



Public Policy Advocacy Report

Calendar Year 2024

Introduction

Workday leverages thought leadership, advocacy, and partnerships to shape the business environment, influence public policy, and elevate Workday's global brand. Consistent with our values, Workday advocates for policies that build trust, unlock human potential, and help ensure our ability to serve our customers.

Advocacy Priorities

Workday's Corporate Affairs team, under the Chief Legal Officer and Head of Corporate Affairs ("CLO") and led by the Vice President, Public Policy ("VP"), leads our global advocacy efforts focused on key issues including public sector IT modernization, AI governance, privacy and international data flows, skills and workforce issues, cybersecurity, and sustainability policy. Workday takes a nonpartisan approach to policy advocacy.

Information on Workday's policy positions and advocacy efforts can be found on our [Public Policy](#) website and in the "Governance" section of Workday's [Global Impact Report](#).

Advocacy Governance & Oversight

Workday may take positions on public policy matters, in coordination with the CLO or VP. This includes views on what should and/or should not be included in proposed legislation or regulations. The CLO and VP oversee and maintain approval on policy positions and political spending decisions, including Workday's political- and lobbying-related expenditures.

Workday employees are not authorized to act or use the Workday name in any manner that may appear to imply or indicate Workday's position on any policy matter unless authorized in advance by the CLO or VP. All Workday and Workday employee interactions with public sector entities and public sector employees are required to be consistent with related laws and regulations and with [Workday's values](#), [Code of Conduct](#), and [Anti-Corruption Policy](#).

The Nominating and Governance Committee of our Board of Directors ("Committee"), composed entirely of independent directors, has oversight over our public policy matters, including political activities and expenditures, and receives annual updates on such matters and expenditures from management. The Committee reviews and approves this report annually.

Corporate Expenditures

Laws and regulations in many jurisdictions restrict whether and how corporate funds and other corporate resources may be used for electoral activity. Any political spending decisions are made

to promote the interests of Workday without regard to private political preferences of the company officers and executives.

Workday has not established a political action committee (PAC). Workday does not make corporate contributions to political candidate campaigns for federal, state, or local office, political parties, or political committees, including independent expenditure committees (so-called Super PACs). Workday does not make contributions related to U.S. state and local ballot initiatives or referendums. Workday does not make any independent expenditures on behalf of federal, state, or local candidates.

Workday contributes to select 527 organizations registered with the Internal Revenue Service, as disclosed in the Appendix. In the instances where we contribute to 527 organizations, we require Workday funds to be designated to an operating account and not used for campaign related activity. The recipient names and amounts of Workday's contributions to 527 organizations are available in the Appendix.

Lobbying Disclosures

In compliance with the Lobbying Disclosure Act and reviewed by outside counsel, Workday files quarterly reports on federal lobbying activity with the U.S. Senate and U.S. House of Representatives:

- [Workday, Inc. - First Quarter Report, 2024](#)
- [Workday, Inc. - Second Quarter Report, 2024](#)
- [Workday, Inc. - Third Quarter Report, 2024](#)
- [Workday, Inc. - Fourth Quarter Report, 2024](#)

These reports include, among other things, a good faith estimate of Workday's expenses for federal lobbying activities. In addition, working with outside counsel and in accordance with local laws, Workday files required lobbying disclosures in U.S. state and local jurisdictions in which we undertake reportable lobbying activities. Workday is committed to complying with all laws and regulations related to lobbying activities in jurisdictions around the world.

Trade Associations & Social Welfare Organizations

In addition to engaging directly with policymakers, Workday participates in tax-exempt 501(c)(6) trade associations that work across a variety of issues and may engage in lobbying- and politically-related activities. We regularly review the policy perspectives of our membership organizations. Where there is significant divergence on policy perspectives on key issues, we actively engage with our membership organizations to drive alignment in support of our business and values.

In addition, Workday contributes to select tax-exempt 501(c)(4) social welfare organizations.

Participation with individual organizations is reviewed annually by the VP as part of the Corporate Affairs budget process.

The recipient names of Workday's contributions to 501(c)(4) social welfare organizations and 501(c)(6) trade associations that are provided in support of Workday's policy and political advocacy efforts are available in the Appendix. In addition, the amounts of Workday's contributions to 501(c)(4) social welfare organizations and the portions of Workday's contributions to 501(c)(6) trade associations reported as nondeductible under Section 162(e) of the Internal Revenue Code that were used for lobbying or political purposes are also available in the Appendix. The names of non-U.S. policy-focused trade associations and memberships supported by Workday are also provided in the Appendix.

These disclosures will be archived on our [Public Policy](#) website and updated annually.

Contact Us

The Corporate Affairs team is available to answer questions at publicpolicy@workday.com.

APPENDIX

527 Organization Contributions in 2024

Organization	Total Contribution
Democratic Governors Association	\$120,000
Republican Governors Association	\$120,000

501(c)(4) Social Welfare Organization Contributions in 2024

Organization	Total Contribution
Bay Area Council	\$16,000
The Ripon Society	\$43,500

501(c)(6) Trade Association Contributions in 2024

Organization	Non-Deductible Amount
Business Roundtable	\$72,000
Enterprise Cloud Coalition	\$24,000
BSA The Software Alliance	\$22,500
Texas Association of Business	\$12,500
U.S. Chamber of Commerce	\$8,750
U.S.-India Business Council	\$8,000
Clean Energy Buyers Association	\$2,250
Alliance for Digital Innovation	\$1,750
US-ASEAN Business Council	\$423
TechCA	\$0
Texas IT Caucus	\$0

Non-U.S. Trade Associations & Memberships in 2024

Organization
AmCham EU
AmCham Ireland
AmCham Japan
Australia Information Industry Association
Bitkom
BusinessEurope
Corporate Leaders Group Europe
Cyber Ireland
DIGITALEUROPE
Dublin Chamber of Commerce
European Internet Forum
Friends of Europe
National Association of Software and Service Companies
Queensland Labor Business Roundtable
Queensland LNP Corporate Program
REFORM
Tech Council Australia

TECHNATION Canada
TechSverige
TechUK
The Danish ICT Industry Association
The Industry Forum
The Strand Group