Workday Sees Continued Momentum in South Africa As Customers Seek to Unlock the Power of AI

Workday Demonstrates the Power Of Its Platform As More Organisations Select It To Be Their Trusted Business And AI Partner

JOHANNESBURG, South Africa, 26 June 2024 – Workday, Inc. (NASDAQ: WDAY), a leading provider of solutions to help organisations manage their people and money, today announced continued momentum in its South African market, amidst strong global growth in Workday's latest fiscal year. This was driven by the adoption of its AI-powered HR and Finance platform and demonstrates the resilience and relevance of its platform, with responsible AI and relentless innovation at the core.

The momentum in the region comes as South African businesses are increasingly eager to unlock the transformative power of AI but require a trusted and responsible partner like Workday to help them reach their goals, while keeping humans at the heart of everything they do.

Organisations of all sizes and from across diverse industries, including ABSA, Pick and Pay, Old Mutual, Adcorp and many more, have selected Workday's AI-powered HR and Finance platform to help drive efficiencies, digitise manual processes and move forever forward through continuous change. "The way Workday is configured means you are continually evolving and get the best available solutions to support our people's objectives," said Zameer Ahmed, HR Executive: People Enablement, Adcorp.

"We see a major opportunity to drive efficiency and productivity in South Africa, providing organisations in the region with the data driven insights needed to take action in real time," said Kiv Moodley, Country Manager, South Africa, Workday. "The Workday platform has leveraged AI for over a decade, helping ensure our customers are always equipped to navigate change, supercharge their work and prepare for the future."

Workday is committed to providing solutions that meet the needs of businesses in South Africa. "We choose our partnerships carefully, so they can fully benefit from our technology. We are also developing local talent by greatly increasing the number of Workday-certified professionals in the region," added Moodley. Workday has more than 2,150 customers headquartered in EMEA, including South African companies such as ABSA, Old Mutual, Pick n Pay, Telesure, Webber Wentzel, FirstRand Limited and Adcorp.

Key Regional Highlights

- Continued momentum in the region played a pivotal role in this success and has been driven in part by new customers.
- Managed by Kiv Moodley, Workday South Africa is focusing on growth within the private sector, particularly targeting industries such as telecom, professional services, retail and financial solutions.
- Momentum continues across all solution categories – Workday Financial Management and Workday Human Capital Management (HCM) – with both leading enterprises and mid-sized businesses contributing to Workday's growth in the region.

The news follows Workday Elevate in Johannesburg on June 11 and Workday Elevate in Capetown on June 13.

About Workday

Workday is a leading enterprise platform that helps organisations manage their most important assets – their people 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 10,500 organisations around the world and across industries – from medium-sized businesses to more than 60% of the Fortune 500. For more information about Workday, visit workday.com.

Forward-Looking Statements

This press release contains forward-looking statements including, among other things, statements regarding Workday's full-year and second quarter fiscal 2025 subscription revenue and non-GAAP operating margin, growth, demand, strategy, and investments. 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 risks, uncertainties, assumptions, and changes in circumstances that are difficult to predict and many of which are outside of our control. If the risks materialise, 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: (i) breaches in our security measures or those of our third-party providers, unauthorized access to our customers' or other users' personal data, or disruptions in our data center or computing infrastructure operations; (ii) service outages, delays in the deployment of our applications, and the failure of our applications to perform properly; (iii) privacy concerns and evolving domestic or foreign laws and regulations; (iv) the impact of continuing global economic and geopolitical volatility on our business, as well as on our customers, prospects, partners, and service providers; (v) any loss of key employees or the inability to attract, train, and retain highly skilled employees; (vi) competitive factors, including pricing pressures, industry consolidation, entry of new competitors and new applications, advancements in

technology, and marketing initiatives by our competitors; (vii) our reliance on our network of partners to drive additional growth of our revenues; (viii) the regulatory, economic, and political risks associated with our domestic and international operations; (ix) adoption of our applications and services by customers and individuals, including any new features, enhancements, and modifications, as well as our customers' and users' satisfaction with the deployment, training, and support services they receive; (x) the regulatory risks related to new and evolving technologies such as AI and our ability to realise a return on our development efforts; (xi) our ability to realize the expected business or financial benefits of any acquisitions of or investments in companies, (xii) delays or reductions in information technology spending; and (xiii) changes in sales, which may not be immediately reflected in our results due to our subscription model. Further information on these and additional risks that could affect Workday's results is included 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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