

Report

Workday Global Impact Report Summary 2025



Introduction.

Guided by our values, we focus on the areas most important to our business and our stakeholders: helping others innovate, protecting the planet, putting people first, and acting with integrity.

Helping others innovate.

We enable leaders to collect data from across the organization, build strategy frameworks, help ensure the organization is audit-ready, report with confidence, and plan for the future. The Workday cloud gives our customers access to the high-quality data and analysis they need for their people, finance, and supply chain in order to achieve their sustainability goals.

Protecting the planet.

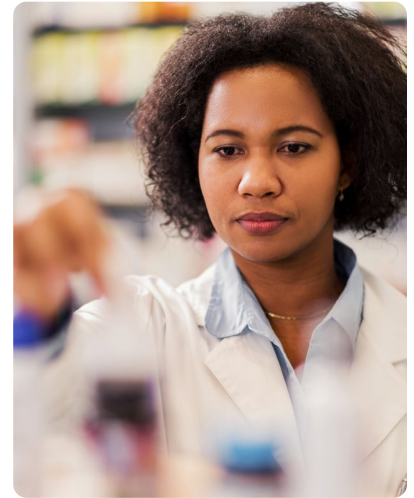
We integrate sustainability into everything we do and measure our success not only in financial terms but also in how we impact the world. We partner with other climate-focused leaders worldwide who believe it's our collective responsibility to support a more sustainable future.

In FY25, Workday:

- Signed offtake agreements across diverse carbon removal technologies as part of our \$25 million commitment with Frontier, including direct air capture, biomass retrofits, deep underground injection, enhanced weathering, and the world's first river liming deal.
- Signed a new social impact virtual power purchase agreement (VPPA) delivering 233GWh a year of clean energy, illustrating the power of collaboration to scale impact.
- Continued to source 100% renewable electricity,¹ achieved net-zero carbon emissions,² and provided all of our customers with a carbon-neutral cloud.³

Workday science-based targets are aligned with 1.5°C across three scopes of emissions:

- Workday commits to annually sourcing 100% renewable electricity through FY30.
- Workday commits to reducing absolute scope 3 business travel greenhouse gas emissions by 25% by FY26 (using FY20 as our base year).
- Workday commits that 70% of our suppliers, by spend covering purchased goods and services and capital goods, will have science-based targets by FY26.



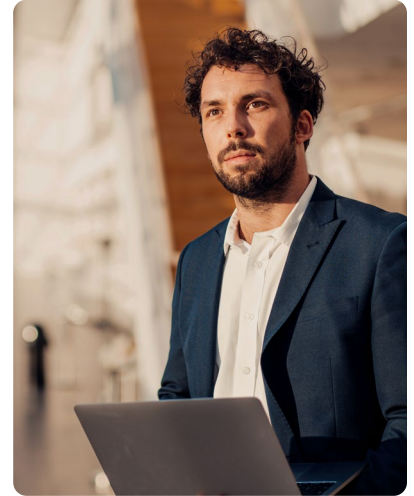
FY25 Recognition

- **JUST100**—*JUST Capital*
- **America's Most Responsible Companies**—*Newsweek*
- **World's Most Sustainable Companies**—*Time Magazine*
- **World's Most Ethical Companies**—*Ethisphere*
- **Best Company Culture**—*Comparably*
- **Best Company Compensation**—*Comparably*
- **Best CEO**—*Comparably*
- **2024 Power Partner Awards**—*Inc. Magazine*

Putting people first.

We nurture our culture and work each day to enhance the lives of our employees by building a workplace that is inclusive and supportive, and provides opportunities for everyone to grow and thrive. We invest in communities to help lift up those most impacted by the social and economic challenges of today and build resilience that will result in a brighter future for all. In FY25, Workday:

- Achieved 100% of Workday employees who have essential skills aligned to their jobs on their profiles, and 65% of employees accessed development and job recommendations based on skills matches in the Workday Talent Marketplace.
- Continued our skills-based organization (SBO) transformation, including the development of a standardized Executive Skills Assessment built internally on Workday Extend.
- Provided \$7.7 million in total grant money from the Workday Foundation to support workforce development ecosystems, green jobs, and global issues that impact us all.



Acting with integrity.

We foster a culture guided by integrity, ethical conduct, and compliance. We promote the long-term success of our business and provide clear guidelines for decision-making, risk management, and ethical conduct. We are committed to ethical, responsible, and trustworthy AI development. In FY25, Workday:

- Was named one of Ethisphere's World's Most Ethical Companies for the fifth consecutive year.
- Launched AI Masterclass courses and incorporated responsible AI (RAI) practices into our Code of Conduct training to upskill our workforce.
- Established an Environmental, Social, and Governance Controllership position that is charged with regulatory reporting and sustainability matters.

Visit our 2025 [“Global Impact Report”](#) for more detailed information on all of our programs.

¹ We do this through on-site renewable generation, supplier-sourced renewable energy, virtual power purchase agreements (VPPAs), utility renewable energy tariffs, renewable energy certificates, and Energy Attribute Certificates (EACs).

² All references to “net-zero” in this report encompass Workday emissions from offices, data centers and public cloud, and business travel.

³ Workday achieves a carbon-neutral cloud by sourcing 100% renewable electricity for its data centers (eliminating Scope 2 market-based emissions), mitigating remaining data center electricity consumption emissions through renewable energy certificates, and offsetting public cloud emissions (Scope 1 and 2) via high-quality carbon credits.

