Carbon Reduction Plan

Supplier name: Workday

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Commitment to achieving net zero

Workday is committed to achieving Net Zero residual emissions by 2050. In 2022, we announced that we've developed science-based emissions reduction targets across our entire value chain that are aligned with a 1.5°C pathway. Our sustainability journey at Workday aligns with transitioning to a zero-carbon future. Beyond mitigating the residual emissions of our own offices, data centres, and business travel, we match the estimated cloud emissions of our global customer community with equivalent investments in global carbon reduction and removal initiatives. Annually since 2019, we have matched 100% of the electricity consumed across our global offices and colocation data centers with credible renewable sources. As we share in our Workday Position on Climate Policy, we're committed to creating a better future for employees, customers, and the larger global community and playing an active and collaborative role in addressing climate change. Our commitment will not waver. We're excited to continue expanding our commitments, building collaborations with other stakeholders, and pushing policy conversations forward globally to address climate change.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions.

Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline year: 2019 (Fiscal year 2020)
Additional details relating to the baseline emissions calculations:
Workday has chosen 2019 (Workday fiscal year 2020, 1st February 2019 - 31st January 2020) as our baseline year for reporting. We have included both Scope 2 emissions using both the location-based and market-based methods in the following tables. More information about our corporate carbon footprint and methodology can be found online in our Global Impact Report. Scope 3 emissions (other than upstream leased assets) for the UK were determined on a pro-rata basis, using the proportion of our full-time employees located in the UK compared to our global headcount.

Baseline year emissions:		
Emissions	UK TOTAL (tCO2e)	GLOBAL TOTAL (tCO2e)
Scope 1	22	1,733
Scope 2	Market-based: 0 Location-based: 81	Market-based: 0 Location-based: 36,611
Scope 3 (included sources)	9,383	298,079
Total emissions	Market-based: 9,405 Location-based: 9,486	Market-based: 299,811 Location-based: 336,422

Current emissions reporting

Reporting year: 2025 (Fiscal year 2026)		
Emissions	UK TOTAL (tCO2e)	GLOBAL TOTAL (tCO2e)
Scope 1	74	2,468
Scope 2	Market-based: 0 Location-based: 186	Market-based: 0 Location-based: 79,179
Scope 3 (included sources)	7,791	253,843
Total emissions	Market-based: 7,865 Location-based: 8,051	Market-based: 256,311 Location-based: 335,490

Emissions reduction targets

In order to continue our progress to achieving net-zero, Workday has adopted carbon reduction targets aligned with the Science-based Targets Initiative.

As FY26 has ended, Workday has reached the conclusion of our initial cycle of near-term science-based emissions reduction targets. We are proud to report that we have successfully delivered on two operational commitments, driven by sustained investment and rigorous internal coordination.

We achieved and maintained our target to match 100% of the electricity used across our global offices and data center footprint with credible renewable energy sources. And through a deliberate internal shift toward mindful travel choices and investments in high-integrity Sustainable Aviation Fuel certificates (SAFc), we successfully met our absolute reduction goals for business travel emissions. These internal efforts were amplified by broader shifts within the aviation sector. Post-pandemic recovery in passenger load

factors (airlines flying fuller planes) combined with updated data reflecting a more fuel-efficient global fleet, drove meaningful reductions in the standard aviation emissions factors we use to calculate estimated emissions.

We remain steadfast in our commitment to aligning our business with a low-carbon economy. Rather than pulling back in the face of value-chain challenges, we are using our data and learned experiences to introduce an updated, next-generation set of science-based targets this year. With that said, we're excited to introduce our new SBTs approved by the Science-based Targets Initiative in 2026. For more information, please visit the Workday Sustainability website.

Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2011 baseline.

Renewable Energy

In 2016 Workday made a commitment to using 100% renewable electricity and to reach net-zero carbon emissions by 2021. By the end of our FY17 we mitigated the carbon emissions across our offices and data centres globally and achieved the overall 100% renewable electricity goal a year early in 2020. Workday has partnered with Bloomberg, Cox Enterprises, Gap, and Salesforce to sign the first-ever small-buyer aggregate renewable energy project. Our group aimed to create a blueprint for other smaller buyers to engage in similar aggregation projects that achieve the large-scale impact that traditionally only the largest corporate buyers can achieve. This project received the Green Power Market Development Award from Centre for Resource Solutions and the 2020 Innovation Award from Smart Energy Decisions. This 100 MW off-site solar project became operational in late 2020 and now provides five of our data centres in Virginia with clean electricity. 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. In 2026, Workday completed the installation of new solar arrays and industrial-sized megapack batteries 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 utilising that provides up to half of the daily electricity needs of our largest building at our headquarters.

At a global level, the gross carbon impact mitigated by our clean energy procurement in FY26 includes approximately 248 tCO_2e from on-site solar, 5,862 tCO_2e through Virtual Power Purchase Agreements (VPPAs), and 81,583 tCO_2e across our operational footprint at offices and data centres.

Infrastructure Optimisation

The Workday data centre infrastructure team has implemented a unique power optimisation project. A team of performance, infrastructure, and data centre engineers worked to identify the BIOS settings, operating system parameters, and appropriate processor drivers for our servers across various models to enable power-saving settings that could significantly reduce power consumption without impacting application performance. We have now enabled power-savings settings across 80% of our physical servers globally. Over the course of this project, although we've increased the number of physical servers by approximately 80%, our total data centre electricity consumption only increased by 25%. Due to this energy savings project, our per-server electricity consumption has decreased by 30% and our per-server carbon emissions have decreased by 35%. In FY25, Workday strategically optimised our cloud costs with a key focus on significantly reducing our environmental impact. Not only did the effort reduce our environmental impact but also resulted in millions in annual cost savings.

The potential carbon impact mitigated associated with this programme of infrastructure optimisation equated to 5,000 MTC02e at a global level.

Sustainable Air Travel

As part of our commitment to reduce our Scope 3 emissions, we've made a five-year advance purchase of Sustainable Aviation Fuel (SAF) via the SkyNRG Board Now programme. Board Now is an innovative programme with a network of leading companies as members. We're entering as a Board Now programme "Leader", the highest membership level. By investing, we are supporting the development of the first European SAF production facility, located in the Netherlands, which will produce 100,000 tons of SAF annually.

In 2024, Sustainable Aviation Buyers Alliance (SABA) announced Workday was part of the largest ever collection of deals to purchase high-integrity SAF certificates (SAFc). 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 pleased to be a part of as we continue our work to reduce our business travel.

At a global level, the gross Scope 3 business travel emissions mitigated in FY26 through our purchase of high-integrity Sustainable Aviation Fuel certificates (SAFc) equates to approximately 593 tCO_2e.

Driving sustainability throughout our own supply chain

The sustainability expectations we place on our suppliers and contractors are set out in our Supplier Code of Conduct. Specifically, this mandates that suppliers will adhere to the Workday Environmental Sustainability Policy. Suppliers are expected to contribute to our environmental objectives stated in this policy and to collaborate with us to improve environmental performance. We require that suppliers should have their own environmental management system, including quantifiable goals to reduce environmental

impact and greenhouse gas (GHG) emissions, and minimise waste, energy consumption, and the use of materials of concern, as well as adopt measures and controls (including audits), reporting, and training.

Permanent Carbon Removal

Most climate models agree we need to remove carbon from the atmosphere on the scale of 5-10 gigatons per year by 2050. Less than 10,000 tons of carbon have been permanently removed to date, so to make a difference we must accelerate high-potential carbon removal solutions. Workday is supporting Frontier, a $1 billion advance market commitment to buy permanent carbon removal founded by Stripe, Google, Shopify, Meta, and McKinsey Sustainability. The initiative aims to accelerate the development of carbon removal technologies by guaranteeing future demand for them; in effect signalling to researchers, entrepreneurs, and investors that there's a growing market for these technologies. Run by technical and commercial experts who facilitate carbon removal purchases, Frontier aims to create a net new, durable carbon removal supply, rather than compete over what exists today. A range of methods for carbon removal are sprouting up but need significant support, so Frontier members bring more power and funds to scale these efforts. Members, like Workday who commit funds, help spur new technologies and support those with the greatest long-term potential. In FY26 alone, Frontier facilitated:

- the world's first commercial deals in ocean alkalinity enhancement (Planetary)
- an enhanced rock weathering project to deploy olivine, a fast-weathering feedstock (Eion)
- an electrochemical and energy-flexible approach to direct air capture (Phlair)
- a set of diverse biomass-based carbon removal approaches that unlock the best use of waste biomass around the world (Arbor, Hafslund Celsio, NULIFE, Reverion)

In 2026, Workday joined Frontier's new $915 million Growth advance market commitment (AMC) initiative alongside Stripe, Google, Shopify, Salesforce, H&M Group, McKinsey Sustainability, and Anthropic, bringing Frontier's total fund commitment to $1.8 billion. While the initial $1 billion commitment was designed to catalyze early innovation, the Growth AMC focuses on pushing the most viable technologies to absolute commercial maturity through two distinct strategic pivots:

- Rather than spreading funding across hundreds of early-stage pilots, the Growth AMC focuses purchases on roughly 10 to 15 targeted companies with verified gigaton-scale potential. Workday's participation helps fund larger, longer-term offtake agreements extending out to 2040, providing the capital security companies need to reach a final investment decision (FID).

- The Growth AMC prioritises projects in regions with active climate laws or government buying programs. This provides guaranteed corporate demand until public funding models fully scale in the mid-2030s.

- While narrowing its core portfolio, the framework maintains dedicated funding for pre-purchases, smaller offtakes, and specialised R&D grants to continuously validate emerging carbon removal pathways.

Multi-year offtake agreements

Multi-year long-term offtake agreements are critical to providing a demand signal for high-quality, high-integrity projects that are currently in short supply. These agreements help to channel the carbon finance needed up front for truly additional projects—particularly with the higher-cost engineered removals that need to become affordable for all. In addition, innovative technology, including AI and remote sensing can help derisk multi-year nature-based projects by setting more accurate baselines, monitoring for leakage, and ensuring permanence.

In order to scale the necessary solutions for climate change, carbon credit project developers require future demand commitments to underpin confidence in capital investment and growth to drive down costs. With this in mind, Workday has worked with Patch to preorder credits through Patch's multi-year offtake agreement construct. This approach helps Workday:

- Ensure access to high-integrity carbon credits
- Maximise climate impact through catalytic-forward purchase agreements
- Amplify impact by sending a clear signal to the market The multi-year offtake is designed to ensure Workday procures 225,000 metric tons of high-quality carbon credits with expected delivery over the next 6 years from 3 separate suppliers/projects.

The specific projects we're funding through Patch are with:

- Pachama - The Avoided Unplanned Deforestation (AUD) conservation project is designed to protect a 79,000-hectares tract of land in the heart of the Amazon in Brazil from deforestation.
- Planboo - The biochar project in Namibia tackles multiple challenges by transforming encroaching bush into biochar. This pioneering initiative removes CO2 from the atmosphere, while also addressing bush encroachment, water scarcity, and global inequality.

- Tradewater - The project is especially impactful because it's addressing the negative climate impacts from leaking orphaned oil and gas wells, a serious but often overlooked source of methane emissions. Workday is the first corporation to make a commitment to and significant investment in the prevention of methane gas from leaking orphaned oil and gas wells.

To accelerate this critical work, Workday has signed on as a founding member of the Superpollutant Action Initiative, an effort launched alongside the Beyond Alliance. Together with a coalition of global leaders, including Amazon, Autodesk, Figma, Google, JPMorganChase, and Salesforce, we are working toward a collective goal to deploy $100 million by 2030 to tackle superpollutants like methane, refrigerants, and black carbon. By scaling high-integrity interventions to curb these intense emissions, Workday is driving the catalytic impact needed to move further and faster toward a zero-carbon future.

At a global level, the carbon removal and avoidance impact supported by our investments in permanent carbon removal technologies and multi-year offtake agreements equates to 63,176 tCO_2e.

Future carbon reduction initiatives

Looking ahead, Workday has introduced a new generation of science-based targets (SBTs), validated by the Science Based Targets initiative, to guide its carbon reduction efforts through FY31. These include plans to reduce absolute Scope 1 GHG emissions by 42% by FY31 from a FY25 base year, continue annually sourcing 100% renewable electricity through FY31, and reduce Scope 3 GHG emissions from purchased goods and services, capital goods, and business travel by 52% per USD by FY31 from a FY25 base year. On the renewable energy side, Workday is transitioning toward its extended goal of maintaining 100% renewable electricity sourcing annually through FY30, supported by initiatives like a long-term VPPA with LevelTen Energy and Starbucks that will soon deliver clean energy to the grid via a 350 MW solar project contributing 233 GWh of renewable energy capacity yearly.

Workday also continues to invest in permanent carbon removal and high-quality carbon credits through partnerships with organisations like Frontier and Patch, and plans to steadily increase its internal price on carbon over the next few years to maintain quality and impact objectives as it works toward its broader decarbonisation goals.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate government emission conversion factors for greenhouse gas company reporting[2].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard[3].

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the supplier:

Signature: *Shaun Redgrave*

Name: Shaun Redgrave

Date:26th October 2026

[1] https://ghgprotocol.org/corporate-standard

[2] www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

[3] https://ghgprotocol.org/standards/scope-3-standard