

GIVEAWAY FACT SHEET AND TERMS AND CONDITION

Key Details of the Giveaway	
Giveaway Title (the “Giveaway”)	Workday GO Juggle Challenge.
Giveaway Description (Provide as much detail as possible regarding what the giveaway is, audience, and what it is intended to promote)	<p>Midsize leadership is a constant juggling act: managing people, finances, and compliance. Fragmented, disconnected systems make mistakes inevitable. When the back office relies on manual workarounds, your best people waste energy keeping things afloat instead of focusing on the future.</p> <p>Workday GO (for HR & Payroll) simplifies complexity. It replaces the daily struggle with a single, unified platform that's simple to buy, fast to activate, and easier to own.</p> <p>Select midsize organisations across EMEA will receive a direct mailer (a set of branded Workday GO juggling balls). To be in with the chance of winning an Apple Watch SE 3, recipients need to scan the QR code in the pack to view the “How to Juggle” video - then upload a video of themselves juggling via the landing page, or share it via their social accounts using the hashtag #WorkdayGOJuggle to enter the contest.</p>
 (“Giveaway Period”)	
Giveaway Start Date & Time (including time zone)	1/06/2026
Giveaway End Date & Time (including time zone)	1/09/2026
Eligibility Criteria	
Minimum Age Requirement	18+
Eligible Participants (“Eligible Participants”)	HR, IT or Finance leaders within midsize organisations (companies with 500-1,500 employees).
Those excluded from participation	<ul style="list-style-type: none"> ● Workday Customers ● Workmates ● Workday Partners ● Government Officials ● Public Sector Employees
How to Enter	

How to enter?	Share video of yourself juggling with the Workday GO juggling balls via a form on the web page, or via social media using #WorkdayGOjuggle
Number of entries per person (Y/N)?	1
Prize Details	
Description of Prize(s)	11 Apple Watch SE 3s (valued at \$249 each)
Number of prizes	9 in total to cover 1 per region (UKI, France, Germany, Alps, Netherlands, Belgium, Italy, Spain, Nordics)
How Do you Win and how do you get your prize?	
Winners ("Winners")	1 winner to be selected at random from each region. The regions being: UKI, France, Germany, Alps, Netherlands, Belgium, Italy, Spain, Nordics
Method of Winner Selection	Selection
Date of Winner Selection	Max September
How will Winners be notified?	Email
How to receive your prize?	Post

TERMS AND CONDITIONS FOR THE GIVEAWAY

The Giveaway Fact Sheet sets out the details of the specific details for the Giveaway you elect to participate in along with the Terms and Conditions set out herein (together the "Terms").

You agree that our participation will be governed by the Terms and that you will comply with the requirements set out in the Terms.

1. GENERAL

- a. No purchase or payment is necessary.
- b. Additional Restrictions. If the individual participating in the Giveaway is employed at an entity with guidelines regarding contests, gifts, and/or prizing that would prohibit participation or acceptance of the stated prize(s), the individual is asked not to participate. Each participant is responsible for abiding by their organisation's guidelines (e.g., if the entity prohibits participation or acceptance of the prizes, do not enter). The Giveaway is subject to all applicable laws and regulations. Void where prohibited.

2 RIGHTS GRANTED BY YOU

By participating in the Giveaway, you understand and agree that should Workday wish to your your name or company name and logo, Workday will contact you to obtain your prior written consent, You agree that as a condition of being awarded any award as part of the Giveaway, Winner and/or employees of Winner may be required to execute and deliver a written affidavit of eligibility, acceptance of these Terms and Conditions, a release of liability, publicity release, and other reasonable documentation as requested by Workday.

3. LIMITATION OF LIABILITY

By participating in the Giveaway, Participants and Winners to the extent permitted by law agree to release and hold harmless Workday and its parents, subsidiaries, affiliates, advertising and promotion agencies, partners, representatives, agents, successors, assigns, employees, officers, and directors (the "Released Parties") from any and all liability, illness, injury, death, loss, litigation, claim, or damage that may occur, directly or indirectly, whether caused by negligence or not, from: (i) any incorrect or inaccurate information, whether provided by Participant or Winner, printing, typographical, or other errors or by any of the equipment or programming associated with or utilised in the Giveaway; (ii) unauthorized human intervention in any part of the submission process or the Giveaway; (iii) participation in the Giveaway and/or acceptance, possession, use, or misuse of any award or any portion thereof; (iv) technical failures of any kind, including but not limited to the malfunction of any computer, cable, network, hardware, or software, or other mechanical equipment; (v) the unavailability or inaccessibility of any transmissions, telephone, or internet service; (vi) unauthorized human intervention in any part of the Giveaway entry process; (vii) electronic or human error in the administration of the Giveaway or the processing of entries; or (viii) acceptance, possession, misuse, or use of the awards or participation in the Giveaway or any related activity, or any claims based on publicity rights, defamation, or invasion of privacy.

THE RELEASED PARTIES ARE NOT RESPONSIBLE IF ANY AWARD CANNOT BE AWARDED DUE TO DELAYS, OR INTERRUPTIONS DUE TO ACTS OF GOD, ACTS OF WAR, NATURAL DISASTERS, WEATHER, OR TERRORISM. BY PARTICIPATING IN THE Giveaway, PARTICIPANTS AND WINNERS AGREE THAT THE RELEASED PARTIES WILL NOT BE RESPONSIBLE OR LIABLE FOR ANY INJURIES, DAMAGES, OR LOSSES OF ANY KIND, INCLUDING DIRECT, INDIRECT, INCIDENTAL, CONSEQUENTIAL, OR PUNITIVE DAMAGES TO PERSONS, INCLUDING DEATH, OR TO PROPERTY, OR ARISING OUT OF USE OF ANY INTERNET SITES ASSOCIATED WITH THE Giveaway OR THE DOWNLOADING FROM AND/OR PRINTING OF MATERIAL DOWNLOADED FROM SUCH SITES.

4. ODDS.

The odds of winning the prize depends on the number of individuals participating in the Giveaway over the course of the Event during the Giveaway Entry Period.

5. DISPUTES

This Giveaway is governed by the laws of Ireland and courts of Ireland shall have exclusive jurisdiction to adjudicate any dispute arising out of or relating to these Terms. As a condition of participating in this Giveaway, Participants and Winners agree that any and all disputes that cannot be resolved between the parties, and causes of action arising out of or connected with this Giveaway, shall be resolved individually, without resort to any form of class action, exclusively before a court located in Ireland having jurisdiction. Further, in any such dispute, under no circumstances shall Participants or Winners be permitted to obtain awards for, and hereby waives all rights to, punitive, incidental, or consequential damages, including reasonable attorney's fees, other than actual out-of-pocket expenses (e.g., costs associated with entering this Giveaway). Participants and Winners further waive all rights to have damages multiplied or increased.

6. PRIVACY

Any information submitted in connection with this Giveaway is subject to the Privacy Policy stated on Workday's website. To read the Privacy Policy, visit: <https://www.workday.com/en-gb/privacy.html>.

7. GIVEAWAY WINNER

To obtain the name of the Giveaway Winners, or a copy of these Rules, please email your request to rachel.taylor@workday.com or mail your request along with a stamped, self-addressed envelope to:

Workday UK, Attn: Rachel Taylor, 7th Floor, 1 Finsbury Avenue, London, EC2M 2PF, United Kingdom

Requests must be received no later than 1st September 2026.