With 11,500 customers globally, including 65% of the Fortune 500, Workday provides enterprise cloud applications for managing people, money, and agents. Integrity and innovation are our foundational core values, driving us to operate responsibly on behalf of our employees, customers, and communities. However, in the global energy landscape, Workday is not an industrial giant with infinite baseline demand or massive real estate footprints. We recognized early on that our greatest strength lies in our agility, our values, and our superpower of collaboration.

We aim for catalytic impact, pioneering procurement models that help companies of all sizes. With AI accelerating, data center energy needs will intensify, making a comprehensive sustainability strategy a business imperative.

Since 2019, Workday has sourced renewable energy equivalent to our global annual usage in alignment with RE100 criteria, and we maintain a science-based target to continue doing so through FY30. We achieve this not by acting alone, but by collaborating with diverse industry peers to unlock access to grid-scale projects.

Smaller or mid-sized corporate buyers often face a major hurdle: their individual energy demand isn't large enough to kickstart new grid-scale renewable projects. For a long time, matching a company's specific budget, location, and sizing needs meant navigating the market alone. To combat this, Workday used data-driven marketplaces to pioneer group-buying models, turning a high-risk, individual hurdle into a team effort that unlocks success for everyone.

In the words of Chief Legal Officer, Rich Sauer, "At Workday, integrity isn't just about minimum compliance—it's about how we show up in the world. By partnering with other like-minded organizations, we use our collective purchasing power to build a cleaner grid and bring tangible economic benefits to surrounding communities."

Collaboration is woven into our sustainability legacy. In 2019, Workday joined four other visionary corporate buyers—Bloomberg, Cox Enterprises, Gap Inc., and Salesforce—to pioneer the first clean energy aggregation deal of its kind. Facilitated by LevelTen Energy, this Corporate Renewable Energy Aggregation Group pooled purchasing power to secure the output of 42.5 MW of the Fern Solar Project in North Carolina, which reached commercial operation in late 2020. Through doing this, the group collectively acted as an anchor tenant for the project, enabling the developer, BayWa, to accelerate its development.

Building on that blueprint, our long-term renewable energy commitment is now supported by a new, highly innovative 15-year solar virtual power purchase agreement (VPPA) in Texas. This multi-party deal brings Workday together as a co-offtaker alongside Starbucks and other corporate participants. The VPPA was signed in 2025 and the target commercial operation date is mid-2027.

The 350MW solar project is managed by Energy Innovation Partners (EIP) and developer High Road Clean Energy.and features deep cross-border financial and asset collaboration. We

utilized LevelTen Energy's analytics to verify the 233GWh/year project matched our corporate needs.

Through this innovative, aggregated procurement model, Workday manages risk effectively while securing predictable, cost-effective renewable energy for the grid. Beyond the environmental benefits, it maximizes positive social impact. Because the Concho County project is located within an "energy community"—an area with a historical legacy of fossil fuel industry activity—it directly stimulates local economic development. The deal includes ongoing financial support for the Renewable Agriculture Inclusion for Underrepresented People (RAIN-UP) program. RAIN-UP provides resources, support, and opportunities for workforce development, and introduces socially disadvantaged farmers, ranchers and landowners to the benefits of renewable energy. RAIN-UP was founded by Darrick Eugene at High Road Energy Marketing LLC, a minority entrepreneur-owned, utility-scale renewable energy developer. This PPA is the first program to provide ongoing support to RAIN-UP. We want to show that corporate clean energy procurement can foster real workforce development and drive a fairer, more resilient energy transition.

All of this is in addition to the work on our own campuses. In 2025 we launched our solar expansion project, completing the integration of new solar arrays and industrial-sized battery storage at our headquarters in Pleasanton, CA. This infrastructure builds upon our existing 865-kilowatt solar array built in 2019, adding an additional 350 kilowatts of solar energy and 730 kilowatts of battery storage. Moving forward, all of our employees in the largest building at our headquarters will have nearly 100% of their power consumption generated by solar. In addition, our Pleasanton headquarters opted into a 100% renewables program through our local utility, and Atlanta, our second-largest U.S. office, procured 100% renewables.

We've also extended the integration of our sustainability initiatives into our new global design guidelines and green leasing process. This includes green lease clauses and updated site selection criteria such as opting in to 100% renewable electricity for the premises where feasible and data to be shared on a regular basis. We actively engage with our colocation data center providers to encourage mutually beneficial renewable energy investments. In our procurement process, we ask that any new data center partner procure 100% credible renewable electricity.

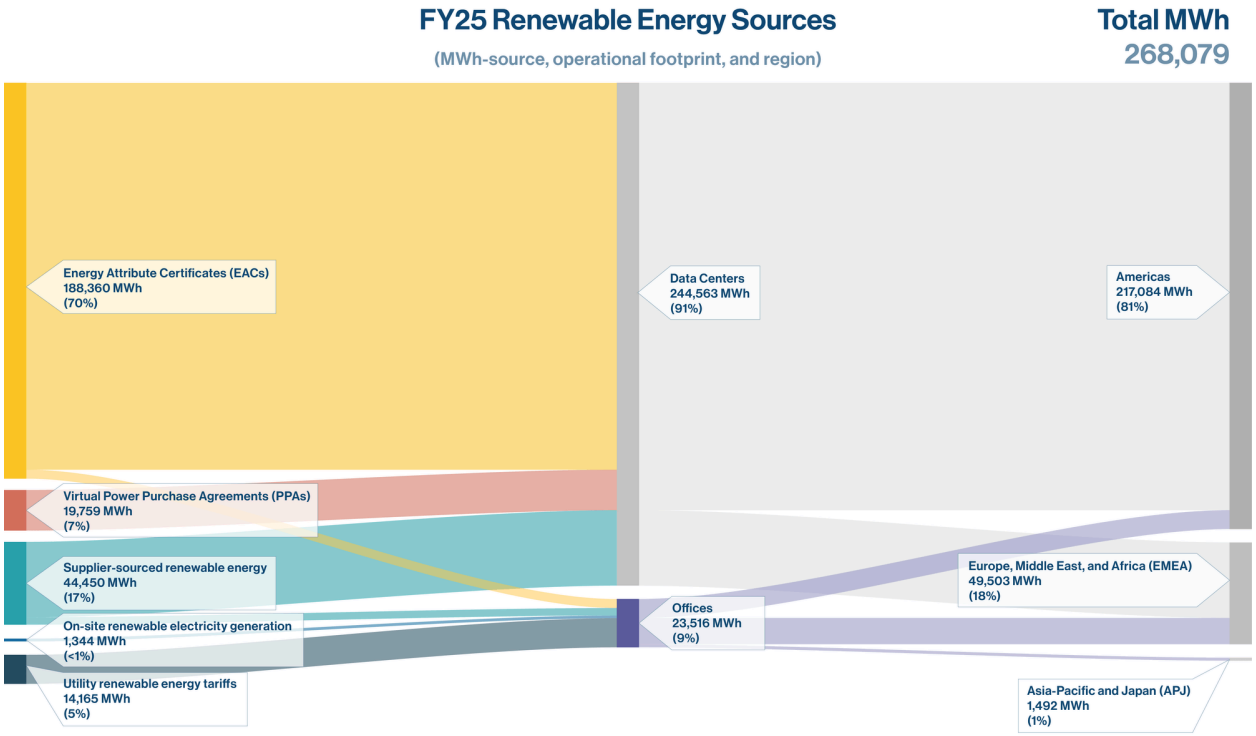
The results of this supply chain advocacy are tangible: in FY25, Workday's data center partners successfully provided 44,450 MWh of renewable energy to directly power our localized operations across Oregon, Virginia, Ontario, Amsterdam, and Dublin. To scale this impact across the tech sector, Workday is an active member of the Clean Energy Buyers Association (CEBA) Data Center Working Group, where we collectively advocate for structural grid decarbonization alongside major digital infrastructure providers.

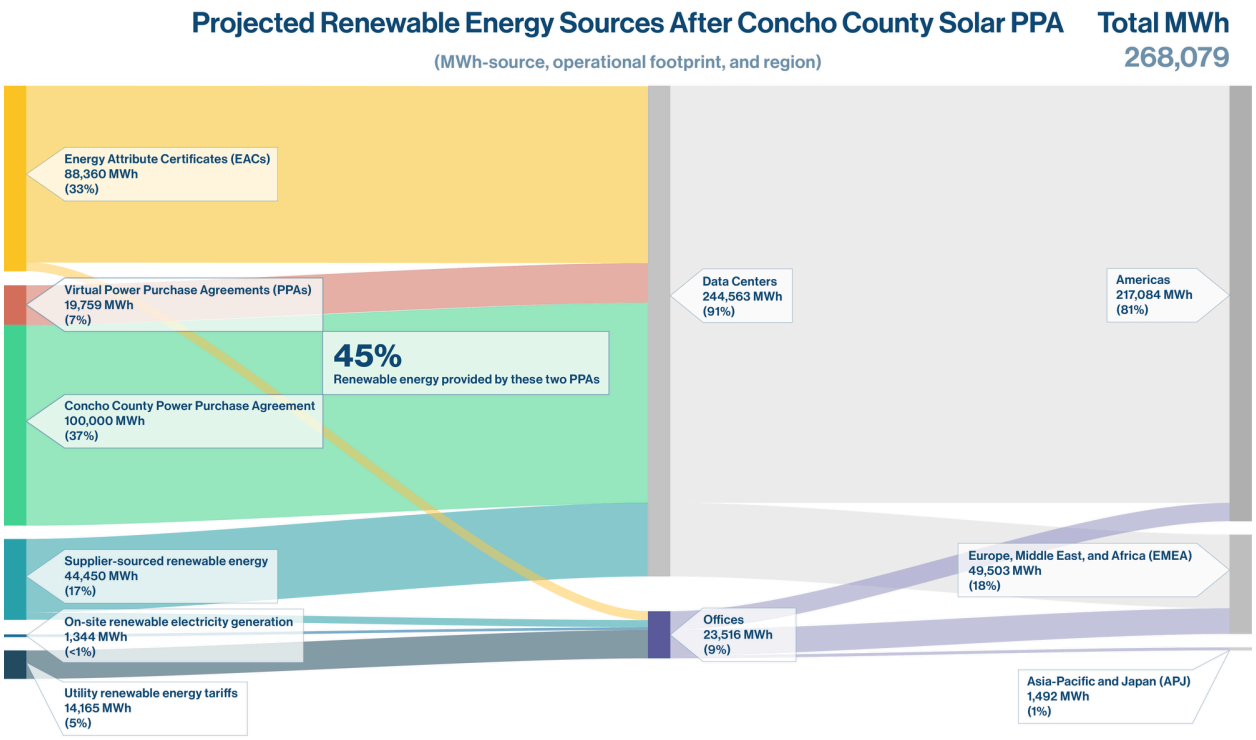
If corporate procurement teams operate in silos, the global energy transition slows down. To combat this, Workday stands as a founder of the Clean Energy Buyers Institute's (CEBI) Beyond the Megawatt Initiative and is a proud signatory of the Principles for Purpose-Driven Energy Procurement. Through these initiatives, we actively share key learnings to establish a

transparent roadmap for corporate procurement teams. We collaborate with peers to exchange knowledge on how to structure projects that maximize carbon avoidance, displace fossil fuel resources, and deliver tangible social benefits to communities.

Public reporting fosters corporate accountability and builds foundational trust with our customers who rely on Workday to run their own businesses. In our annual Global Impact Report, Workday discloses our exact renewable energy strategy and granular grid metrics.

This includes disclosing internal sourcing shifts—such as how moving forward, the Concho County project will contribute to the 45% of Workday's renewable electricity sourced via VPPAs, alongside the 44,450 MWh supplied directly via our supply chain data center partners. For example, in the first diagram below, we illustrate how Workday sourced its renewable energy in FY25. The second diagram shows how moving forward, the Concho County project would contribute to the 45% of Workday's renewable electricity it sources from VPPAs.





By exposing our data, models, and partnerships, we provide the broader market with verifiable evidence that executing bold sustainability goals with absolute integrity is both achievable and essential for long-term commercial success.

We hope you consider us for the RE100 Leadership Awards. If you have any questions, please reach out to sustainability@workday.com.