



Certificate



Certificate number: 2020-019

Certified by EY CertifyPoint since: September 30, 2020

Based on certification examination in conformity with defined requirements in ISO/IEC 17021-1:2015 and ISO/IEC 27006:2015/A1:2020, the Privacy Information Management System as defined and implemented by

Workday, Inc.*

located in Pleasanton, California, United States of America is compliant with the requirements as stated in the standard:

ISO/IEC 27701:2019

Issue date of certificate: May 31, 2023

Re-issue date of certificate: May 23, 2024

Expiration date of certificate: May 30, 2026

Last certification cycle expiration date: September 29, 2023

EY CertifyPoint will, according to the certification agreement dated March 22, 2022, perform surveillance audits and acknowledge the certificate until the expiration date noted above or the expiration of the corresponding ISO/IEC 27001:2013 certification with certificate number 2013-007.

**The certification is applicable for the assets, services and locations as described in the scoping section at the back of this certificate, with regard to the specific requirements for information security as stated in the Statement of Applicability, version 2023.02, dated November 3, 2023.*

DocuSigned by:

Jatin Sehgal

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J. Sehgal | Director, EY CertifyPoint

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Workday, Inc.

Scope for certificate 2020-019

The scope of this ISO/IEC 27701:2019 certification is as follows:

The scope of Workday, Inc.'s Privacy Information Management System (PIMS) includes the management of privacy for the products mentioned below.

The scope of this ISO/IEC 27701:2019 certification is limited to 'Processor' as Clause 7 of the standard is determined not applicable.

The following products are in scope:

- ▶ Workday Enterprise Products
- ▶ Workday Adaptive Planning

Service	Description
Human Capital Management	<p>Product SKUs</p> <ul style="list-style-type: none"> ▶ Advanced Compensation Management ▶ Benefits ▶ Cloud Connect for Benefits ▶ Core Human Capital Management ▶ Help ▶ Journeys ▶ Human Capital Management ▶ Onboarding <p>Innovation Services / Enhanced Features</p> <ul style="list-style-type: none"> ▶ Help ▶ Journeys
Financial Management	<p>Product SKUs</p> <ul style="list-style-type: none"> ▶ Accounting Center ▶ Core Financials ▶ Expenses ▶ Financial Management Connector for Salesforce ▶ Financial Performance Management ▶ Grants Management ▶ Project Billing ▶ Projects ▶ Revenue Management ▶ Time Tracking <p>Innovation Services / Enhanced Features</p> <ul style="list-style-type: none"> ▶ Financial Management ML GA Features ▶ Receipt Scanning for Expenses ▶ Supplier Invoice Automation - Scanning

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	<ul style="list-style-type: none"> ▶ Distance Calculation for Expenses
Student	Product SKUs <ul style="list-style-type: none"> ▶ Workday Student Service
Spend Management	Product SKUs <ul style="list-style-type: none"> ▶ Inventory ▶ Procurement Innovation Services / Enhanced Features <ul style="list-style-type: none"> ▶ Spend Management ML
Payroll	Product SKUs <ul style="list-style-type: none"> ▶ Cloud Connect for Third Party Payroll ▶ Payroll for Canada ▶ Payroll for France ▶ Payroll for United Kingdom ▶ Payroll for United States
Workforce Management	Product SKUs <ul style="list-style-type: none"> ▶ Absence Management ▶ Time Tracking ▶ Time Tracking Hub ▶ Scheduling ▶ Labor Optimization Innovation Services / Enhanced Features <ul style="list-style-type: none"> ▶ Workforce and Pay ML
Talent Management	Product SKUs <ul style="list-style-type: none"> ▶ Learning ▶ Cloud Connect for Learning ▶ Recruiting ▶ Succession Planning ▶ Talent Optimization ▶ Workday Learning for Extended Enterprise ▶ Career and Development Planning ▶ Performance and Goals ▶ Performance and Development ▶ Candidate Engagement Innovation Services / Enhanced Features <ul style="list-style-type: none"> ▶ Human Capital Management ML GA Features ▶ Cloud Connect for Learning ▶ Public Learning Content ▶ Learner Name ▶ Recommended Interview Scheduling

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Analytics and Reporting	Product SKUs <ul style="list-style-type: none"> ▶ People Analytics ▶ Prism Analytics Innovation Services / Enhanced Features <ul style="list-style-type: none"> ▶ People Analytics ▶ Human Capital Management ML GA Features
Adaptive Planning	Product SKUs <ul style="list-style-type: none"> ▶ Operational Planning ▶ Sales Planning ▶ Planning
Platform and Product Extensions	Product SKUs <ul style="list-style-type: none"> ▶ Extend ▶ Messaging ▶ Media Cloud ▶ Data-as-a-Service - Benchmarking Innovation Services / Enhanced Features <ul style="list-style-type: none"> ▶ User Experience Machine Learning for Available Services ▶ Workday Assistant ▶ Global Address Lookup ▶ Notification Designer ▶ Workday Graph ▶ Benchmarking, including Advanced Benchmarks ▶ Public Data ▶ Workday Everywhere ▶ Email Analytics ▶ Email Ingestion

The Privacy Information Management System is centrally managed out of Pleasanton, California, United States of America.

The scope mentioned applies to the following locations:

- ▶ 6110 Stoneridge Mall Road, Pleasanton, CA 94588 (HQ)
- ▶ 4900 Pearl Circle East, Suite 100, Boulder, CO 80301
- ▶ 160 Spear Street, Suite 1700, San Francisco, CA 94105
- ▶ 2950 S. Delaware Street, Suite 200 San Mateo, CA 94403
- ▶ 111 W. Jackson Boulevard, 23rd floor, Chicago, IL 60604
- ▶ 175 East 400 South, Suite 200, Salt Lake City, UT 84111
- ▶ 5451 Great America Parkway, Suite 401, Santa Clara, CA 95054
- ▶ 3350 Peachtree Road, N.E., Suite 1000, Atlanta, GA 30326

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- ▶ 4145 SW Watson Avenue, Suite 500, Beaverton, OR 97005
- ▶ 33 Arch Street, Suite 2200, Boston, MA 02110
- ▶ 8180 Greensboro Drive, Suite 500, McLean, VA 22102
- ▶ 3815 S. Capital of Texas Highway, Suite 140, Austin, TX 78704
- ▶ 3001 Dallas Parkway, Frisco, TX, 75034
- ▶ 3333 Michelson Drive, Irvine, CA, 92612
- ▶ 350 5th Avenue, New York City, NY, 10118
- ▶ 23605 NW Huffman St., Hillsboro, Portland, OR, 97124
- ▶ 450 Alaskan Way South, Seattle, WA, 98104
- ▶ 200 Wellington St W, Toronto, ON, M5V 3C7, Canada
- ▶ 1515 Douglas Street, Suite 600, Victoria, BC V8W 1P6, Canada
- ▶ 601 W.Hastings, Vancouver, BC, V8W 1P6, Canada
- ▶ Kings Building, May Lane, Dublin 7, Ireland
- ▶ Dockline Building, Mayor Street Lower, I.F.S.C. Dublin 1, Ireland
- ▶ Streitfeldstrasse 19, 81673 Munich, Germany
- ▶ 33 Kings Road, The White Building, Reading, RG1 3AR, United Kingdom
- ▶ 7th Floor, 1 Finsbury Avenue, London, EC2M 2PF, United Kingdom
- ▶ 7-11 boulevard Haussmann, 75009 Paris, France
- ▶ Italská 2584/69, 120 00 Praha 2, Prague, Czech Republic
- ▶ Gustav Mahlerplein 82, Amsterdam, 1082, Netherlands
- ▶ Level 3, 152 Fanshawe St, Westhaven, Auckland 1010, New Zealand
- ▶ Level 8, 140 Ann St, Brisbane City QLD 4000, Australia
- ▶ 1 Wallich Street, #08-02 Guoco Tower, 078881, Singapore
- ▶ 100 Pacific Highway, North Sydney, NSW, 2060, Australia
- ▶ Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Pune, MH, 411016, India

The boundaries of the Workday PIMS scope explicitly excluded:

- ▶ Hosting locations: Workday offers customers the option of running Applications in a public cloud environment or co-location data centers to host in-scope services. Workday utilizes AWS and Azure as IaaS providers and offers co-location data centers (United States, Canada, Netherlands, Ireland), for those customers who do not choose public cloud hosting.
- ▶ Processes and controls related to physical security and environmental safeguards that are owned and operated by the third party co-location data center providers hosting the in-scope services and environments.
- ▶ The following processes and controls specifically related to the public cloud environment that are owned and operated by Amazon Web Services (AWS), which hosts the in-scope services and environments:
 - Physical security
 - Environmental safeguards

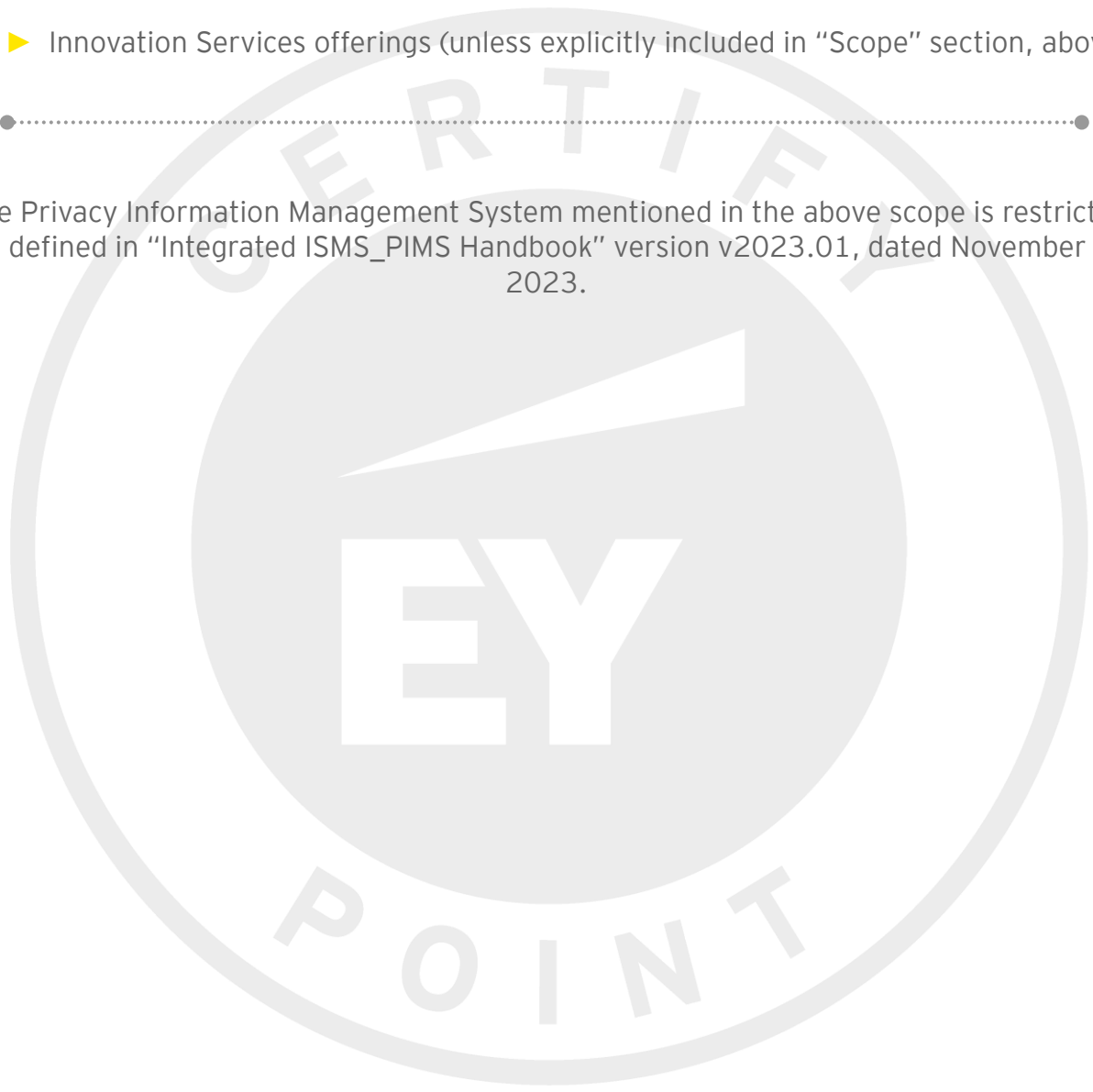
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- Media disposal of physical assets
 - Logical access for the infrastructure and virtualization layers
 - Change management for the infrastructure and virtualization layers
 - Monitoring for the infrastructure and virtualization layers
- ▶ Innovation Services offerings (unless explicitly included in "Scope" section, above)

The Privacy Information Management System mentioned in the above scope is restricted as defined in "Integrated ISMS_PIMS Handbook" version v2023.01, dated November 3, 2023.



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