelerate the transition to a zero-carbon future.

In FY25, Workday officially reached the Platinum level of certification from the Events Industry Council within its Sustainable Event Standards. This certification reflects the fact that Workday was able to achieve a 94% sustainable event, the highest to date for Workday Rising. In addition, Workday Rising has received its first-ever global award from IMEX for Innovation and Sustainability.

Environmental impact at Workday Rising.

From eliminating single-use plastics to sustainable food practices and recyclable decor, we're always looking for ways to reduce our impact at all of our events.

Some key sustainability highlights from Workday Rising in 2024 included:

- Self-guided and behind-the-scenes sustainability tours to learn about our sustainability efforts and discover how we're reducing our environmental footprint; for example, meeting with key vendors to share our sustainability goals and best practices, including sustainability verbiage in contracts and education around data collection
- An AI-powered waste-sorting robot called Oscar that helped achieve a 94% waste diversion rate—the highest in Workday Rising history
- Sustainable swag such as aluminum-and-bamboo pens, 100% recycled notebooks, rucksacks made from recycled materials, and recycled stainless steel water bottles (eliminating all non-compostable plastic cups throughout the event)

Similar to previous years, we had a commitment to offset the emissions of all attendee travel to Workday Rising. As expected, travel was the largest source of emissions, so we purchased high-quality carbon credits for attendee and Workmate travel. We gathered data from our vendors at Workday Rising across key areas to develop a per-person carbon footprint. Using a carbon emissions measurement tool specifically for large events—TRACE by isla—we collected data on energy, water usage, food and beverage, travel, graphics, building materials, transportation, waste, and recycling. This information enables us to evaluate total carbon emissions and ways we can continuously improve.



At Workday Rising in the U.S., Workday partnered with Rareform to transform the previous year's event fabrics into one-of-a-kind recycled backpacks for attendees.

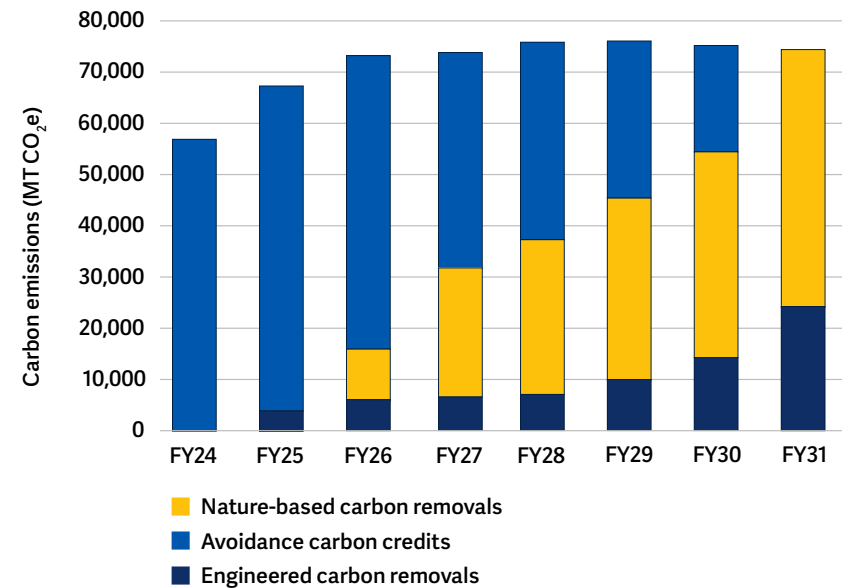
Accelerating carbon markets.

Workday recognizes the catalytic role businesses can play in addressing the climate crisis. We see immense potential in innovative climate solutions such as preventing landfill methane emissions, restoring ecosystems, and developing direct air-capture technologies. These projects require up-front investment to scale their impact but often face challenges securing funding before demonstrating their ability to generate verified carbon credits or removals. We believe in supporting these promising ventures early on to accelerate their development and unlock their full potential. We’re increasing our investment in cutting-edge climate solutions, collaborating with leading organizations, and leveraging our platform to drive progress toward a just and sustainable 1.5°C world.

Permanent carbon removal.

To avoid the worst effects of climate change, we must embrace our value of innovation by supporting the development of carbon removal as a critical solution. While we continue to focus on our carbon management strategy of avoiding emissions, increasing efficiency, and utilizing carbon-free energy sources, we are also transitioning to permanent carbon removal to mitigate residual emissions to achieve long-term decarbonization.

The Workday transition to carbon removal by FY31.



Scaling carbon removal for a sustainable future with Charm Industrial.

At Workday, we believe that skills—not just degrees—are the key to elevating human potential at scale. This is where our partnership with Charm Industrial is especially compelling, highlighting the powerful connection between climate action and workforce development. The organization's bio-oil sequestration operations in Kansas are employing workers from the oil and gas industry, leveraging their expertise and skills in drilling, logistics, and heavy equipment operation—but now in service of removing carbon, rather than extracting it. Research suggests this industry could create up to 130,000 jobs annually in the U.S. Charm Industrial's work is an example of how innovation, when supported by corporate action, can accelerate the development of industries that will be critical to achieving a 1.5°C future. We believe that by investing in innovative solutions and forging strategic partnerships, we can drive meaningful change, forever forward.

Scaling investment in the climate solutions.

Climate change is a global challenge that requires collective action. In order to achieve our permanent carbon removal goal, we joined Frontier alongside Autodesk, H&M Group, and JPMorgan Chase, contributing a combined \$100 million in funds to Frontier's \$1B+ advance market commitment that significantly:

- “Derisks” the development of needed technologies
- Enables more companies to support durable carbon removal
- Pushes carbon removal technologies to the next stages of development

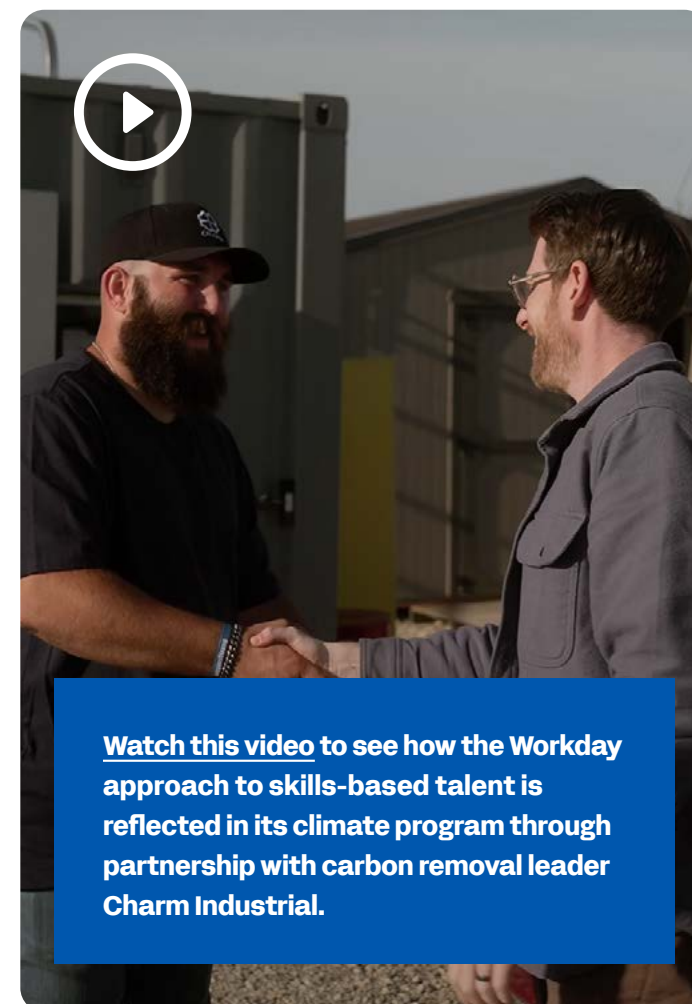
In FY25, Frontier facilitated:

- The world's [first river liming carbon removal deal with CarbonRun](#), totaling \$25.4 million to permanently remove 55,442 tons of CO₂ between 2025 and 2029
- Another set of [direct air-capture \(DAC\) offtake agreements with 280 Earth](#), totaling \$40 million to permanently remove 61,571 tons of CO₂ between 2024 and 2030
- The [first commercial-scale carbon removal retrofit](#) on a biomass-fueled district heating facility with Stockholm Exergi, totaling \$48.6M of the facility's removal output between 2028 and 2030
- An agreement with [Vaulted Deep, a carbon removal company](#) that injects carbon-rich organic waste deep underground for permanent storage, totaling \$58.3 million to permanently remove 152,480 tons of CO₂ between 2024 and 2027
- An agreement with [Terradot to use enhanced weathering](#), spreading basalt rock on farmland in Brazil to measure, absorb, and remove 90,000 tons of CO₂ from the atmosphere between 2025 and 2029

This is in addition to previous offtake agreements facilitated in FY24, including the first set of offtake agreements with [Charm Industrial](#), the largest enhanced weathering purchase to date with [Lithos Carbon](#), and the first set of DAC offtakes with [CarbonCapture and Heirloom](#).

Frontier

Frontier is a \$1B+ advance market commitment that aims to accelerate the development of carbon removal technologies by guaranteeing their future demand.



Watch this video to see how the Workday approach to skills-based talent is reflected in its climate program through partnership with carbon removal leader Charm Industrial.



Investing in natural climate solutions.

Our multifaceted approach to decarbonization also includes investing in natural climate solutions. We're providing \$1 million to scale up two natural climate solution projects focused on mangrove reforestation in Mexico and Kenya. Mangroves are incredibly efficient carbon sinks, storing up to 4x more carbon than rainforests. These projects not only sequester carbon but also provide numerous co-benefits:

- **Mexico:** Our project in Veracruz and Mexico City integrates mangroves with traditional "chinampas" (floating gardens), revitalizing this ancient agricultural practice while enhancing biodiversity, improving water management, and restoring local ecosystems.
- **Kenya:** The project has a tangible impact on the environment while also improving local livelihoods by enabling alternative sources of income such as aquaculture, beekeeping, and ecotourism. This includes providing several direct employment opportunities for local community members and increased access to educational services by improving economic conditions.

Learn more about why mangroves are often referred to as the "treasures of coastal communities" in [this podcast episode from Climate Impact Partners](#). By investing in high-quality nature-based solutions such as these, we can create a more sustainable future for all.

Carbon credit program.

The IPCC has [issued](#) a stark warning: achieving the 1.5°C target requires ambitious action, including significant carbon dioxide removal (CDR). However, CDR solutions remain very far in scale today, and while Workday is contributing to helping the industry scale through initiatives such as Frontier, we recognize that addressing climate change demands a comprehensive strategy. Carbon credits offer companies an immediate and flexible pathway to channel capital to these necessary climate solutions in addition to reducing greenhouse gas emissions today and in the future.

We recognize that not all carbon credit projects are created equally and scrutiny in the market underscores the need for careful selection. That's why we combine established methods with investments in innovative solutions, prioritizing high-quality carbon credit projects with verified environmental and social impact. To ensure this, we require independent third-party verification of each project and partner with carbon project specialists who conduct thorough due diligence.

We also believe that industry collaboration is key when it comes to advancing solutions for climate change. We're founding members of the Beyond Alliance (formerly Business Alliance to Scale Climate Solutions, or BASCS), and have [supported in delivering tools](#) for corporate carbon credit buyers by equipping companies with industry best practices and network to build high-quality and high-integrity programs. The [Appendix](#) provides transparency by detailing each Workday carbon credit project.

Our criteria includes:

- **Additionality**—emission reductions beyond business as usual
- **Leakage prevention**—prevent shifting of emissions to other locations
- **Permanence**—permanent and long-lasting reductions, not temporary
- **Verifiability**—rigorous independent third-party verification
- **Social impact**—sustainable development, including local workforce development and health and well-being benefits for the local community

Offtake strategy.

At Workday, we champion innovative climate solutions. By utilizing multiyear offtake agreements, we support the development of cutting-edge carbon removal technologies, including AI and remote sensing for nature-based projects. This approach ensures long-term funding for high-integrity projects and accelerates the transition to a low-carbon economy.

Multiyear offtake agreements.

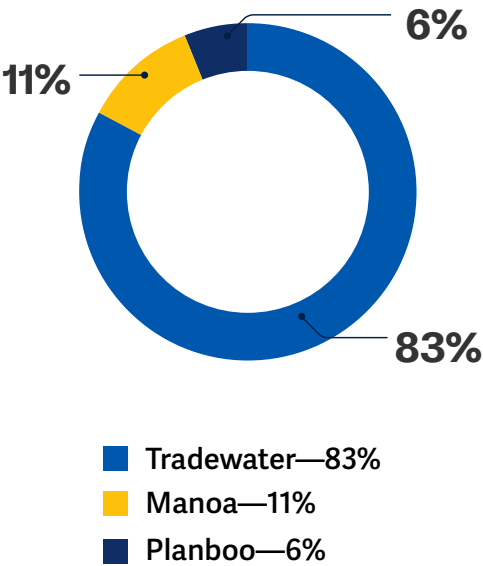
Multiyear commitments to carbon credit projects are able to make a significant impact. By unlocking the essential capital that’s needed for critical climate solutions to actually scale, we can accelerate the development and underpin confidence in capital investment and growth to drive down costs. Workday has signed a multiyear carbon credit offtake agreement in partnership with Patch that helps to:

- Ensure access to high-integrity carbon credits
- Maximize climate impact through catalytic-forward purchase agreements
- Amplify impact by sending a clear signal to the market

The multiyear offtake is designed to ensure Workday procures 225,000 metric tons of high-quality carbon credits with expected delivery over 6 years from three separate suppliers/projects. This includes supporting Pachama’s [Manoa](#) REDD+ project in Brazil, a 30-year initiative protecting the Amazon from deforestation. This initiative combines sustainable forestry, advanced monitoring, and community engagement to preserve biodiversity and combat climate change. [Pachama](#) harnesses AI and satellite data—using the latest

technological advances includes benefits such as derisking investments in nature-based projects by setting more accurate baselines, monitoring for leakage, and ensuring permanence. In Namibia, Workday is procuring carbon credits with [Planboo](#) to support critical issues such as encroachment of bush, reduced ground water reserves, and soil degradation. In 2024, the project removed 12,000t CO₂e working with diverse application sites to explore how biochar carbon removal can restore balance not just in the atmosphere but also in the savannah ecosystem.

Breakdown by project.



Carbon credit playbook for chief sustainability officers (CSOs).

An increasing number of CSOs are integrating carbon markets into their decarbonization strategies. However, to maximize impact and avoid ineffective engagement, a clearly defined strategic approach is crucial. In 2024, Workday CSO Erik Hansen collaborated with our partners at Patch to develop the “[Carbon Credit Playbook for Chief Sustainability Officers](#)” that provides a comprehensive framework for aligning carbon credit purchases with broader sustainability objectives. It offers practical steps for sustainability leaders to effectively leverage carbon markets at both the project and portfolio levels. Workday is happy to take part in creating a step-by-step playbook for sustainability leaders looking to engage with carbon markets.



Addressing methane emissions with Tradewater.

Reducing methane emissions is a critical component of any pathway that keeps us below 1.5°C of warming. Methane is a potent¹⁶ GHG that has more than 80x the warming power of carbon dioxide over the first 20 years after it reaches the atmosphere.

In 2024, Workday [became the first corporation](#) to make a commitment to and significant investment in the prevention of methane emissions from leaking orphaned oil and gas wells in partnership with [Tradewater](#). Orphaned wells, abandoned by insolvent operators, are a major source of methane emissions. While the primary focus of tackling climate change has been on carbon dioxide (CO₂), methane is known as one of the “super pollutants” that has a [profound impact](#) on both global temperature and human health. These wells also pose risks to communities through air and groundwater contamination.

The American Carbon Registry (ACR) has developed a methodology enabling private sector investment to accelerate the plugging of orphaned wells. Workday, through its multiyear offtake agreement with Patch, is supporting Tradewater’s efforts to leverage this methodology and rapidly plug these nearly 1 million¹⁷ orphaned oil and gas wells throughout the U.S. These credits are regarded as highly additional and critical to the climate equation because methane and other non-CO₂ gases cannot be removed from the atmosphere once emitted through nature-based solutions or DAC technology. The only way to address these gases is to prevent their release in the first place.

Scaling this and other critical climate solutions is not possible if there is no one to value the climate benefits from this work. [Workday](#) and other early buyers of credits from this new project type create two positive ripple effects. First, they inject crucial climate finance, enabling rapid iteration, learning, and impact as the first wave of projects get off the

ground. Second, they send a clear demand signal to project developers, buyers, and other stakeholders that the climate impacts and co-benefits of plugging orphan wells are too important to ignore and that these credits belong in climate action portfolios at all levels.

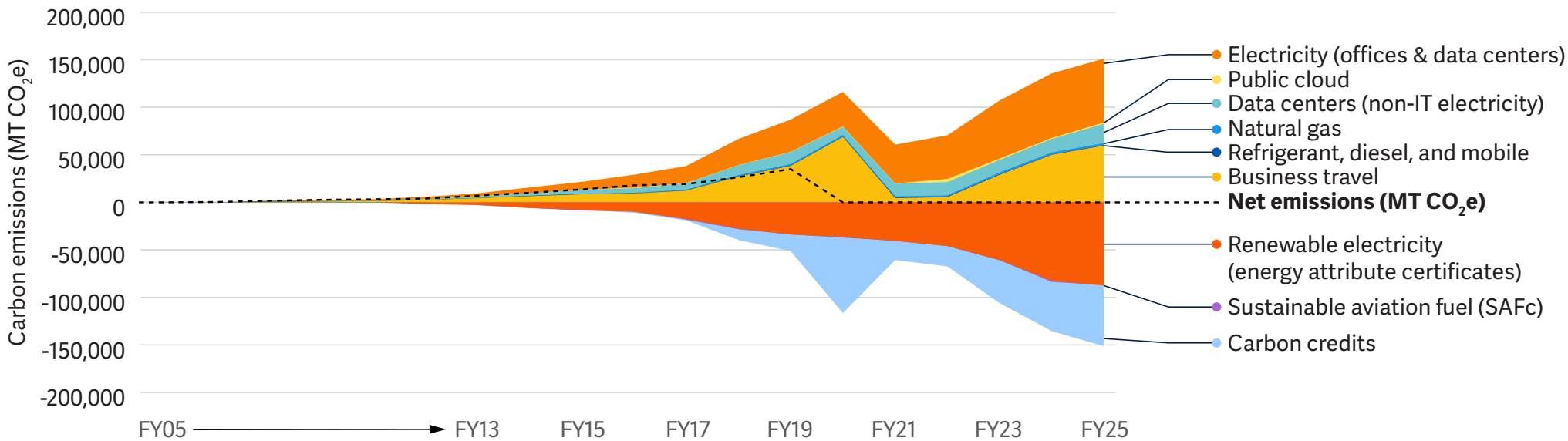
With a combination of government and corporate funding, including support from Workday, a nationwide program focused on locating and plugging all orphaned wells [could generate](#) an estimated 100,000 jobs per year for the next seven years. An added benefit is the opportunity to employ former oil and gas industry professionals, who possess relevant preexisting skills of the mechanics and technologies involved in the capping process. This aligns with Workday’s carbon credit criteria that seeks to fund projects that not only address environmental concerns but also promote local workforce development, improve community health and well-being, and contribute to a just transition toward a sustainable future.

¹⁶ According to the [World Meteorological Organization](#), atmospheric concentrations of methane in 2023 were 265% higher than preindustrial levels.

¹⁷ In the United States alone, the U.S. Department of Interior estimates that as of 2021, there are 129,000 documented orphaned wells on state and private lands. The Interstate Oil and Gas Company Commission (IOGCC) estimates that there are 250,000–740,000 undocumented orphaned wells as of 2023 while the EPA estimates that 3.9 million abandoned wells exist that are at risk of becoming orphaned, and the problem is only growing. The number of abandoned wells increased 5.4% from the prior year, and documented orphaned wells increased 53% from the prior 3-year reporting period.

Mitigating our historical emissions.

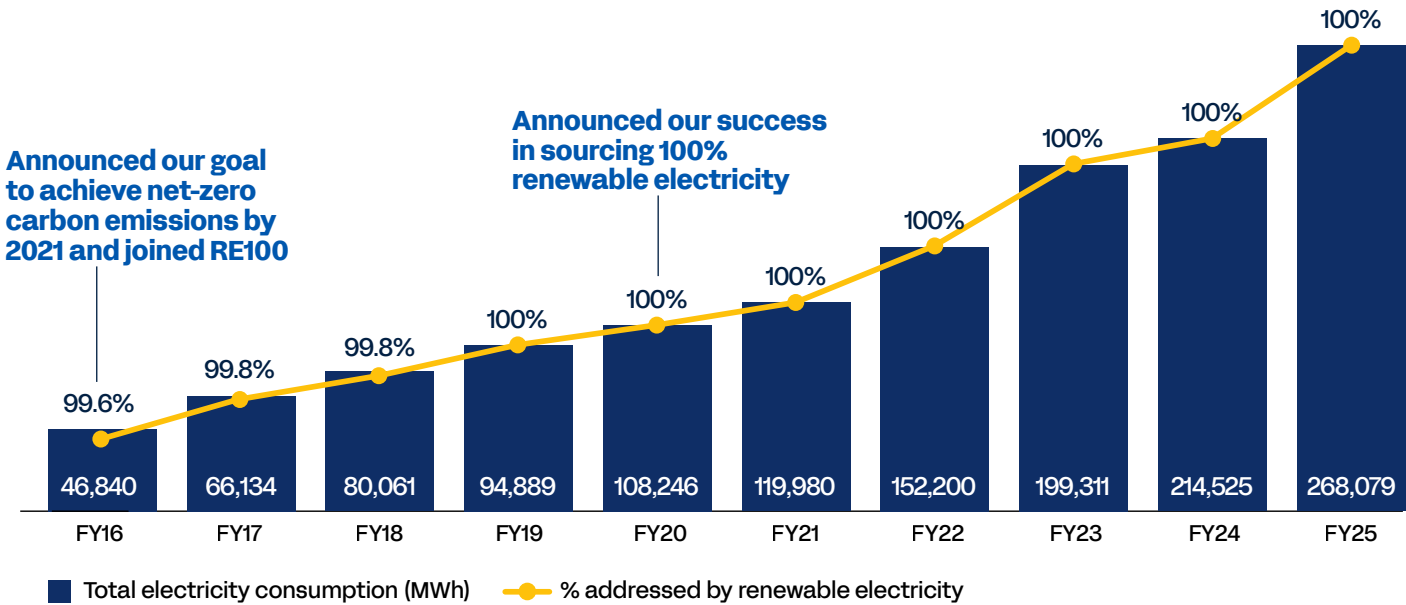
At Workday, we're one of the first large, global companies to reach a lifetime net carbon footprint of zero by mitigating our carbon legacy through the purchase of high-quality carbon credits. This was an important, actionable step toward achieving a zero-carbon future, as we also look to set futuristic goals and invest in technology that will take some time to implement systematic change. As of the end of FY25, we have mitigated the entire Workday carbon legacy (covering all our operational emissions before we reached our net-zero target in 2020) through the purchase of high-quality carbon credits.



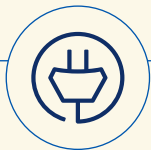
Clean and renewable energy.

As a cloud-based technology company, Workday understands that clean technology development and clean energy is essential to achieving our sustainability goals. Our operations depend on reliable and sustainable electricity, and we continue to work with others in our industry to decarbonize electricity grids. Each year since 2019, we've matched 100% of the electricity we used at our offices and data centers globally with clean, renewable sources, aligning with RE100 criteria. While energy efficiency remains a top priority, procuring renewable electricity is a key component of our sustainability strategy.

Renewable energy purchasing compared to total electricity.



Renewable energy strategy.



On-site generation.

Where feasible, we will prioritize on-site renewable energy generation at our offices, such as solar arrays. For example, one of our headquarters office buildings has on-site solar providing up to one-half of the building’s electricity needs, and we’re continuing to implement new solar arrays paired with battery storage on our campus.



Supplier-sourced renewable energy.

We engage actively with our colocation data center providers to encourage renewable energy investments that are mutually beneficial and expect any new data center to procure 100% credible renewable energy. In FY25, Workday data center partners provided 44,450 MWh of renewable energy to power operations in Ontario, Amsterdam, and Dublin. Workday will continue to encourage this type of supplier relationship through our advocacy as a member of CEBA’s Data Center Working Group.



Long-term investments.

We engage in strategic renewable energy investments that add clean energy to grids in markets where we have operations. Our first virtual power purchase agreement (VPPA) plays a crucial role in achieving 100% renewable electricity at our Virginia data center. In 2025, we [announced](#) a new social impact VPPA in partnership with LevelTen Energy and Starbucks to support building a 350 MW solar project that will provide up to 100,000 MWhs of renewable energy to Workday data centers annually.



Utility renewable energy tariffs.

Where appropriate, we take advantage of utility renewable energy—otherwise known as green tariff programs—through energy suppliers for our offices. We review these tariff programs to ensure they meet the quality criteria in line with the GHG Protocol’s Scope 2 Guidance and RE100 Technical Criteria. In FY25, more than 60% of our office electricity was supplied via green tariff programs, and we strive to continue growing our use of this renewable energy option going forward.



Renewable Energy Certificates (RECs) and EACs.

In locations where we can’t feasibly add on-site renewables or in markets where we can’t execute a long-term investment such as a VPPA, we purchase renewable energy from newer projects within the same market. We aim to purchase from projects located on the same grid as our facilities where possible. We prioritize high-quality certifications of verified renewables, such as Green-e RECs, EKOenergy-labeled electricity, and I-RECs, as well as renewables directly from local utilities that meet the quality criteria outlined in the GHG Protocol. We prioritize wind, solar, and small-scale hydro.

Our operations.

Electricity consumption.

We understand the importance of sharing our energy data with stakeholders, so we provide an annual summary of our electricity usage, including our renewable energy sources. This report details our estimated electricity consumption across our global colocation data centers and offices.

FY25 office and data center electricity use.



Offices (inner ring)

- 72% Americas
- 22% EMEA
- 6% APJ



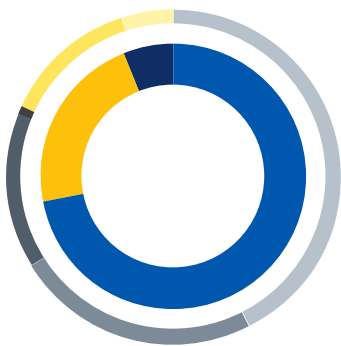
Data centers (outer ring)

Americas

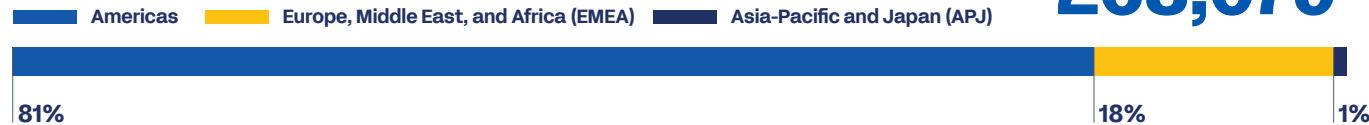
- 43% Oregon
- 24% Georgia
- 15% Virginia
- 0.01% Canada

EMEA

- 13% Ireland
- 5% Netherlands



FY25 Overall electricity use.



Total overall electricity (MWh)

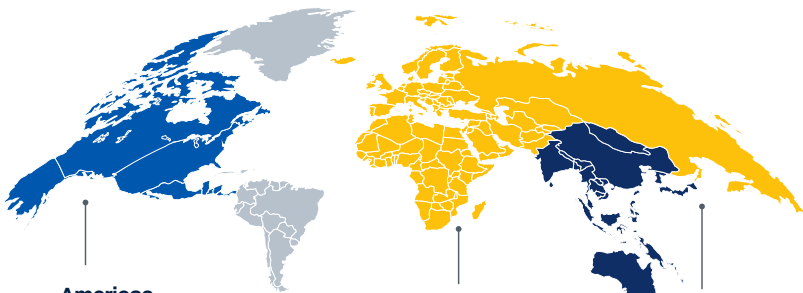
268,079



Offices (MWh)

Total MWh

23,516



Americas

16,949

39 locations

EMEA

5,075

27 locations

APJ

1,492

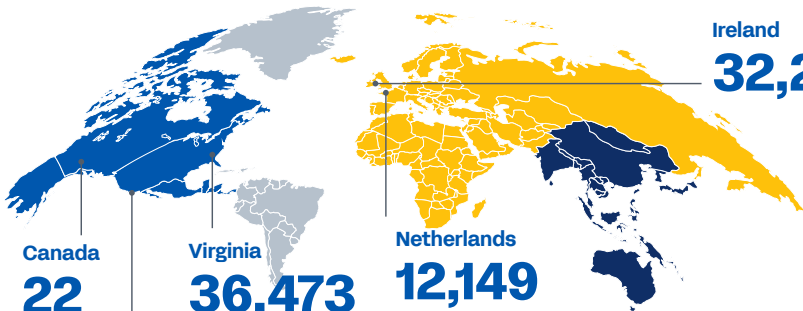
19 locations



Data Centers (MWh)

Total MWh

244,563



Canada

22

Oregon

105,037

Virginia

36,473

Georgia

58,603

Netherlands

12,149

Ireland

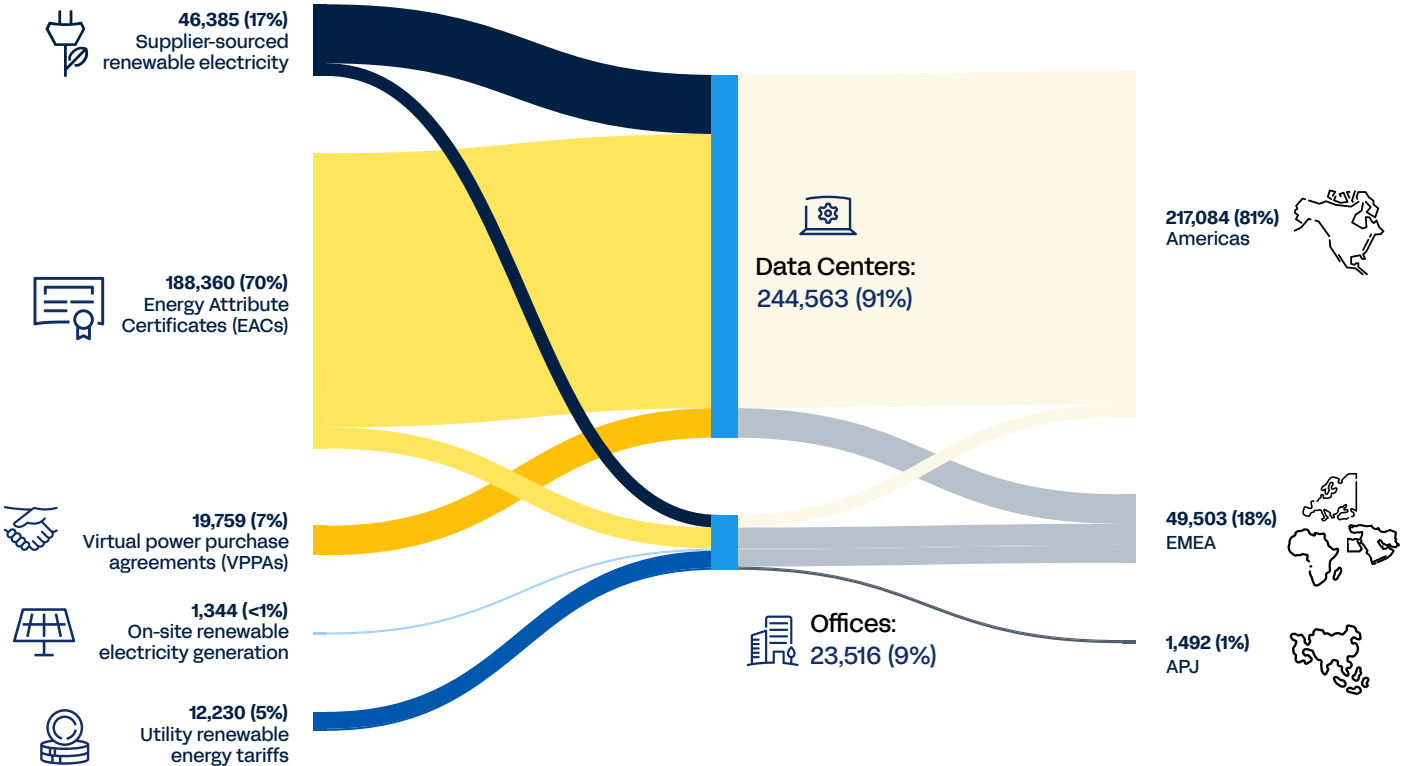
32,279

As seen in the FY25 renewable energy sources graph, we share how we utilize our sources of renewable energy and where they are distributed in our operational footprint. This also includes where in our geographic footprint these operations are located.

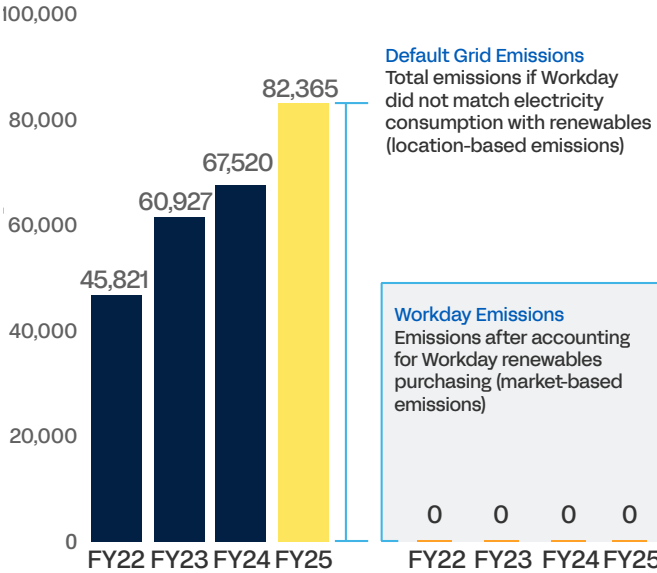
In 2025, Workday [announced](#) a partnership with Starbucks on an innovative 15-year solar virtual power purchase agreement (VPPA) in Texas. This collaboration, facilitated by LevelTen Energy, underscores Workday’s ongoing commitment to powering our operations with 100% renewable energy and contributing to a cleaner grid. Beyond the environmental impact, this project in Concho County—located within an energy community, meaning an area with a history of fossil fuel industry activity—will support local economic development. It will provide financial support for RAIN-UP, a program promoting renewable energy opportunities for socially disadvantaged farmers, ranchers, and landowners. This initiative directly aligns with Workday’s focus on creating positive social impact through our environmental investments, fostering workforce development, promoting community well-being, and enabling a more sustainable world.



FY25 renewable energy sources.
(MWh—source, operational footprint, and region)



Scope 2 emissions.
(MT CO₂e)



Our offices.

We continuously look for ways to minimize our energy footprint in the places where we live and work. In FY25, the Sustainability team worked closely with our Global Real Estate, Workplace, and Safety (REWS) team to support and enhance Workday sustainability initiatives by implementing the following directives:

- The commitment that all new projects will be designed to the U.S. Green Building Council's LEED Gold standard and the International WELL Building Institute's WELL Gold standards and will pursue certifications whenever possible.
- Every eligible leased office globally has achieved [WELL Health and Safety Certification](#). We are pursuing WELL Gold Certification for 5 current projects and are designing a new meeting center at our Pleasanton headquarters toward LEED Platinum and WELL Platinum certifications.
- Workday REWS created a decarbonization and electrification roadmap this year and replaced all gas domestic hot-water heaters on our Pleasanton headquarters campus with electric heaters.
- Extending the integration of our sustainability initiatives into our new global design guidelines and green leasing process. This includes green lease clauses and updated site selection criteria such as opting in to 100% renewable electricity for the premises where feasible and environmental performance data to be shared on a regular basis.
- Started the process to install new solar arrays and industrial-sized megapack batteries, planned for FY26, at our Pleasanton headquarters. This project will offset an additional 25% of the electricity usage of our largest building at our headquarters, enabling 350 kilowatts of solar energy and 730 kilowatts of battery storage. This is

in addition to the 865-kilowatt solar array we're already utilizing that provides up to half of the daily electricity needs of our largest building at our headquarters. In addition, our Pleasanton headquarters opted in to a 100% renewables program through our local utility, and Atlanta, our second-largest U.S. office, procured 100% renewables.

- Addition of 120 new electric vehicle charging ports in FY25 to our already 320 charging ports, making our campus one of the largest workplaces for charging ports in Alameda County, and increasing the charging ports and bike racks available at other offices worldwide to encourage low-carbon commuting methods.
- Activated a Campus Demand Response Program at our Pleasanton headquarters that sends out an emergency load reduction notification asking to reduce energy use during high-grid stress or a grid emergency.

Designing for energy savings.

Our data center operations team employs a multifaceted approach to data center sustainability:

- **Power optimization:** We utilize advanced software and fine-tune server settings to minimize energy use without impacting performance. For example, we previously leveraged revised power-monitoring software that provides improved data on how we can maximize power utilization for the cabinets that vertically house our servers.
- **Efficient infrastructure:** We prioritize migrating to data centers with lower power usage effectiveness (PUE).
- **Continuous improvement:** We remain dedicated to evolving our data center strategies to reduce our environmental impact.



Our workspaces are designed to minimize environmental impact, promote employee well-being, and foster a deep connection with the communities we inhabit. By prioritizing sustainable practices in our buildings, we're investing in a healthier planet and a brighter future for Workday and the world."

JOHANNA TURKO
Global Sustainability Design Lead, Workday

Engaging with providers to increase energy efficiency.

While we don't own our own data centers, we know that their potential environmental impact plays a critical role in our sustainability strategy. That's why we partner with colocation providers that share our commitment to sustainability. Our data center selection process involves a rigorous evaluation of energy efficiency, renewable electricity usage, and overall carbon footprint. We actively collaborate with our providers to support their adoption of high-quality renewable energy options, such as VPPAs and utility green tariffs, which help them transition to 100% renewable electricity. We also encourage our providers to set science-based emissions reduction targets, ensuring alignment with our own ambitious climate goals. This collaborative approach allows us to leverage our influence to drive positive change within the industry and contribute to a cleaner energy future.

Public cloud infrastructure: Amazon Web Services and Google Cloud Platform.

Workday is actively expanding its partnership with leading public cloud providers, including Amazon Web Services (AWS) and Google Cloud Platform (GCP). We believe that expanding our public cloud offerings across multiple enterprise-class vendors will help us continue to deliver unique value to our customers—no matter their size, region, or industry—and give them more opportunities for innovation, regardless of regulatory or business drivers.

In addition, when selecting cloud providers and regions for our workloads, Workday takes into consideration that different regions have varying access to renewable energy sources and, as a result, differing carbon emissions. By prioritizing regions with high renewable energy penetration, Workday can significantly reduce its carbon footprint associated with cloud usage. We also consider the carbon intensity of the regions and cloud providers when selecting where we expand our public cloud infrastructure with an aim to reduce our carbon footprint.

There have been recent industry concerns about the environmental impact of AI, and as a company that has long leveraged powerful technologies such as large language models, minimizing our footprint continues to be a top priority. Even with our long history of using AI, we've seen a 2% reduction in data center carbon intensity since FY20, and we'll continue to look for ways to reduce our footprint.

In alignment with our net-zero commitments, we're proud to work alongside public cloud providers that have made similar strides toward making their operations more sustainable. We are supportive of the commitments by Google to operate on [24/7 carbon-free electricity](#) by 2030, and AWS to power operations with [100% renewable energy](#) by 2025. We anticipate that achieving their climate commitments will greatly benefit customers, including Workday, and help us to reach our decarbonization goals more effectively.

Our strategy also includes working on industry partnerships to improve criteria for companies using colocation services. For example, Workday was one of the founding signatories to [The Corporate Colocation and Cloud Buyers' Principles](#), which outlines criteria such as providing data on customer energy consumption, disclosing facility energy sources, and supporting renewable energy advocacy efforts.



Minimizing our public cloud carbon footprint.

In FY25, Workday strategically optimized our cloud costs with a key focus on significantly reducing our environmental impact. By meticulously focusing on reducing our cloud carbon footprint, we achieved an estimated reduction of 5,000 metric tons of carbon dioxide equivalent (MT CO₂e) in our GHG emissions. Not only did the effort reduce our environmental impact but it also resulted in millions of dollars in annual cost savings.

The multifaceted strategy included several key levers:

- **Rightsizing cloud instances:** A detailed analysis of our deployed cloud infrastructure found many instances that were over-provisioned for their actual workloads. By resizing these instances to more accurately match computational demands, we significantly reduced the energy consumed by underutilized resources.
- **Eliminating unused resources:** A thorough audit of our cloud environment identified many dormant or barely used resources, including virtual machines, storage volumes, and network components that

were consuming energy without providing value. By identifying and terminating these unused resources, we eliminated unnecessary energy consumption and the corresponding carbon emissions.

- **Moving to more energy-efficient infrastructure:** We actively moved workloads to newer generations of cloud infrastructure offered by our providers. These advanced infrastructure options are designed with enhanced energy efficiency, leveraging more efficient processors, cooling systems, and overall data center designs.
- **Code optimization:** Recognizing that software efficiency plays a crucial role in overall resource utilization, Workday invested in optimizing our application code. Our engineering teams refactored computationally intensive and inefficient code to require less processing power and memory to run our services, directly reducing energy consumption in the cloud infrastructure and reducing carbon emissions. The more efficient code also improves application performance and scalability.

At Workday, we are not only focused on achieving operational efficiencies but are also actively engineering a more sustainable cloud infrastructure. By integrating sustainability considerations into our cloud cost-optimization efforts, Workday is taking tangible steps to minimize our environmental impact while delivering value to our customers and stakeholders.

Industry collaborations for impact at scale.

Collaboration is key to accelerating the clean energy transition. In order to scale our impact, we work with others in the industry to drive meaningful change. We became a founding member of the Clean Energy Buyers Institute's [Beyond the Megawatt Initiative](#) and signatories of the [Principles for Purpose-Driven Energy Procurement](#), initiatives that will act as a roadmap for developers and corporate renewable energy procurement teams to come together to build projects that respect the land, deliver tangible benefits to local communities, and help us build a resilient and clean grid. By leveraging our combined purchasing power and influence, we can drive significant change in the energy market, supporting the growth of renewable energy and reducing reliance on fossil fuels.





Water management.

While water use is not a primary input nor widely used in our operations, we are committed to understanding and responsibly managing our water footprint. In FY23, we calculated our water baseline in order to measure our impact and share it with our stakeholders. As part of our ongoing commitment to environmental transparency and proactive risk management, in early 2025, Workday compiled a comprehensive water inventory for our 106 global sites (offices and data centers), aligning with recognized standards such as the CEO Water Mandate and CDP technical notes. Following our inventory compilation, we conducted a basin-level water risk assessment using leading tools such as [WRI Aqueduct](#) and [WWF Water Risk](#)

[Filter](#) to identify facilities facing inherent water-related risks and prioritize them for future stewardship initiatives.

After excluding sites with non-material water withdrawals (less than 0.255% of total global withdrawals, covering 95% of total withdrawals) and those with low business criticality, the assessment identified that 9% of Workday’s total water withdrawals are in water-stressed basins based solely on WRI Aqueduct’s baseline water stress indicator. The outcome of the assessment not only strengthens our reporting capabilities but also provides critical insights into opportunities to ensure the long-term health of the watersheds upon which our business and local communities depend.

Our innovative greywater system at our Pleasanton headquarters recycles water captured from rainwater and showers on-site. The first commercial greywater system in Pleasanton, this water goes through a multistep treatment process and is used to flush toilets and urinals.

FY25 water footprint.

Withdrawals:
80,629,273
gallons

Discharges:
48,017,167
gallons

Consumption:
32,612,106
gallons

Withdrawals from water stressed regions:
9.3%

Reducing e-waste.

Workday has long worked toward our goal of responsibly disposing 100% of our IT equipment, which is our most material source of waste. We have two primary sources: one stream includes servers, network equipment, and other infrastructure used in our data centers to provide applications to our customers. The other includes computers and peripherals provided to our employees to conduct their daily work. To meet our goal, we implemented an Electronics Disposition Policy that covers all retired, excess, and obsolete electronics generated by our global operations. The policy applies to both our data centers that provide our cloud applications and our internal IT operations.

Workday also provides e-waste bins throughout our Pleasanton headquarters campus, as well as at our largest field offices. Workmates can use these to responsibly dispose of unwanted electronic equipment such as cables, keyboards, and other peripherals. We have partnered with a global electronics-disposition company that meets our requirements for operating under ISO 14001 certification, as well as the strong e-Stewards certification (or a comparable local standard). This also includes the NAID AAA certification, which allows the secure handling of data-bearing assets by vetted and trained technicians, as data security is always paramount.

FY25 electronic dispositions at Workday.

18,850 assets

recycled or resold

58,740 lbs.

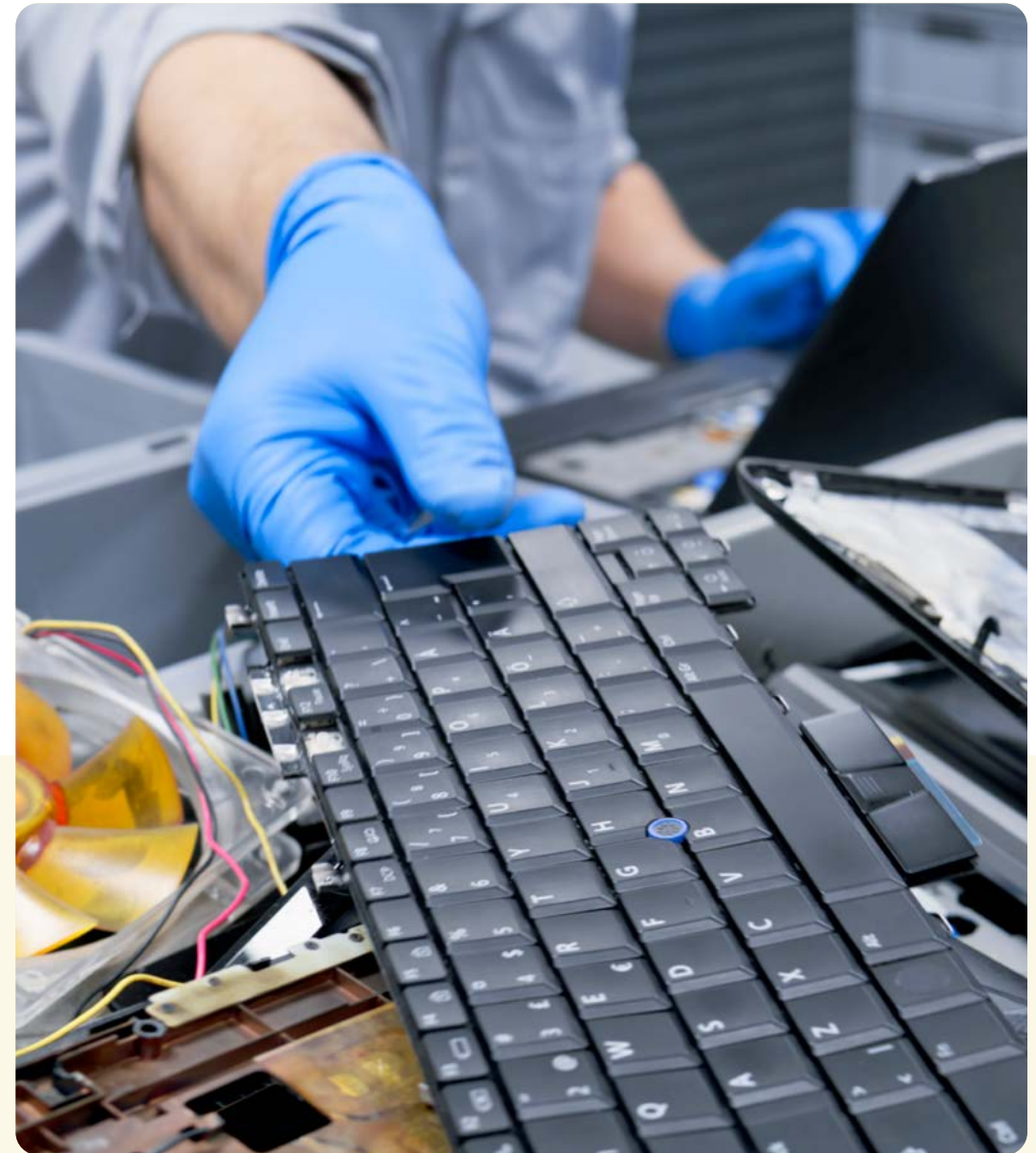
total weight disposition¹⁸ (offices)

272,296 lbs.

total weight dispositioned (data centers)

\$4.3 million

value recovered



¹⁸ Total weight dispositioned are assets recycled/sold/torn down/redeployed.

Sustainability community leaders.

Our employees are passionate about sustainability and making a difference. Through our employee-led Sustainability Workmate Communities, they actively contribute to companywide efforts and local initiatives. These communities foster a culture of environmental responsibility by focusing on volunteering and supporting impactful causes within their communities.

In FY25, Workmates around the globe participated in events such as a small-space gardening and sustainability workshop in the Zapopan, Mexico, office; a repair workshop in the Munich, Germany, office to learn how to fix items instead of throwing them away; a session in San Francisco on how to use pretax dollars to take public transportation; and a community cleanup to collect 65 bags of trash in Dublin, Ireland. These year-round events are in addition to Earth Month activities available to all employees, such as learning about climate anxiety in 2024, and how Workmates can cultivate resilience while advocating for climate justice.

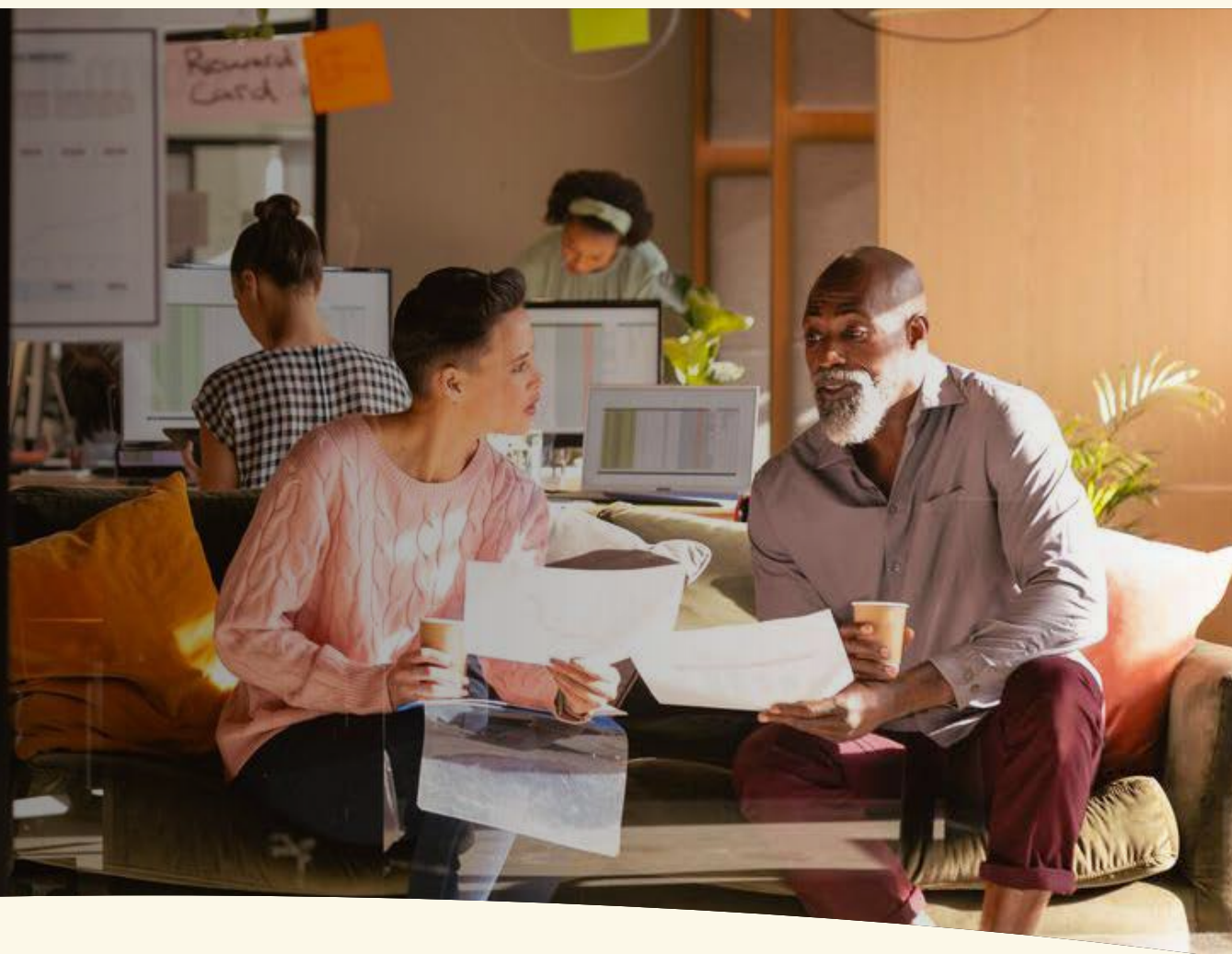
According to our FY25 Commute and Remote Work Sustainability survey, 85% of our Workmates say sustainability is very important to them or that they support it.



Put people first:

Social and community impact.

We nurture our culture and work each day to enhance the lives of our employees by building a workplace that is inclusive and supportive and that provides opportunities for everyone to grow and thrive. We invest in communities to help lift up those most impacted by the social and economic challenges of today and build resilience that will result in a brighter future for all.



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Our strategy.

Workday's success starts with our people. We prioritize our employees by fostering a culture where everyone feels valued and supported. This means investing in their growth, offering flexibility, and promoting well-being. Because when our employees thrive, Workday thrives.

Our priorities.

Our employees are our number one core value and our greatest asset. This belief has shaped the Workday culture from the very beginning, guiding our decisions and shaping our strategic priorities for our people.

Employee experience: Workday is more than just a workplace; it's a community. We champion our employees (Workmates) by designing experiences that prioritize their well-being and productivity, both personally and professionally. We believe that by putting our employees first, we create a global community of high performers who make room for everyone to bring their best selves to work.

Workmate upskilling: At Workday, we know that employees are most engaged when they have the opportunity to develop new skills and meaningful work to apply their skills. We focus on being transparent about the skills that matter for success, offer learning opportunities to build those skills, and enable all employees to use their skills to grow their career. Our [skills-first people strategy](#) comes to life through a common skills language and skills-based talent practices

such as quarterly development conversations. Our strategy also includes innovative growth opportunities powered by the Workday skills-based Career Hub where employees find access to internal gigs, learning opportunities, new connections, and mentors to help them develop skills relevant to their interests and business needs. As our business continues to grow, we will remain focused on upskilling our employees to achieve business results and promote employee engagement.

VIBE®: Value Inclusion & Belonging for Everyone™: We believe our employees thrive when they feel a sense of belonging. That's why Workday fosters an inclusive workplace where everyone has equitable opportunities to grow and succeed. We champion a culture of respect where differences are valued and celebrated, and every employee feels safe to bring their authentic self to work.

Community impact: Talent is everywhere, but opportunity is not. Workday strives to positively impact our communities and support employees through charitable contributions and volunteer opportunities that create meaningful employment, break the cycle of poverty, and transform lives. Together, we can help address the opportunity gap and create a robust economy that maximizes human potential.





Employee development.

Workday recognizes that investing in our employees is an investment in our future. We believe in fostering a culture of growth, where employees and leaders have clear expectations and access to the resources they need to succeed. By providing high-impact development opportunities, we empower our people to grow their skills and advance their careers, driving both individual and organizational success.

Our talent strategy includes:

- Setting clear expectations for how to succeed and grow at Workday while encouraging a high-performance mindset
- Leveraging Workday technology to enable skills and career growth
- Providing world-class development opportunities for every Workmate based on their unique needs
- Enabling Workmates to share regular feedback on their employee experience

- Encouraging consistent dialogue between Workmates and their people leaders through regular check-ins and compensation conversations
- Supporting people leaders with the resources and practical tools to get better every day at leading their teams

Empowering performance and growth.

The Workday talent philosophy establishes a clear set of expectations and empowers employees to take the driver's seat in their career journey. We provide the tools, resources, and supportive framework for continuous growth and development.

These practices are realized through ongoing conversations between employees and their people leaders, culminating in what we call check-ins (CIs). Launched within the Workday product using a collaborative conversation starter tool, Workmates are expected to complete a CI three times per year. CIs help ensure that Workmates and their people leaders are aligned on job expectations, progress against goals and performance, and career growth and development opportunities, especially as business needs evolve.

All Workmates deserve to know what success looks like in their role, how to get there, and where they stand. Our goal is 100% participation with CIs for all Workmates.

We know this approach is working because the results are clear. According to a post-check-in survey in the second half of FY25, over 90% of Workmates who took the survey agreed that the check-in was a good use of their time, and 84% of Workmates believed that the check-in supported growth and performance. Additionally, 92% of Workmates felt like their people leader acknowledged recent accomplishments and the support they needed.

Skills growth powered by the Workday product.

At Workday, we empower employees to navigate the evolving world of work by focusing on skills. By understanding their own skills (and skills gaps), our employees can proactively pursue development opportunities and accelerate their career journeys. This focus on skills also enables internal mobility, allowing employees to explore new roles and contribute their talents where they're most needed.

Through [Career Hub](#) in Workday, employees can harness these opportunities in one place where they can:

- Input their skills and skills interests, their current career interests, and the amount of time available to dedicate to development
- Leverage career path builder, a feature that enables employees to take their career into their own hands by building out their ideal career journey using the information stored in their profile
- Benefit from AI that matches their interests to personalized development recommendations, including relevant learning courses to take, professional connections to make, and future career opportunities
- Apply to participate in a gig—a part-time assignment sponsored by a Workday leader

More than 13,000 active employees have completed onboarding in Career Hub, and we continue to build more opportunities to leverage our products to enable growth. For example, past data¹⁹ showed that internal mobility was nearly 50% greater for employees who participated in a gig than for those who did not.

In 2023, the manager insights function became available—a people leader complement to the Career Hub that provides a consolidated view of career and skills interests, as well as personalized recommendations for each team member. This solution helps people leaders track their team members' career growth and understand how they want to grow, and enables them both to create and suggest opportunities. We enable people leaders on how to use the Manager Insights Hub, along with other Workday tools, as part of our people leader enablement strategy so they are empowered to use our product for driving insights to action.

In 2024, we further empowered our employees to take charge of their career development by adding job-critical skills to 100% of relevant job profiles. These job-critical skills, which employees can view on their employee profiles in Workday, give employees greater visibility into the skills that truly matter for their role and serve to guide their development and career decisions. Employees can also view the job-critical skills associated with other job profiles in Workday, helping them prepare for their next role.

¹⁹ Career Hub and mobility data are tracked internally by Workday People Analytics teams.



Workday Gigs has revolutionized how we at Workday approach compliance training for employees. As the head of employee learning and awareness for Legal, Compliance, and Corporate Affairs, the biggest challenge I face is making complex, dry regulatory topics engaging and accessible. Workday Gigs is a ready-made platform where I can tap into a talent pool of instructional designers across the business—from Workday Education to P&T Learning to Sales Enablement—who bring fresh perspectives, subject matter expertise, and a passion for innovative learning methods.

Workday Gigs has unlocked a creative powerhouse, making our compliance training program more impactful, building upon our core value of integrity, and continuing to earn our stakeholders' and customers' trust."

CHRISTINA WON

Principal, Learning—Legal, Compliance, and Corporate Affairs, Workday

World-class development opportunities.

We continually hear from our employees that they are most engaged when they are continuously exposed to new things, empowered to build new skills, and feel that their work makes an impact. To support this, we provide a wealth of learning resources and a strong community to help Workmates along their journey.

- **Learning at Workday:** We offer a comprehensive learning experience from each employee's first day, helping new Workmates seamlessly integrate into our culture, business, and technology. This includes a six-month onboarding journey—launched through the Workday product—to help new Workmates get familiar with the Workday organization, our values, and our strategies for success; skills learning opportunities targeting core skills valuable to all Workmates; and eLearning courses covering an array of core and job-specific skills needed across Workday.
- **Leading at Workday:** We empower all Workmates to become effective leaders, whether they're leading a team, a project, or an entire organization. Our leadership development resources include a targeted curriculum covering expectations and fundamentals of leading others; high-potential development programs targeted at director- and executive-level leaders to prepare them for the next stage in their leadership; and our annual in-person People Leadership Summit, a two-day internal event that explores how the Workday purpose, culture, and values enable our performance, set us apart, and help us support our customers. Through all of our programs, our leaders come away with a deep understanding of the leadership capabilities and practices that drive Workday forever forward and enable every Workmate's success.

Early career programs.

Workday is committed to fostering a culture of continuous learning and growth at all levels, and that includes specialized programs tailored to specific teams and career stages. Beyond companywide learning initiatives, we offer function-specific programs where teams such as Product and Technology, Sales, and others have curated learning experiences designed to meet the unique needs of their roles. This ensures employees develop expertise aligned with their day-to-day responsibilities, skills, and career goals.

We also invest heavily in nurturing the next generation of talent through our Pre-Intern, Intern, and Generation Workday® programs. These programs provide extended onboarding within a supportive cohort, easing the transition into the workplace for new hires. By blending enterprisewide content with function-specific training, we create well-rounded individuals ready to make an impact. From day one, we prioritize integrating early career Workmates into our unique culture, setting them up for success. This approach cultivates adaptable, proactive problem-solvers who contribute meaningfully to the success of Workday.

Generation Workday® serves as a cornerstone for professionals launching their careers, offering foundational core skills training and cross-functional networking opportunities during the 12-month program. Workday also offers a variety of functional enablement programs, including ORBIT in Product and Technology, SPARK in Customer Experience, and Corporate Sales Development in Sales. Together, Generation Workday® and Workday job-skills training programs provide a strong launching point to help develop world-class professionals at Workday. Here's what our graduates have to say:

“

The Generation Workday program taught me the importance of skills development and real-world experience in the workplace. Through hands-on training and mentorship, I gained valuable insights into teamwork, problem-solving, and adaptability in a professional environment.”

GENERATION WORKDAY® GRADUATE

“

The GW [Generation Workday] program has positively impacted my professional growth, as the core skills topics helped me understand more about my career and how to make myself grow. I have expanded my professional network, as I know other people from other teams due to friendships within the [Generation Workday] program.”

GENERATION WORKDAY® GRADUATE



We began with the principle that we did not want to know all the skills; we wanted to know the most important skills. High-quality skills data provides the precision needed for hiring, the insights needed for training investments, and the clarity for workers on what skills they should develop.”

JOSH TARR

Director, Skills-Based Organization, Workday

Workday drives skills transformation.

Workday continued our [skills-based organization \(SBO\) transformation](#) in FY25, focusing on identifying and developing the most critical skills for business success. Instead of trying to capture every possible skill, Workday takes a “narrowed skills lens” approach, concentrating on the 10 to 12 essential skills for each role that have a proven impact on current performance. This approach involves identifying the most common roles within the organization, using data and business inputs to pinpoint essential skills and ensuring these skills are integrated into talent practices. By narrowing the focus, Workday creates more manageable and actionable skills information, enabling faster and more effective development and hiring decisions.

A key component of Workday SBO transformation is the use of skills confirmation partnerships. This collaborative process brings together HR, direct managers, and senior leaders to refine, rate, and confirm the essential skills for each role. The process begins with HR using data and AI to generate an initial list of potential skills. Direct managers then rate these skills based on their importance to performance in their team’s respective roles. Finally, senior leaders review and approve the final list of essential skills, ensuring alignment with business objectives. Workday is also committed to helping other organizations with their skills transformations through innovations such as [Workday Skills Cloud](#), a technology that uses AI to identify and organize skills, providing companies with deeper insights into their workforce and enabling more personalized employee experiences that extend to all levels of the organization, including executive leadership. To cultivate high-performing executives, we developed a standardized

executive skills assessment in [Workday Extend](#). This tool provides a unified approach to identify executive strengths and growth opportunities using consistent measures to compare self- and manager ratings on six essential skills and two key attributes. By pinpointing development areas and enabling targeted action, this process ensures that we are fostering a culture of continuous growth for our senior leaders. Business-validated skills and our Workday Extend product allow us to do just that.

Workday has always believed skills are key enablers of greater agility and adaptability, and this is reflected in our increased focus on skills-based career development and internal mobility. This focus on essential skills is deeply embedded in Workday talent practices. During performance reviews, employees are prompted to select an essential skill for development, fostering focused growth. In [hiring](#), candidates are assessed against the same set of essential skills for each role, using structured interviews and standardized rubrics to ensure consistency and equity. This approach has led to 100% of employees having essential skills aligned to their jobs on their profiles and 65% of employees accessing development and job recommendations based on skills matches in Workday Talent Marketplace. Workday has also seen significant improvements in time-to-fill and internal mobility as a result of this skills-based approach.

Employee feedback: Workday Peakon Employee Voice.

Since the inception of Workday Peakon Employee Voice²⁰ surveys, Workmate sentiment showed the biggest improvement in the following areas:

- Growth: “I feel that I’m growing professionally.”
- Workload: “The demands of my workload are manageable.”
- Accomplishment: “Most days I feel a sense of accomplishment for what I do.”

Specifically in FY25, Workday sentiment showed the biggest improvement in the following areas:

- Recognition: “I get enough feedback to understand if I’m doing my job well.”

This was driven by the launch of our employee recognition platform called the STAR Program in May 2024. This platform allows Workmates to Spotlight, Thank, Appreciate, and Recognize (STAR) their fellow Workmates through public and private feedback, which can be celebrated by others on the platform. This platform also integrates directly into the Workday anytime feedback feature, which is then displayed on an employee’s profile in Workday and can be reviewed during CIs, calibration, and compensation discussions.

- Environment: “Using my Workday office is a positive and straightforward experience.”

Our improvement in the Environment driver was supported by a cross-functional working group—Real Estate, Business Technology, and People & Purpose—which worked on a number of initiatives related to site health including changes in locations, investments in technology, and a focus on curating site leaders and site leadership committees to oversee investments in sites and site culture.

In addition to thousands of actions teams and managers took to improve overall team engagement, analyzing Workday Peakon feedback helped the company make both big and small changes in the way we operate, including:

- Launching [Work from Almost Anywhere](#) to address Workmates’ desire for more flexibility
- Implementing CIs, which came about as a direct result of feedback that Workmates wanted us to really prioritize their career growth
- Improving companywide Town Halls, focused on the most pressing questions employees have

²⁰ The Workday Peakon Employee Voice core measure of employee engagement is based on the employee Net Promoter Score questions, “How likely is it that you would recommend [Company name] as a place to work?” This question is also used by customer organizations providing robust benchmarking. Through FY22, FY23, FY24, and FY25, Workday placed in the top 25% of the Technology-Software and Services industry benchmark for this core measure of engagement.

Participation in Workday Peakon Employee Voice surveys:

91%

of employees have taken part.

Since the inception of Workday Peakon Employee Voice, employees have provided over

600,000

confidential comments and in the past year employees provided over

140,000

confidential comments using the platform.



“

Workday Peakon Employee Voice has been our people leaders’ go-to tool to improve team engagement and productivity—taking our employee listening culture to the next level. On average, people leaders review feedback once a week. They have read, acknowledged, and responded to hundreds of thousands of employee comments, and logged thousands of actions in Workday Peakon—complementing our strategic use of this data with bottom-up improvements on the things our employees care about most. In addition, **the new Workday Peakon AI features** from Workday Illuminate have helped our HR organization and our senior leadership unlock deeper and faster employee insights, saving hundreds of hours of manual work by quickly summarizing the key topics that pinpoint exactly where action should be taken.”

PHIL WILLBURN

Vice President, People Analytics, Workday

Making meaningful connections.

We take fun seriously at Workday—there's a reason it's one of our core values. It's woven into our everyday interactions in ways that build meaningful relationships, ensuring you feel the Workday culture no matter where you are in the world. In our hybrid work environment, we've prioritized investing in what matters most to Workmates—creating opportunities to connect. Fun means gathering intentionally and celebrating moments that lead to meaningful engagement.

Employee life around the world.

Connecting Workmates across our global sites has always been a priority. In 2024, the Employee Life team strategically designed events for every site to host, ensuring alignment to a global mission while remaining true to each site's unique culture.

More than 20 sites hosted a Bring Your People to Workday event with a simple purpose: Workmates were encouraged to share their #wdaylife with the people who matter the most to them. For example, Austin and Singapore offices aligned their Bring Your People to Workday festivities with Halloween, inviting children to trick-or-treat at the office, decorate pumpkins, and dress up in costumes, all while seeing where their parents work.

Our Munich office hosted its first-ever Bring Your People to Workday event and welcomed guests of all ages. The feedback highlighted a resounding success with

participants raving about how rewarding it was to connect with their loved one's colleagues and work life firsthand.

In Pleasanton, 92% of Workmates who attended the week-long Bring Your People to Workday event walked away with a greater sense of Workday pride. Guests decorated their own employee badges, met with members of the Workday VIBE®: Value Inclusion & Belonging for Everyone™ team, and spent time playing arcade games in the campus's Fun Room.

Curating intentional moments to gather, such as these Bring Your People to Workday events, fuels engagement, belonging, and innovation.

Workclubs.

Workclubs are an integral part of Workday culture, bringing together 5,500+ members worldwide across 240+ clubs centered around shared interests and passions. Workclubs offer both in-person and virtual gatherings, providing opportunities for deeper connections and engagement. Our research shows that Workclub members have higher collaboration with others within the first three months of joining a club. In global organization, Workclubs are a way to find a community with those who share similar interests.

Beyond socializing, Workclubs demonstrate a commitment to social responsibility by supporting charitable causes. In Singapore, members of the Workday Cycling Club

completed a 900 km charity ride from Bangkok to Cambodia and raised funds for the Hope for Cambodian Children's Charity Foundation. The Tennis Club in Dublin, Ireland, hosted Coffee Mornings for Workmates to gather. They donated money earned from selling baked goods to support Our Lady's Hospice & Care Services. This dedication to both internal connection and external giving exemplifies Workday values and strengthens the company's vibrant culture.

Workmate Community Leaders program.

Our Workmate Community Leaders program empowers volunteer employee culture champions to bring meaningful events and initiatives to life at our sites around the globe. Events span four pillars: Employee Programs, Giving & Doing, Sustainability, and Well-Being, each designed to bring Workmates together and strengthen local communities.

In FY25, Workmate Community Leaders organized over 1,400 events for local Workmates in 67 locations, including well-being activities and workshops, volunteer opportunities, sustainability trivia events and Earth Month activities, summer picnics, holiday celebrations, and end-of-year parties. Through their dedication, these leaders fostered engagement, connection, and belonging across the Workday global workforce.

VIBE®: Value Inclusion & Belonging for Everyone™.

Our journey.

At Workday, we cultivate a culture of inclusion and belonging for everyone, to fuel innovation and success. Our employees with their diverse perspectives, backgrounds, skills, and approaches remain our greatest strength. We believe that when every employee feels valued, respected, and empowered, we all thrive. Our focus on belonging drives us to create solutions and experiences that make a meaningful, lasting impact for our Workmates, customers, and communities, empowering all of us to thrive together.

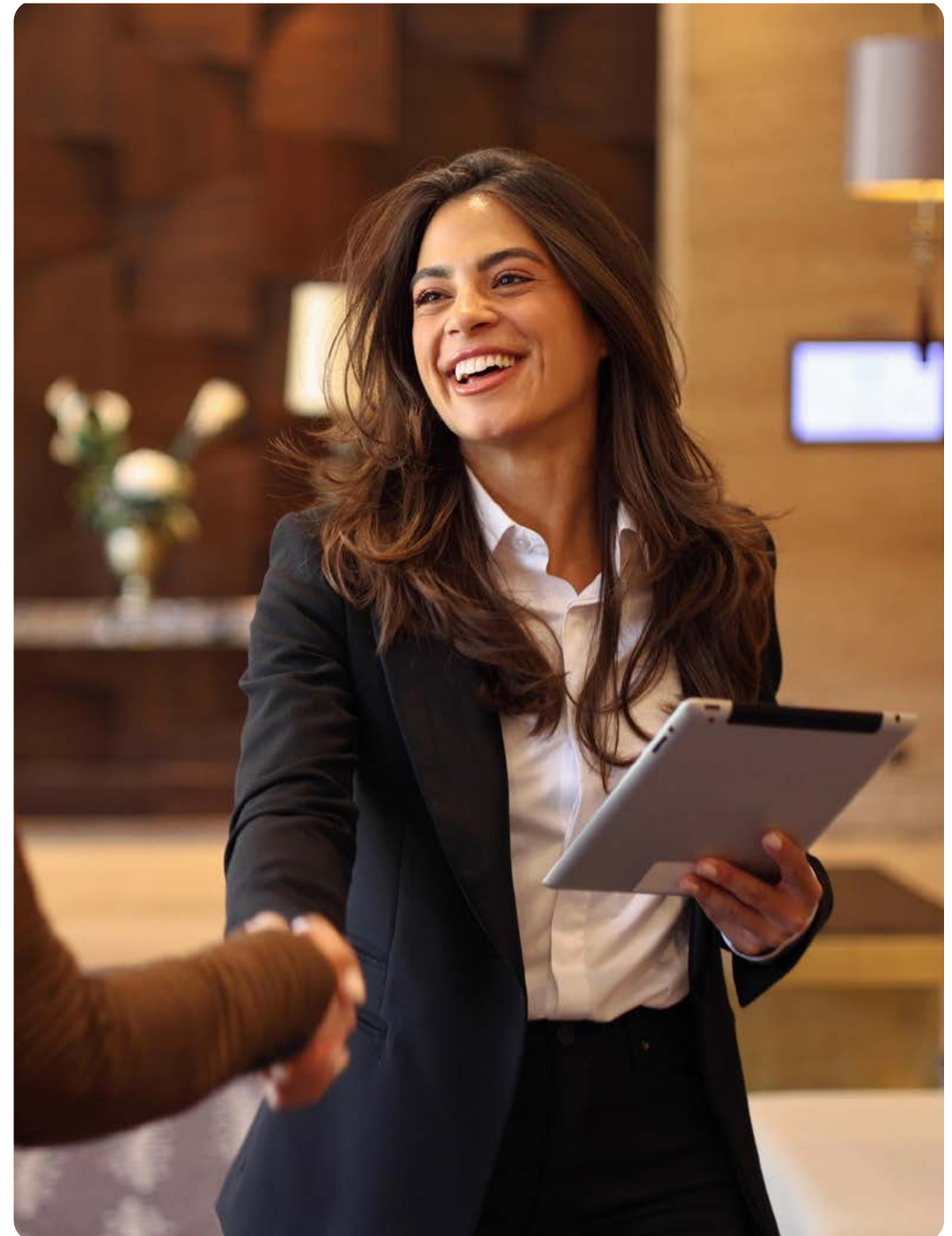
This year's "2025 Workday Global Impact Report" captures our journey—celebrating the culture we built, the lessons we've learned, and the road that lies ahead.

Workforce composition at Workday.

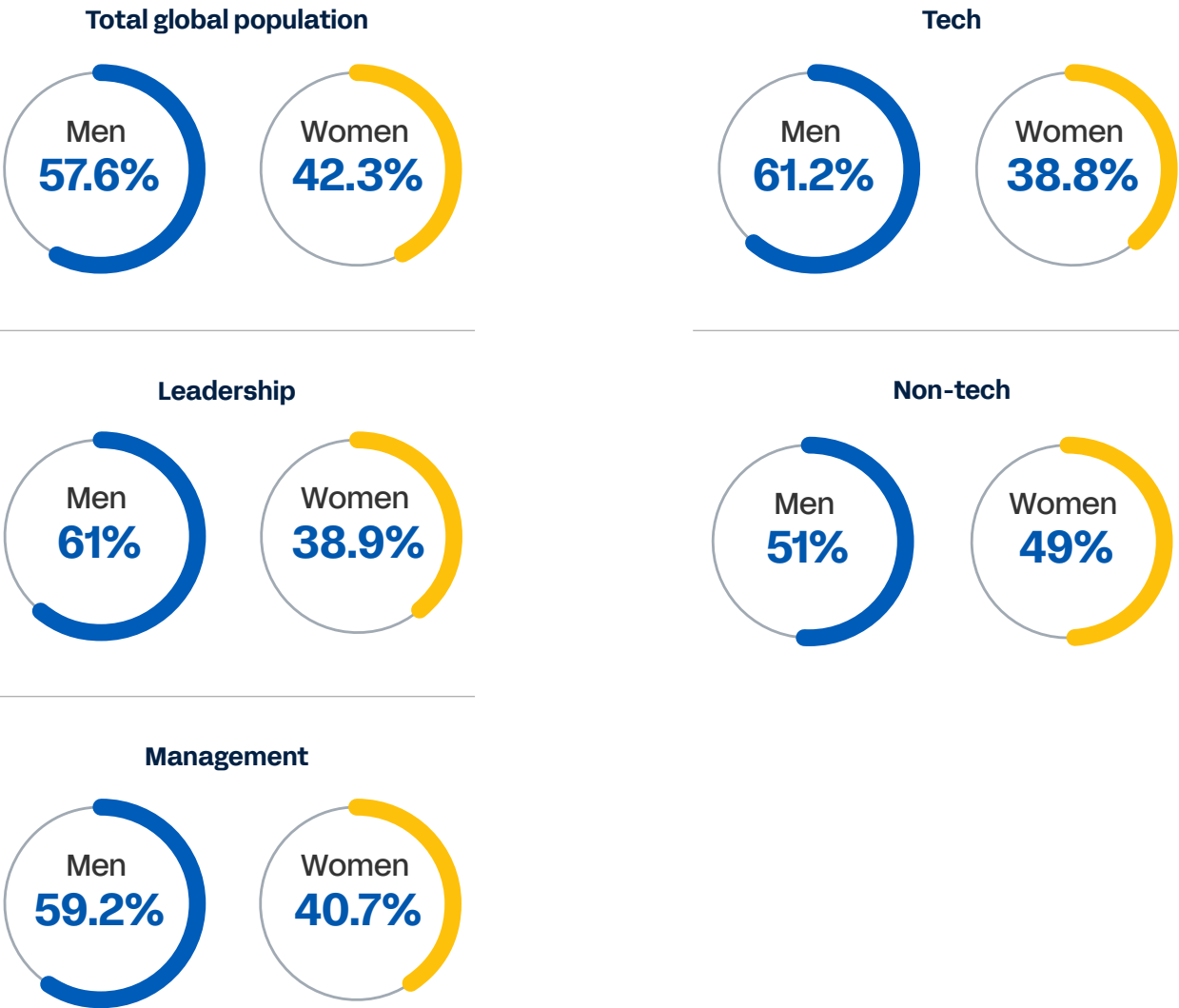
We are committed to welcoming varied perspectives, experiences, and thoughts to drive creativity and problem-solving—crucial ingredients for leadership in a rapidly evolving landscape defined by AI, technology, and data.

We understand that the pursuit of representation is a transformative journey that demands resilience, persistence, and a commitment to continual improvement. We are dedicated to this long-term effort, knowing that the hard work we invest in today will yield a more balanced, equitable, and innovative future.

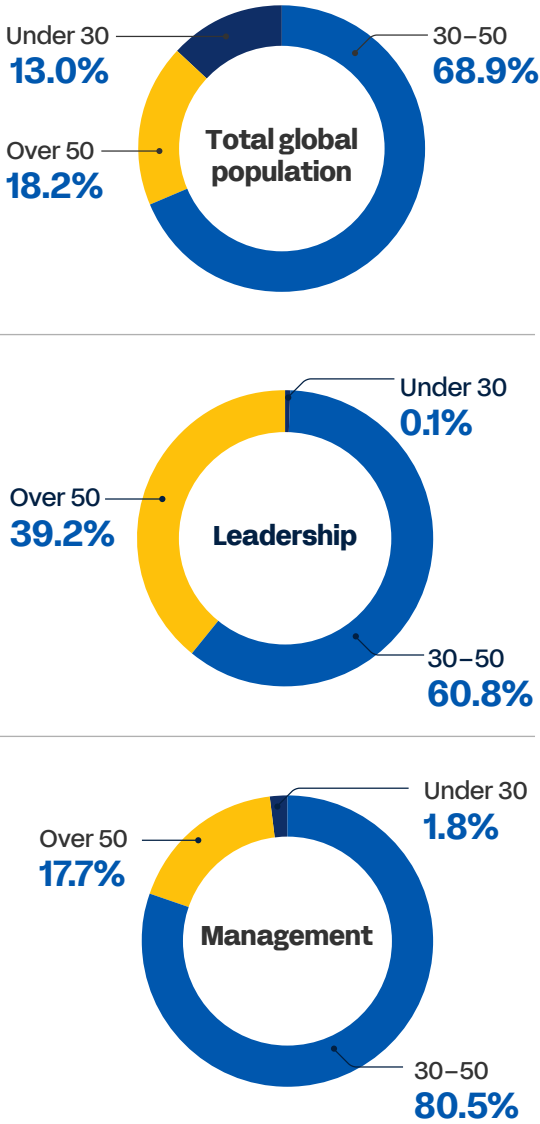
One of the ways we gain a deeper understanding of our workforce composition is through our ongoing implementation of expanded voluntary Global Self-Identification options (Global Self-ID) for Workmates in countries such as Australia, Canada, England, Ireland, New Zealand, Singapore, and the U.S., further demonstrating our dedication to fostering a culture where every employee feels valued. Encouraging Global Self-ID goes beyond compliance; it's about affirming our belief in VIBE and ensuring our Workmates know they matter. As of the end of FY25, we've achieved a significant milestone, with 87% of Workmates having access to expanded Global Self-ID options and of those who have access, 83% have participated.



FY25 global gender diversity.^{21, 22}



FY25 global age diversity.²³



²¹ Leadership is defined as director level and above; management is defined as associate manager through senior manager.
²² Due to rounding, these charts may total slightly above 100%.
²³ Due to rounding, these charts may total slightly above 100%. Data represents all global full-time employees.

Driving impact with VIBE® Signature Programs.

In a world reshaped by groundbreaking technological advancements, including our own innovations such as our next-generation AI Workday Illuminate™, we remain steadfast in our commitment to centering humanity, fostering community, and cultivating trust and inclusivity for all—both within our products and across our workforce. It is these very principles that are the foundation of our VIBE Signature Programs, which drive meaningful and measurable impact:

- **Inclusion for varying abilities:** Dedicated to creating accessible and inclusive experiences that empower all Workmates, candidates, and customers to thrive.
- **Employee Belonging Councils (EBCs):** Communities that are open to all employees, designed to amplify belonging, foster authentic connections, and provide a platform for strategic ideation that supports both personal growth and business success.
- **Giving & Doing:** Harnessing the collective power of our people to make a difference, this program inspires and equips employees to contribute time, resources, and skills toward causes that matter most.

From awareness to accessibility: Building inclusion.

Recognizing that meaningful change requires sustained effort, we continue to concentrate on our four strategic pillars to drive enduring progress in inclusion for all: Environment, Workmate & Customer Practices, Workmate Enablement, and Leadership Commitment.

1. **Environment:** We aim to create inclusive physical, social, and attitudinal environments that empower individuals with varying abilities to thrive. From accessible buildings and communication methods to transportation systems and inclusive attitudes, we are building environments where every individual feels valued and supported.
2. **Workmate & Customer Practices:** Through thoughtful policies, processes, and dedicated resources, we ensure all people are fully included and supported in both our workplace and customer experiences. At both the Workday Rising and Workday Rising EMEA events, our Help Desk empowered over 300 attendees across 100+ companies, enabling transformative experiences such as attending concerts with American Sign Language interpretation for the first time. We strive to create spaces where everyone belongs and feels valued.
3. **Workmate Enablement:** We provide our employees with the tools, training, and resources to foster an inclusive culture that values the unique talents and contributions of every Workmate.
4. **Leadership Commitment:** We prioritize leadership accountability in advancing accessibility and inclusion across all aspects of our business. Our Disability Inclusion Council, composed of leaders and experts, ensures that accessibility and inclusion are deeply embedded in our daily operations and long-term strategies. Leadership at Workday doesn't just support inclusion—it drives it.



Fostering unity: EBCs connecting communities.

At Workday, our Employee Belonging Councils (EBCs) are instrumental in cultivating a culture of VIBE® by providing dedicated spaces for Workmates to foster ideation, advance inclusion, and drive innovation. Made up of business leaders, thought leaders, and storytellers, our EBCs are open to all Workmates and advocate for belonging across Workday's many communities.

EBCs contribute significantly to business initiatives, product development, professional growth, talent support, and community outreach by concentrating on three key areas:

- **Workplace:** Shaping a culture of belonging by offering many different perspectives and insights
- **Business:** Aligning with business objectives to influence both internal and external outcomes
- **Community:** Elevating brand awareness and VIBE through collaboration with external partners and thought leaders

As of the end of FY25, 28% of our Workmates are members of one or more EBCs, and this number continues to grow, reflecting our collective commitment to fostering an inclusive and supportive workplace for all.

Beyond business: How our Giving & Doing program impacts communities.

In addition to our internal initiatives, the Workday Giving & Doing program embodies our steadfast belief in making a positive impact beyond our organizational walls. This program empowers Workmates to engage in charitable efforts, community service, and volunteerism, reinforcing that true success encompasses the collective influence we have on society.

From empowering employee philanthropy and facilitating team-based community service, to responding to global challenges, employees serve the communities in which they live and work, gaining meaningful experiences and supporting causes important to them and those they serve. A prime example is Workforce Week®, our annual, all-employee volunteer program that underscores our commitment to uplifting underserved communities, advocating for equity, and expanding access to opportunities.

For more information about our program, check out our [Giving & Doing overview](#).



Our VIBE Signature Programs reflect our commitment to creating a culture where every individual feels valued, supported, and empowered to make an impact. By centering humanity and fostering belonging, we're not just building better workplaces—we're shaping a better world."

KUMARI WILLIAMS
Chief VIBE Officer, Workday

We value inclusion: Building bridges.

Bridge building with VIBE®.

At Workday, we embrace and empower a diversity of backgrounds and perspectives, making room for everyone. In 2024, The Workday Foundation, the VIBE team, and Corporate Affairs team collaborated to spark the Bridge Building initiative intended to create a workplace where our shared humanity is celebrated, where differences become sources of strength, and where we navigate challenges gracefully and respectfully. Rooted in VIBE, this effort has resulted in global bridge-building activations and inclusive experiences aligned with Workday's newly energized story—moving forever forward, elevating humans, and supercharging their lived experiences at work, at home, and within their communities. Whether meeting a Workmate for the first time in a random coffee chat or leveraging resources to support difficult conversations we've equipped employees with what they need in order to be the best versions of themselves. And our bridging didn't end there.

At Workday Rising, a dedicated space was hosted to explore strategies for cultivating a dynamic and high-performing workforce where all talent can flourish. The interactive experience focused on assessing the organizational landscape, defining leverage points and addressing challenges, creating focus areas aligned with organizational value, and developing actionable plans for execution and measurement. Participants engaged with our experts and product specialists to pinpoint critical actions that could unlock innovation and drive business success through the full engagement of every individual. The ultimate aim was to

Our Bridge Building initiative saw participation from Workmates around the globe, experienced by many as an opportunity to further enrich our culture by connecting through random coffee chats where Workmates who may not have a reason to connect were randomly paired for 1:1 conversations to get to know each other.

inspire attendees to develop clear, results-oriented plans for building workplaces that leverage the unique strengths of all individuals, leading to continuous innovation and measurable business impact.

Becoming a skills-based organization.

Our ongoing commitment to building a future where inclusive innovation thrives is made evident by our evolution into a skills-based organization ([SBO](#)), and once again, we see VIBE in action: widening the aperture to opportunity by emphasizing skills over traditional credentials, breaking down systemic barriers such as the digital divide, and bridging pathways for individuals to thrive, regardless of their background.



At Workday, we believe that an inclusive workplace ensures everyone has fair access to opportunities, resources, and the support needed to thrive.”

ASHLEY GOLDSMITH
Chief People Officer, Workday



Belonging is a shared responsibility, and we all have the power to foster an environment where everyone feels welcomed and accepted. By intentionally creating inclusive spaces, we naturally build trust and encourage open communication. And when we engage with curiosity, compassion, and courage, we create a sense of community and connection to something more collective, which ultimately allows us to achieve better outcomes.”

KIVA WILSON

Senior Director of VIBE Business Partners, Workday

We value belonging: Creating a space where everyone feels welcome.

Belonging is at the heart of our Workday community—it’s the feeling that is created when we treat one another with respect and as equal and integral members of our workplace, recognizing the vital role everyone plays. By fostering an environment where all people feel seen and valued, we unlock our collective potential, drive innovation, and inspire each other to thrive and succeed. The true strength of belonging lies in the ability to harmonize our shared experiences while embracing our differences, helping to foster a collective consciousness that is instrumental in nurturing a culture that sparks positive transformation. Belonging strengthens our connections and empowers us to bring our authentic and best selves to the table. We are humbled and happy that many Workmates continue to experience a sense of belonging; so much so that judging from our Workday Peakon Employee Voice product, Workday belonging scores at the end of this fiscal year were in the top 10% of Technology, Software, and Services companies.

VIBE® Councils across leadership levels and geography.

Our VIBE Councils, composed of voices from various functions and regions, are dedicated to helping us transform VIBE commitments into actionable reality. Council members prioritize efforts to create a workplace where every employee can thrive.

Upholding a vibrant workplace for all.

We are committed to overcoming barriers to opportunities so that we can create fair access for everyone; it is a cornerstone of our culture, and we strive to embed it into our talent practices. By implementing a structured approach that emphasizes skills, accountability, and rigor, we aim to ensure our talent practices allow everyone to contribute, shine, and succeed.

Hiring.

We acknowledge that skills, education, and lived and learned experiences are gained in a variety of ways that are often not recognized in the traditional recruiting process, which is why we take a holistic approach to talent acquisition that prioritizes a skills-based approach. By standardizing practices to attract and evaluate talent fairly and promote a skills-first hiring approach, we aim to deliver a meaningful and positive experience for all.

Investing in the future of talent.

The picture is clear for us: We must continue to embrace a holistic approach to talent acquisition that prioritizes skills over pedigree and recognize that exceptional talent exists in nearly every corner of our society.

For those who have taken alternative routes—whether due to personal circumstances or the unconventional paths they’ve navigated—we focus on highlighting abilities and readiness to thrive in tech. This commitment extends to communities, including but not limited to military veterans, returners, and neurodivergent individuals whose unique experiences and transferable skills are invaluable assets. Be it through hiring, upskilling, reskilling, community volunteerism, or collaborating with experts to reshape our recruitment and talent management processes, we actively support our Workmates and weave their perspectives into the fabric of our organization.

This work doesn’t end; it may shift and evolve, but it is a long game to bear witness to lasting change and Workday is prepared to be the change we want to see.

VIBE®.

We believe VIBE is everyone's responsibility, and we continue to be inspired by the pivotal role each of us play—whether it's a leader setting clear expectations and modeling inclusive behaviors, or a Workmate inspiring the passion and determination needed for ongoing improvement—VIBE is bigger than one person or a specific team, VIBE belongs to all of us.

From building robust talent pipelines to implementing development opportunities for all people, to leveraging confidential employee feedback through [Workday Peakon Employee Voice](#), our commitment to our values, culture, and customers inspires us every day.

Inclusion: Increase inclusive capabilities, behaviors, and practices throughout the organization.

- **Disability Inclusion and Global Self-ID:** Spearheading global empowerment and accessibility, recognizing individuals for their unique identities
- **Random Coffee Chats:** Empowering Workmates to engage meaningfully for a more inclusive, collaborative, compassionate, and respectful environment

Belonging: Strive to create a culture where all Workmates feel they belong.

- **Employee Belonging Councils and Giving & Doing programs:** Elevate, engage, educate, and empower Workmates, bridging across communities
- **VIBE Councils:** Catalyzing and inspiring action around the globe

Everyone: All Workmates have fair access to opportunity.

- **Talent Practices:** Championing fair and consistent opportunity and career development for everyone
- **Skills:** Valuing skills to empower all individuals to succeed



Giving & Doing.

At Workday, giving back to our communities is an integral part of who we are. Our employees are inspired to make a difference and we're proud to provide the resources and support they need to turn that passion into action. Through our Giving & Doing signature program, we empower employees worldwide to plan and participate in impactful volunteer events and charitable efforts. Our employees are passionate about supporting their local communities and value frequent opportunities to connect with colleagues. With a shared goal of creating positive change, our Workmates come together, finding purpose, community, and a sense of belonging as they work to build a better world. Whether it's supporting children's well-being, helping shelter pets find loving homes, creating opportunities for job seekers, or assisting those experiencing food insecurity, Workday actively empowers employees to make a difference.

Giving & Doing Community Leaders.

Our Giving & Doing Community Leaders are true champions of community impact. Since 2014, they've been instrumental in bringing our community engagement vision to life across the globe. With their dedication and energy, these 134 leaders in 68 locations are creating meaningful connections with our communities, inspiring colleagues to get involved, and making a tangible difference in the world.

Volunteer of the Year.

During our Volunteer of the Year (VOTY) awards, we celebrate the employees who truly embody our values. Each year, we honor our top three volunteers with a grant of \$1,000, \$2,500, or \$5,000, which is donated to the nonprofits where each winner volunteers their time and resources. VOTY winners are selected by their peers and our Giving & Doing Community Leaders.

In FY25, our top winners made a significant impact by directing donations to causes close to their hearts. First-place winner Ari Parsons earned a \$5,000 donation, while Preston Harden and Nikki Diaz, in second and third place respectively, earned \$2,500 and \$1,000 respectively, for charitable organizations they deeply care about.

In FY25, employees logged nearly

51,000

volunteer hours.

All these hours resulted in a total of

\$1.17 million

donated to nonprofits through our volunteer programs in FY25.



Workday Giving & Doing Community Leaders shine bright.

Megumi Kato became Workday Tokyo's Giving & Doing Community Leader in 2023, but has always been a champion for giving back. Coming from a town where few pursued higher education, Megumi's life took a turn when she won a speech competition that allowed her to study abroad, opening her eyes to the world and igniting her desire to volunteer. Now, she's not only developing new skills and growing as a leader but also inspiring her colleagues to make a difference. Megumi and her colleagues participate in a run club as a way to connect and engage with the vulnerable youth supported by [Sankakusha](#). And during Workforce Week®, the Tokyo office invited students and youth from Sankakusha and [CLACK](#) to experience Workday, getting to interact with technology in new ways and sparking potential interest in STEM fields. Megumi's dedication to building these connections and creating meaningful volunteer experiences is truly inspiring.



The Workday Customer Experience (CX) team spotlight.

The Workday Customer Experience (CX) team demonstrated the power of teamwork by participating in a special month of Giving & Doing. With 4,500 employees, CX is one of the largest teams at Workday, and this was its third year in a row joining forces to give back across their local communities around the globe. Throughout the month of December, CX employees were encouraged to give back in a number of ways—virtually from their remote offices, on-site with their teams, or on their own with their friends, family, and community—inspiring a culture of Giving & Doing across CX.

Volunteer events.

At Workday, giving back is embedded in our culture. Employees have countless opportunities to support their communities throughout the year, from organizing their own events to joining team initiatives, collaborating with our Giving & Doing Community Leaders, participating in company-sponsored events, or even connecting with our Employee Belonging Councils and Workclubs. No matter their passion, every Workmate can find a way to make a difference.

These are just a few examples of employees rolling up their sleeves and making a difference in their communities:

- In the summer of FY25, 50 hardworking Singapore employees participated in a beach cleanup and picked up over 1,300 lbs. of garbage. That's over 26 lbs. per person!
- Employees in Vancouver joined 5 blood drives for [Canadian Blood Services](#).
- As part of a VIBE® partnership with [Dress for Success](#), Bay Area employees volunteered with Dress for Success throughout the year, donating gently used professional attire at several on-site clothing drives, joining volunteer shifts at Dress for Success offices to assist with their career wardrobe program and providing career coaching.

Employee giving.

Our Matching Gift program allows employees to double their donation to any qualified charity organization up to \$1,000 or equivalent per employee, per year. As the company has grown, so have our contributions to the community.

Workforce Week™ at Workday.

Every year since 2015, we host a workforce development program called [Workforce Week](#) for people facing barriers to employment. Our goal is to put opportunity into action and

More than

\$16.2 million

in employee donation matches made since 2013

More than

\$2 million

in employee donation matches made in FY25

create access to economic equality for all. We encourage our employees to participate in the annual, all-employee volunteer program, our largest employee volunteer event and an important Workday volunteer tradition.

Programs during Workforce Week focus on helping job seekers with their resume reviews, mock interviews, LinkedIn profile reviews, and building social capital—a network of professional relationships that is a critically important element to the job search yet one that many are denied because of life experiences, zip codes, work experiences, or other factors. The ability to build social capital in professions that job seekers are passionate about has proven time and again to be key to securing long-term, lasting employment.

Workforce Week of 2024.

This was the biggest Workday Workforce Week yet, with employees in 38 locations participating in Workforce Week events across the globe.

Launched in 2015, Workforce Week was an extension of the Workday Foundation's mission to create career pathways that elevate human potential. As a result, many Workday sites partner with foundation grantees for their annual events. This year alone, our London office partnered with [Ada](#); Atlanta and Pleasanton offices worked with [Year Up United](#); Seattle and Chicago offices volunteered with [Per Scholas](#) students; and the Tokyo office partnered with [CLACK](#).

Denver and Boulder employees continued their partnership with Workday Foundation grantee [ActivateWork](#) and hosted virtual mock interviews during Workforce Week. Their rewarding partnership with ActivateWork began through an employee referral in 2020, and since then employees have participated in multiple virtual mock interview events

and invited software engineering students into the office. These Workforce Week events with foundation grantees are valuable opportunities that deepen ties with our partner organizations and bring the foundation's mission to life.

Community impact in Ireland.

Workday is deeply committed to investing in the communities where we live and work, including in Dublin, Ireland, which is home to our second-largest office outside of our Pleasanton headquarters. Our partnership with TU Dublin exemplifies this commitment, focusing on educational equity, skills development, and social impact research. This includes funding programs such as Try Five+, PEDL, and TrailblazHER that support students from all backgrounds, enhance digital literacy, and promote fairness in STEM fields. We've also partnered with TU Dublin to establish a pioneering research chair of Technology & Society to examine the impact of technology on society and contribute to a more equitable and sustainable future.



Workforce Week is one of my favorite annual events at Workday. It's so rewarding to take part in these special sessions and panels and to have meaningful career conversations with so many talented job seekers in our communities. We have been doing this for 10 years now, and I'm so proud that Workday is helping to kick open the doors of opportunity for all through supporting skills-first talent practices."

CARRIE VAROQUIERS
Chief Philanthropy Officer, Workday



Workforce Week at HQ.

For our largest Workforce Week event at our Pleasanton headquarters, we opened our doors even wider to welcome Year Up United students and Dress for Success clients. Workday Chief Philanthropy Officer Carrie Varoquiers kicked off the day by welcoming our enthusiastic guests. Students and job seekers spent the day hearing from Workday leaders and connecting with employees eager to share their career journeys and provide helpful advice.

Global benefits and well-being.

We believe employees do their best work when they are supported to prioritize their well-being, show up for their families and communities, make their money work for them, take time away, and have fun—both at and away from the office. Our Workmates’ holistic health and well-being is important, and we have made it a focus at Workday.

We support employee well-being, enriched careers, winning teams, and a profitable company by ensuring that work—and life—at Workday is rewarding, from the personal satisfaction of being able to grow in your career and working among people who share your values, to being compensated and recognized for your skills, talents, and contributions and having opportunities to share in the company’s success.

Benefits.

At the heart of striving to ensure that our employees feel valued, motivated, and recognized for their contributions is an inherent belief that it is important to take care of the whole employee (and their loved ones), from competitive health and benefits offerings to pay and compensation. We know that providing employees with competitive pay, ownership in the company, and a wide range of benefits has proven to be more important than ever. As Workday has evolved and matured as an organization, we’ve generated solid financial results, and through this journey we continue to share our success with employees.

Supporting Workmates’ financial well-being.

From an employee’s first Workday paycheck through to retirement, we’re here to help them save, invest, protect, and manage their finances. We strive to help Workmates prosper, and we believe financial well-being starts at work. We offer market-competitive compensation and

benefits that reflect our core values and align with our business strategy. In the U.S., we offer plans to help save for retirement, such as a 401(k) plan with a company match and a health savings account (HSA). In FY25, Workday funded more than 50% of the deductible through our HSA contribution, and monthly employee premiums are held very low to help ensure Workmates have affordable healthcare. We also offer a variety of benefits to support family needs, including specialized support for fertility options and new parents, reimbursement for adoption costs, and even pet insurance. We now provide our Northstar financial wellness program to all countries globally for our Workmates.

Our Workday Employee Relief Fund prioritizes the safety and well-being of our employees. It covers—among other things—unexpected events such as the death of a family member, mental health support, and short-term illness, as well as offering support for those who have family displaced by current wartime events. Through the fund, employees may be eligible for up to \$5,000 per qualified event.

We conduct regular benchmarking to ensure our total direct compensation remains competitive in the markets where we operate. All employees participate in a cash-based incentive plan (Sales Commission Plan, Customer Experience Bonus Plan, or Workday Bonus Plan). Full-time Workmates are offered ownership in Workday to align their interests with the long-term success of our company, with opportunities to increase ownership through additional equity grants provided to high-performing employees at certain levels and investments in our future through our Employee Stock Purchase Program.

Compensation philosophy.

At Workday, our compensation philosophy helps ensure that pay is competitive and equitable. We pay for performance, with differentiated rewards based on individual skills, contributions, and potential, and our Workmates are

owners in the company, which aligns long-term interests and rewards with the interests of Workday shareholders. Workmates have multiple ways to increase ownership of Workday stock. All employees receive a new-hire equity grant of restricted stock units (RSUs), and we grant additional RSUs to a majority of employees each year. In addition, our Employee Stock Purchase Plan provides employees worldwide with the opportunity to purchase Workday stock at a 15% or greater discount through payroll deductions.

We know competitive pay is a critical component in helping our Workmates feel valued, motivated, and recognized for their contributions. That is why Workday has developed a thoughtful, competitive philosophy that we aim to apply consistently across the company and which is benchmarked every year against other companies with similar attributes.

Our commitment to pay parity.

Workday embraces different perspectives, insights, backgrounds, and skills to fuel innovation and create a broader connection to the world. We believe all employees deserve fair and equitable pay and an equal chance to succeed. Each year, we conduct a pay analysis to support fair and equitable pay among all individuals in similar roles.

We run our pay parity analysis and make adjustments, where appropriate, to prevent inequity. We have a market-based pay structure that compares our roles to those of our peers in each of our compensation markets. As part of this review, not only do we take a look at base salary, but we also examine on-target earnings and annual stock refresh grants. This process helps confirm that we pay fairly for our roles.

Social well-being and flexibility.

Workday provides global access to resources for family planning and support. This includes access to an app-based program that helps manage costs related to adoption, surrogacy, egg freezing, and more—and this has been expanded beyond the U.S. to include all Workmates. It offers a lifetime allowance of \$25,000 per family, plus free 24/7 access to virtual care providers who can guide Workmates' family building plans.

Workday is also proud to support [people experiencing menopause](#) and their families. Our model for menopause support includes benefits around holistic health, and it aims to create a comfortable working environment, provide time off, and offer a specialized program that supports Workmates at every step through their menopause journey. This holistic suite of reproductive health and family planning benefits is available at no cost to employees.

We also provide comprehensive caregiving support to employees who are caring for loved ones with neurodiverse or have complex care needs. We know financial support and flexibility are critical in helping to balance work with dependent care needs. We've implemented a fully paid global parental leave framework—all available from the first day of employment.

Workday supports employees through times of difficulty, with a global Compassionate Leave Policy that allows for up to 10 days of paid leave for a wide range of challenging events and circumstances.

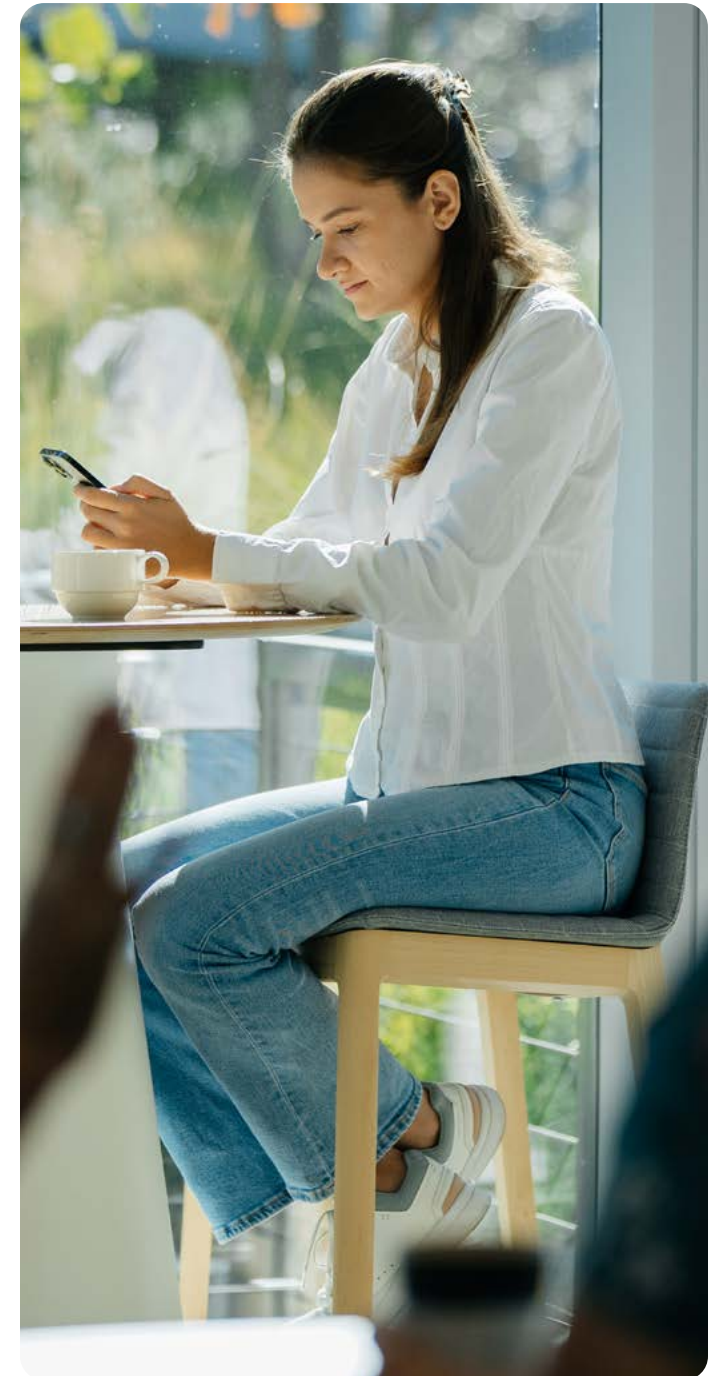
See the [Appendix](#) of this report for a list of benefits by significant locations.

Supporting physical and mental health.

With our global virtual healthcare network, Workmates and their family members across the globe can feel confident that their medical needs are safely covered wherever they are. From access to local healthcare systems and the option to work with alternative doctors and providers if their regular doctor is unavailable, to the ability to take a doctor appointment at home, employees have plenty of options with 24/7 support. Additionally, for Workmates and their eligible dependents near our Pleasanton headquarters, we offer an on-site Cloud Care clinic managed by Premise Health. The centers provide convenient access to comprehensive healthcare and wellness services with high-quality, personalized preventive care providers and same-day appointments. Our flu vaccination program gives all Workmates access to free flu vaccinations, no matter where in the world they are located.

Mind Matters, powered by Lyra, is the Workday global mental health program—a trusted resource for holistic mental and emotional health support. All Workmates and their family members now have access to a comprehensive suite of on-demand resources, unlimited coaching sessions, and 16 sessions of therapy or counseling per person, per year—all at no cost.

We offer all employees generous paid time off to rest, recharge, or simply take a mental health day. Our leadership team heavily encourages all employees to take advantage of our generous paid-time-off program to ensure our Workmates feel cared for and supported to prioritize their health and well-being.





The Global Workplace Safety team.

At Workday we take the safety of our employees seriously. Ensuring all of our employees are empowered with the tools and resources they need each day helps them feel secure and ultimately enables them to bring their best selves to work. We work to support employee safety both in our offices and while traveling for work.

In FY25, the Global Workplace Safety team launched a formal crisis management program in order to effectively and reasonably anticipate, prepare for, respond to, and recover from crises impacting our Workmates, guests, and assets. The program will evolve to ensure a robust crisis preparedness and response across all global operations.

Security operations center.

Global Workplace Safety Operations Centers (GSOCs) are based in our U.S. headquarters in Pleasanton, California; our Europe headquarters in Dublin, Ireland; and our office in Pune, India. A generator backs our GSOCs to enable seamless operations during any power disruption. GSOCs are multifunctional and designed to monitor, assess, and respond to various environmental or human-made disasters that can impact our people and our business. They are staffed 24/7 and are at the core of our operational services with a continuous commitment to keep Workday people, property, and business operations safe.

Emergency Response and Life Safety teams.

Workday has procedures in our Global Emergency Action Plan for how to respond to emergency situations, and we periodically test our response procedures where practicable. Each site controlled or managed by Workday has site-specific emergency response plans.

In most offices, we have Life Safety teams composed of employee volunteers who are trained in building-evacuation procedures, CPR, AED use, and first aid and are able to assist in an emergency. Our AED tracking system allows us to centrally track the readiness of our AED devices, our consumables, and our AED-trained volunteers.

Health, safety, and security incident reporting.

We're using our own Workday product to report on and monitor health and safety incidents, including reporting safety concerns, security threats, occupational injuries, evacuation drills, and more. The system also enables comprehensive investigations to be carried out to determine root causes and corrective actions, including risks review and process improvement.

Traveler medical and security support.

Global Workplace Safety monitors employee travel globally, using industry-leading services and technology. We strive to ensure the safety of our employees with ease by providing assistance when needed, along with communicating about what to do in an emergency. International travelers are provided with pretravel health and safety advice on their destination and have access to medical and security support while abroad.

Risk assessments.

Health and safety and physical safety risk assessments are conducted across the globe to evaluate risk and meet compliance needs where applicable. Assessments are documented, and any applicable risk elimination and/or mitigation measures are assigned and tracked for completion.

Training programs.

Global Workplace Safety provides training, including but not limited to topics including hazardous materials awareness, manual handling, ladder and trolley safety, CPR/AED/first aid, data center health and safety awareness, concerning behaviors in the workplace, and tailgating and badging awareness. Global Workplace Safety also provides an emergency action plan to help ensure that our employees are equipped with the information they need to stay aware and safe.

We have an on-demand ergonomics training program called Healthy Working to support hybrid work. With this program, each employee receives customized training to suit their environment and individual workspace. This ensures that they get what they need to support their physical well-being whether working from home, in the office, or both.

In FY25, a new California law required that most employers in California create and enact a Workplace Violence Prevention Plan and a subsequent employee training program. Building off an already in-place Workplace Violence Prevention Program, the Global Workplace Safety team trained all office-based employees in North America on how to identify, respond to, and report workplace violence concerns.



The Workday Foundation: Our vision.

At Workday, we believe in doing good for the greater good of our communities and crafting a better tomorrow. Since 2013, [the Workday Foundation](#) has been supporting nonprofit partners and elevating human potential through cash contributions, as well as donated time and expertise, public advocacy, and collaborative social impact and event partnerships.

The Workday Foundation recognizes that although talent is everywhere, opportunity is not. That’s why the Foundation is on a mission to transform lives by helping create career pathways that elevate human potential and close the opportunity gap. A person’s future should not be determined by their background or zip code. That’s why the Foundation works to support and accelerate the shift to a skills-first talent ecosystem, increasing access to opportunity for all while creating a robust economy where human talent is maximized and no one is left sitting on the sidelines just because they have a nonlinear career education path.

The Workday Foundation is primarily dedicated to supporting workforce development organizations that help people of all ages gain in-demand digital and green economy skills, preparing them for promising career growth opportunities.

Our nonprofit partners provide rapid skills development opportunities, work-based learning, certifications, mentorship, networking, paid internships, and access to job placements focused on thriving-wage careers.

The Foundation also invests in workforce development ecosystem partners who are transforming the education-to-employment pipeline by focusing on the skills-first talent movement. They collaborate with governments and businesses to reduce barriers to employment for job seekers and to develop and accelerate the adoption of skills-based people practices.

Intentionally building inclusive skills-based hiring and talent mobility practices, such as removing unnecessary 4-year degree requirements from job postings, allows more people from diverse backgrounds and experiences to have the opportunity to access thriving-wage careers while at the same time providing employers with access to a wider pool of talent that they may have previously automatically overlooked.

Additionally, the Workday Foundation has formalized our long-standing commitment to grantmaking in the areas of social justice, public health, and natural disaster relief through our Upstream Grant Fund that supports investments in prevention initiatives to help address the root causes of some of our most pressing global issues.



FY25 giving.

Foundation grants

\$7.7M

Total foundation grants (since 2013)

\$50M+

Corporate donations

\$5.1M

Total corporation and Workday
Foundation giving

\$12.8M

Total benevity (matching, volunteering,
team grants)

\$3.2M



Workforce development ecosystem grants.

The Workday Foundation supports systems-change organizations that advocate for policy improvements, develop skills-based hiring and training practices, and work to simplify education-to-employment pathways. We're proud to support our ecosystem partners who advance a skills-first talent marketplace, including:

Opportunity@Work.

Opportunity@Work leads the national conversation around the vital role that the 70+ million U.S. workers who are STARs (individuals Skilled Through Alternative Routes, rather than a 4-year degree) play in a thriving workforce. Opportunity@Work has studied job pathways to economic mobility to show that, despite the potential of this workforce, STARs are too often denied opportunities due to unnecessary degree requirements. Opportunity@Work is building the business case for a STARs talent category while providing the infrastructure and data-rich products to support employers, policymakers, educators, and STARs themselves to make informed decisions and better job matches based on underlying realities of skills, learning, and motivation, rather than simply requiring college degrees for well-paid careers.

National Skills Coalition.

The National Skills Coalition (NSC) is dedicated to advancing U.S. policies that ensure equitable skills training and create pathways to economic opportunity. Since 2000, this coalition has been informing and changing hundreds of state and federal skills policies. Currently, NSC is shaping the implementation of \$2 trillion in federal infrastructure investments to support the growth of a multigenerational clean-energy workforce through state and federal policies. NSC also supports two networks that help shape state policies around workforce development and education, including the nonpartisan coalition SkillSPAN network that spans 20 states and the Business leaders United Affiliate Network that's working to advance state workforce policies across local industries in 15 states.

SHRM Foundation.

The SHRM Foundation seeks to widen pathways to work by supporting organizations to build a holistic skills-first approach to hiring, retention, and growth. The SHRM Foundation is in the second phase of development of its Center for a Skills-First Future (CSFF), a first-of-its-kind resource designed to accelerate and ease employer adoption of skills-first strategies, with the goal to impact 500,000 employers within the next 10 years. The CSFF will house various components, including an AI-driven self-assessment to help identify and filter needed resources, a knowledge warehouse, a clearinghouse of skills tech products and vendors, employer case studies, research and mentorship/consulting access, and a skills credential for HR professionals.

Workforce development organizations.

For over a decade, the Workday Foundation has invested in nonprofit workforce development organizations that provide technical training for underemployed workers and accelerate them into green jobs and thriving-wage tech-enabled careers. Training tracks include cybersecurity, data analytics, software engineering, quality assurance, and more. These organizations support their learners in developing the skills they'll need to succeed in the workforce, and we're proud to highlight the successes of these organizations in creating economic opportunity for all, including:

Per Scholas.

By providing rigorous skills training and access to employer networks, Per Scholas prepares individuals for high-growth, tech-focused careers across industries. It partners with dynamic employer partners from Fortune 500 companies to innovative start-ups to build sustainable and diverse talent pipelines. Per Scholas connects graduates to careers with personal meaning, opportunities for advancement, and the wages needed to invest in their futures and those of their families. Per Scholas offers tuition-free training in the most in-demand areas of AI skills training, cloud, cybersecurity, data engineering, IT support, software engineering, and more, anticipating that 80% of its alumni will successfully launch thriving careers in tech within just 1 year.

Generation.

Generation is a global nonprofit network with the goal to move people from unemployment or low-wage work to family sustaining careers within 6 months. Since 2014, Generation has had over 125,000 workforce training program graduates across 17 countries. Its mission has expanded to include not only youth but also mid-career jobseekers returning to work following automation-related job loss or caregiving or health-related breaks, and has focused on training program participants for in-demand green jobs.

INCO Group.

INCO is a social and environmental impact nonprofit group with 140 countries covered by its global programs that work to advance equal access to economic opportunity by skilling the workforce of tomorrow and preparing the next generation of impact entrepreneurs. INCO supports small businesses and start-ups that place purpose before profit and are building green and digital solutions to create a global economy that is inclusive and sustainable. Since 2019, INCO has been strategically investing resources and energy into developing skilling programs leading to careers in the green economy. Today, one of its key missions is to tackle the shortage of green skills that is slowing down the transition to a zero-carbon economy, teaching hard skills and key concepts in sustainability, renewable energy jobs, and low-carbon practices.



UNTAPPED: Closing America's opportunity gap.

Released in October 2024, Workday developed and executive-produced the documentary *UNTAPPED: Closing America's Opportunity Gap*. This film was created to shine a light on the opportunity gap in the U.S., especially for the more than 60% of Americans who currently do not have a 4-year college degree and the imperative for a skills-first talent strategy.

UNTAPPED, streaming now on Netflix in the U.S., charts the emotional and inspiring journey of a group of young adults as they navigate a rigorous skills training program with Year Up United for the opportunity of a paid internship with a Fortune 500 company to launch their careers. The documentary also features commentary from top business CEOs and industry leaders who provide their candid perspectives, life lessons, and revelations while lending their support to a skills-based talent approach.

Year Up United.

Year Up United is one of the largest workforce development organizations in the U.S., equipping its students with the skills they will need for success. Having served more than 47,500 young adults in the last 25 years, Year Up United is working to reshape the world of work through its portfolio of solutions including Grads of Life, its full-scale business consultancy; YUPRO Placement, its skills-first mission-driven placement agency; Talent Networks, its talent ecosystem for community college students; and finally, its national community network of over 30,000+ alumni.

Upstream Grant Fund.

While the education-to-employment pipeline and the skills-based talent ecosystem remains the primary focus area, the Workday Foundation, through our Upstream Grant Fund, is committed to building stronger, more resilient communities. By investing in prevention initiatives, we support organizations working at the root causes of some of our most pressing global issues and help build more healthy, unified, and resilient communities.

Our Upstream Grant Fund investments cover three specific areas:

- **Building unified communities:** Funding organizations dedicated to fostering a culture of understanding, appreciation, and trust across differences within our communities
- **Disease and pandemic prevention:** Funding global health organizations that mobilize life-saving medical care, vaccines, and resources to reduce the severity of pandemics and prevent disease
- **Disaster resilience and response:** Funding direct-response organizations to better prepare communities for future natural disasters

New Pluralists.

New Pluralists is a funder collaborative that's focused on supporting the growing field of practitioners, researchers, and innovators working to foster a culture of pluralism—the belief that there can be peaceful and thriving coexistence. New Pluralists partners with community leaders and initiatives who are fostering pluralism across the full

spectrum of American life. The collaborative is building the resources and capacity needed to fuel long-term culture change in the U.S.

A culture of pluralism invites everyone to bring curiosity and goodwill to engagements with one another and build resilient communities that can face their toughest challenges together rather than be stifled by polarization and marginalization.

The American Red Cross.

The American Red Cross responds to an emergency every 8 minutes. The American Red Cross volunteers and staff work to deliver vital services—from providing relief and support to those in crisis to helping prepare emergency response. Thanks to its blood drives, the American Red Cross provides 40% of the U.S. supply of blood and blood components. The American Red Cross goes wherever it's needed so people can have clean water, safe shelter, and hot meals when they need it most. The American Red Cross forms the largest humanitarian network to empower millions of people with lifesaving skills and sustainable, cost-effective solutions to keep neighbors safe when impacted by disasters both large and small.

WHO Foundation.

The World Health Organization (WHO) Foundation brings together donors, impact investors, corporate partners, world health professionals, and the WHO network to further its mission and help solve the world's most urgent health challenges, including disease and pandemic prevention. WHO also funds work that paves the way for innovations in health technology and more sustainable health systems around the world.



The background of the top section is a photograph of several large, fluted classical columns, likely made of marble or stone, in a warm, golden-brown tone. The columns are arranged in a row, receding into the distance, creating a sense of depth and grandeur.

Act with integrity.

Corporate governance.

At Workday, we foster a culture guided by integrity, ethical conduct, and compliance. We promote the long-term success of our business and provide clear guidelines for decision-making, risk management, and ethical conduct. We are committed to ethical, responsible, and trustworthy AI development.

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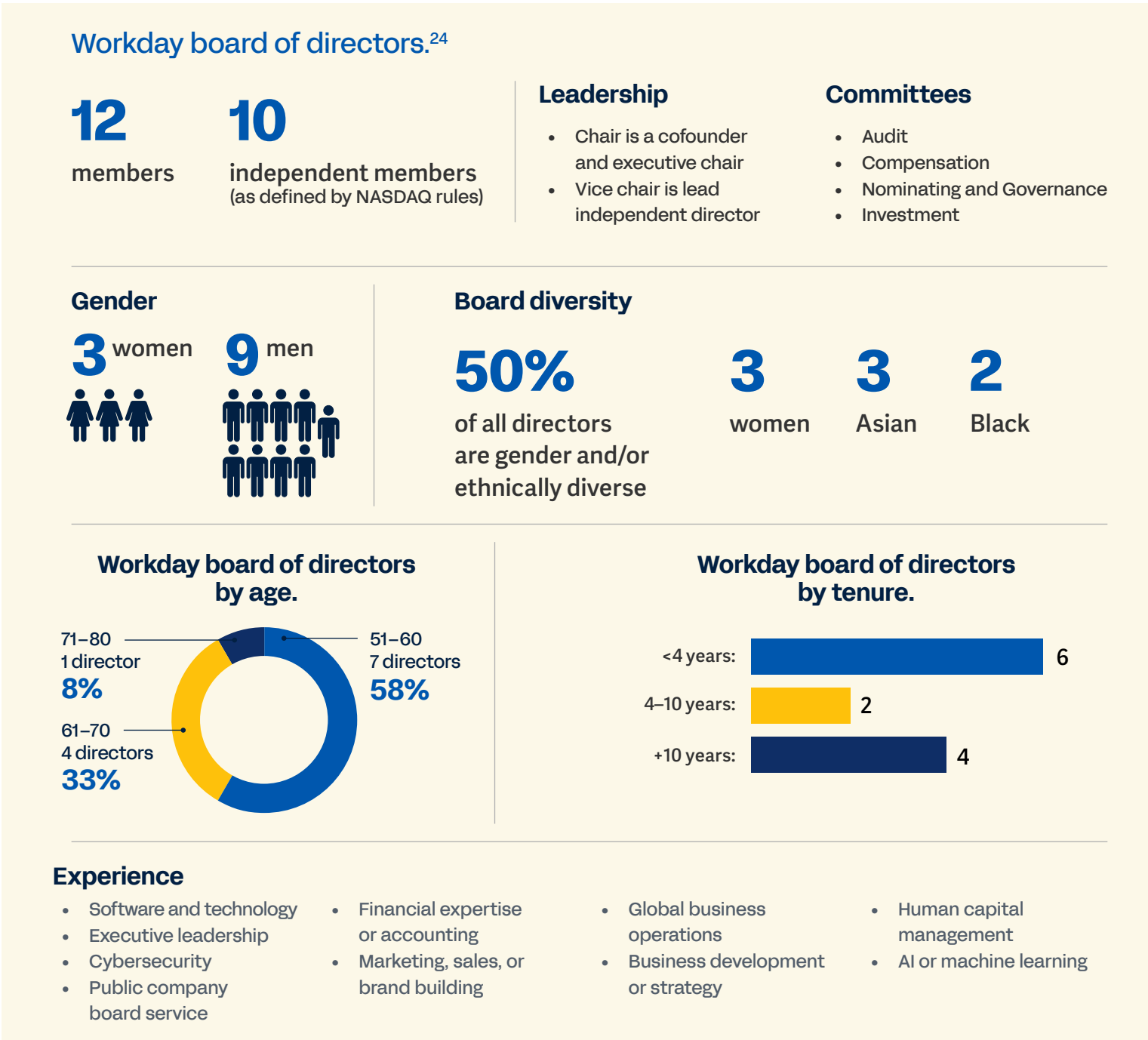
Data Privacy
and Security

Governance.

At Workday, we believe our strong [corporate governance](#) practices are fundamental to our operations and long-term success. Guided by our core values, we prioritize trust and integrity in our approach to governance. Our governance structure fosters transparency and provides a clear framework for ethical decision-making, risk management, and regulatory compliance. For a more detailed look at our corporate governance practices, including risk oversight, stockholder engagement, executive compensation, and other key governance topics, please refer to our [2025 Proxy Statement](#).

Board of directors.

The Workday board of directors oversees areas significant to our business, such as strategy and long-term plans, risk management, compliance, and ethical standards and behavior. Our board sets high standards for Workday employees, contractors, officers, and directors, and is committed to a corporate governance structure that promotes long-term stockholder value creation. In addition to selecting directors who contribute to the Workday core values, we also endeavor to assemble a board with diverse skills, professional experiences and perspectives. Find more information on the Workday board of directors—including committees, structure, and director biographies—in our 2025 Proxy Statement and in the [Governance](#) section of the Workday Investor Relations web page. On the Investor Relations [web page](#), you'll also find the charters of each of our board committees, outlining each committee's respective roles and responsibilities, as well as the Workday Code of Conduct and Corporate Governance Guidelines.



²⁴ As of publication.

Responsible business oversight.

The Workday core values compel us to be leading corporate citizens and to protect the well-being of our communities and the planet. We believe that strong responsible business oversight and governance contributes to the company’s long-term success and allows us to make a positive impact on the environment and within the communities where we operate.

The governance of responsible business-related matters at Workday is supported by board- and executive-level oversight. Our board of directors oversees areas of material risk to our business, as well as our priorities, goals, and initiatives related to sustainability, responsible use and development of AI technologies, and corporate responsibility. The board’s Nominating and Governance, Audit, and Compensation committees oversee distinct areas such as environmental-related risks and public policy matters, our global ethics function and climate-related financial risks, and human capital management, respectively. Executive management, including our chief legal officer and CFO who chair our ESG Steering Committee, actively manages our responsible business strategy and goals and reports progress to the board. Our responsible business practices, including our sustainability efforts and initiatives, are further implemented and managed by subject matter experts across the company, and our ESG Controllershship ensures accurate and compliant regulatory disclosures.

Workday responsible governance oversight.



Integrity as a core value.

Integrity is a core value at Workday and is woven into the fabric of our global operations. We believe that conducting business ethically and responsibly is not only the right thing to do, it is also essential for our long-term success and positive impact on the world.

The Workday Code of Conduct.

The [Workday Code of Conduct](#) describes our core values and the expectations for how our employees, board members, and contractors should act when conducting business on behalf of Workday. Our ethics and compliance program and our Code of Conduct address the importance of:

- Speaking up when you need help or have a concern about any potential violations of our Code
- Fostering a safe and inclusive workplace where everyone feels valued
- Protecting privacy, confidentiality, and company property
- Acting with integrity and in an honest and ethical manner
- Competing fairly and honestly, especially with respect to intellectual property
- Conducting business in accordance with our core values and in compliance with all laws and regulations
- Caring about our communities and respecting fundamental human rights in all of our operations

In addition to our Code of Conduct, we have policies, standards, and guidelines to ensure our employees and business partners conduct business ethically and are held to the highest principles within their own operations, such as the:

- [Workday Partner Code of Conduct](#)
- [Workday Supplier Code of Conduct](#)
- [Workday Statement Against Modern Slavery](#)
- [Whistleblower and Complaint Policy](#)

Key initiatives.

- **Ethisphere recognition:** For the fifth consecutive year, Workday has been recognized by [Ethisphere as one of the World's Most Ethical Companies®](#). This prestigious accolade underscores our unwavering commitment to ethical business practices and continued focus on ensuring a strong culture of integrity throughout our organization.
- **Comprehensive training:** All Workday employees undergo a comprehensive training and policy acknowledgement of our Code of Conduct every year. The training covers key policies, procedures, and high-risk issues, including anti-corruption, conflicts of interest, information governance, and responsible AI.
- **Board of directors engagement:** All members of the Workday board of directors receive briefings regarding compliance and integrity at Workday. The



Audit Committee of the board of directors is specifically tasked with oversight of the privacy programs at Workday.

- **Ongoing awareness and resources:** We reinforce ethical practices through a variety of employee-focused channels and host engagement activities to continually build awareness of our Code of Conduct, policies, and compliance resources.
- **Data-driven approach:** We use analytics to track employee engagement with our Code of Conduct and other resources, as well as measure employee sentiment regarding our culture of integrity using Workday Peakon Employee Voice. This data informs our efforts to continually improve our programs to be relevant, effective, and meaningful.



The Impact of integrity.

Our commitment to integrity has a positive impact on our global operations:

- **Enhanced reputation:** Our ethical practices strengthen our reputation as a trusted employer and business partner, attracting top talent and fostering strong relationships with customers and stakeholders.
- **Reduced risk:** By promoting ethical conduct, we aim to mitigate risks associated with corruption, legal violations, and reputational damage, helping to safeguard our business and our values.
- **Improved employee morale:** A culture of integrity fosters a positive and ethical work environment, boosting employee morale and engagement.
- **Stronger customer and partner relationships:** Our dedication to integrity builds trust and confidence with our customers and partners, fostering long-term, sustainable relationships built on shared values.

Our commitment to integrity is unwavering. We believe that ethical conduct is essential for our long-term success and for creating a positive impact on the world.

Embedding integrity into daily work: The Integrity Regional Representatives program.

To further integrate ethical practices into our employees' daily routines and reinforce Workday core values, we have a global Integrity Regional Representatives program.

Integrity Regional Representatives are:

- **Trusted resources:** They provide guidance and support to colleagues on ethics and compliance questions.
- **Culture advocates:** They champion a culture of integrity by sharing information, modeling ethical behavior, and raising awareness.

- **Communication facilitators:** They help connect employees with the Integrity team for support and reporting.

This program empowers employees to actively consider ethical implications in their work. By providing readily available support and resources, we aim to create an environment where ethical conduct is deeply ingrained in our culture.

Reporting concerns.

Workday strives to maintain a transparent and ethical environment where concerns can be raised without fear of retaliation. We offer multiple channels for employees and third parties to ask questions or report potential ethics violations, including:

- **Global hotline:** 24/7 toll-free phone lines or online reporting
- **Anonymous reporting:** Options for anonymous reporting, where permitted by law

In addition to these formal channels, employees can utilize the Workday Open Door Policy to discuss concerns with their manager, another leader, internal ethics and compliance experts, Internal Audit, the People and Purpose organization, Corporate Investigations, or the Integrity team.

Workday has a zero-tolerance policy for retaliation against anyone who raises a concern or question in good faith.



Investigating concerns.

Workday promptly reviews all reported concerns and suspected policy violations. Reporters receive acknowledgment and cases are assigned to an investigative team. Teams thoroughly examine concerns and gather information through data review and interviews while maintaining confidentiality and transparency with interviewees. Following investigations, documented findings inform appropriate disciplinary or remedial action, from coaching to termination. Workday also addresses root causes and implements preventative solutions. Regular reports to the board summarize key issues and trends.

Preventing corruption and bribery.

Workday prohibits corrupt payments of all kinds, including bribery, kickbacks, or facilitating payments. Corrupt behavior undermines the values on which our company is built, the principles of fair competition, and the rule of law. We expect our business partners to share our commitment to integrity, and we will not conduct business with representatives suspected of unethical or corrupt conduct. See the Workday [Anti-Corruption Policy](#) for more information.

As a company, we do not and will not tolerate violations of our standards and policies. Through our anti-corruption compliance program, we promote compliance with the U.S. Foreign Corrupt Practices Act, the UK Bribery Act, and other global anti-corruption laws. Our Anti-Corruption Policy provides the guidelines and principles to help directors, officers, and employees worldwide uphold our anti-corruption commitment, and our compliance program is designed to prevent, detect, and fix compliance issues.

We have a robust third-party due diligence screening program that covers partners, suppliers, agents, lobbyists, and other third parties. We include anti-corruption terms and conditions in our contracts with third parties and require our third parties to acknowledge our Partner Code of Conduct or Supplier Code of Conduct.

Respecting human rights.

Workday believes in the fundamental dignity of every human being and in respecting individual rights. As we conduct business around the world, we are committed to respecting human rights in our daily actions.

This includes ensuring that any crimes that violate fundamental human rights, including slavery, unlawful child labor, servitude, debt bondage, forced labor, forced marriage, deceptive recruiting for labor or services, and human trafficking (collectively, “Modern Slavery”) are not taking place in our workplace or in our supply chain. These crimes take various forms, all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain. Workday has zero tolerance for any form of Modern Slavery related to our business, and we are fully committed to detecting and preventing it. Workday is also committed to transparency in our business activities and throughout our supply chain. Our efforts to combat all forms of Modern Slavery and human trafficking are detailed in the [Workday Statement Against Modern Slavery](#).

Responsible AI.

At Workday, we are committed to building responsible, [trustworthy AI solutions](#). We look to our core values of integrity and innovation to define our approach. We believe in the power of AI to unlock human potential, drive business value, and enable our customers and their employees to focus on strategic and fulfilling work. We're all in on developing AI solutions that solve real business problems and give our customers a competitive advantage, and we understand what it takes to build and maintain trust in these technologies.

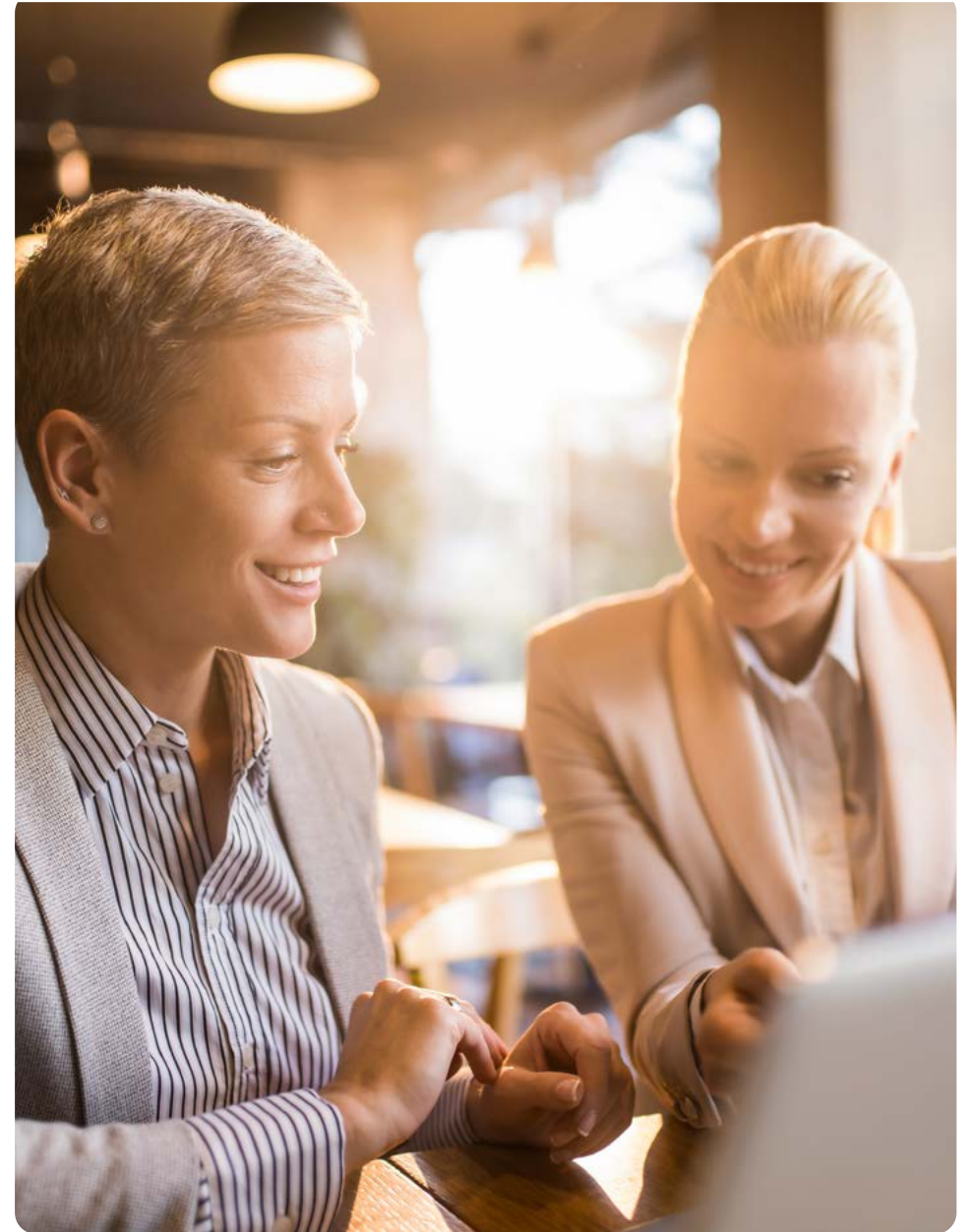
Since last year, Workday RAI governance practices have been [rigorously vetted and validated against external standards](#) and frameworks by independent parties, who agree that Workday is a leader in responsible AI governance.

We proactively partnered with Coalfire, a cybersecurity leader, to evaluate [our AI processes](#) against the [NIST AI Risk Management Framework](#), and with Schellman to certify our program to [ISO 42001 standards](#). These independent evaluations validate our commitment to the highest standards of responsible AI, including controls for AI security and privacy.

As organizations navigate the changing world of work, we aim to enhance their experiences across human resources and finance using AI to help elevate human capabilities. We know that people are and always will be essential to business operations and decision-making, so we build our technologies to increase process efficiencies and provide insights and predictions to help people do their work more effectively.

To stay at the forefront of responsible AI development, we are continually expanding our research capabilities. This includes staying informed and tracking the latest advancements in AI ethics, fairness, and transparency, as well as monitoring emerging regulations and best-practice frameworks. We also recognize the crucial role all stakeholders play in fostering a responsible AI ecosystem. As discussed in our blog post [Responsible AI Takes Two: Developers and Deployers Must Partner](#), developers and deployers share the responsibility for ensuring AI systems are developed and used ethically.

In early 2024, Workday published our latest global study "[Closing the AI Trust Gap](#)," which demonstrates that while business leaders and employees agree that AI holds great potential for business transformation, there is a lack of trust that it will be deployed responsibly, especially among employees. In fact, only 22% of employees reported that their organization had guidelines for responsible AI use.



At Workday, we're proud of our world-class data privacy and responsible AI (RAI) governance programs, and we are transparent with our employees about the AI safeguards that we have in place. The Workday RAI program sits at the intersection of our innovation and integrity core values—we seek to lead the industry in the development of responsible and trustworthy enterprise AI products by developing and using AI ethically and with robust safeguards in place. Our internal training program is key to this ethical innovation approach: through a variety of trainings developed by in-house experts, employees learn the Workday way of identifying and mitigating the risks that arise in AI development and prioritizing fairness and transparency in the process.

While 100% of our employees have already been trained on the basics of our RAI governance program, in FY25 we launched an [AI Masterclass course series](#), updated internal policies and incorporated RAI into our Code of Conduct training, and included expanded training available to product and technology Workmates. We then worked closely with internal teams to expand our training and communications on Workday RAI practices as they engage with customers and prospects.

Responsible AI governance framework.

In our whitepaper "[Empowering Innovation with Integrity](#)" we share in great detail what we've been doing with RAI governance at Workday. Our [RAI governance framework](#) can be described in the context of four pillars: Principles, Practices, People, and Public Policy.

Principles.

Since 2019, we have publicly committed to ethical, responsible, and trustworthy AI development, and as the market and our customers' understanding of the space has matured, so too has our approach. Our commitment to RAI is a reflection of our core values. In our effort to develop responsible and trustworthy AI, we aspire to develop products that:

- Amplify human potential
- Positively impact society
- Champion transparency and fairness
- Deliver on our commitment to data privacy and protection

We think of these [AI ethics principles](#) as our North Star, helping to guide our approach to developing trustworthy AI. In alignment with our core values of integrity and innovation, RAI is concerned with both the identification and mitigation of AI risk, as well as the facilitation of AI development for societal good.

Practices.

While AI ethics principles are important, they must manifest in solid practices in order to be impactful. While robust Workday data privacy and security protections are in place regardless of whether the relevant solution incorporates AI, we understand that additional risks for unintended consequences arise with the development and use of AI solutions. Therefore, we've developed specific AI risk identification and mitigation practices in alignment with our AI ethics principles. Our scalable RAI risk evaluation and associated guidelines represent the core of these practices.



Our commitment to placing customers at the center of our focus, ensuring ethical standards, and fostering transparency extends beyond navigating the present into shaping the future of how AI can benefit businesses. Our approach involves meeting our customers at their level, equipping them with the tools and knowledge to confidently adopt AI, and leading the way toward a future that is transparent, ethical, and empowering.”

JIM STRATTON

SVP, Technology & Architecture, Workday

RAI risk evaluation.

Each new AI product is assessed to determine its sensitivity level at the earliest stages of development. Product managers are responsible for completing this risk evaluation by responding to a series of questions about both the product’s characteristics and its intended context of use. Products with a potential to significantly impact workers’ economic opportunities are subject to increased review and oversight, as are those that incorporate sensitive data or emerging technologies, such as generative AI, and necessitate a greater number of risk mitigations. Throughout the AI product lifecycle, any changes to the product’s context or characteristics require the product manager to update the risk evaluation.

RAI protocols.

Upon completion of the risk evaluation, a set of bespoke RAI protocols are provided to guide the development of the AI product. These protocols, which function as risk mitigation strategies, are tailored to the product’s sensitivity level. Products with a higher potential impact, such as those

impacting workers’ economic opportunities or incorporating sensitive technologies such as generative AI, necessitate a greater number of protocols.

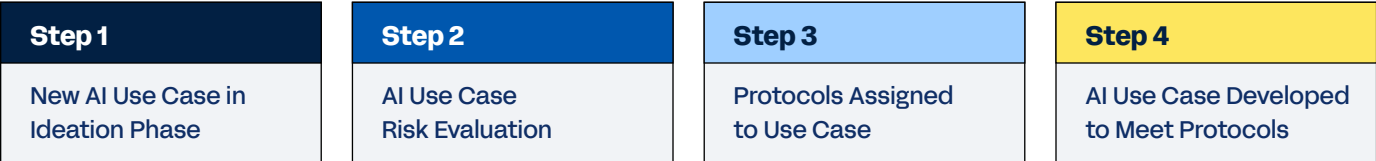
An example of a sensitive use case requiring the greatest number of RAI protocols for documentation would be one that is intended to be used by our customers to assist with worker transitions, such as hiring or promotion. This example would include a protocol that would require Workday to “provide customers with a summary of fairness test results derived from analyzing aggregate samples of AI feature outputs.”

Workday RAI practices were created to align with existing and developing regulations such as the EU AI Act and best-practice frameworks including the National Institute of Standards and Technology (NIST) AI Risk Management Framework. [Our RAI practices](#) cover categories of trustworthy AI system characteristics including:

- Safety and security
- Human oversight
- Transparency and explainability

We document appropriate risk mitigation actions in alignment with the specific nature of the AI solution.

Responsible AI development approach.



- Key evaluation factors:
- In-Scope AI
 - Economic Impact to Users
 - Targets Individuals
 - Emerging Technology
 - Prohibited Risk

- Key steps include:
- AI Review
 - Security Threat Modeling
 - Final Risk Determination



“At Workday, we’ve aligned on a set of responsible AI principles to guide us, practices to ensure RAI by design, and a dedicated team of subject matter experts to govern AI development and use.”

KELLY TRINDEL, PHD
Chief Responsible AI Officer, Workday



RAI policy.

The Workday RAI team works in close concert with our Corporate Affairs team to advance forward-thinking, meaningful, and thoughtful AI regulation and ensure that these developments are reflected in our own governance framework. For years, Workday has helped drive policy discussions in the U.S., EU, the UK, Canada, and across APJ in support of meaningful AI regulation. Some of the key themes we focus on in our advocacy include:

- **Defining AI:** The technology should be clearly defined and distinguished from systems that support human decision-making and are fully automated, especially in the enterprise context.
- **Ensuring a risk-based approach:** Not all AI is the same, which is why regulation should begin with a risk-based approach, meaning that more stringent safeguards are applied to AI solutions that present a higher risk of unintended consequences.
- **Leveraging workable accountability tools:** We favor impact assessments as a proven accountability technique for AI.
- **Recognizing shared responsibilities:** To be effective, regulatory responsibilities should reflect the unique and differentiated roles of AI developers and AI deployers.
- **Supporting international harmonization:** AI regulatory frameworks should be harmonized across borders, helping to ensure that guardrails are consistent worldwide.
- **Enabling skills-based approaches to talent:** AI plays a crucial role in bringing skills-based approaches to talent at scale—helping workers unlock opportunity and enabling employers to attract, retain, and develop talent.

Public policy.

At Workday, we collaborate with policymakers, customers, and industry partners to advocate for policies that [bolster trust](#) in enterprise software and enable growth and innovation. Our [Corporate Affairs](#) team works with these stakeholders to advance the policy priorities below.

AI.

Since 2019, Workday has proactively helped to lay the foundations for [robust AI regulation](#) that builds trust and advances innovation. We're proud to be a leading voice for smart AI regulation in enterprise software, working closely with policymakers in the U.S. at the federal, state, and local levels, and in the EU and UK, Canada, and Asia to support meaningful and concrete regulatory proposals. We [advocate](#) for frameworks that are grounded in a risk-based approach, leverage best-in-class accountability tools such as impact assessments, recognize shared responsibilities throughout the value chain, and drive international harmonization. We also believe policy should support AI's role as an enabler

of a skills-based approach to talent, an issue on which we [testified](#) before the U.S. Senate. We're championing efforts within industry, such as co-developing a set of [best practices](#) for responsible AI in the workplace with the Future of Privacy Forum and industry peers. And we're working with governments to develop innovative tools for public-private collaboration, such as Singapore's [AI Verify Foundation](#) focused on developing open source AI testing frameworks and standards.

Privacy, data, and cloud.

Workday supports strong privacy policies that safeguard personal data and build trust in the digital economy. In the U.S., Workday has [supported](#) the passage of a federal privacy law that provides consistent nationwide protections for data. Globally, Workday [advocates](#) for the free flow of data across borders through trusted, government-backed certifications and contractual tools. We work with policymakers to help ensure that common-sense data and cloud regulation benefit our customers, while raising concerns with data localization measures that don't improve privacy or security.



“

Consistent with our values, Workday advocates for policies that build trust, unlock human potential, and ensure our ability to serve our customers.”

CHANDLER C. MORSE

Vice President, Public Policy, Workday

Workforce development.

As a leader in human capital management, we recognize the important role policy plays in helping organizations and workers navigate rapid change. Workday is an active participant in workforce policy conversations in the U.S. and around the world, supporting [policies](#) that advance skills-based approaches to talent that help workers unlock opportunity and enable employers to attract, retain, and develop talent. Recognizing that skills-based approaches depend on high-quality and timely data, we're [working with Congress](#) to modernize labor data systems to provide a clearer picture of market demands, workforce-wide skills, and areas of alignment. And with Workday uniquely positioned at the intersection of AI and the workforce, we're focusing [policy conversations](#) on the importance of leveraging AI with better data as the key enabler for skills-based approaches at scale, including through Workday [participation](#) in the Department of Labor's Workforce Information Advisory Council.

Climate policy.

We [support](#) science-based climate policy and engage directly with policymakers to drive meaningful climate action. For more information on our climate policy engagement, see [page 118](#).

Information technology modernization.

Public sector organizations are increasingly looking to modernize legacy IT systems and are turning to cloud technologies to help them navigate change, address workforce challenges, and attract and retain talent. Workday collaborates with policymakers to help public sector organizations [leverage cloud transformation](#), and Workday works closely with appropriators and individual agencies and departments to help unlock resources in support of IT modernization.

Cybersecurity.

With cybersecurity high on the agenda for governments around the world, Workday collaborates with lawmakers and regulators to help ensure that cybersecurity policies strengthen trust and security, reflect technological advancement, and incorporate leading-industry best practices. We support cybersecurity policies that are risk-based and outcome-focused, recognize the unique benefits of SaaS technologies, are domestically harmonized and consistent, and are aligned with international standards and other regulations around the world.

For more information, see our [2024 Public Policy Advocacy Report](#).





Data privacy and security.

Compliance.

At Workday, “[trust](#)” isn’t just a word—it is the cornerstone of everything we do. We’re transparent with our customers about how we protect and enable them to manage their data. We proactively seek certifications and adhere to global compliance standards to give our customers confidence in our privacy and security practices. Our long history of adherence to stringent global compliance programs such as SOC 1 Type II, SOC 2 Type II, ISO/IEC 27001, ISO/IEC 27017, ISO/IEC 27018, ISO/IEC 27001, FedRAMP, Asia-Pacific Economic Cross-Border Privacy Rules, Data Privacy Framework, and the EU Cloud Code of Conduct promotes high levels of data privacy and security for our customers, no matter where they are located. Learn more about our [compliance program](#).

Security.

Protecting our customers’ data is a priority. That’s why Workday security practices aren’t bolted on as an afterthought; rather, they are a core part of our operations as we aim to stay ahead of evolving threats. Our structure promotes alignment with rigorous security protocols that are designed to protect data, applications, and infrastructure. Workday security strategies and practices are grounded in globally recognized standards from NIST and the Center for Internet Security (CIS), affirming our commitment to world-class security. As the data security and regulatory landscape shifts, Workday core values of innovation, customer service, and integrity drive us to deliver security solutions that customers value. Learn more about our robust [security program](#).

Across the globe, organizations face increasingly sophisticated security challenges, everchanging privacy laws, and a matrix of compliance obligations. Workday understands these complexities and is committed to helping our customers

navigate this dynamic security landscape. To learn more about how Workday prioritizes security, read the whitepaper “[Trusting Workday with Your Data Security Needs](#).”

Privacy.

Our holistic privacy program is embedded in Workday technology, incorporating privacy by design into our solutions. We invest in compliance with international privacy regulations through a comprehensive global data protection program featuring robust and up-to-date technical, administrative, and organizational safeguards. Our detailed contractual data protection commitments clearly describe our responsibilities as a data processor. We stay abreast of requirements impacting Workday and our customers. Within our products, we aim to enable customers to meet their own data protection compliance requirements, such as the General Data Protection Regulation.

Workday’s array of international certifications, third-party audits, and contractual commitments serve as a testament to our robust privacy program, which we assess at least annually. As AI innovation and regulation continue to move at a rapid pace, privacy remains a priority for us. Workday actively supports risk-based regulatory approaches that balance privacy with innovation. Learn more about our [global privacy program](#).

We equip our customers’ compliance and legal teams with a wealth of resources through the Workday Community portal, assisting them in meeting their privacy and compliance needs.

Appendix.

This report has been prepared in reference to leading disclosure frameworks and standards, such as the GRI Standards (GRI), Sustainability Accounting Standards Board's (SASB) Software and IT Services sector guide, the Task Force on Climate-Related Financial Disclosures (TCFD), the Sustainable Development Goals (SDGs), and others.



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GRI Index.

GRI Standard/Other Source	Disclosure	Location/Response 2025
General Disclosures		
GRI 2: General Disclosures 2021		
The organization and its reporting		
2-1	Organizational details	Workday, Inc. Pleasanton, CA
2-2	Entities included in the organization’s sustainability reporting	2025 Form 10-K
2-3	Reporting period, frequency and contact point	Annual Reporting period: February 1, 2024, through January 31, 2025 sustainability@workday.com
2-4	Restatements of information	About Workday > About this report
2-5	External assurance	Workday engaged Apex as an independent third party to review our FY25 Greenhouse Gas (GHG) inventory and energy consumption, and received limited assurance of its accuracy and completeness. The scope of this review, included in this report, includes our global Scope 1 and Scope 2 (location- and market-based) GHG emissions, Scope 1 and Scope 2 energy consumption, and Scope 3 GHG emissions related to business travel, purchased goods and services, capital goods, and non-IT emissions from colocation data centers. At this time Workday does not seek external assurance for the rest of our report.
Activities and workers		
2-6	Activities, value chain, and other business relationships	2025 Form 10-K > Business About Workday
2-7	Employees	2025 Form 10-K > Business Appendix > Performance tables > Workforce breakdown
2-8	Workers who are not employees	Appendix > Performance tables > Workforce breakdown > Employment contract by region

GRI Standard/Other Source	Disclosure	Location/Response 2025
Governance		
2-9	Governance structure and composition	Our governance structure and composition of the board and its committees is described on pages 9–21 and 25–30 of the 2025 Proxy Statement . The committees of the board that are responsible for decision-making on and overseeing the management of Workday’s impacts on the economy, environment, and people are listed on pages 28–30 of the 2025 Proxy Statement and on pages 74–75 of this “Global Impact Report.”
2-10	Nomination and selection of the highest governance body	The nomination and selection process and criteria for the board is described on pages 30–31 of the 2025 Proxy Statement . The Nominating and Governance Committee considers and makes recommendations to the board regarding committee size, structure, and composition. After consultation with the Nominating and Governance Committee, the board has discretion to appoint directors to serve on committees so that the committees are composed entirely of directors satisfying applicable legal, regulatory, and stock exchange requirements necessary for an assignment to any such committee, as set forth in the applicable committee charters.
2-11	Chair of the highest governance body	Aneel Bhusri serves as the executive chair. Mark Hawkins is an independent director, serving as vice chair and lead independent director of the board to prevent and mitigate conflicts of interest. Our board believes that the current leadership structure provides effective independent oversight of management while allowing the board and management to benefit from the extensive executive leadership and operational experience of Aneel Bhusri. Our board also has a policy of conducting executive sessions of independent directors during each regularly scheduled board meeting, as described on page 27 of the 2025 Proxy Statement .
2-12	Role of the highest governance body in overseeing the management of impacts	<p>Our Nominating and Governance Committee oversees and periodically reviews our policies and programs related to sustainability, corporate responsibility, governance, and public policy matters, as well as our participation and visibility as a global corporate citizen. The role of the board and senior executives in relation to responsible business oversight and policies is further described on page 75 of this “Global Impact Report.”</p> <p>As described on page 75 of this “Global Impact Report,” the board receives reports from the ESG Steering Committee on the effectiveness of the Workday responsible business program annually and on an as-needed basis.</p> <p>The board values and takes seriously the views of our stockholders as described on pages 4–5 of the 2025 Proxy Statement and considers their feedback on matters relating to financial performance, governance, environmental and social topics, and responsible AI.</p>
2-13	Delegation of responsibility for managing impacts	Our responsible business practices, including our sustainability efforts and initiatives, are supported by board- and executive-level oversight, including the ESG Steering Committee, and are further implemented and managed by subject matter experts across the company, as described on page 75 of this “Global Impact Report.” The ESG Steering Committee reports to the board on an annual and as-needed basis.

GRI Standard/Other Source	Disclosure	Location/Response 2025
2-14	Role of the highest governance body in sustainability reporting	The Compensation Committee reviews compensation disclosures that are included in our proxy statement. The Nominating and Governance Committee reviews governance and sustainability-related disclosures that are included in our proxy statement. The Audit Committee reviews the development and implementation of disclosure controls and procedures with respect to material risks.
2-15	Conflicts of interest	<p>Directors will inform the chair of the Nominating and Governance Committee of any potential or actual conflicts of interest and will recuse themselves from any decision affecting their personal, business, or other individual interests. If it is determined that a conflict of interest would materially impact a director's ability to fulfill their duties as a director of Workday and the conflict cannot be adequately addressed in another manner, the director will, if requested, resign from our board.</p> <p>Our Audit Committee reviews related party transactions as disclosed per SEC rules in our 2025 Proxy Statement on pages 40–41. None of our executive officers are directors of any companies in which our directors serve as executive officers. See pages 75–76 of the 2025 Proxy Statement for controlling shareholder information.</p>
2-16	Communication of critical concerns	Critical concerns are communicated to the board as a part of the board's risk oversight process, which is described on pages 25–26 of our 2025 Proxy Statement . The board receives regular reports from members of senior management on areas of material risk to the company. Our stockholder engagement program, as described on pages 4–5 of our 2025 Proxy Statement , provides stockholders with the opportunity to provide feedback on our corporate governance, compensation programs, and sustainability practices. Stockholders and other interested parties wishing to communicate with the board may do so via the process described on page 34 of our Proxy .
2-17	Collective knowledge of the highest governance body	The board is given regular and as-needed training sessions and briefings on matters related to sustainable development as a part of our continuing director education efforts described on page 32 of the 2025 Proxy Statement .
2-18	Evaluation of the performance of the highest governance body	<p>The board and each of its committees conduct an annual self-evaluation, which considers responsibilities under their charters and best practices, including matters related to the management of the organization's impacts on the economy, environment, and people, as described on page 32 of the 2025 Proxy Statement.</p> <p>The board is also evaluated as a part of an assessment process relating to responsible business issues across the company.</p> <p>The Board and each committee discuss the results of the self-evaluations, and revise policies and practices as appropriate based on the results. The Nominating and Governance Committee utilizes the results of the self-evaluation process to: (i) determine if the board and its committees are functioning effectively; (ii) assess and determine the characteristics and critical skills required of prospective candidates for election to the board; and (iii) make recommendations to the board with respect to assignments of board members to various committees.</p>

[GRI](#) | [SASB](#) | [TCFD](#) | [UNSDGs](#) | [Performance tables](#) | [Carbon credit projects](#)

GRI Standard/Other Source	Disclosure	Location/Response 2025
2-19	Remuneration policies	2025 Proxy Statement > Executive Compensation 2025 Proxy Statement > Executive Compensation Philosophy and Objectives
2-20	Process to determine remuneration	2025 Proxy Statement > Our Compensation-Setting Process
2-21	Annual total compensation ratio	2025 Proxy Statement > CEO Pay Ratio Disclosure
Strategy, policies, and practices		
2-22	Statement on sustainable development strategy	A letter from our CEO
2-23	Policy commitments	Governance Policies: Code of Conduct Corporate Governance Guidelines Officer Compensation Recoupment Policy Public Policy Advocacy Report Policy on Hedging in Securities Stock Ownership Guidelines Whistleblower and Complaint Policy Workday Tax Strategy Privacy Policy Employee & Business Partner Policies: Statement Against Modern Slavery Partner Code of Conduct Supplier Code of Conduct Whistleblower and Complaint Policy Environmental Sustainability Policy
2-24	Embedding policy commitments	Corporate Governance > Integrity as a core value ; Data privacy and security Environmental Sustainability > Our strategy
2-25	Processes to remediate negative impacts	Corporate Governance > Integrity as a core value
2-26	Mechanisms for seeking advice and raising concerns	Corporate Governance > Integrity as a core value Whistleblower and Complaint Policy
2-27	Compliance with laws and regulations	2025 Form 10-K > Legal Proceedings
2-28	Membership associations	A list of our membership associations can be found in the Workday Public Policy Advocacy Report , as well as in the Carbon reduction and removal section of our “Global Impact Report.”
Stakeholder engagement		
2-29	Approach to stakeholder engagement	About Workday > Stakeholder engagement
2-30	Collective bargaining agreements	As of the end of our reporting period (FY25), none of our employees are covered by a collective bargaining agreement.

GRI Standard/Other Source	Disclosure	Location/Response 2025
Material topics		
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	About Workday > Our responsible business priority topics
3-2	List of material topics	About Workday > Our responsible business priority topics
GRI 200: Economic		
GRI 201: Economic Performance		
3-3	Management of material topic	About Workday > Who we are 2025 Form 10-K > Financial Statements and Supplementary Data
201-1	Direct economic value generated and distributed	2025 Form 10-K > Consolidated Statements of Operations
201-2	Financial implications and other risks and opportunities due to climate change	Workday conducted a climate scenario analysis and risk assessment within the FY23 reporting period. In preparation for upcoming European Union (EU) sustainability disclosure requirements under the Corporate Sustainability Reporting Directive (CSRD), in FY25 Workday conducted a forward-looking climate resilience analysis. Please see the TCFD Report for more information. 2025 Form 10-K > Risk Factors Environmental Sustainability > Our strategy: our commitments
201-3	Defined benefit plan obligations and other retirement plans	Social and Community Impact > Global benefits and well-being > Supporting Workmates' financial well-being
GRI 203: Indirect Economic Impacts		
3-3	Management of material topic	Social and Community Impact > “VIBE®: Value Inclusion & Belonging for Everyone™” > Giving & Doing
203-1	Infrastructure investments and services supported	Social and Community Impact > “VIBE®: Value Inclusion & Belonging for Everyone™” > Community impact in Ireland Workday is committed to the local economies in which it operates and understands that climate change will impact them. For more information about economic investment, see the Workday Foundation site.
203-2	Significant indirect economic impacts	Community impact in Ireland

[GRI](#) | [SASB](#) | [TCFD](#) | [UNSDGs](#) | [Performance tables](#) | [Carbon credit projects](#)

GRI Standard/Other Source	Disclosure	Location/Response 2025
GRI 204: Procurement Practices		
3-3	Management of material topic	Workday Supplier Code of Conduct Supplier Diversity Program
GRI 205: Anti-Corruption		
3-3	Management of material topic	Corporate Governance > Integrity as a core value Code of Conduct
205-1	Operations assessed for risks related to corruption	Corporate Governance > Integrity as a core value Partner Code of Conduct Supplier Code of Conduct
205-2	Communication and training about anti-corruption policies and procedures	Corporate Governance > Integrity as a core value In FY25, we had a 100% completion rate for our annual Code of Conduct training. Our Code of Conduct includes information on our Anti-Corruption Policy.
205-3	Confirmed incidents of corruption and actions taken	Within this reporting period, Workday is not aware of any allegations of violations or violations of anti-corruption laws by Workday.
GRI 206: Anti-competitive Behavior		
3-3	Management of material topic	Corporate Governance > Integrity as a core value Code of Conduct
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Within this reporting period, Workday is not aware of any allegations of anti-competitive behavior or violations of anti-trust or monopoly legislation by Workday.
GRI 300: Environmental		
GRI 302: Energy		
3-3	Management of material topic	Environmental Sustainability > Our strategy: Clean and renewable energy
302-1	Energy consumption within the organization	Environmental Sustainability > Clean and renewable energy Appendix > Performance Tables > Energy
302-2	Energy consumption outside of the organization	Environmental Sustainability > Clean and renewable energy Appendix > Performance Tables > Energy
302-3	Energy intensity	Appendix > Performance Tables > Energy
302-4	Reduction of energy consumption	Environmental Sustainability > Clean and renewable energy 2024 CDP Corporate Questionnaire
302-5	Reductions in energy requirements of products and services	Environmental Sustainability > Clean and renewable energy

[GRI](#) | [SASB](#) | [TCFD](#) | [UNSDGs](#) | [Performance tables](#) | [Carbon credit projects](#)

GRI Standard/Other Source	Disclosure	Location/Response 2025
GRI 303: Water and Effluents		
3-3	Management of material topic	Environmental Sustainability > Water management
303-3	Water withdrawal	Environmental Sustainability > Water management Appendix > Performance Tables > Water and effluents
303-4	Water discharge	Environmental Sustainability > Water management Appendix > Performance Tables > Water and effluents
303-5	Water consumption	Environmental Sustainability > Water management Appendix > Performance Tables > Water and effluents
GRI 305: Emissions		
3-3	Management of material topic	Environmental Sustainability > Our strategy ; Carbon reduction and removal
305-1	Direct (Scope 1) GHG emissions	Environmental Sustainability > Carbon reduction and removal Appendix > Performance Tables > Emissions
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Sustainability > Carbon reduction and removal Appendix > Performance Tables > Emissions
305-3	Other indirect (Scope 3) GHG emissions	Environmental Sustainability > Carbon reduction and removal Appendix > Performance Tables > Emissions
305-4	GHG emissions intensity	Environmental Sustainability > Carbon reduction and removal Appendix > Performance Tables > Emissions
305-5	Reduction of GHG emissions	Environmental Sustainability > Carbon reduction and removal Appendix > Performance Tables > Emissions
GRI 306: Waste		
3-3	Management of material topic	Environmental Sustainability > Reducing e-waste
306-1	Waste generation and significant waste-related impacts	Environmental Sustainability > Reducing e-waste
306-2	Management of significant waste-related impacts	Environmental Sustainability > Reducing e-waste
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topic	Environmental Sustainability > Our commitments
308-1	New suppliers that were screened using environmental criteria	Environmental Sustainability > Our commitments

GRI Standard/Other Source	Disclosure	Location/Response 2025
GRI 400: Social		
GRI 401: Employment		
3-3	Management of material topic	Social and Community Impact > Our strategy: Employee development
401-1	New employee hires and employee turnover	Appendix > Performance Tables > Annual new hires by region
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social and Community Impact > Global benefits and well-being Appendix > Performance Tables > Benefits
401-3	Parental leave	Social and Community Impact > Global benefits and well-being > Social well-being and flexibility Appendix > Performance Tables > Parental leave
GRI 404: Training and Education		
3-3	Management of material topic	Social and Community Impact > Our strategy: Employee development
404-1	Average hours of training per year per employee	Workday does not share the specific number of average hours per employee, as this number is difficult to track given that training and employee development is at the center of our talent strategy and occurs on many different platforms and avenues. Our talent philosophy puts employees at the center of their own career and performance journey. A fundamental tenet of this approach is the belief that we should put the employee in the driver's seat and provide them with the tools and framework to further their careers. We offer a number of educational resources and an incredible support community to help Workmates through this experience. We have an entire section of our "Global Impact Report" dedicated to employee development that shares all of the ways in which we do this. Social and Community Impact > Employee development
404-2	Programs for upgrading employee skills and transition assistance programs	Social and Community Impact > Employee development
404-3	Percentage of employees receiving regular performance and career development reviews	Social and Community Impact > Employee development > Empowering performance and growth In FY25, all employees received the opportunity for a regular performance and career development review.
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topic	Social and Community Impact > VIBE®: Value Inclusion & Belonging for Everyone™
405-1	Diversity of governance bodies and employees	Social and Community Impact > VIBE®: Value Inclusion & Belonging for Everyone™ > Workforce composition at Workday
405-2	Ratio of basic salary and remuneration of women to men	Social and Community Impact > Global benefits and well-being > Our commitment to pay parity

GRI Standard/Other Source	Disclosure	Location/Response 2025
GRI 413: Local Communities		
3-3	Management of material topic	Social and Community Impact > Our strategy
413-1	Operations with local community engagement, impact assessments, and development programs	Social and Community Impact > Our strategy Workday Foundation
GRI 414: Supplier Social Assessment		
3-3	Management of material topic	Corporate Governance > Integrity as a core value > Respecting human rights Supplier Code of Conduct
414-1	New suppliers that were screened using social criteria	Corporate Governance > Integrity as a core value > Respecting human rights Supplier Code of Conduct
GRI 415: Public Policy		
3-3	Management of material topic	Corporate Governance > Public policy
415-1	Political contributions	Workday did not make any political contributions during the reporting period.
GRI 418: Customer Privacy		
3-3	Management of material topic	Corporate Governance > Data privacy and security
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Corporate Governance > Data privacy and security

SASB index.

This report contains disclosures in accordance with the Sustainability Accounting Standards Board (SASB) Software and IT Services Standard.

Topic	Accounting Metric	Code	2025 Response
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	Environmental Sustainability > Clean and renewable energy Appendix > Performance Tables > Energy 2024 CDP Corporate Questionnaire In early 2025, Workday compiled a comprehensive water inventory for our 106 global sites (offices and data centers), aligning with recognized standards such as the CEO Water Mandate and CDP technical notes. After excluding sites with non-material water withdrawals (less than 0.255% of total global withdrawals, covering 95% of total withdrawals) and those with low business criticality, the assessment identified that 9% of Workday’s total water withdrawals are in water-stressed basins based solely on WRI Aqueduct’s baseline water stress indicator.
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	Environmental Sustainability > Water management Appendix > Performance Tables > Water and effluents 2024 CDP Corporate Questionnaire
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Environmental Sustainability > Our commitments ; Carbon reduction and removal ; Clean and renewable energy 2024 CDP Corporate Questionnaire
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy.	TC-SI-220a.1	Corporate Governance > Public policy ; Data privacy and security Workday Security and Data Privacy Workday Privacy Statement
	Number of users whose information is used for secondary purposes.	TC-SI-220a.2	Workday Privacy Statement
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	Any material losses would be disclosed in our 10-K filing with the SEC. In FY25, there were none.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	Workday is committed to protecting the privacy and security of our customers’ data and meeting our obligations as a processor of that data. Providing transparency to our customers in the event we receive a valid legal process from law enforcement or other government agencies for access to electronic information customers submit into Workday’s SaaS applications (“Government Request”) is an ongoing part of that Workday commitment. This report covers all Government Requests from May 1, 2024, through October 31, 2024: Transparency Report Workday U.S.

Topic	Accounting Metric	Code	2025 Response
Data Security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	TC-SI-230a.1	Workday is publicly traded, and any material breach would be reported to the SEC in our annual and quarterly reports .
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	Corporate Governance > Public policy ; Data privacy and security Workday Security and Data Privacy Trusting Workday with Your Data
Recruiting & Managing a Global, Diverse Skilled Workforce	Percentage of employees that require a work visa	TC-SI-330a.1	Appendix > Performance Tables > Workforce breakdown > Employment contract by region
	Employee engagement as a percentage	TC-SI-330a.2	Social and Community Impact > Employee development > Employee feedback: Workday Peakon Employee Voice
	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	TC-SI-330a.3	Social and Community Impact > VIBE®: Value Inclusion & Belonging for Everyone™ > Workforce composition at Workday Appendix > Performance Tables > Workforce breakdown
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	Within the reporting period, Workday suffered no material monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Cybersecurity risk management practices at Workday are based on widely adopted industry risk management frameworks and standards that include identification, assessment, internal reporting, monitoring, and management of risks.
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	2025 Form 10-K > Risk Factors
Activity Metric		Code	2025 Response
(1) Number of licenses or subscriptions, (2) percentage cloud-based		TC-SI-000.A	(1) More than 11,000 customers representing 70 million workers (2) 100% cloud-based products

TCFD.

Disclosure Focus Area	Recommended Disclosure	2025 Response	Reference
Governance			
Disclose the organization's governance around climate-related risks and opportunities	a) Describe the board's oversight of climate-related risks and opportunities.	<p>The Workday board of directors provides oversight of our responsible business program and is actively engaged in issues important to our company and business strategy. Our Nominating and Governance Committee oversees and periodically reviews Workday policies and programs concerning environmental sustainability and has oversight of significant risks related to our responsible business program, including climate-related risks. Our Audit Committee reviews significant climate-related financial risks.</p> <p>Erik Hansen has served as the company's first chief sustainability officer (CSO) since 2023. The CSO continues to lead sustainability operations at Workday and work with our Nominating and Governance Committee on our board of directors to oversee policies and programs concerning climate-related risks.</p> <p>See page 73 of our "Global Impact Report" for the overview of our Responsible business oversight.</p>	<p>Environmental Sustainability > Our strategy</p> <p>Corporate Governance > Responsible business oversight</p> <p>GRI Index > Governance 2-9-17</p> <p>2024 CDP Corporate Questionnaire</p>
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	<p>The Workday ESG Steering Committee, with executive sponsorship from both our chief legal officer and our chief financial officer, reports to the board and is responsible for formalizing Workday responsible business strategy, goals, and structure. The ESG Steering Committee is composed of leaders from internal legal, finance, and audit functions at Workday and provides reports to the board on progress toward the company's responsible business goals and initiatives annually and as needed.</p> <p>The Workday CSO role is focused on planning and driving projects to reduce emissions, manage climate targets, and advance sustainability across the company.</p>	<p>GRI Index > Governance 2-13</p> <p>2024 CDP Corporate Questionnaire</p>

Disclosure Focus Area	Recommended Disclosure	2025 Response	Reference															
Strategy																		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	In 2023, Workday conducted a climate scenario analysis and risk assessment that modeled the potential financial impact of three climate-related risks and one climate-related opportunity under two climate scenarios. Of the three selected risks, one was a transition risk and the remaining two were physical climate risks:	Environmental Sustainability > Our strategy ; Our commitments 2024 CDP Corporate Questionnaire															
		<table><tr><th>Type & Category</th><th>Risk/Opportunity Description</th><th>Time Horizon</th></tr><tr><td>Transition Risk Market</td><td>Unreliable electricity supply and increased cost of RECs may impact Workday supply chain and increase operating costs.</td><td>Short (0–2 years)</td></tr><tr><td>Physical Risk Acute</td><td>Increased frequency and severity of extreme heat events may result in disruption of Workday data center operations.</td><td>Short (0–2 years)</td></tr><tr><td>Physical Risk Chronic</td><td>Rising mean temperatures may impact Workday operations and supply chain, including increased energy demand as a result of increased cooling in data centers building on Workday’s historic data center electricity usage and projected cooling degree days.</td><td>Medium (2–10 years)</td></tr><tr><td>Climate Opportunity Products & Services</td><td>Development of climate mitigation and sustainability services may lead to increased revenue as existing customers purchase potential new climate-related products and services.</td><td>Medium (2–10 years)</td></tr></table>	Type & Category	Risk/Opportunity Description	Time Horizon	Transition Risk Market	Unreliable electricity supply and increased cost of RECs may impact Workday supply chain and increase operating costs.	Short (0–2 years)	Physical Risk Acute	Increased frequency and severity of extreme heat events may result in disruption of Workday data center operations.	Short (0–2 years)	Physical Risk Chronic	Rising mean temperatures may impact Workday operations and supply chain, including increased energy demand as a result of increased cooling in data centers building on Workday’s historic data center electricity usage and projected cooling degree days.	Medium (2–10 years)	Climate Opportunity Products & Services	Development of climate mitigation and sustainability services may lead to increased revenue as existing customers purchase potential new climate-related products and services.	Medium (2–10 years)	
Type & Category	Risk/Opportunity Description	Time Horizon																
Transition Risk Market	Unreliable electricity supply and increased cost of RECs may impact Workday supply chain and increase operating costs.	Short (0–2 years)																
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Climate Opportunity Products & Services	Development of climate mitigation and sustainability services may lead to increased revenue as existing customers purchase potential new climate-related products and services.	Medium (2–10 years)																
		In preparation for upcoming European Union (EU) sustainability disclosure requirements under the Corporate Sustainability Reporting Directive (CSRD), Workday conducted a forward-looking climate resilience analysis. This analysis, informed by an initial climate-related risk and opportunity assessment and scenario analyses conducted in 2023, evaluated the resilience of the Workday strategy and business model to climate-related physical and transition risks. This resilience analysis identified Workday climate vulnerabilities and ability to adapt to and mitigate these vulnerabilities (for example, adaptive capacity), which ultimately informs Workday’s resilience. As part of this analysis, Workday also reviewed the three risks and one opportunity identified from the 2023 climate scenario analysis and risk assessment and determined the results were still applicable and accurate in 2025.																

Disclosure Focus Area	Recommended Disclosure	2025 Response	Reference
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<p>Climate change may impact Workday operations and business strategy in two ways: through physical impacts from increased intensity of acute weather and potential long-term chronic changes in weather patterns, and through the economic impacts of the transition to a lower carbon economy, primarily manifesting through the cost and availability of renewable electricity.</p> <p>Workday has made substantial commitments to invest in renewable energy for its direct operations and data center supply chain and has taken steps to help put us on track to a 1.5°C future and transition to a lower-carbon economy.</p> <p>Our strategy includes partnering with others to advocate for increased access to and availability of renewable energy, to implement projects to generate and source renewable energy for our direct operations, and to incorporate energy efficiency, renewable energy, and carbon emissions to our colocation data center vendor selection process. Some examples include:</p> <ul style="list-style-type: none">• Workday joined several other large companies to create the Emissions First Partnership, outlining a set of principles to update the accounting systems for greenhouse gas emissions to accelerate grid decarbonization. See the “Our evolving sustainability journey” section of the FY25 “Global Impact Report.”• Workday has made significant investments toward decarbonizing the aviation industry, including joining the Sustainable Aviation Buyers Alliance (SABA) and driving investment in and adoption of sustainable aviation fuel. See the “Our commitments” section of the FY25 “Global Impact Report.”• Workday was also one of the founding signatories to The Corporate Colocation and Cloud Buyers’ Principles, which outlines six criteria that companies using colo-services would like to see their providers meet, such as providing data on customer energy consumption, disclosing facility energy sources, and supporting renewable energy advocacy efforts. See our “Carbon-neutral cloud” section of the FY25 “Global Impact Report.”• Workday joined more than 60 companies for a series of meetings on Capitol Hill to share the importance of investment in the renewable energy economy as key to meeting climate goals and business needs. See the “Our evolving sustainability journey” section of the FY25 “Global Impact Report.”• Workday signed a new social impact virtual power purchase agreement (VPPA) in partnership with LevelTen Energy and Starbucks to support a 350 MW solar project that will provide 233 GWh of renewable energy yearly. See the “Clean and renewable energy” section for the FY25 “Global Impact Report.” <p>These initiatives are in addition to our Science-Based Targets, which align with 1.5°C across all three scopes of emissions.</p> <p>In regards to our identified opportunity, Workday aims to help customers advance their environmental, social, and governance goals using Workday. Our solutions aim to enable leaders to collect data from across the organization, build strategy frameworks, help ensure the organization is audit ready, report with confidence, and plan for the future. See the “Supporting our customers’ sustainability goals” section of the FY25 “Global Impact Report.”</p>	<p>Environmental Sustainability</p> <p>2024 CDP Corporate Questionnaire</p>

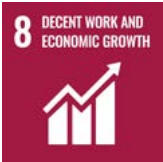




Disclosure Focus Area	Recommended Disclosure	2025 Response	Reference
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy, and financial planning.	<p>The climate scenarios Workday used in our scenario analysis exercise are those developed by the Intergovernmental Panel on Climate Change (IPCC) for physical risks, the Network for Greening the Financial System (NGFS) for transition risks, and custom scenarios developed for climate opportunity analysis.</p> <ul style="list-style-type: none">IPCC scenarios representing a high emission (SSP5–8.5) and low emissions (SSP1–2.6) scenario: Data centers are typically designed to operate within specific temperature ranges. As outdoor temperatures increase, companies may experience increased equipment failure, resulting in potential downtime. Extreme heat was modeled from present day through 2050 under two climate scenarios. Additionally, as global temperatures increase, additional energy will likely be needed to maintain the optimal indoor temperature for data center operations. The scenarios include bookend high-emissions and low-emissions IPCC (SSP5–8.5 and SSP1–2.6) scenarios & NGFS (Current Policies and Net Zero 2050) scenarios, corresponding to physical and transition risk, respectively.NGFS Current Policies and Net Zero 2050 country-level projected electricity prices: As the world transitions to a low carbon economy, the fluctuation of electricity prices could result in increased operating costs for companies. This model estimates projected data center electricity costs under a high- and a low-emissions scenario, using NGFS Current Policies and Net Zero 2050 country-level projected electricity prices. The projected costs under the NGFS scenarios were then compared with Workday internal energy cost projections available through 2028. As the world transitions to a low carbon economy, REC and electricity prices could fluctuate due to increased demand for electricity and renewable energy. Using annual electricity consumption from the Electricity Cost portion of the model, the total quantity of RECs needed from both Workday PPAs and the unbundled REC marketplace was forecasted from present day through 2050.SEC transition scenarios: a 3-year transitional period (moderate) and a 10-year transitional period (lenient): This model allows Workday to explore the impact of potential new products on company revenue as the SEC transitions towards requiring public companies to report climate-related information. Potential future revenue was modeled under two SEC transition scenarios: a 3-year transitional period (moderate) and a 10-year transitional period (lenient).	2024 CDP Corporate Questionnaire

Disclosure Focus Area	Recommended Disclosure	2025 Response	Reference
Risk Management			
Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	<p>Climate risks and opportunities can have long time horizons with high uncertainty regarding how policy and socioeconomic factors might emerge and develop. To begin to explore the impact of climate-related risks and opportunities on its short-, medium- and long-term business strategy, Workday has undertaken a qualitative risk assessment and quantitative scenario modeling analysis. This quantitative analysis involves identifying the key climate drivers that may lead to future risks and opportunities to Workday and then quantifying the impacts of some of the most material climate-related risks and opportunities under low- and high-emissions climate scenarios.</p> <p>In FY23, we engaged a third party to conduct a climate risk assessment based on the Workday Enterprise Risk Management (ERM) framework and leveraging climate-related risks and opportunities outlined by TCFD and other reporting frameworks. Workday's risks and opportunities were assessed drawing on public disclosures, internal documentation, external research, and interviews with internal Workday stakeholders. Based on this assessment, three risks and one opportunity were selected for further quantitative scenario analysis.</p> <p>Informed by the initial climate-related risk and opportunity assessment and scenario analyses conducted in FY23, in FY25, Workday conducted a forward-looking climate resilience analysis. This assessment identified vulnerabilities, particularly in areas of core climate-related dependencies. To address these findings, Workday developed a strategic roadmap that prioritizes actions to enhance business continuity, ensure regulatory readiness, and align with its sustainability commitments. Beyond mere compliance, this proactive analysis strengthens the Workday market position and fosters investor confidence by demonstrating robust climate preparedness and identifying opportunities for innovation in areas such as energy efficiency and sustainable infrastructure.</p>	<p>About Workday > Our responsible business priority topics</p> <p>2024 CDP Corporate Questionnaire</p>

Disclosure Focus Area	Recommended Disclosure	2025 Response	Reference
Disclose how the organization identifies, assesses, and manages climate-related risks.	b) Describe the organization's processes for managing climate-related risks.	In our current public-facing documents, we acknowledge risks to our business related to climate change in our FY25 Form 10-K disclosure. Workday maintains a formal Disaster Recovery Plan for the production environment. If the production application becomes unavailable and is expected to remain unavailable, a disaster is declared, and the Disaster Recovery Plan is executed.	Environmental Sustainability > Our strategy ; Our evolving sustainability journey ; Our commitments Corporate Governance > Responsible business oversight 2024 CDP Corporate Questionnaire
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Workday also maintains a formal Business Continuity program that provides the framework for enabling preparedness and recoverability from disruptive events, including severe weather events, in order to continue delivery of critical business services at acceptable predefined levels.	
		With respect to transitional risk, our Environmental Sustainability team has been leading Workday efforts to actively track, reduce, and mitigate Workday greenhouse gas emissions for several years. These efforts serve to reduce policy, investor and customer related risks that could potentially be substantive for us if we were not proactively managing our emissions footprint or disclosing our commitments and performance.	
		To address the disclosure recommendations of the TCFD framework, we have conducted a climate scenario analysis and risk assessment to identify the risks and opportunities posed by climate change. Workday's resilience to identified vulnerabilities was ranked using a framework developed in conjunction with the ERM team. The analysis began by reviewing and updating risk mitigations and controls from the previous assessment, incorporating insights from public disclosures, stakeholder interviews, and data requests.	
		Once assessed as a top enterprise risk through the outlined framework, ERM reports the risks drivers and related information to executive leadership and the Audit Committee of our board of directors. A discussion is held with leadership to confirm that mitigation strategies have been planned to address the top risks and reduce the residual risk to an acceptable level.	

Disclosure Focus Area	Recommended Disclosure	2025 Response	Reference
Metrics and Targets			
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>We track our sustainability and climate-related metrics across our organization and value chain. Our main focus areas are reducing our carbon emissions and investing in renewable energy programs. We match 100% of the electricity we use at our offices and data centers globally with clean, renewable sources. In fiscal 2021, we achieved net-zero carbon emissions across our offices, data centers, and business travel. In early 2022, our ambitious science-based targets were approved by the Science Based Targets initiative. With these targets, we are taking our next steps toward minimizing our impact on the planet and helping our world transition to a net-zero future by 2050. We are working toward:</p> <ul style="list-style-type: none">Continue annually sourcing 100% renewable electricity through fiscal 2030Reducing absolute scope 3 business travel GHG emissions by 25% by fiscal 2026 from a fiscal 2020 base yearHaving 70% of our suppliers by spend covering purchased goods and services and capital goods commit to science-based targets by fiscal 2026.	Environmental Sustainability 2024 CDP Corporate Questionnaire
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>We share our metrics and progress against our targets in the FY25 “Global Impact Report” and CDP Corporate Questionnaire responses.</p>	
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	<p>We share our metrics and progress against our targets in the FY25 “Global Impact Report” performance tables and CDP Climate Change responses.</p> <ul style="list-style-type: none">FY25 Scope 1—2,584FY25 Scope 2—82,365FY25 Scope 3—264,901	<p>Appendix > Performance Tables > Emissions</p> <p>2024 CDP Corporate Questionnaire</p>

Topic glossary and SDG index.

Priority Topics	Definition	SDG Alignment	Workday FY25 Supporting Actions
Corporate Governance and Business Ethics	Practices related to corporate governance and operating ethically and with integrity. Includes core values, code of conduct, and governance structure.		Integrity as a core value
Energy and Carbon Emissions	Efforts to measure, manage, and minimize energy use and the resulting GHG emissions across the value chain. Includes direct and indirect energy consumption, utilizing renewable energy sources where possible, energy-efficient building practices, reducing the impacts of Workday IT operations, efforts to minimize the environmental impacts of transporting employees, and initiatives to reduce value chain (Scope 3) emissions.		Our commitments
			Carbon reduction and removal
			Clean and renewable energy
Privacy and Data Security	Programs, policies, and efforts to safeguard customers' and employees' sensitive business information and data. Includes initiatives to maintain rigorous data-security standards to prevent unauthorized data disclosures.		Data privacy and security

Priority Topics	Definition	SDG Alignment	Workday FY25 Supporting Actions
Product Innovation and Customer Satisfaction	Workday is evaluated on its efforts to continually innovate, creating and improving its suite of products to attract, retain, and serve its customers' business needs now and into the future. There is an emphasis on creating products that are easy to use, accessible for a diverse audience group, and inclusive. This topic also includes programs related to customer satisfaction, including customer service, product stewardship, and general customer relationship.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Our solutions and customer success
		16 PEACE, JUSTICE AND STRONG INSTITUTIONS	
Responsible AI	Practice of using AI with good intention to empower employees and businesses—and fairly impact customers and society—allowing companies to engender trust and scale AI with confidence.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Responsible AI
Talent and Culture	Initiatives related to employee satisfaction, talent retention, and company culture. Includes employee compensation, benefits, performance review practices, employee recognition, quality of work environment, culture and values, and commitment to work-life balance.	8 DECENT WORK AND ECONOMIC GROWTH	Employee development Making meaningful connections VIBE®: Value Inclusion & Belonging for Everyone™
VIBE®: Value Inclusion & Belonging for Everyone™	Providing fair treatment and access to equal opportunities and advancement; and encouraging a culture of belonging. Also includes Workday's ability to serve a diverse customer set so they too can build a more diverse workforce through use of Workday products.	5 GENDER EQUALITY 10 REDUCED INEQUALITIES	VIBE®: Value Inclusion & Belonging for Everyone™

Priority Topics	Definition	SDG Alignment	Workday FY25 Supporting Actions
Workforce Development	Initiatives to foster a high-performance culture where employees, or “Workmates,” can clearly understand how to succeed and advance their careers. This involves using Workday’s own technology to facilitate skills-building and growth, offering personalized development opportunities and encouraging regular feedback on the employee experience.	<div><div>3GOOD HEALTH AND WELL-BEING</div><div></div></div> <div><div>4QUALITY EDUCATION</div><div></div></div> <div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div></div></div>	Employee development

Performance tables.

Workforce breakdown.

102-8: Employment Contract By Region			
FY25 ²⁵			
	Contingent	Employee	Total
Americas	246	14,260	14,506
EMEA	78	4,622	4,700
APJ	77	1,612	1,689
TOTAL	401	20,494	20,895

102-8: Employment Type			
FY25 ²⁵			
	Full Time	Part Time	Total
Regular	20,417	63	20,480
Intern and Co-op	12	2	14
TOTAL	20,429	65	20,494

401-1: Annual New Hires By Region		
	FY25 ²⁵	%
Americas	1,909	61%
EMEA	810	26%
APJ	435	14%
TOTAL	3,154	100%

²⁵ Data reported as of fiscal year ending 1/31/25.

²⁶ Data represents global regular employees; employees not disclosing their gender have been excluded.

²⁷ Leadership is defined as director level and above; management is defined as associate manager through senior manager.

²⁸ Data represents U.S. regular employees.

405-1: Gender Diversity ²⁶			
FY25 ²⁵			
	Total Global Population	Leadership ²⁷	Management ²⁷
Women	42.3%	38.9%	40.7%
Men	57.6%	61.0%	59.2%

405-1: Ethnic Diversity—United States ²⁸			
FY25 ²⁵			
	Total U.S. Population	Leadership ²⁷	Management ²⁷
American Indian or Alaskan Native	0.3%	0.4%	0.2%
Asian	31.9%	18.1%	35.2%
Black	4.4%	3.1%	3.5%
Declined to Answer	3.8%	3.5%	4.7%
Hispanic or Latino	6.0%	5.6%	5.0%
Native Hawaiian or Other Pacific Islander	0.4%	0.2%	0.3%
Two or More Races	3.1%	2.5%	2.5%
White	50.0%	66.7%	48.7%
TOTAL	46.2%	29.7%	47.8%

405-1: Ethnic Diversity—Canada ²⁶			
FY25 ²⁵			
	Total Canada Population	Leadership ²⁷	Management ²⁷
I Am a Visible Minority	45.9%	22.5%	37.4%
I Am Not a Visible Minority	40.9%	50.0%	45.5%
Decline to Answer	13.2%	27.5%	17.2%
405-1: Ethnic Diversity Tech ²⁸			
FY25 ²⁵			
	Total Global Population		
American Indian or Alaska Native	0.2%		
Asian	40.3%		
Black	4.2%		
Declined to Answer	3.9%		
Hispanic or Latino	5.6%		
Native Hawaiian or Other Pacific Islander	0.3%		
Two or More Races	3.0%		
White	42.5%		

405-1: Ethnic Diversity Non-Tech ²⁸	
FY25 ²⁵	
	Total Global Population
American Indian or Alaska Native	0.4%
Asian	17.5%
Black	4.8%
Declined to Answer	3.1%
Hispanic or Latino	6.7%
Native Hawaiian or Other Pacific Islander	0.7%
Two or More Races	3.6%
White	63.2%

405-1: Age Group Diversity ²⁹			
FY25 ²⁵			
	Total Global Population	Leadership ²⁷	Management ²⁷
Under 30 Years Old	13.0%	0.1%	1.8%
30–50 Years Old	68.9%	60.8%	80.5%
Over 50 Years Old	18.2%	39.2%	17.7%

²⁵ Data reported as of fiscal year ending 1/31/25.

²⁶ Data represents global regular employees; employees not disclosing their gender have been excluded.

²⁷ Leadership is defined as director level and above; management is defined as associate manager through senior manager.

²⁸ Data represents U.S. regular employees.

²⁹ Data represents all global regular employees.

405-1: Global Gender Diversity—Tech ²⁶	
FY25 ²⁵	
Total Global Population	
Women	38.8%
Men	61.2%

405-1: Global Gender Diversity—Non-Tech ²⁶	
FY25 ²⁵	
Total Global Population	
Women	49.0%
Men	51.0%

²⁵ Data reported as of fiscal year ending 1/31/25.

²⁶ Data represents global regular employees; employees not disclosing their gender have been excluded.

Benefits

401-2 Benefits	U.S.	Ireland
Life Insurance	X	X
Health Care (Health Insurance)	X	X
Disability Coverage	X	X
AD&D Insurance	X	x
Voluntary Life Insurance	X	x
Parental Leave	X	X
Retirement Provision	401(k)	X
401(k)/Pension Company Match	X	X
Stock Ownership	X	X
Employee Stock Purchase Plan	X	X
Time Off	X	X
Fitness Benefit	X	X
Holidays	X	X
Business Travel Accident Insurance	X	X
Employee Assistance Program	X	X
Commuter Benefits	X	X
Health Savings Account	X	
Dental Plan	X	X
Vision Plan	X	X
Long-Term Care	X	
Pet Insurance	X	X
Flexible Spending Account	X	
Leave Compensation	X	X
Backup Child Care	X	X
Adoption Reimbursement	X	X
College Savings (529) Plan	X	
Student Loan Repayment Through Payroll	X	

Parental leave

401-3 Parental Leave		
Reporting Years FY25 (U.S. and Ireland only) ³⁰	Men	Women
A. Total number of employees who were entitled to parental leave		
United States	6,920	5,645
Ireland	1,658	756
B. Total number of employees who took parental leave ³¹		
United States	370	246
Ireland	145	61
C. Total number of employees who returned to work in the reporting period after parental leave ended ³²		
United States	208	162
Ireland	133	33
E. Return to work and retention rates of employees who took parental leave		
United States	100%	100%
Ireland	100%	100%

³⁰ Reporting period is the full reporting fiscal year 2025.

³¹ Workmates who returned from parental leave were determined by their leave ending within the reporting fiscal year. Numbers are currently for active employees only.

³² For Ireland those who returned to work during the reporting FY were determined by their actual last day of leave date sorted to the most recent date and that date not being in the following FY. Those with only estimated last dates in the following FY and/or blank actual last days of leave were not included in those who have returned.

Performance tables.

Emissions and energy.

	FY25	FY24	FY23	FY22
Science-Based Targets				
Achieve 100% renewable electricity through fiscal year 2030	100% compared to 100% target	100% compared to 100% target	100% compared to 100% target	N/A
Reduce business travel emissions by 25% by fiscal year 2026 (fiscal year 2020 base year)	10% compared to 25% target	24% compared to 25% target	56% compared to 25% target	N/A
70% of our suppliers by spend will have science-based targets by fiscal year 2026	27% compared to 70% target	24% compared to 70% target	23% compared to 70% target	N/A

	FY25	FY24	FY23	FY22
302- ENERGY				
Electricity Consumption (MWh)				
Data Centers	244,563	191,091	176,261	133,698
Offices	23,516	23,434	23,050	18,502
TOTAL¹	268,079	214,525	199,311	152,200
Americas	217,084	167,962	159,957	121,348
EMEA	49,503	45,159	37,890	29,936
APJ	1,492	1,404	1,464	916
Renewable Electricity (MWh)				
On-site renewable electricity generation	1,344	1,369	1,385	1,437
Virtual power purchase agreements	19,759	22,016	22,390	23,457
Energy Attribute Certificates—EACs (i.e., RECs, GOs, I-RECs)	188,360	104,077	103,689	91,481
Supplier-sourced renewable electricity	46,385	74,453	60,161	35,230
Utility renewable energy tariffs	12,230	12,609	11,685	596
TOTAL	268,079	214,525	199,311	152,200
On-site renewable electricity generation—% of total electricity consumption	0.5%	0.6%	0.7%	0.9%
EACs—% of total electricity consumption	70%	49%	52%	60%
VPPAs—% of total electricity consumption	7%	10%	11%	15%
Supplier-sourced RE—% of total electricity consumption	17%	35%	30%	23%
Utility renewable energy tariffs—% of total electricity consumption	4.6%	5.9%	5.9%	0.4%
RE from grid—% of total electricity consumption	44%	43%	45%	45%
RE100—% of global electricity consumption by market²	100%	100%	100%	100%
RE100—% of North America electricity consumption	100%	100%	100%	100%
RE100—% of EMEA electricity consumption	100%	100%	100%	100%
RE100—% of APJ electricity consumption	100%	100%	100%	100%

	FY25	FY24	FY23	FY22
302- ENERGY				
Other Energy Indicators				
Weighted average data center power usage efficiency (PUE)	1.33	1.30	1.35	1.36
Consumption of electricity (MWh)	268,079	214,525	199,311	152,200
Consumption of fuel (MWh)	12,639	13,613	13,178	8,689
TOTAL ENERGY CONSUMPTION (MWh)	280,718	228,138	212,489	160,889
	FY25	FY24	FY23	FY22
305- EMISSIONS				
Greenhouse Gas (GHG) Emissions by Source (metric tons CO ₂ e)				
Data Centers (Scope 2 + Scope 3) ^{3, 4} & Public Cloud (Scope 3) ⁵	97,797	77,691	69,263	58,023
Offices (Scope 1, Scope 2 & Scope 3) ³	9,126	9,162	8,913	6,672
Business Travel (Scope 3) ⁶	59,211	49,944	29,067	5,770
Employee Commute and Remote Work (Scope 3) ⁷	20,210	17,604	16,544	8,905
Other Upstream Emissions (Scope 3) ⁸	163,507	193,125	189,827	139,837
TOTAL	349,850	347,525	313,614	219,207
Greenhouse Gas (GHG) Emissions by Scope (metric tons CO ₂ e)				
Scope 1 Natural Gas	2,276	2,429	2,350	1,544
Scope 1 Company-Operated Vehicles	28	28	29	31
Scope 1 Diesel	4	4	6	3
Scope 1 Fugitive (Refrigerant)	277	291	275	256
TOTAL SCOPE 1 ⁹	2,584	2,752	2,660	1,834
Scope 2 (Location-Based)	82,365	67,520	60,927	45,821
Scope 2 (Market-Based)	0	0	0	0
TOTAL SCOPE 1 + SCOPE 2 (LOCATION-BASED)	84,950	70,272	63,587	47,655

GRI | SASB | TCFD | UNSDGs | [Performance tables](#) | Carbon credit projectsWorkforce breakdown | [Emissions and energy](#)

	FY25	FY24	FY23	FY22
305- EMISSIONS				
Scope 3 Purchased Goods and Services ¹⁰	148,221	161,479	163,389	121,591
Scope 3 Capital Goods	12,179	28,734	23,869	18,160
Scope 3 Fuel- and Energy-Related Activities	4,009	3,838	3,292	2,864
Scope 3 Waste	478	440	415	355
Scope 3 Business Travel ⁶	59,211	49,944	29,067	5,770
Scope 3 Employee Commute and Remote Work ⁷	20,210	17,604	16,544	8,905
Scope 3 Upstream Leased Assets—Data Centers Non-IT Electricity ⁴	20,510	15,151	13,405	13,874
Scope 3 Upstream Leased Assets—Serviced Offices ¹¹	83	63	46	33
TOTAL SCOPE 3 EMISSIONS	264,901	277,253	250,027	171,552
Location- and Market-Based Emissions (metric tons CO₂e)				
Scope 2 Market-Based: Purchased Electricity—Offices	0	0	0	0
Scope 2 Market-Based: Purchased Electricity—Data Centers	0	0	0	0
SCOPE 2 MARKET-BASED TOTAL	0	0	0	0
Scope 2 Location-Based: Purchased Electricity—Offices	6,458	6,347	6,207	4,805
Scope 2 Location-Based: Purchased Electricity—Data Centers	75,907	61,173	54,720	41,016
SCOPE 2 LOCATION-BASED TOTAL	82,365	67,520	60,927	45,821
Scope 3 Data Centers Market-Based Non-IT Electricity & Public Cloud ⁵	21,891	16,518	14,543	17,007
Scope 3 Data Centers Location-Based Non-IT Electricity & Public Cloud ⁵	26,364	19,862	20,445	17,942
Greenhouse Gas (GHG) Emissions Intensity (metric tons CO₂e)¹²				
Scope 1+2 per employee	4.15	3.73	3.58	3.13
Scope 1+2 per million \$ revenue	10.06	9.68	10.23	9.27
Scope 1+2+3 offices per sq. ft. office space	0.00330	0.00368	0.00370	0.00289
Scope 2+3 data center & public cloud emissions ⁵ per million \$ subscription revenue				
Scope 2+3 data center market-based and Scope 3 public cloud ⁵	2.84	2.50	2.61	3.74
Scope 2 data center location-based, Scope 3 data center market-based and Scope 3 public cloud ⁵	12.67	11.77	12.44	12.76
Scope 3 commute and remote work emissions per employee ⁷	0.986	0.934	0.931	0.585
Scope 3 business travel emissions per employee	2.9	2.7	1.6	0.4

	FY25	FY24	FY23	FY22
305- EMISSIONS				
Net-Zero Boundary Emissions (metric tons CO₂e)				
Carbon credits	70,000	60,000	45,000	21,000
Emissions associated with Scope 3 Upstream Leased Assets addressed by EACs ¹³	20,593	15,214	46	33
Sustainable Aviation Fuel certificates	593	144	—	—
GHG emissions in net-zero emissions goal boundary ¹⁴	83,769	69,277	41,289	18,974
Net GHG emissions after offsets within net-zero emissions goal boundary	0	0	0	0
% of total GHG emissions within boundary balanced by market-based instruments	108%	109%	109%	111%
GHG emissions across global offices, data centers and public cloud ¹⁵	24,558	19,333	17,249	15,741
Net GHG emissions after offsets across global offices and data centers	0	0	0	0
% of total GHG emissions across global offices and data centers balanced by market-based instruments	100%	100%	100%	100%
GHG emissions across Scope 1 & Scope 2 market-based	2,584	2,752	2,660	1,834
Net GHG emissions after offsets across Scope 1 & Scope 2 market-based	0	0	0	0
% of total GHG emissions across Scope 1 & Scope 2 market-based balanced by market-based instruments	100%	100%	100%	100%

GRI | SASB | TCFD | UNSDGs | [Performance tables](#) | Carbon credit projects

Workforce breakdown | [Emissions and energy](#)

	FY25	FY24	FY23	FY22
303- WATER & EFFLUENTS				
Water (gallons) ¹⁶				
Withdrawal	80,629,273	—	86,295,781	—
Discharges	48,017,167	—	49,505,961	—
Consumption	32,612,106	—	36,789,820	—
% of withdrawals from water stressed regions	9.30%	—	—	—

Footnotes and methodology.

- ¹ Our total electricity use includes Scope 3 serviced offices electricity; however, it does not include Scope 3 data center non-IT electricity. Whereas leased and services offices both serve the same purpose in our operational footprint—providing a workspace for employees—data center non-IT electricity use is overseen by our data center providers and is removed from our operational footprint.

² Workday adheres to the EAC market boundaries set forth by the GHG Protocol and RE100: EACs for both offices and data centers are procured from the same grid region. A small portion of our office emissions are addressed by EACs from within the same geographic region, particularly for countries in which EACs in the same grid region are not available.

³ Scope 2 emissions are calculated using location-based methodology.

⁴ Emissions for colocated data centers comprise of location-based Scope 2 electricity and market-based Scope 3 non-IT electricity. Workday calculates GHG emissions from electricity consumed by its IT hardware assets housed in colocated data centers and allocates these emissions to Scope 2. Workday additionally calculates GHG emissions from non-IT electricity load (e.g., electricity used in cooling systems) at colocated data centers and allocates them to Scope 3 upstream leased assets as these emissions sources are not under Workday’s operational control.

⁵ Public cloud emissions consist of the Scope 1 and 2 market-based emissions reported by our public cloud providers and allocated to Workday Scope 3 Purchased Goods and Services. FY22 is the first year we included public cloud emissions in the calculation as data for prior years were unavailable.

⁶ Business travel includes emissions from air travel, rental cars, hotels, and other transportation (e.g., rail, ferry, taxi, and rideshare). Air travel emissions are calculated using UK DEFRA’s emission factors. For FY25, in alignment with the U.S. EPA, Workday opted to utilize DEFRA 2022 emissions factors for all commercial air emissions calculations, as the load factor in DEFRA 2022 is more of an accurate reflection of the load factor capacity in 2024. DEFRA 2024 emissions factors are utilizing travel patterns that occurred in FY2021, which was during the height of the pandemic and resulted in an increase in emissions factors due to the lower load capacity. Air travel emissions are calculated on a tank to wake basis and include radiative forcing effects. FY25 business travel emissions reflect 593 MTCO₂e of emissions reductions from sustainable aviation fuel (SAF) book and claim purchases. While our current air travel calculation methodology does not capture well to wake emissions, our inclusion of radiative forcing effects means that our air travel emissions prior to subtraction of SAF purchases are more conservative than would otherwise be the case if emissions were calculated on a well-to-wheel basis and excluded radiative forcing.

⁷ Employee commuting includes emissions from commuting to and from offices and, beginning in FY21, emissions from remote working. Remote work emissions are calculated based on a methodological approach developed and published by Anthesis Group in 2021. Note: In alignment with the GHG Protocol’s guidance, remote work emissions are allocated
- under the same Scope 3 Category 7 Employee Commuting and considered optional (i.e., not counted toward our Scope 3 science-based targets coverage).

⁸ Other Upstream Emissions takes into account our Scope 3 emissions not already represented in Data Centers & Public Cloud, Offices, Business Travel, and Employee Commute and Remote Work.

⁹ Scope 1 includes emissions from natural gas consumed in our buildings, company-operated vehicles, estimated fugitive emissions from refrigerants, and diesel fuel used in backup generators.

¹⁰ Beginning in FY22, public cloud emissions were calculated via a hybrid approach that combined EEIO analysis with supplier emissions reported to Workday via provider-specific carbon footprint tools. We are in the process of requesting the complete set of emissions data allocated to Workday operations from our public cloud providers and evaluating the applicability to our net-zero commitment.

¹¹ Emissions from serviced offices are categorized as Scope 3 upstream leased assets since they are not under Workday’s operational control.

¹² Emissions intensity metrics are calculated using location-based methodology for Scope 2 emissions.

¹³ To address emissions associated with Scope 3 Upstream Leased Assets, Workday procures and retires one Energy Attribute Certificate (EAC) for every MWh of nonrenewable electricity used to power our global operations. In addition, Workday procures and retires one EAC for every MWh of electricity used in our serviced offices and for overhead electricity use in our data centers, as part of our Scope 3 Category 8: Upstream Leased Assets emissions. While we do not account for the EACs as reducing Scope 3 emissions (in line with SBTi guidance), we do consider the application of the market-based instruments towards our net zero boundary. Prior to FY24, emissions associated with our data center non-IT electricity use were addressed by procuring high quality carbon credits.

¹⁴ Net-zero carbon emissions goal boundary includes global Scope 1, Scope 2 market-based, Scope 3 market-based data center non-IT, Scope 3 business travel, Scope 3 public cloud emissions (reported to Workday via provider-specific carbon footprint tools; for example, AWS Carbon Footprint tool, Google Cloud Carbon Footprint tool), and Scope 3 serviced offices.

¹⁵ Emissions across global offices and data centers include Scope 1, Scope 2 market-based, Scope 3 market-based data center non-IT, Scope 3 serviced offices, and Scope 3 public cloud emissions (reported to Workday via provider-specific carbon footprint tools).

¹⁶ Actual metering data was used where available and where not available water withdrawals were estimated using CBECS data. For data centers, water use efficiency (WUE) from the provider was used, and where not available an estimated WUE was used. Our water inventory was compiled in alignment with CEO Water Mandate - Methods & Tools of Corporate Water Accounting & CDP Technical Note on Water Accounting for Workday’s 106 sites.

The Workday Approach to Market-Based Instruments

Energy Attribute Certificates (EACs).

At Workday, we are dedicated to powering our global operations with 100% renewable electricity. To achieve this, we procure and retire one Energy Attribute Certificate (EAC) for every megawatt-hour (MWh) of electricity consumed to ensure that our electricity use is matched with renewable sources originating from the same geographic or grid region. We apply this approach to our Scope 2 electricity use in offices and data centers, as well as to Scope 3 leased assets, which includes serviced offices and data center non-IT electricity load.

Our goal is to ensure that our procurement of renewable electricity is impactful and supports the transition to a low-carbon grid in the areas where we operate. To achieve this, we adhere to the following EAC market boundaries in alignment with RE100’s market boundary definitions:

- Leased data centers: EACs from the same grid region
- Owned and leased offices: EACs from the same grid region or same geographic region
- Scope 3 serviced offices and data center non-IT load: EACs from the same grid region or same geographic region

Sustainable Aviation Fuel (SAF).

Workday procures Sustainable Aviation Fuel certificates (SAFc) and applies the associated emissions reductions as a market-based instrument to Scope 3 Category 6: Business Travel.

FY25 Climate Policy Engagement Table

Date	Market	Description
March 2024	U.S.	Demonstrated our support through advocacy and joined more than 60 companies for a series of meetings on Capitol Hill to share the importance of investment in the renewable energy economy as key to meeting climate goals and business needs.
April 2024	U.S.	Participated in SF Climate Week, including a panel at Puro.earth’s West Coast CDR Summit, to discuss the role of corporates in scaling climate action.
September 2024	U.S.	Participated in Climate Week NYC, including a panel and roundtable discussions on climate solutions, multiyear carbon credit agreements, industrial decarbonization, and sessions led by the Workday Foundation covering youth mental health, gender equity in AI leadership, and clean energy jobs.
Ongoing	U.S.	Engaging on the EU ESG Omnibus to achieve regulatory simplification, with a focus on sustainability reporting and due diligence.

FY25 carbon credit projects.

Carbon credit program and AB 1305 statement.

Science-based targets.

Approved by the Science Based Targets initiative (SBTi) in 2022, our science-based targets (SBTs) are aligned with 1.5°C across all three scopes of emissions. All science-based targets were developed in conjunction with the Science Based Targets initiative and are validated to the standards of SBTi. See [page 19](#) of the FY25 “Global Impact Report” for more information.

Carbon-neutral cloud.

Since 2017, we’ve offered our customers a carbon-neutral cloud by:

- Sourcing 100% renewable electricity, effectively reducing data center Scope 2 market-based emissions to zero
- Achieving net-zero residual carbon emissions by sourcing renewable electricity to mitigate emissions from electricity consumption for data center cooling
- Mitigating our public cloud emissions, including the Scope 1 and 2 market-based emissions reported to us by our public cloud providers, by purchasing high-quality carbon credits

For more information on how we achieve a carbon-neutral cloud, including working with our colocation data center providers—also referred to in the FY25 “Global Impact Report” by achieving net-zero emissions—see [page 23](#) of the FY25 “Global Impact Report.” Our carbon credit program (detailed starting on [page 31](#) of the FY25 “Global Impact Report”) focuses on purchasing high-quality carbon credits to effectively mitigate our residual emissions.

In FY21, we announced that we mitigated the entire Workday carbon legacy (covering all our operational emissions before we reached our net-zero target in 2020) through the purchase of high-quality, third-party carbon credits. We partnered with a third-party carbon accounting firm to estimate our emissions using our actual GHG inventory dating back to 2010, and an estimated calculation of our emissions across our boundary back to our founding in 2005.

Net-zero carbon emissions goal boundary (including how we achieve a “carbon-neutral cloud”) includes global Scope 1, Scope 2 market-based, Scope 3 market-based data center non-IT, Scope 3 business travel, Scope 3 public cloud emissions (reported to Workday via provider-specific carbon footprint tools—for example, AWS Carbon Footprint tool, Google Cloud Carbon Footprint tool), and Scope 3 serviced offices. Please see [page 117](#) of the FY25 “Global Impact Report” for more notes on methodology.

100% renewable electricity.

We source renewable electricity from renewable energy sources equivalent to what we use globally on an annual basis, in alignment with the criteria outlined by RE100. We also share the specifics of our renewable energy data on [page 112](#) in the FY25 “Global Impact Report,” such as our purchase of on-site renewable electricity generation, virtual power purchase agreements, Energy Attribute Certificates—EACs (i.e., RECs, GOs, I-RECs), supplier-sourced renewable electricity, and utility renewable energy tariffs.

Workday Rising travel emissions.

As we’ve done since Workday Rising in 2018, we offset emissions from travel not only for Workday employee travel to Workday Rising, but all attendee travel. We utilize information from attendees’ registration to calculate each attendee’s carbon emissions from travel, and purchase high-quality carbon credits to offset emissions. Workday employee travel emissions are included in our net-zero scope boundary.

Assurance.

We engaged Apex as an independent third party to review our [FY25 Greenhouse Gas \(GHG\) inventory and energy consumption](#), and received limited assurance of its accuracy and completeness. The scope of this review, included in the FY25 “Global Impact Report,” includes our global Scope 1 and Scope 2 (location- and market-based) GHG emissions, Scope 1 and 2 energy consumption, and Scope 3 GHG emissions related to business travel, purchased goods and services, capital goods, and non-IT emissions from colocation data centers. At this time, Workday does not seek external assurance for the rest of our report.

FY25 carbon credit projects.

Project Name As Listed in the Registry	Name of Seller	Registry and Project ID	Project Type	Project Methodology	Carbon Removal, Avoided Emissions, or Both	Location
Workday Rising and other events.						
Tradewater OOG 2	Patch	ACR 915	Plugging Orphaned Oil and Gas Wells	Plugging Orphaned Oil and Gas Wells Version 1	Avoided Emissions	United States
Greenville County Landfill Gas Utilization Project	Patch	CAR 495	Landfill Gas Capture	U.S. Landfill Version 6	Avoided Emissions	United States
Bondhu Chula Stoves	Climate Impact Partners	Gold Standard 3112	Clean Cooking	GS MS Simplified Methodology for Efficient Cookstoves	Avoided Emissions	Bangladesh
Aqua Clara Water Filters	Climate Impact Partners	Gold Standard 11169	Clean Water	GS Methodology for Emission Reductions from Safe Drinking Water Supply	Avoided Emissions	Kenya
Macaúbas Landfill Gas Capture	Patch	VCS 3010	Landfill Gas Capture	ACM0001: Flaring or Use of Landfill Gas Version 19	Avoided Emissions	Brazil
Charm Kansas Bio-Oil Geologic Storage	Patch	Isometric 7BDE	Biomass Carbon Removal and Storage (BiCRS)	Bio-Oil Geological Storage v1.1	Removal	United States
Workday net-zero residual emissions commitment.						
Tradewater OOG 2	Patch	ACR 915	Plugging Orphaned Oil and Gas Wells	Plugging Orphaned Oil and Gas Wells Version 1	Avoided Emissions	United States
Manoa REDD+ Project	Patch	VCS 1571	REDD+	VM0015 Methodology for Avoided Unplanned Deforestation Version 1.1	Avoided Emissions	Brazil
Planboo Namibia Biochar	Patch	Puro.earth 226049	Biochar	Puro Biochar Version 3	Removal	Namibia
Great Plains Organic Waste Sequestration	Vaulted Deep	Isometric 01P4	Biomass Carbon Removal and Storage (BiCRS)	Biomass Geological Storage v1.1	Removal	United States

FORWARD-LOOKING STATEMENTS

This report contains forward-looking statements, which are subject to safe harbor protection under the Private Securities Litigation Reform Act of 1995. All statements contained in this report other than statements of historical fact, including statements regarding our future financial condition and operating results, business strategy and plans, and objectives for future operations, are forward-looking statements. The words “believe,” “may,” “will,” “estimate,” “continue,” “anticipate,” “intend,” “expect,” “aim,” “seek,” “strive,” “plan,” “targets,” “commitments,” “goals,” and similar expressions are intended to identify forward-looking statements. Such statements may include, among other things, statements regarding our expectations and priorities for sustainability and responsible business initiatives, strategies and systems for implementing our goals and initiatives, commitments to programs and policies, future financial and climate performance, and achievement of any stated goals or commitments. We have based these forward-looking statements largely on our current expectations, beliefs, estimates, and projections about future events, conditions, and trends that we believe may affect our financial condition, operating results, business strategy, short-term and long-term business operations and objectives, and financial needs. We continually review emissions quantification methodologies and are committed to implementing best practice quantification methodologies. These forward-looking statements are subject to a number of risks, uncertainties, assumptions, and changes in circumstances that are difficult to predict and many of which are outside of our control, including those risks described in our filings with the Securities and Exchange Commission (“SEC”), including our most recent report on Form 10-Q or Form 10-K and other reports that we have filed and will file with the SEC from time to time, which we encourage you to read carefully.

In light of these risks, uncertainties, assumptions, and potential changes in circumstances, the future events, conditions, and trends discussed in this report may not occur and actual results could differ materially and adversely from those anticipated or implied by the forward-looking statements. Accordingly, you should not rely upon any forward-looking statements. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot guarantee future results, levels of activities, performance, or achievements. We are under no duty to update any of these forward-looking statements after the date of this report or to conform these statements to actual results or revised expectations, except as required by applicable law. If we do update any forward-looking statements, no inference should be drawn that we will make additional updates with respect to those or other forward-looking statements. The contents of the various websites referenced throughout this report are not incorporated by reference and do not constitute a part of any filing we have made or will make with the SEC. Further, we undertake no obligation to revise or update the information included in the links to websites referenced throughout this report.



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