



Workday Global Impact Report Summary 2024

The Workday environmental, social, and governance (ESG) focus is aligned with four topics critical to our business and shareholders: Helping Others Innovate, Protecting the Planet, Putting People First, and Acting with Integrity.



Helping others innovate.

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. The Workday cloud gives our customers access to the high-quality data and analysis they need for their people, finance, and supply chain in order to achieve their sustainability goals.

Protecting the planet.

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. In FY24, Workday:

- Sourced 100% renewable electricity for our offices and data centers globally in line with our science-based targets
- Achieved net-zero¹ carbon emissions across our offices, data centers and public cloud, and business travel
- Provided all of our customers with a carbon-neutral cloud

Workday science-based targets are aligned with 1.5°C across three scopes of emissions:

- Workday commits to annually sourcing 100% renewable electricity through FY30
- Workday commits to reducing absolute scope 3 business travel greenhouse gas emissions by 25% by FY26 (using FY20 as our base year)
- Workday commits that 70% of our suppliers, by spend covering purchased goods and services and capital goods, will have science-based targets by FY26

¹ All references to "net-zero" in our "Global Impact Report" encompass Workday emissions from offices, data centers and public cloud, and business travel.

Putting people first.

We nurture our culture and work each day to enhance the lives of our employees by building a workplace that is diverse and supportive, and that provides opportunities for everyone to grow and thrive. We continued to invest in our VIBE™ (Value Inclusion, Belonging, and Equity) initiative—the unique Workday approach to belonging and diversity—as we focused on hiring and developing diverse talent. We invest in communities to help lift up those most impacted by the social, economic, and global health challenges of today and build resilience that will result in a brighter future for all. In FY24, Workday:

- Rolled out new VIBE objectives and introduced the VIBE Star Award to recognize outstanding individual champions of inclusion, belonging, and equity
- Expanded global self-identification options for more than 90% of the employee population, allowing us to better understand our people and workforce
- Provided more than \$14M in total corporation and Workday Foundation giving to support workforce development ecosystems, green jobs, and global issues that impact us all

Workday VIBE objectives.



Inclusion

Workday commits to increase inclusive capabilities, behaviors, and practices throughout the organization



Belonging

Workday strives to create a culture where all Workmates feel they belong



Equity

Workday commits to balancing diverse representation by infusing VIBE into development, enablement, hiring, promotion, performance management, and retention practices

Acting with integrity.

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. In FY24, Workday:

- Was named one of Ethisphere's World's Most Ethical Companies for the fourth consecutive year
- Continued our internal training program that is key to ethical innovation approach, including Responsible AI training and 100% completion of our Code of Conduct training
- Conducted an Integrity Survey to measure employee sentiment of Workday's culture, which combined with our use of Peakon informs the continuous improvement of our ethics and compliance program
- Prioritized privacy, skills-based hiring, and renewable energy availability through engagement with policymakers

Visit our ["2024 Global Impact Report"](#) for more detailed information on all of our programs.



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