

Ensuring long-term sustainability and resilience.



Stay on track with environmental, social, and governance (ESG) requirements. Centralize and operationalize sustainability information that's connected to your people and your finances.

Heightened attention on the societal impact today's organizations have continues to bring environmental, social, and governance initiatives to the forefront of conversations around business strategy and regulatory compliance. At the same time, the volatility of recent years—including global crises, regulatory pressures, and the pandemic—has also highlighted the importance of organizational adaptability and resilience in order to drive long-term business value.

From the global climate crisis to social justice movements, employees and customers are increasing their expectations of businesses to respond to real-world events. As well, investors are not only asking for financial return on investment (ROI), but also positive environmental and social return.

This gives organizations an opportunity to build ESG

programs that not only meet regulatory requirements but also drive competitive differentiation.

Workday helps organizations drive sustainability initiatives by centralizing reporting data, operationalizing sustainability into core processes, and delivering a sustainable cloud. Let's take a look.

Ensure a sustainable supply chain.

Managing ESG programs requires data from all areas of the business, including external data from sources such as your supply chain.

Your suppliers and their emissions have a material impact on your Scope 3 emissions, and on your resulting

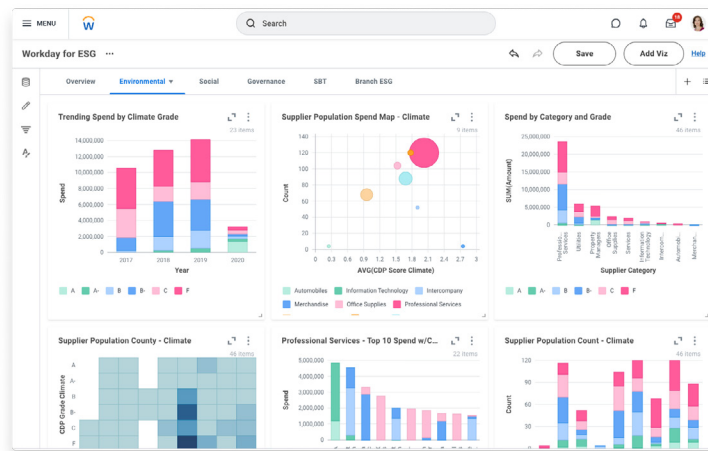
reports and disclosures. The Workday solution for supplier sustainability helps you measure your suppliers' carbon impact and collaborate with your suppliers on sustainability efforts—all in the same system where you manage your spend.

Key benefits:

- Incorporate ESG factors in existing sourcing and supplier processes.
- Streamline the calculation of Scope 3 emissions and analysis across scopes.
- Accelerate the value of your sustainability data with ready-to-deploy, ESG-specific data pipelines and reports.

Key features:

- Sourcing forms help determine if suppliers have science-based targets and assess what those targets are, and record their carbon footprint to inform supplier selection.
- Emissions data hub captures emissions across all scopes, as defined in the Greenhouse Gas Protocol.
- Emissions calculator determines Scope 3 emissions by combining third-party emissions factors and actual spend data in Workday.
- Data capture and integration map third-party data such as Science-Based Target initiative (SBTi), U.S. Environmental Protection Agency (EPA) carbon factors, ESG risk ratings, and emissions for reporting.
- Prebuilt reports incorporate sustainability data in supplier decisions and track supply chain sustainability against targets.



Discovery board for analyzing spend-related sustainability data.

Plan your path to reduced emissions.

As the urgency to reduce carbon emissions intensifies, so too does the need to understand the actual costs and benefits of reduction initiatives and the risks associated with climate change.

Built by Deloitte on Workday Adaptive Planning, Accelerate2zero captures Scope 1, 2, and 3 emissions and

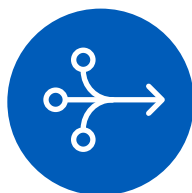
helps model and plan your path to net zero. ClimateAdapt helps you assess the top risks associated with different climate-change scenarios and understand how your assets, people, and operations might be impacted against potential scenarios.

Key benefits:

- Streamline emissions-reduction planning and forecasting through automated reporting and embedded best practices.
- Improve information quality and reduce spreadsheet reliance by integrating emissions data with financial information and science-based targets.
- Enhance flexibility through scenario modeling, interactive dashboards, and collaborative capabilities.

Key features:

- Reporting framework aligns to local emissions factors to help establish emissions across scopes.
- Quantify emissions budgets and set science-based targets either to net zero or absolute zero.
- Prebuilt dashboards provide views of emissions sources by scope, business unit, office, country, or region.
- Granular emissions management against target over various time periods, down to dimension such as number of flights by class or distance contributing to Scope 3 emissions.



Streamline



Improve



Enhance

Measure your social impact.

Upcoming legislation will require reporting of key data about workforce demographics, equity, and organizational health—data not typically managed as part of the disclosure process. As the source of truth for worker data, Workday is uniquely positioned to support you as you evolve the social components of your ESG strategy.

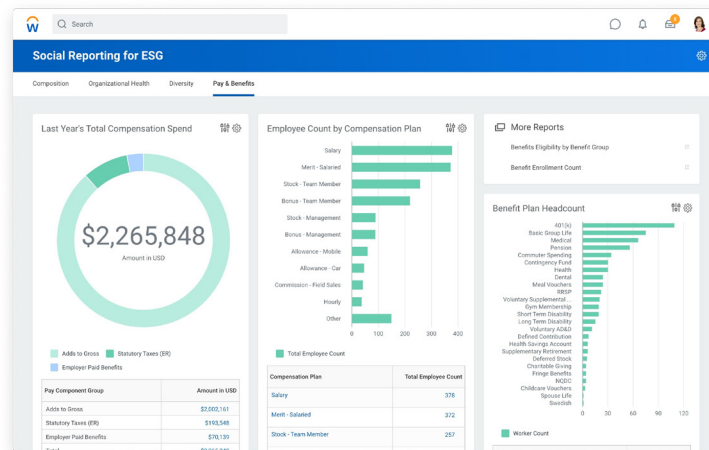
To track progress against goals and identify areas for improvement, the social reporting for ESG solution provides a curated package of the most common social metrics required for ESG disclosures.

Key benefits:

- Increased visibility into common social metrics for ESG reporting.
- Accurate and direct access to key social ESG data.
- Simplified view of critical data points within the dashboard.

Key features:

- Social reporting for ESG dashboard consists of 18 preconfigured reports required in many ESG disclosures.
- Four distinct tabs track progress: composition, organizational health, diversity, and pay and benefits.
- Full customization with the ability to redefine and reorganize reports ensures all metrics required by your industry or region are included.



Dashboard displaying pay equity reports from the social reporting for ESG solution.

Discover sustainability in the cloud.

When Workday was founded in 2005, we set out not only to redefine the enterprise software industry, but also to measure our success in financial terms and by how we operate in the world. This is why we build sustainability into everything we do. Our core values continue to guide our decisions and actions, including how we innovate for our customers so they have the tools to drive positive change.

As a provider of cloud applications, our dedication to upholding our environmental performance and social values works in tandem with our operating model, and helps support our customers as they embark on their own ESG journey.

Our environmental commitments:

- Net-zero carbon emissions across our offices, data centers, and business travel.
- Maintain a 1.5°C science-based target across the entire value chain.
- Use 100% renewable electricity across our global operations, including all of our offices and data centers.
- Responsibly dispose of our electronic waste.
- Expand green teams at our largest offices to provide a platform for engagement and empower employees to introduce meaningful sustainability practices at Workday.

Our social commitments:

- Stay true to the Workday VIBE™ (Value Inclusion, Belonging, and Equity) initiative, which includes increasing Black and Latinx employees in the U.S. by 30% by 2023, and doubling their leadership representation by 2023.
- Fill 20% of our early to mid-career roles with Opportunity Onramps talent by 2023.
- Invest 25,000 hours of training to help ensure all people leaders can attract, recruit, hire, and advance employees of all backgrounds.
- Invest 150,000 hours over the next year into education and career development programs that increase visibility and opportunity for underrepresented talent.

A partner for achieving sustainability and ESG goals.

As a source of truth for two key components of ESG reporting and compliance—employee and supplier data—built on an adaptable, extensible platform, Workday is helping customers as they evolve their social justice, corporate responsibility, and sustainability efforts to meet disclosure requirements and stakeholder expectations.

To learn more, please contact sales at workday.com/contact or +1-877-967-5329.



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