

California Voluntary Carbon Market Disclosures Act (AB 1305) Statement

Science-Based Targets

Approved by the [Science Based Targets initiative](#) (SBTi) in 2022, our science-based targets (SBTs) are aligned with 1.5°C across all three scopes of emissions. Our SBTs prioritize emissions reductions in alignment with climate science, and as an organization focused on supporting our customers' sustainability journey as well as our own, we knew putting our SBTs into action was an important step in our strategy.

Our SBTs are:

- Workday commits to continue annually sourcing 100% renewable electricity through our FY30.
- Workday commits to reduce absolute Scope 3 business travel greenhouse gas emissions by 25% by our FY26.
- Workday commits that 70% of our suppliers, by spend covering purchased goods and services and capital goods, will have SBTs by our FY26.

All science-based targets were developed in conjunction with the Science Based Targets initiative and are validated to the standards of SBTi.

Carbon-Neutral Cloud

Since 2017, we've offered our customers a carbon-neutral cloud. We do this by:

- sourcing 100% renewable electricity, effectively reducing data center Scope 2 market-based emissions to zero; and
- achieving net-zero carbon emissions by procuring high-quality carbon credits to mitigate emissions from data center cooling.

We achieve a carbon-neutral cloud—also referred to in our Global Impact Report by achieving net-zero emissions—by obtaining Power Usage Effectiveness (PUE) for each data center to understand the total energy attributable to our use. Our carbon credit program (detailed starting on page 34 of our [Global Impact Report](#)) focuses on purchasing high-quality carbon credits to effectively mitigate our residual emissions.

We do not own our data centers, but use colocation providers to deliver our services and help meet our sustainability goals. The Sustainability team at Workday works closely with our Infrastructure and Procurement teams during the data center selection process, ensuring we consider energy efficiency, renewable electricity, and carbon emissions for all of our colocation providers.

In FY21, we announced that we mitigated the entire Workday carbon legacy (covering all our operational emissions before we reached our net-zero target in 2020) through the purchase of high-quality, third-party verified emissions reductions, or carbon credits. We partnered with a

third-party carbon accounting firm to estimate our emissions using our actual GHG inventory dating back to 2010, and an estimated calculation of our emissions across our boundary back to our founding in 2005.

Net-zero carbon emissions goal boundary (including how we achieve a “carbon-neutral cloud”) includes global Scope 1, Scope 2 market-based, Scope 3 market-based data center non-IT, Scope 3 business travel, Scope 3 public cloud emissions (reported to Workday via provider-specific carbon footprint tools—i.e., AWS Carbon Footprint tool, Google Cloud Carbon Footprint tool), and Scope 3 serviced offices. Please see page 123 of our [Global Impact Report](#) for more notes on methodology.

100% Renewable Electricity

We source renewable electricity from renewable energy sources equivalent to what we use globally on an annual basis, in alignment with the criteria outlined by RE100. In FY23, we matched 100% of the electricity we used at our offices and data centers globally with clean, renewable sources. In the FY23 Renewable energy sources diagram on page 26 of our [Global Impact Report](#), moving from left to right, we share how we utilize our sources of renewable energy, and where they are distributed in our operational footprint. This also includes where in our geographic footprint these operations are located.

We also share the specifics of our renewable energy data on page 119 in our [Global Impact Report](#), such as our purchase of on-site renewable electricity generation, virtual power purchase agreements, Energy Attribute Certificates—EACs (i.e. RECs, GOs, I-RECs), supplier-sourced renewable electricity, and utility renewable energy tariffs.

Assurance

We engaged Apex as an independent third party to review our [FY23 Greenhouse Gas \(GHG\) inventory](#) and energy consumption, and received limited assurance of its accuracy and completeness. The scope of this review, included in our 2023 Global Impact Report, includes our global Scope 1 and Scope 2 (location- and market-based) GHG emissions, Scope 1 and 2 energy consumption, and Scope 3 GHG emissions related to business travel, purchased goods and services, capital goods, and non-IT emissions from colocation data centers. At this time Workday does not seek external assurance for the rest of our report.

FY23 Carbon Credit Projects

Project name as listed in the registry	Name of Seller	Registry & Project ID	Project Type	Project Methodology	Carbon removal, avoided emissions or both	Location	Independent third party verifier
Prairie Pothole Avoided Conversion Of Grasslands And Shrublands	Patch	American Carbon Registry ACR222	Agricultural Land Management	Avoided Conversion of Grasslands and Shrublands to Crop Production	Avoided Emissions	USA	Ruby Canyon Environment
Huadu Afforestation Project	Patch	Verra VCS2379	ARR	AR-ACM0003	Carbon Removal	China	CTI Certification Co., Ltd.
Katingan Peatland Restoration And Conservation Project	Patch	Verra VCS1477	REDD	VM0007	Both Avoided Emission and Carbon Removal	Indonesia	SCS Global Services
Reforestation Of Degraded Lands In Sierra Leone	Patch	Verra VCS2401	ARR	AR-AM0003	Carbon Removal	Sierra Leone	AENOR International S.A.U.
Solar Water Pump Project In Kenya	Patch	Verra VCS2989	Energy industries (renewable/non-renewable sources)	AMS-I.B.	Avoided Emissions	Kenya	Earthood Services Private Limited
Koko Kenya - Ethanol Cookstoves Program	Patch	Gold Standard GS10884	Energy Efficiency - Domestic	AMS-I.E. Switch from Non-Renewable Biomass for Thermal Applications by the User	Avoided Emissions	Kenya	LGAI Technological Center
Bukaleba Forest Project	Patch	Verra VCS799	ARR	AR-ACM0001	Carbon Removal	Uganda	Det Norske Veritas Climate Change Services AS (DNV)

Project name as listed in the registry	Name of Seller	Registry & Project ID	Project Type	Project Methodology	Carbon removal, avoided emissions or both	Location	Independent third party verifier
Carmen Del Darién (CDD) REDD+ Project	Pachama	Verra VCS1390	REDD	VM0006	Avoided Emissions	Columbia	Rainforest Alliance, Inc.
Manoa REDD+ Project	Pachama	Verra VCS1571	REDD	VM0015	Avoided Emissions	Brazil	Rainforest Alliance, Inc.
ABC Norte REDD Project	Pachama	Verra VCS2558	REDD	VM0015	Avoided Emissions	Brazil	RINA S.p.A (RINA)
Katingan Peatland Restoration And Conservation Project	Patch	Verra VCS1477	REDD	VM0007	Avoided Emissions	Indonesia	SCS Global Services
Rimba Raya Biodiversity Reserve Project	Pachama	Verra VCS674	REDD	VM0004	Avoided Emissions	Indonesia	SCS Global Services
Ecofiltro Guatemala Improved Stoves And Water Purification Project	Climate Impact Partners	Gold Standard 1321	Health & Livelihoods	GS TPDDTEC v3.1	Avoided Emissions	Guatemala	CarbonCheck India
The Valparaiso Project	Climate Impact Partners	Verra 1113	REDD	VM0007	Avoided Emissions	Brazil	Aster Global Environmental Solutions Inc.
Guoluo Grassland Sustainable Management Project	Climate Impact Partners	Verra 2458	ARR	VM0026	Removal	China	TÜV NORD CERT GmbH
Guinan Afforestation Project	Climate Impact Partners	Gold Standard 2070	ARR	AR-ACM0003	Removal	China	Shenzhen CTI International Certification Co
Zhangye City Afforestation Project In Gansu Province	Climate Impact Partners	Verra 2370	ARR	AR-ACM0003	Removal	China	TÜV NORD CERT GmbH

Project name as listed in the registry	Name of Seller	Registry & Project ID	Project Type	Project Methodology	Carbon removal, avoided emissions or both	Location	Independent third party verifier
Nanyang Danjiang River Solar Cooker Project Phase I (GS1378 CER To VER Conversion)	Climate Impact Partners	Gold Standard 4124	Health & Livelihoods	AMS-I.C. Thermal energy production with or without electricity	Avoided Emissions	China	TÜV NORD CERT GmbH
Nanyang Danjiang River Solar Cooker Project Phase I	Climate Impact Partners	Verra 1886	Health & Livelihoods	AMS-I.C.	Avoided Emissions	China	TÜV NORD CERT GmbH
Shuicheng Rural Methane Digesters Project In Guizhou Province	Climate Impact Partners	Gold Standard 2641	Health & Livelihoods	AMS-I.C. Thermal energy production with or without electricity	Avoided Emissions	China	Shenzhen CTI International Certification Co., Ltd (CTI)
Sichuan Rural Poor-Household Biogas Development Programme	Climate Impact Partners	CDM 2898	Health & Livelihoods	AMS-I.I. ver. 4 - Biogas/biomass thermal applications for households/small users AMS-III.R. ver. 2 - Methane recovery in agricultural activities at household/small farm level	Avoided Emissions	China	Chengdu Oasis Science & Technology Co., Ltd
Poa 8855: Solar Water Heater Program In India	Climate Impact Partners	CDM 8855	Health & Livelihoods	AMS-I.C. ver. 21 - Thermal energy production with or without electricity	Avoided Emissions	India	4K Earth Science Private Limited
TIST Program In India, VCS 001	Climate Impact Partners	Verra 994	ARR	AR-AMS0001	Removal	India	Aster Global Environmental Solutions Inc.

Project name as listed in the registry	Name of Seller	Registry & Project ID	Project Type	Project Methodology	Carbon removal, avoided emissions or both	Location	Independent third party verifier
Integrated Domestic Energy Systems (Ides) For Clean Energy Access And Clean Cooking In Rural Households In India	Climate Impact Partners	Gold Standard 7466	Energy Efficiency	AMS-II.G. Energy Efficiency Measures in Thermal Applications of Non-Renewable Biomass	Avoided Emissions	India	Earthood Services Private Limited
Reducing Gas Leakages Within The Titas Gas Distribution Network In Bangladesh	Climate Impact Partners	CDM 10077	Energy Efficiency	AM0023 ver. 4 - Leak detection and repair in gas production, processing, transmission, storage and distribution systems and in refinery facilities	Avoided Emissions	Bangladesh	TÜV Rheinland (China) Ltd
Kulera Landscape REDD+ Program For Co-Managed Protected Areas, Malawi	Climate Impact Partners	Verra 1168	REDD	VM0006	Avoided Emissions	Malawi	SCS Global Services
Gyapa Cook Stoves Project In Ghana	Climate Impact Partners	Gold Standard 407	Health & Livelihoods	GS TPDDTEC v 2.	Avoided Emissions	Ghana	Carbon Check (India) Private Ltd