News Brief: Ethisphere Names Workday One of The 2024 World's Most Ethical Companies® For The Fourth Consecutive Year

PLEASANTON, Calif., March 4, 2024 – Workday, Inc. (NASDAQ: WDAY), a leading provider of solutions to help organizations manage their people and money, today announced that it has been recognized as one of the 2024 World's Most Ethical Companies® by Ethisphere for the fourth consecutive year.

This annual recognition highlights organizations that have demonstrated a commitment to ethical business practices. Workday's robust ethics, compliance, and governance programs help ensure that employees and business partners perform at the highest standards of business conduct.

"This recognition is a testament to our culture, which is driven by our employees' commitment to our core value of integrity," said Chris Fedrow, Chief Integrity & Compliance Officer, Workday. "Building on our strong ethical foundation, we work to maintain customer and stakeholder trust by innovating with integrity. As we look to the future, we are taking a leading role in developing responsible AI solutions for our customers, employees, and the world around us."

The World's Most Ethical Companies assessment is grounded in Ethisphere's proprietary Ethics Quotient®, an extensive questionnaire that requires companies to provide over 240 different proof points on their culture of ethics; environmental, social, and governance (ESG) practices; ethics and compliance program; diversity, equity, & inclusion; and initiatives that support a strong value chain. In 2024, 136 honorees were recognized spanning 20 countries and 44 industries.

About Workday

Workday is a leading enterprise platform that helps organizations manage their most important assets – theirpeople and money. 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 10,000 organizations around the world and across industries – from medium-sized businesses to more than 50% of the Fortune 500. For more information about Workday, visit workday.com.

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Forward-Looking Statements

This press release contains forward-looking statements including, among other things, statements regarding Workday's plans, beliefs, and expectations. These forward-looking statements are based only on currently available information and our current beliefs, expectations, and assumptions. Because forward-looking statements relate to the future, they are subject to inherent risks, uncertainties, assumptions, and changes in circumstances that are difficult to predict and many of which are outside of our control. If the risks materialize, assumptions prove incorrect, or we experience unexpected changes in circumstances, actual results could differ materially from the results implied by these forward-looking statements, and therefore you should not rely on any forward-looking statements. Risks include, but are not limited to, 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 could cause actual results to vary from expectations. Workday assumes no obligation to, and does not currently intend to, update any such forward-looking statements after the date of this release, except as required by law.

Any unreleased services, features, or functions referenced in this document, our website, or other press releases or public statements that are not currently available are subject to change at Workday's discretion and may not be delivered as planned or at all. Customers who purchase Workday services should make their purchase decisions based upon services, features, and functions that are currently available.

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