

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

Workday is a leading provider of enterprise cloud applications for finance and human resources, helping customers adapt and thrive in a changing world. Workday applications for financial management, human resources, planning, spend management, and analytics are built with artificial intelligence and machine learning at the core to help organizations around the world embrace the future of work. Workday is used by thousands of organizations around the world and across industries—from medium-sized businesses to more than 50% of the Fortune 500.

Workday is headquartered in Pleasanton, California, with offices across North America, EMEA, and APJ, with a global employee headcount of more than 17,800 as of June 2023. Workday serves more than 10,000 customers globally and has a customer community representing more than 60 million workers.

Workday is committed to caring for people and the planet. As a leading provider of enterprise cloud applications, our approach to environmental stewardship focuses on the key areas that are most material to our business. These include our carbon footprint, investments in renewable energy, climate policy, reducing and responsibly disposing of our e-waste, and engaging with our employees to maximize their collective impact on how we operate.

Our main focus areas are reducing our carbon footprint and investing in renewable energy programs to address climate change. We match 100% of the electricity we use at our offices and data centers globally with clean, renewable sources. In fiscal 2021, we achieved net-zero carbon emissions across our offices, data centers, and business travel. As of the end of fiscal 2022, we mitigated our carbon legacy through the purchase of high-quality, third-party-verified emission reductions, or carbon credits, effectively reducing Workday's lifetime net carbon footprint to zero. In 2020, we committed to science-based emissions reduction targets—across the entire value chain—that are consistent with keeping global warming to 1.5°C above pre-industrial levels, and in early 2022 our ambitious science-based targets were approved by the Science Based Targets initiative. With this commitment, we are taking our next steps toward minimizing our impact on the planet and helping our world transition to a net-zero future by 2050.

We are committed to:

- Continue annually sourcing 100% renewable electricity through fiscal 2030;
- reducing absolute scope 3 business travel GHG emissions by 25% by fiscal 2026 from a fiscal 2020 base year; and
- having 70% of our suppliers by spend covering purchased goods & services and capital goods commit to science-based targets by fiscal 2026.

We also work to actively shape broader ESG policy by engaging with industry leaders, policymakers, regulators, and industry partners. We advocate for government policies that aid the transition to a low-carbon economy, an equitable just transition for workers in carbon-intensive industries, and support the objectives of the Paris Agreement and the United Nations Sustainable Development Goals. We define Workday's approach to climate policy issues through our position paper (<https://www.workday.com/content/dam/web/en-us/documents/other/workday-position-on-climate-policy.pdf>).

C0.2

(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.

Reporting year

Start date

February 1 2022

End date

January 31 2023

Indicate if you are providing emissions data for past reporting years

Yes

Select the number of past reporting years you will be providing Scope 1 emissions data for

Not providing past emissions data for Scope 1

Select the number of past reporting years you will be providing Scope 2 emissions data for

Not providing past emissions data for Scope 2

Select the number of past reporting years you will be providing Scope 3 emissions data for

1 year

C0.3

(C0.3) Select the countries/areas in which you operate.

- Australia
- Austria
- Belgium
- Canada
- Czechia
- Denmark
- Finland
- France
- Germany
- Hong Kong SAR, China
- India
- Indonesia
- Ireland
- Italy
- Japan
- Latvia
- Malaysia
- Mexico
- Netherlands
- New Zealand
- Norway
- Poland
- Republic of Korea
- Singapore
- South Africa
- Spain
- Sweden
- Switzerland
- Taiwan, China
- Thailand
- United Kingdom of Great Britain and Northern Ireland
- United States of America

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

- USD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

- Operational control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, a Ticker symbol	WDAY

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

- Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual or committee	Responsibilities for climate-related issues
Board-level committee	The Workday board of directors provides oversight of our ESG program and is actively engaged in ESG issues important to our company and business strategy. Our Nominating and Governance Committee oversees and periodically reviews Workday policies and programs concerning environmental sustainability and has oversight of significant risks related to ESG, including climate-related risks. Our Audit Committee oversees significant climate-related financial risks. For example, following acceptance by the Science Based Targets Initiative (SBTi) in early 2022, the full Board was presented with the finalized Science Based Targets. Looking ahead, the Nominating and Governance Committee will continue to be engaged as we stand up internal programs to address and achieve these targets.

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Scope of board-level oversight	Please explain
Scheduled – some meetings	Reviewing and guiding strategy Overseeing the setting of corporate targets Monitoring progress towards corporate targets	<Not Applicable>	Our Nominating and Governance Committee oversees and periodically reviews Workday policies and programs concerning environmental sustainability and has oversight of significant risks related to ESG, including climate-related risks.
Sporadic - as important matters arise	Reviewing and guiding the risk management process	<Not Applicable>	Our Audit Committee oversees significant climate-related financial risks.

C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues	Primary reason for no board-level competence on climate-related issues	Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future
Row 1	Yes	We determined that a member of Workday's Board has competence on climate-related issues based on his previous role as CFO of a public software company where he led efforts to integrate sustainability factors into filings with the Securities and Exchange Commission. During his tenure as CFO, he worked closely with the sustainability team to expand the third-party review of the company's GHG emissions and other ESG metrics and was also the executive sponsor of the company's environmental employee interest group that helps identify and support the implementation of solutions to help the company operate in a more environmentally sustainable way. He is a founding member of the Accounting 4 Sustainability CFO Leadership Network, which has a focus on GHG measurement and disclosure.	<Not Applicable>	<Not Applicable>

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Position or committee

Other C-Suite Officer, please specify (Chief Legal Officer and Head of Corporate Affairs)

Climate-related responsibilities of this position

Integrating climate-related issues into the strategy

Setting climate-related corporate targets

Monitoring progress against climate-related corporate targets

Managing public policy engagement that may impact the climate

Assessing climate-related risks and opportunities

Managing climate-related risks and opportunities

Coverage of responsibilities

<Not Applicable>

Reporting line

CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

Annually

Please explain

Our Chief Legal Officer and Head of Corporate Affairs is part of the executive leadership team at Workday, reporting directly to the Co-CEO. This executive officer is responsible for our Legal, Compliance and Corporate Affairs (LCCA) group, which focuses on legal, compliance, public policy and business ethics matters, and includes oversight of environmental sustainability, and is executive sponsor of the ESG Steering Committee.

Position or committee

Sustainability committee

Climate-related responsibilities of this position

Managing annual budgets for climate mitigation activities
Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D)
Integrating climate-related issues into the strategy
Monitoring progress against climate-related corporate targets
Managing public policy engagement that may impact the climate
Assessing climate-related risks and opportunities
Managing climate-related risks and opportunities

Coverage of responsibilities

<Not Applicable>

Reporting line

Reports to the board directly

Frequency of reporting to the board on climate-related issues via this reporting line

Annually

Please explain

The Workday ESG Steering Committee, with executive sponsorship from both our chief legal officer and our vice chair, reports to the board and is responsible for formalizing Workday ESG strategy, goals, and structure. The ESG Steering Committee is composed of leaders from internal legal, finance, and audit functions at Workday and provides reports to the board on progress toward the company's ESG goals and initiatives annually and as needed.

The ESG Steering Committee is supported by the Workday cross-functional ESG Task Force. The ESG Task Force meets regularly and includes subject-matter experts from across the company in environmental sustainability, diversity, equity and belonging, talent and culture, workforce development, corporate governance and business ethics, product innovation and customer satisfaction, privacy and data security, and artificial intelligence (AI) ethics.

Position or committee

Environment/ Sustainability manager

Climate-related responsibilities of this position

Managing annual budgets for climate mitigation activities
Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D)
Providing climate-related employee incentives
Developing a climate transition plan
Implementing a climate transition plan
Integrating climate-related issues into the strategy
Conducting climate-related scenario analysis
Setting climate-related corporate targets
Monitoring progress against climate-related corporate targets
Managing public policy engagement that may impact the climate
Managing value chain engagement on climate-related issues
Assessing climate-related risks and opportunities
Managing climate-related risks and opportunities

Coverage of responsibilities

<Not Applicable>

Reporting line

Other, please specify (Chief Legal Officer and Head of Corporate Affairs)

Frequency of reporting to the board on climate-related issues via this reporting line

Annually

Please explain

Reporting to the Chief Legal Officer and Head of Corporate Affairs is our Senior Director, Environmental Sustainability, who heads the Sustainability team and is responsible for setting and implementing the company's environmental strategy and programs. In addition, this role is responsible for achieving and maintaining the Workday 100 percent renewable energy goal, establishing our Science Based Targets, educating business units on climate risks and opportunities, and including climate disclosure in our Global Impact Report. This role also presents annually to the Nominating and Governance Committee of the Board (or the full Board) on progress of our environmental initiatives and leads Workday involvement in industry associations related to climate (including the Business Alliance to Scale Climate Solutions, Business Council on Climate Change, Ceres BICEP Network, Corporate Leaders Group (CLG) Europe, Future of Internet Power, RE100, Clean Energy Buyers Association (CEBA), Sustainable Aviation Buyers Alliance (SABA), and We Are Still In).

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	

C1.3a

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Entitled to incentive

Environment/Sustainability manager

Type of incentive

Monetary reward

Incentive(s)

Bonus - % of salary
Promotion
Salary increase

Performance indicator(s)

Board approval of climate transition plan
Achievement of climate transition plan KPI
Progress towards a climate-related target
Achievement of a climate-related target
Implementation of an emissions reduction initiative
Reduction in absolute emissions
Reduction in emissions intensity
Energy efficiency improvement
Increased share of low-carbon energy in total energy consumption
Increased share of renewable energy in total energy consumption
Increased engagement with suppliers on climate-related issues
Increased supplier compliance with a climate-related requirement
Implementation of employee awareness campaign or training program on climate-related issues

Incentive plan(s) this incentive is linked to

Both Short-Term and Long-Term Incentive Plan

Further details of incentive(s)

Annual bonuses and related compensation for this individual are partially tied to their success in advancing the Workday sustainability program and realizing emissions reductions.

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

The Workday Senior Director, Environmental Sustainability role is focused on planning and driving projects to reduce emissions and advance sustainability across the company.

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	0	2	
Medium-term	2	10	
Long-term	10		

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

Workday uses a number of methods to define substantive financial or strategic impact when considering risks to business objectives. At the enterprise level, Workday considers potential qualitative impact of risk scenarios against key areas of the business, including strategic, financial, legal and compliance, employee (Workmate), customers, and reputational areas. Thresholds have been defined across these realms of the business against a predefined risk rating scale to ensure all risks are prioritized based on the overall impact they have to business operations and objectives. Senior leadership evaluates prioritized risks against the aforementioned methodology and defines response strategies accordingly.

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations
Upstream
Downstream

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

Annually

Time horizon(s) covered

Short-term
Medium-term
Long-term

Description of process

Climate risks and opportunities can have long time horizons with high uncertainty regarding how policy and socioeconomic factors might emerge and develop. To begin to explore the impact of climate-related risks and opportunities on its short-, medium- and long-term business strategy, Workday has undertaken a qualitative risk assessment and quantitative scenario modeling analysis. This quantitative analysis involves identifying the key climate drivers that may lead to future risks and opportunities to Workday and then quantifying the impacts of some of the most material climate-related risks and opportunities under low- and high- emissions climate scenarios.

In FY23, we engaged a third party to conduct a climate risk assessment based on the Workday ERM framework and leveraging climate-related risks and opportunities outlined by TCFD and other reporting frameworks. Workday's risks and opportunities were assessed drawing on public disclosures, internal documentation, external research, and interviews with internal Workday stakeholders. Based on this assessment, three risks and one opportunity were selected for further quantitative scenario analysis.

In our current public-facing documents, we acknowledge risks to our business related to climate change in our FY23 Form 10-K disclosure. Workday maintains a formal Disaster Recovery Plan for the production environment. If the production application becomes unavailable and is expected to remain unavailable, a disaster is declared, and the Disaster Recovery Plan is executed. Workday also maintains a formal Business Continuity program, which provides the framework for enabling preparedness and recoverability from disruptive events, including severe weather events, in order to continue delivery of critical business services at acceptable predefined levels.

With respect to transitional risk, our Environmental Sustainability team has been leading Workday efforts to actively track, reduce and mitigate Workday greenhouse gas emissions for several years. These efforts serve to reduce policy, investor and customer related risks that could potentially be substantive for us if we were not proactively managing our emissions footprint or disclosing our commitments and performance.

To address the disclosure recommendations of the TCFD framework, we have conducted a climate scenario analysis and risk assessment to identify the risks and opportunities posed by climate change. The climate risk and opportunity register has been shared with the Enterprise Risk Management (ERM) team and is being folded into ERM's enterprise risk analysis framework and annual Enterprise Risk Assessment. This includes assessment of the risk drivers, in this case climate events, for impact to ability to achieve Workday's strategic objectives. The assessment process includes impact, likelihood, preparedness, and velocity (time horizon) scales to assess inherent and residual risk consistently across the enterprise.

Once assessed as a top enterprise risk through the outlined framework, ERM reports the risks drivers and related information to executive leadership. A discussion is held with leadership to confirm that mitigation strategies have been planned to address the top risks and reduce the residual risk to an acceptable level.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	Current regulatory risks such as carbon policy and emissions-reporting obligations are assessed and monitored on an ongoing basis.
Emerging regulation	Relevant, always included	Emerging regulation risks such as future carbon policy & pricing of GHG emissions and enhanced emissions-reporting obligations are assessed and monitored on an ongoing basis.
Technology	Relevant, always included	Technology risks such as transitions to lower carbon technologies are assessed and monitored on an ongoing basis.
Legal	Relevant, always included	Legal risks such as exposure to litigation are assessed and monitored on an ongoing basis.
Market	Relevant, always included	Market drivers such as fluctuating electricity prices are assessed and monitored on an ongoing basis.
Reputation	Relevant, always included	Reputation risks such as shifts in consumer preferences and stakeholder concern are assessed and monitored on an ongoing basis.
Acute physical	Relevant, always included	Acute physical risks such as business interruption due to extreme heat events are assessed and monitored on an ongoing basis.
Chronic physical	Relevant, always included	Chronic physical risks such as increased costs due to rising mean temperatures are assessed and monitored on an ongoing basis.

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

No

C2.3b

(C2.3b) Why do you not consider your organization to be exposed to climate-related risks with the potential to have a substantive financial or strategic impact on your business?

	Primary reason	Please explain
Row 1	Risks exist, but none with potential to have a substantive financial or strategic impact on business	Climate change may impact Workday's operations and business strategy in two ways: through physical impacts from increased intensity of acute weather and potential long-term chronic changes in weather patterns, and through the economic impacts of the transition to a lower carbon economy, primarily manifesting through the cost and availability of renewable electricity. Workday has made substantial commitments to invest in renewable energy for its direct operations and data center supply chain, and taken steps to help put us on track to a 1.5 degree future and transition to a lower carbon economy. Our strategy includes partnering with others to advocate for increased access to and availability of renewable energy, to implement projects to generate and source renewable energy for our direct operations and to incorporate energy efficiency, renewable energy and carbon emissions to our colocation data center vendor selection process. Some examples include: • Workday joined several other large companies to create the Emissions First Partnership, outlining a set of principles to update the accounting systems for greenhouse gas emissions to accelerate grid decarbonization. • Workday was also one of the founding signatories to The Corporate Colocation and Cloud Buyers' Principles, which outlines six criteria that companies using colo services would like to see their providers meet, such as providing data on customer energy consumption, disclosing facility energy sources, and supporting renewable energy advocacy efforts. • Workday became a founder of the Clean Energy Buyers Institute (CEBI) Beyond the Megawatt Initiative, with the aim to create a resilient, equitable, and environmentally sustainable energy system for the benefit of all by leveraging customer demands for clean energy. • We incorporate climate considerations in our financial planning. To achieve our sustainability goals and create a financial incentive to make carbon-efficient business decisions, we established an internal price on our greenhouse gas emissions. These initiatives are in addition to our Science-Based Targets, which align with 1.5°C across all three scopes of emissions.

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.4a

(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Opp1

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Energy source

Primary climate-related opportunity driver

Use of lower-emission sources of energy

Primary potential financial impact

Reduced indirect (operating) costs

Company-specific description

As countries move to decarbonize their economies in support of their commitments under the Paris Agreement, we are seeing an increase in policies designed to facilitate the growth of clean energy and low carbon technologies and reduce our collective reliance on fossil fuel based and carbon intensive activities. In the U.S., individual States are also making significant decarbonization commitments. California, for example, where Workday is headquartered, has committed to a 40 percent reduction in GHG emissions by 2030 and an 80% reduction by 2050 (1990 baseline). As the majority of California's emissions result from energy use, decarbonizing energy production and distribution is an important priority for the State, which has committed to 100 percent renewable electricity by 2045. Policies introduced to facilitate the delivery of these commitments will progressively increase the cost of fossil fuel and carbon intensive activities, while improving the financial business case for companies such as Workday to invest in low and zero carbon technologies and projects. Workday has made substantial commitments to invest in renewable energy for its direct operations and data center supply chain, and we are in the process of setting new science based reduction targets that will include commitments to promote emissions reductions in our supply chain. As we see more policies designed to place a price on carbon, making carbon intensive activities more expensive and bringing down the cost of low and zero carbon activities, we are well placed to realize a financial benefit as we implement our renewable energy and emissions reduction commitments.

Time horizon

Medium-term

Likelihood

Likely

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

1928594

Potential financial impact figure – maximum (currency)

5182341

Explanation of financial impact figure

By delivering our renewable energy and emissions reduction commitments, Workday will reduce its exposure to increased costs arising from policies that place a price on carbon intensive activities. We have calculated an illustrative avoided cost range associated with our energy use. Using the California Cap and Trade Program most recent Auction settlement price (May 2023) of \$30.33 and the 2023 Program Price Ceiling value of \$81.50, combined with our scope 1 and scope 2 (location) emissions we estimate an avoided cost range of \$1,928,594 to \$5,182,341.

Cost to realize opportunity

600000

Strategy to realize opportunity and explanation of cost calculation

Our primary strategies to realize this opportunity are to partner with others to advocate for increased access to and availability of renewable energy, to implement projects to generate and source renewable energy for our direct operations and to incorporate energy efficiency, renewable energy and carbon emissions to our colocation data center vendor selection process. Workday now expects any new data center colocation provider to procure credible renewable energy for 100 percent of the site as part of our selection criteria. In some cases, this means working with our colocation providers during our procurement process to help them understand high-quality impactful renewable options available for the location and requiring contractual commitments to source 100 percent renewable energy for the site, thereby benefiting all tenants in our multi-tenant facilities.

Case study: Where feasible, we engage in such strategic renewable energy investments, such as virtual Power Purchase Agreements (VPPAs) that add clean energy to regional grids where we have operations. In 2018, we partnered with Bloomberg, Cox Enterprises, Gap, and Salesforce to sign the first-ever small-buyer aggregate renewable energy project. Our group aims to create a blueprint for other smaller buyers to engage in similar aggregation projects that achieve the large-scale impact that traditionally only the largest corporate buyers can achieve. This project received the 2019 Green Power Market Development Award from Center for Resource Solutions and the 2020 Innovation Award from Smart Energy Decisions. This 100 MW off-site solar project became operational in late 2020, and now provides five of our data centers in Virginia with clean electricity. Toward deepening our commitment to renewable energy, we have a new VPPA in the works.

Explanation of cost: The annual costs to realize this opportunity comprise costs to manage our renewable energy program (salaries plus consulting fees), membership costs to advocacy organizations such as CEBA and BC3, and costs for procurement of renewable electricity (e.g. RECs, VPPA).

Result of action: Our advocacy for renewable energy, our work engaging with data centers, and the establishment of our VPPA have enabled Workday to achieve 100% renewable electricity in FY23.

Timescale of implementation: Our procurement of renewable electricity and engagement with data centers are occurring in the short term (annually).

Comment

C3. Business Strategy

C3.1

(C3.1) Does your organization’s strategy include a climate transition plan that aligns with a 1.5°C world?

Row 1

Climate transition plan
No, but our strategy has been influenced by climate-related risks and opportunities, and we are developing a climate transition plan within two years

Publicly available climate transition plan
<Not Applicable>

Mechanism by which feedback is collected from shareholders on your climate transition plan
<Not Applicable>

Description of feedback mechanism
<Not Applicable>

Frequency of feedback collection
<Not Applicable>

Attach any relevant documents which detail your climate transition plan (optional)
<Not Applicable>

Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world and any plans to develop one in the future
We are currently in the process of incorporating the recommendations of the Taskforce for Climate Related Financial Disclosures (TCFD) framework into our Enterprise Risk Management process. Once we have reached that stage, we will be in a better position to determine how best to translate this into a transition plan that aligns with a 1.5°C world.

Explain why climate-related risks and opportunities have not influenced your strategy
<Not Applicable>

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

	Use of climate-related scenario analysis to inform strategy	Primary reason why your organization does not use climate-related scenario analysis to inform its strategy	Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future
Row 1	Yes, qualitative and quantitative	<Not Applicable>	<Not Applicable>

C3.2a

(C3.2a) Provide details of your organization’s use of climate-related scenario analysis.

Climate-related scenario		Scenario analysis coverage	Temperature alignment of scenario	Parameters, assumptions, analytical choices
Transition scenarios	NGFS scenarios framework	Company-wide	<Not Applicable>	As the world transitions to a low carbon economy, the fluctuation of electricity prices could result in increased operating costs for companies.. This model estimates projected data center electricity costs under a high and a low emissions scenario, using NGFS Current Policies and Net Zero 2050 country-level projected electricity prices. The projected costs under the NGFS scenarios were then compared with Workday’s internal energy cost projections available through 2028. As the world transitions to a low carbon economy, REC and electricity prices could fluctuate due to increased demand for electricity and renewable energy. Using annual electricity consumption from the Electricity Cost portion of the model, the total quantity of RECs needed from both Workday’s PPAs and the unbundled REC marketplace was forecasted from present day through 2050.
Physical climate scenarios	RCP 2.6	Company-wide	<Not Applicable>	Data centers are typically designed to operate within specific temperature ranges. As outdoor temperatures increase, companies may experience increased equipment failure, resulting in potential downtime. Extreme heat was modeled from present day through 2050 under two climate scenarios. Additionally, as global temperatures increase, additional energy will likely be needed to maintain the optimal indoor temperature for data center operations. The scenarios include bookend high-emissions and low-emissions IPCC (SSP5-8.5 and SSP1-2.6) scenarios & NGFS (Current Policies and Net Zero 2050) scenarios, corresponding to physical and transition risk, respectively.
Physical climate scenarios	RCP 8.5	Company-wide	<Not Applicable>	Data centers are typically designed to operate within specific temperature ranges. As outdoor temperatures increase, companies may experience increased equipment failure, resulting in potential downtime. Extreme heat was modeled from present day through 2050 under two climate scenarios. Additionally, as global temperatures increase, additional energy will likely be needed to maintain the optimal indoor temperature for data center operations. The scenarios include bookend high-emissions and low-emissions IPCC (SSP5-8.5 and SSP1-2.6) scenarios & NGFS (Current Policies and Net Zero 2050) scenarios, corresponding to physical and transition risk, respectively.
Transition scenarios	Bespoke transition scenario	Company-wide	Unknown	This model allows Workday to explore the impact of potential new products on company revenue as the SEC transitions towards requiring public companies to report climate-related information. Potential future revenue was modeled under two SEC transition scenarios: a 3-year transitional period (moderate) and a 10-year transitional period (lenient).

(C3.2b) Provide details of the focal questions your organization seeks to address by using climate-related scenario analysis, and summarize the results with respect to these questions.

Row 1

Focal questions

What is Workday's direct operational exposure to climate-related risks under a low and a high emissions climate scenario?

Results of the climate-related scenario analysis with respect to the focal questions

In 2023, to begin to explore the impact of climate-related risks and opportunities on Workday's short-, medium- and long-term business strategy, Workday undertook a qualitative risk assessment and quantitative scenario modeling analysis. Through the analysis and focal question, we determined that climate change may impact Workday's operations and business strategy in two ways: through physical impacts from increased intensity of acute weather and potential long-term chronic changes in weather patterns, and through the economic impacts of the transition to a lower carbon economy, primarily manifesting through the cost and availability of renewable electricity.

Workday has in the past taken and continues to undertake mitigation efforts to address such risks. Specifically, Workday's emissions reduction strategy, SBTi commitments, and disaster preparedness planning have demonstrated effectiveness in reducing exposure to climate related risks across transition and physical risks. Workday has made substantial commitments to invest in renewable energy for its direct operations and data center supply chain, and taken steps to help put us on track to a 1.5° future and transition to a lower-carbon economy. Our strategy includes partnering with others to advocate for increased access to and availability of renewable energy, to implement projects to generate and source renewable energy for our direct operations, and to incorporate energy efficiency, renewable energy, and carbon emissions to our colocation data center vendor selection process. These initiatives are in addition to our SBTs, which align with 1.5°C across all three scopes of emissions.

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	How strategy is influenced: As concern about global climate change continues to grow and companies are taking greater responsibility for emissions arising across their entire value chain, including their supply chain, Workday has an opportunity to positively differentiate itself with customers by measuring, communicating and mitigating the emissions footprint of our cloud-based software products. Significant Decision: The most significant decision we have made in relation to this opportunity is to provide carbon-neutral cloud applications to more than 10,000 customers. We first achieved this in 2017 and do so through a combination of operational efficiency, procurement of renewable electricity equal to 100 percent of our consumption and investing in high-quality carbon credit projects. By offering a carbon-neutral cloud we deliver emissions reductions in our customers' supply chain. Timeframe: Our strategy is influenced over the short and medium term.
Supply chain and/or value chain	Yes	How strategy is influenced: 60% of our total emissions occur in our supply chain and 88% of our electricity consumption occurs in data centers owned and/or operated by third-party data center colocation providers. In order to deliver our GHG reduction and renewable electricity commitments it is therefore important that we engage with our vendors to address their own emissions, and take their commitments and performance into account in our data center vendor and site selection strategy. Significant decision: In addition to establishing a science based target that aims to have 70% of our suppliers by spend set their own science based targets by FY26, Workday is expecting any new data center colocation provider to procure credible renewable electricity for 100% of the site. In some cases, this means working with our colocation providers during our procurement process to help them understand high-quality impactful renewable options available for the location, such as VPPAs or utility renewable energy tariffs, and requiring contractual commitments to source 100% renewable energy for the site, thereby benefiting all tenants in our multi tenant facilities. By partnering with our data center providers, we can accelerate the transition to a cleaner cloud. Timeframe: Our strategy is influenced over the short and medium term.
Investment in R&D	Yes	How strategy is influenced: As Workday serves more than 10,000 customers representing a community of more than 60 million workers, we recognize the unique opportunity we have to support our customers in addressing their own ESG or climate impacts through our platform. Significant decision: We've increased our focus and technology investments to help customers advance their environmental, social, and governance (ESG) goals using Workday. Our solutions aim to 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. Workday offers an adaptable platform that enables companies to manage their emissions reduction strategy. Accelerate2zero—built by Deloitte on Workday Adaptive Planning—helps organizations capture Scope 1, Scope 2, and Scope 3 emissions. The solution enables companies to undertake a cost-benefit analysis of emissions abatement options and allows dynamic emissions budget management, helping organizations to achieve the emissions targets within their ESG strategy. Similarly, ClimateAdapt—also built by Deloitte on Workday Adaptive Planning—helps organizations undertake a climate risk materiality assessment, measuring top physical and transition risks and how organizations' assets, people, and operations may be impacted against potential warming scenarios. This allows optimal future planning and operational and financial modeling. The supplier sustainability solution from Workday helps customers improve the sustainability and resilience of their supply chains and enables them to assess their Scope 3 emissions. Using Workday Financial Management, Workday Prism Analytics, and Workday Strategic Sourcing, the solution enables the collection of key ESG data from suppliers and the identification of areas for improvement, and captures and reports on Scope 1, Scope 2, and Scope 3 emissions derived from supplier spend. This enables the sourcing and tracking of supplier data that can help drive progress toward ESG goals. Timeframe: Our strategy is influenced over the short and medium term.
Operations	Yes	How strategy is influenced: As a company with rapidly growing operations and substantial commitments towards decarbonizing its business and value chain, it is important that Workday has internal incentives and structures that encourage our business functions to invest in emissions reduction initiatives. Significant decision: To achieve our sustainability goals and meet our climate commitments, we established an internal price on our greenhouse gas emissions. This aligns our investments to accelerate the transition to a zero-carbon future, creating a financial incentive to support business decisions that reduce carbon emissions. We allocate costs across cost centers to ensure that areas of our business—for example, our data centers or offices—are accountable for their emissions footprint and use those funds to procure renewable energy and finance carbon credits to help us meet our goals and maintain our commitment to net-zero carbon emissions across our offices, data centers, and business travel. Timeframe: Our strategy is influenced over the short and medium term.

C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

	Financial planning elements that have been influenced	Description of influence
Row 1	Indirect costs	We incur indirect costs each year to deliver our climate commitments, including 100 percent renewable electricity and a carbon-neutral cloud. We factor these indirect costs into the annual financial planning of our sustainability budget. The indirect costs include salaries for our Sustainability Team members, consulting fees and costs to procure renewable energy, and high-quality carbon removals and credits. The timeline is annual (short term).

C3.5

(C3.5) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
Row 1	No, but we plan to in the next two years	<Not Applicable>

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number

Abs 1

Is this a science-based target?

Yes, and this target has been approved by the Science Based Targets initiative

Target ambition

1.5°C aligned

Year target was set

2022

Target coverage

Company-wide

Scope(s)

Scope 3

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

Category 6: Business travel

Base year

2020

Base year Scope 1 emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 2 emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)	68992
Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)	<Not Applicable>
Base year total Scope 3 emissions covered by target (metric tons CO2e)	68992
Total base year emissions covered by target in all selected Scopes (metric tons CO2e)	68992
Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1	<Not Applicable>
Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2	<Not Applicable>
Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)	100
Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)	<Not Applicable>
Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)	<Not Applicable>

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e) <Not Applicable>	
Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e) <Not Applicable>	
Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e) <Not Applicable>	
Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e) <Not Applicable>	
Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e) <Not Applicable>	
Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e) <Not Applicable>	
Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories) 23.1	
Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes 20.5	
Target year 2026	
Targeted reduction from base year (%) 25	
Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated] 51744	
Scope 1 emissions in reporting year covered by target (metric tons CO2e) <Not Applicable>	
Scope 2 emissions in reporting year covered by target (metric tons CO2e) <Not Applicable>	
Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e) <Not Applicable>	
Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e) <Not Applicable>	
Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e) <Not Applicable>	
Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e) <Not Applicable>	
Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e) <Not Applicable>	
Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e) 24040	
Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e) <Not Applicable>	
Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e) <Not Applicable>	
Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e) <Not Applicable>	
Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e) <Not Applicable>	
Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e) <Not Applicable>	
Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e) <Not Applicable>	
Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e) <Not Applicable>	
Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e) <Not Applicable>	
Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e) <Not Applicable>	
Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e) <Not Applicable>	
Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)	

<Not Applicable>

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

24040

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

24040

Does this target cover any land-related emissions?

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]

260.621521335807

Target status in reporting year

Underway

Please explain target coverage and identify any exclusions

Target is company-wide and there are no exclusions. Target is based on a fiscal year (e.g. FY2020 = Feb 1st 2019 to Jan 31st 2020).

Plan for achieving target, and progress made to the end of the reporting year

While we surpassed this target in FY23, we fully recognize that business travel only recently restarted as the global pandemic subsided. As travel resumes, we remain committed to reducing our business travel emissions by utilizing video conferencing and digital tools and prioritizing carbon-efficient travel options for our employees.

To help address our SBTs for business travel emissions from aviation, we are:

- Entering into a five-year advance purchase of SAF via the SkyNRG Board Now program. By investing, we'll support the development of the first European SAF production facility, located in the Netherlands, which will produce 100,000 tons of SAF annually. As the only corporate SAF program that enables new production capacity, Board Now helps companies reduce business travel emissions and accelerate the energy transition in aviation. Functioning as a substitute for fossil jet fuels, SAF is produced from sustainable resources instead of being refined from petroleum. SAF reduces lifecycle CO2 emissions compared to fossil kerosene and is a drop-in fuel that can be blended with fossil jet fuel, which requires no additional infrastructure.
- Joining the SABA, a buyer-led collaboration spearheaded by RMI and the Environmental Defense Fund focused on accelerating the path to decarbonizing aviation and driving investment in and adoption of SAF. SABA will directly drive high-quality investments in SAF, standing up a rigorous and transparent system of SAF certification, educating members on policy opportunities to advance SAF adoption in the market, and addressing barriers to scaling SAF.
- Reducing our business travel emissions, and prioritizing carbon efficient travel options for our employees. For example, we encourage employees to travel by train, metro, and bus rather than driving by car or flying. We recognize that the most effective way to reduce our air travel footprint is to fly less. We'll continue to use video conferencing and digital tools to minimize unnecessary business travel for our employees.

List the emissions reduction initiatives which contributed most to achieving this target

<Not Applicable>

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

Other climate-related target(s)

C4.2b

(C4.2b) Provide details of any other climate-related targets, including methane reduction targets.

Target reference number

Oth 1

Year target was set

2022

Target coverage

Company-wide

Target type: absolute or intensity

Absolute

Target type: category & Metric (target numerator if reporting an intensity target)

Please select

Target denominator (intensity targets only)

<Not Applicable>

Base year

2020

Figure or percentage in base year

100

Target year

2030

Figure or percentage in target year

100

Figure or percentage in reporting year

100

% of target achieved relative to base year [auto-calculated]

<Calculated field>

Target status in reporting year

Underway

Is this target part of an emissions target?

This target is part of our approved science-based targets aligned with 1.5°C across all three scopes of emissions.

Is this target part of an overarching initiative?

Science Based targets initiative - other

Please explain target coverage and identify any exclusions

Target is company-wide and there are no exclusions. Target is based on a fiscal year (e.g. FY2020 = Feb 1st 2019 to Jan 31st 2020).

Plan for achieving target, and progress made to the end of the reporting year

We've continued to match 100% of the electricity we use at our offices and data centers globally with clean, renewable sources which we're committed to continuing. We're also expanding our efforts in improving energy efficiency in our operations and investing in on-site generation at our global headquarters and offsite generation such as virtual power purchase agreements (VPPAs).

Our focus has been on partnerships that enhance environmental innovation and long-term change that can scale much greater impact than our own Workday operations. In 2022, we became a founder of the Clean Energy Buyers Institute Beyond the Megawatt Initiative. The aim is to create a resilient, equitable, and environmentally sustainable energy system for the benefit of all by leveraging customer demands for clean energy. And in 2023, we became signatories of the Principles for Purpose-Driven Energy Procurement, aspirational considerations for industry stakeholders to individually and independently evaluate and integrate the maximization of clean energy procurement benefits. Joining this initiative helps Workday focus on impact "beyond the megawatt" that emphasizes social and environmental benefits, environmental justice, and community benefits.

In FY22 and FY23, we continued to look for ways in which we can minimize our energy footprint in the places we live and work. For example, we are in the planning process of installing new solar arrays and industrial-sized megapack batteries at our Pleasanton, California, headquarters. This project will enable 1.2 megawatts of solar energy and 1.5 megawatts of battery storage. The effort will also offset 25% of electricity usage of one of our buildings on our campus and greater than 40% of electricity usage of another building on our campus by the beginning of 2025. This is in addition to the 865 kilowatt solar array that already provides up to half of the daily electricity needs of our largest building at our headquarters.

List the actions which contributed most to achieving this target

<Not Applicable>

Target reference number

Oth 2

Year target was set

2022

Target coverage

Company-wide

Target type: absolute or intensity

Absolute

Target type: category & Metric (target numerator if reporting an intensity target)

Please select

Target denominator (intensity targets only)

<Not Applicable>

Base year

2020

Figure or percentage in base year

15

Target year

2026

Figure or percentage in target year

70

Figure or percentage in reporting year

33

% of target achieved relative to base year [auto-calculated]

32.72727272727

Target status in reporting year

Underway

Is this target part of an emissions target?

This target is part of our approved science-based targets aligned with 1.5°C across all three scopes of emissions.

Is this target part of an overarching initiative?

Science Based Targets initiative – approved supplier engagement target

Please explain target coverage and identify any exclusions

Target is company-wide and there are no exclusions. Target is based on a fiscal year (e.g. FY2020 = Feb 1st 2019 to Jan 31st 2020).

Plan for achieving target, and progress made to the end of the reporting year

As we ramp up our supplier program, we aim to achieve this goal through supply chain management, and will engage with our top suppliers and encourage them to set science based climate targets.

Engaging with our top suppliers to meet our SBTs is necessary, and we'll do this by:

- Using Workday Strategic Sourcing to manage supplier engagements. This collaborative, cloud-based solution provides enterprise-wide visibility into sourcing projects that

are driving science-based transformation targets and enables us to manage, prioritize, and track all sourcing projects in one place. In addition, with Workday Strategic Sourcing we can create a transparent and competitive environment that gives our suppliers visibility into how they compare with other bidders in terms of carbon footprint.

- Continuing to innovate to help our customers evolve their sustainability efforts and track progress toward their goals. The supplier sustainability solution, which works in tandem with our existing solutions, supports sustainable sourcing and tracking of Scope 3 emissions.
- Focusing on our reduction targets that include operations across our entire value chain. This is a continuation of our supplier engagement work with our data center providers and our collaboration with the CEBA Future of Internet Power initiative to source renewable electricity and reduce emissions across the data center industry.

List the actions which contributed most to achieving this target
<Not Applicable>

C4.3

(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.
Yes

C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	4	
To be implemented*	0	0
Implementation commenced*	0	0
Implemented*	2	20767
Not to be implemented		

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Energy efficiency in production processes	Process optimization
---	----------------------

Estimated annual CO2e savings (metric tonnes CO2e)

11998

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (location-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

89985

Investment required (unit currency – as specified in C0.4)

10000

Payback period

<1 year

Estimated lifetime of the initiative

Ongoing

Comment

Our Data Center Operations team is always looking for ways to advance functional efficiency, from refined server component configurations to unique power optimization projects. In early 2022, the team leveraged revised power monitoring software that provides improved data on how we can maximize power utilization for the cabinets that vertically house our servers. Optimizing new cabinet power density ensures that we're making the most of our committed power budget and reduces our physical infrastructure growth rate. We were also able to utilize the data to backfill existing cabinets that are underutilized. Moving to this newly standardized design has allowed us to pack 12.5% more devices in the same data center footprint. This translates to more efficient use of data center resources, lowering overall data center PUE—a metric calculated by dividing the total amount of power needed to operate a data center by the power used to run the IT equipment within it. We also continue to migrate out of older data center contracts and into lower-PUE suites as we refresh our server fleet. Workday recognizes the environmental and operational benefits of moving to higher-efficiency data centers, and we'll continue to evolve our utilization methods to reduce our carbon footprint.

Initiative category & Initiative type

Low-carbon energy generation	Solar PV
------------------------------	----------

Estimated annual CO2e savings (metric tonnes CO2e)

8769

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

0

Payback period

No payback

Estimated lifetime of the initiative

11-15 years

Comment

We partnered with Bloomberg, Cox Enterprises, Gap, and Salesforce to sign the first-ever small-buyer aggregate renewable energy project. Our group aims to create a blueprint for other smaller buyers to engage in similar aggregation projects that achieve the large-scale impact that traditionally only the largest corporate buyers can achieve. This project received the Green Power Market Development Award from Center for Resource Solutions and the 2020 Innovation Award from Smart Energy Decisions. This 100 MW off-site solar project became operational in late 2020, and now provides five of our data centers in Virginia with clean electricity.

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Employee engagement	
Internal price on carbon	

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?
Yes

C4.5a

(C4.5a) Provide details of your products and/or services that you classify as low-carbon products.

Level of aggregation
Group of products or services

Taxonomy used to classify product(s) or service(s) as low-carbon
Other, please specify (WRI/WBCSD GHG Protocol)

Type of product(s) or service(s)

Other	Other, please specify (Carbon-neutral cloud)
-------	--

Description of product(s) or service(s)
Workday provides all of our customers—more than 10,000—with a carbon-neutral cloud. This goal was achieved in 2017 across our global operations.

Have you estimated the avoided emissions of this low-carbon product(s) or service(s)
No

Methodology used to calculate avoided emissions
<Not Applicable>

Life cycle stage(s) covered for the low-carbon product(s) or services(s)
<Not Applicable>

Functional unit used
<Not Applicable>

Reference product/service or baseline scenario used
<Not Applicable>

Life cycle stage(s) covered for the reference product/service or baseline scenario
<Not Applicable>

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario
<Not Applicable>

Explain your calculation of avoided emissions, including any assumptions
<Not Applicable>

Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year
100

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?
No

C5.1a

(C5.1a) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

Row 1

Has there been a structural change?
No

Name of organization(s) acquired, divested from, or merged with
<Not Applicable>

Details of structural change(s), including completion dates
<Not Applicable>

C5.1b

(C5.1b) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
Row 1	Yes, a change in methodology	Beginning in FY22, public cloud emissions were calculated via a hybrid approach that combined EEIO analysis with supplier emissions reported to Workday via provider-specific carbon footprint tools.

C5.1c

(C5.1c) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in C5.1a and/or C5.1b?

	Base year recalculation	Scope(s) recalculated	Base year emissions recalculation policy, including significance threshold	Past years' recalculation
Row 1	No, because the impact does not meet our significance threshold	<Not Applicable>	Workday follows The Climate Registry's guidance to restate base year emissions when a change in calculation methodologies (among other reasons) triggers a significant cumulative change of 5% or larger in the entity's base year emissions.	Yes

C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)

1733

Comment

Scope 2 (location-based)

Base year start

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)

36611

Comment

Scope 2 (market-based)

Base year start

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)

0

Comment

Scope 3 category 1: Purchased goods and services

Base year start

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)

155214

Comment

Scope 3 category 2: Capital goods

Base year start

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)

47431

Comment

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

Base year start

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)

3253

Comment

Scope 3 category 4: Upstream transportation and distribution

Base year start

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)

Comment

Not applicable as these emissions are included under Purchased Goods and services

Scope 3 category 5: Waste generated in operations

Base year start

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)

286

Comment

Scope 3 category 6: Business travel

Base year start

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)

68992

Comment

Scope 3 category 7: Employee commuting

Base year start

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)

13848

Comment

Scope 3 category 8: Upstream leased assets

Base year start

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)

9055

Comment

Scope 3 category 9: Downstream transportation and distribution

Base year start

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)

Comment

As a software firm, Workday does not have any downstream T&D

Scope 3 category 10: Processing of sold products**Base year start**

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)**Comment**

As a software firm, Workday does not make physical products

Scope 3 category 11: Use of sold products**Base year start**

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)**Comment**

As a software firm, Workday does not make physical products that directly consume energy in the use phase

Scope 3 category 12: End of life treatment of sold products**Base year start**

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)**Comment**

Workday's software products do not have end-of-life emissions

Scope 3 category 13: Downstream leased assets**Base year start**

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)**Comment**

Workday does not lease GHG emitting assets to other firms

Scope 3 category 14: Franchises**Base year start**

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)**Comment**

Workday does not have franchises

Scope 3 category 15: Investments**Base year start**

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)**Comment**

Workday is not a financial institution and does not have significant investments (a high-level estimate was developed for Investments and found that it accounted for ~2% of Workday's total Scope 3 emissions)

Scope 3: Other (upstream)**Base year start**

February 1 2019

Base year end

January 31 2020

Base year emissions (metric tons CO2e)**Comment**

Scope 3: Other (downstream)

Base year start
February 1 2019

Base year end
January 31 2020

Base year emissions (metric tons CO2e)

Comment

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

- IEA CO2 Emissions from Fuel Combustion
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- The Greenhouse Gas Protocol: Scope 2 Guidance
- The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard
- US EPA Center for Corporate Climate Leadership: Direct Emissions from Mobile Combustion Sources
- US EPA Emissions & Generation Resource Integrated Database (eGRID)
- Other, please specify (Future of Internet Power GHG Emissions Accounting, Renewable Energy Purchases, and Zero-Carbon Reporting Guidance)

C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)
2660

Start date
February 1 2022

End date
January 31 2023

Comment

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based
We are reporting a Scope 2, location-based figure

Scope 2, market-based
We are reporting a Scope 2, market-based figure

Comment

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based
60927

Scope 2, market-based (if applicable)
0

Start date
February 1 2022

End date
January 31 2023

Comment

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

No

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

163389

Emissions calculation methodology

Hybrid method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

1

Please explain

Methodology used is in line with GHG Protocol's Corporate Value Chain (Scope 3) Standard. We calculate emissions of purchased goods and services that are particularly material to the company's footprint or relevant to our core business, our customers, or our employees. A combination of spend data and economic input-output (IO) tables from the EPA Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities (2021) are used to estimate the majority of our emissions. We recognize that using IO factors as part of emissions reductions measurement may be less accurate than other techniques that use vendor-specific data. However, this practical approach provides an important step towards a more complete understanding of the indirect emissions associated with our business operations. In the spirit of increasing transparency, we are including these emissions in our Scope 3 inventory with a goal of continuing to improve the accuracy of supply chain-related emissions reported in the future.

Beginning in FY22, public cloud emissions were calculated via a hybrid approach that combined EEIO analysis with supplier emissions reported to Workday via provider-specific carbon footprint tools.

Capital goods

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

23869

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Methodology used is in line with GHG Protocol's Corporate Value Chain (Scope 3) Standard. To calculate emissions of capital goods, a combination of spend data and economic input-output (IO) tables from the EPA Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities (2021) are used to estimate emissions. We recognize that using IO factors as part of emissions reductions measurement may be less accurate than other techniques that use vendor-specific data. However, this practical approach provides an important step towards a more complete understanding of the indirect emissions associated with our business operations. In the spirit of increasing transparency, we are including these emissions in our Scope 3 inventory with a goal of continuing to improve the accuracy of supply chain-related emissions reported in the future.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

3292

Emissions calculation methodology

Fuel-based method

Site-specific method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Methodology used is in line with GHG Protocol's Corporate Value Chain (Scope 3) Standard. Upstream emissions from purchased fuels, electricity, steam and hot and chilled water, include generation and T&D emissions, and any other losses in this category. Upstream emissions of purchased electricity are calculated for the US and other countries by multiplying electricity activity data by country or region specific emission factors from UK Defra 2020 Guidelines for GHG Reporting. Upstream emissions from purchased fuels, steam, hot and chilled water are calculated using emissions factors from UK Defra 2020 Guidelines for GHG Reporting. Emissions associated with losses were calculated for the US and other countries by multiplying the energy use by type by emission factors from UK Defra 2020 Guidelines for GHG Reporting. All GWPs are from the IPCC Fifth Assessment Report, consistent with reporting under the United Nations Framework Convention on Climate Change (UNFCCC). For market-based FERA emissions, the methodology builds on the existing FERA location-based methodology. The market-based methodology considers the application of RECs, which reduce well-to-tank emissions from supplies covered by RECs for renewable sources (solar, wind, hydro) to zero. Under the market-based methodology, T&D losses still apply to locations covered by RECs unless there are sufficient RECs to cover the total of the electricity consumption and the T&D losses.

Upstream transportation and distribution

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Workday is a cloud-application provider. There is no transportation or distribution associated with our services.

Waste generated in operations

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

415

Emissions calculation methodology

Average data method

Waste-type-specific method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Methodology used is in line with GHG Protocol's Corporate Value Chain (Scope 3) Standard. We use EEIO analysis based on its annual supplier & procurement spend data. The spend data was mapped to corresponding industry sectors and then multiplied by cradle-to-gate emission factors for the sector to provide an estimated carbon emissions associated with waste generated in operations by Workday in the reported year. This may represent an under- or over-reporting of emissions in certain supplier categories and specific suppliers based on available spend data due to the nature of cost and accrual accounting. We anticipate improving the methodology and availability data in the future which will impact our year-on-year reporting and trends over time.

Business travel

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

24040

Emissions calculation methodology

Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

95

Please explain

Methodology used is in line with GHG Protocol's Corporate Value Chain (Scope 3) Standard. We rely on our vendor partners to provide us with all data on flight travel and car rental purchased and reimbursed by Workday in the reporting year. Raw travel data is queried currently on an annual basis and aggregated in our carbon accounting system. It is then calculated against emissions factors that correspond with each travel type to estimate emissions of business travel. We apply radiative forcing factor to our air travel emissions. We further amend our business travel emissions with hotel stays by using a combination of hotel/lodging spend data and economic input-output (IO) tables from the EPA Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities (2020) to estimate emissions.

Employee commuting

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

16544

Emissions calculation methodology

Average data method

Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Methodology used is in line with GHG Protocol's Corporate Value Chain (Scope 3) Standard. To calculate emissions of employee commuting, we use headcount data, work days in the current reporting year by country, and emission factors from the latest employee survey conducted in 2023. Remote work emissions are included in this category to account for the high percentage of remote workforce in this reporting year. Remote work emissions are estimated by using the methodology authored by Anthesis, which uses employee headcount data, residential electricity and natural gas energy intensity by country published by IEA, and the incremental percent of energy use associated with employees working from home.

Upstream leased assets

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

13451

Emissions calculation methodology

Fuel-based method

Site-specific method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

Please explain

Methodology used is in line with GHG Protocol's Corporate Value Chain (Scope 3) Standard. We calculate and report the emissions associated with the overhead electricity of our purchased colocation data services using primary data of Power Usage Effectiveness (PUE) from the data center providers and relevant grid electricity emission factors. In addition, we estimate the emissions associated with the energy consumption in our serviced offices and categorize them as Scope 3 upstream leased assets since they are not under Workday's operational control.

Downstream transportation and distribution

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Workday is a cloud-application provider. There is no transportation or distribution associated with our services.

Processing of sold products

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Workday is a cloud-application provider. There is no processing of sold products associated with our services.

Use of sold products

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Workday is a cloud-application provider. There is no use of sold products emissions with our services.

End of life treatment of sold products

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Workday is a cloud-application provider. There is no end of life treatment associated with our services.

Downstream leased assets**Evaluation status**

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Workday does not sublease assets.

Franchises**Evaluation status**

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Workday does not have franchises.

Investments**Evaluation status**

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

We have not identified Investments to be 'relevant' emissions when considering the recommended GHG Protocol Scope 3 screening criteria including scale, risk exposure, stakeholder interest and ability to influence.

Other (upstream)**Evaluation status**

Not evaluated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain**Other (downstream)****Evaluation status**

Not evaluated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

C6.5a

(C6.5a) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

Start date

February 1 2021

End date

January 31 2022

Scope 3: Purchased goods and services (metric tons CO2e)

121591

Scope 3: Capital goods (metric tons CO2e)

Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

Scope 3: Upstream transportation and distribution (metric tons CO2e)

Scope 3: Waste generated in operations (metric tons CO2e)

Scope 3: Business travel (metric tons CO2e)

Scope 3: Employee commuting (metric tons CO2e)

Scope 3: Upstream leased assets (metric tons CO2e)

Scope 3: Downstream transportation and distribution (metric tons CO2e)

Scope 3: Processing of sold products (metric tons CO2e)

Scope 3: Use of sold products (metric tons CO2e)

Scope 3: End of life treatment of sold products (metric tons CO2e)

Scope 3: Downstream leased assets (metric tons CO2e)

Scope 3: Franchises (metric tons CO2e)

Scope 3: Investments (metric tons CO2e)

Scope 3: Other (upstream) (metric tons CO2e)

Scope 3: Other (downstream) (metric tons CO2e)

Comment

Scope 3 Category 1 Purchased Goods & Services emissions calculation methodology has been updated for FY2023 and FY2022 to include a hybrid EEIO and supplier-specific emissions data approach. Within the PG&S category, the public cloud emissions were calculated via a hybrid approach that combined EEIO analysis with supplier emissions reported to Workday via provider-specific carbon footprint tools.

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

No

C6.10

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Intensity figure

0.0000102298

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

63587

Metric denominator

unit total revenue

Metric denominator: Unit total

6215818000

Scope 2 figure used

Location-based

% change from previous year

10.31

Direction of change

Increased

Reason(s) for change

Other, please specify (Resuming of normal business operations following Covid restrictions)

Please explain

While intensity has increased between FY22 and FY23, this is most likely due to the resuming of normal business operations following the ending of Covid restrictions.

Nevertheless, we are operating more efficiently than we were in our baseline year of FY20, with a reduction of 3%, even as our company has grown in headcount by 45% in the same time period.

The decrease is in part due to the emission reduction initiative as reported in C4.3b. In early 2022, the data center team leveraged revised power monitoring software that provides improved data on how we can maximize power utilization for the cabinets that vertically house our servers. Optimizing new cabinet power density ensures that we're making the most of our committed power budget and reduces our physical infrastructure growth rate. We were also able to utilize the data to backfill existing cabinets that are underutilized. Moving to this newly standardized design has allowed us to pack 12.5% more devices in the same data center footprint. This translates to more efficient use of data center resources, lowering overall data center PUE—a metric calculated by dividing the total amount of power needed to operate a data center by the power used to run the IT equipment within it. We also continue to migrate out of older data center contracts and into lower-PUE suites as we refresh our server fleet. Workday recognizes the environmental and operational benefits of moving to higher-efficiency data centers, and we'll continue to evolve our utilization methods to reduce our carbon footprint.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Yes

C7.1a

(C7.1a) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used greenhouse warming potential (GWP).

Greenhouse gas	Scope 1 emissions (metric tons of CO2e)	GWP Reference
CO2	2394.73	IPCC Fifth Assessment Report (AR5 – 100 year)
CH4	0.05	IPCC Fifth Assessment Report (AR5 – 100 year)
N2O	0.01	IPCC Fifth Assessment Report (AR5 – 100 year)
HFCs	274.98	IPCC Fifth Assessment Report (AR5 – 100 year)

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/area/region.

Country/area/region	Scope 1 emissions (metric tons CO2e)
Australia	26.13
Canada	76.48
Czechia	16.82
Denmark	21.64
France	22.12
Germany	42.06
Hong Kong SAR, China	11.06
India	52.56
Ireland	576.92
Japan	11.94
Republic of Korea	14.54
Netherlands	19.92
New Zealand	30.7
Poland	16.79
Singapore	18.61
Spain	9.61
Sweden	7.3
United Kingdom of Great Britain and Northern Ireland	45.2
United States of America	1639.97

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By activity

C7.3c

(C7.3c) Break down your total gross global Scope 1 emissions by business activity.

Activity	Scope 1 emissions (metric tons CO2e)
Natural Gas Combustion	2350.4
Diesel Combustion	6.16
Mobile Transportation (Gasoline)	29.15
Refrigerant Use	274.67

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/area/region.

Country/area/region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Australia	163.49	0
Canada	87.52	0
Czechia	63.08	0
Denmark	17.74	0
France	3.28	0
Germany	115.35	0
Hong Kong SAR, China	65.17	0
India	334.51	0
Ireland	7079.85	0
Japan	52.46	0
Republic of Korea	62.41	0
Netherlands	2637.33	0
New Zealand	27.01	0
Poland	89.83	0
Singapore	65.94	0
Spain	9.15	0
Sweden	0.79	0
United Kingdom of Great Britain and Northern Ireland	123.61	0
United States of America	49928.57	0

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By activity

C7.6c

(C7.6c) Break down your total gross global Scope 2 emissions by business activity.

Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Electricity	60927	0

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Not relevant as we do not have any subsidiaries

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Increased

C7.9a

(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

	Change in emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	15106	Decreased	31.7	In FY23, we made an incremental investment in renewable electricity purchases to address the growth in electricity consumption in our offices and data centers in order to achieve our 100% renewable electricity commitment. This resulted in the increased avoidance of 15,106 MTCO2e of scope 2 emissions compared with the previous year.
Other emissions reduction activities	0	No change	0	No change from previous year due to emission reduction activities.
Divestment		<Not Applicable>		
Acquisitions		<Not Applicable>		
Mergers		<Not Applicable>		
Change in output	826	Increased	45.04	As offices fully opened up following the removal of Covid restrictions and with employees returning to the workplace, the energy consumption (e.g. natural gas) in our offices slightly increased from the previous year, as expected.
Change in methodology		<Not Applicable>		
Change in boundary		<Not Applicable>		
Change in physical operating conditions		<Not Applicable>		
Unidentified		<Not Applicable>		
Other		<Not Applicable>		

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?
More than 0% but less than or equal to 5%

C8.2

(C8.2) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	No
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	No
Generation of electricity, heat, steam, or cooling	Yes

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	HHV (higher heating value)	0	13178.1	13178.1
Consumption of purchased or acquired electricity	<Not Applicable>	197925.44	0	197925.44
Consumption of purchased or acquired heat	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired steam	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired cooling	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	1385.26	<Not Applicable>	1385.26
Total energy consumption	<Not Applicable>	199310.69	13178.1	212488.79

C8.2b

(C8.2b) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	No
Consumption of fuel for the generation of heat	Yes
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

Heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Other biomass

Heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Other renewable fuels (e.g. renewable hydrogen)

Heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Coal

Heating value

Total fuel MWh consumed by the organization
0

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Oil

Heating value
HHV

Total fuel MWh consumed by the organization
145.73

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Gas

Heating value
HHV

Total fuel MWh consumed by the organization
13032.37

MWh fuel consumed for self-generation of electricity
<Not Applicable>

MWh fuel consumed for self-generation of heat
<Not Applicable>

MWh fuel consumed for self-generation of steam
<Not Applicable>

MWh fuel consumed for self-generation of cooling
<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration
<Not Applicable>

Comment

Other non-renewable fuels (e.g. non-renewable hydrogen)

Heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Total fuel

Heating value

Total fuel MWh consumed by the organization

13178.1

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

C8.2d

(C8.2d) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

	Total Gross generation (MWh)	Generation that is consumed by the organization (MWh)	Gross generation from renewable sources (MWh)	Generation from renewable sources that is consumed by the organization (MWh)
Electricity	1385.26	1385.26	1385.26	1385.26
Heat	13178.1	13178.1	0	0
Steam	0	0	0	0
Cooling	0	0	0	0

C8.2g

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

Country/area

Australia

Consumption of purchased electricity (MWh)

240.83

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

240.83

Country/area

Austria

Consumption of purchased electricity (MWh)

4.21

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

4.21

Country/area

Belgium

Consumption of purchased electricity (MWh)

6.51

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

6.51

Country/area

Canada

Consumption of purchased electricity (MWh)

730.35

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

730.35

Country/area

Czechia

Consumption of purchased electricity (MWh)

154.6

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

154.6

Country/area

Denmark

Consumption of purchased electricity (MWh)

198.92

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

198.92

Country/area

Finland

Consumption of purchased electricity (MWh)

14.89

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

14.89

Country/area

France

Consumption of purchased electricity (MWh)

59.29

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

59.29

Country/area

Germany

Consumption of purchased electricity (MWh)

386.57

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

386.57

Country/area

Hong Kong SAR, China

Consumption of purchased electricity (MWh)

101.67

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

101.67

Country/area

India

Consumption of purchased electricity (MWh)

487.99

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

487.99

Country/area

Indonesia

Consumption of purchased electricity (MWh)

2.68

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

2.68

Country/area

Ireland

Consumption of purchased electricity (MWh)

26913.49

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

26913.49

Country/area

Italy

Consumption of purchased electricity (MWh)

1.23

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1.23

Country/area

Japan

Consumption of purchased electricity (MWh)

109.73

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

109.73

Country/area

Latvia

Consumption of purchased electricity (MWh)

1.89

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1.89

Country/area

Malaysia

Consumption of purchased electricity (MWh)

5.35

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

5.35

Country/area

Mexico

Consumption of purchased electricity (MWh)

8.24

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

8.24

Country/area

Netherlands

Consumption of purchased electricity (MWh)

9197.04

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

9197.04

Country/area

New Zealand

Consumption of purchased electricity (MWh)

208.72

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

208.72

Country/area

Norway

Consumption of purchased electricity (MWh)

5.12

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

5.12

Country/area

Poland

Consumption of purchased electricity (MWh)

154.29

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

154.29

Country/area

Republic of Korea

Consumption of purchased electricity (MWh)

133.65

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

133.65

Country/area

Singapore

Consumption of purchased electricity (MWh)

171.07

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

171.07

Country/area

South Africa

Consumption of purchased electricity (MWh)

5.33

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

5.33

Country/area

Spain

Consumption of purchased electricity (MWh)

60.88

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

60.88

Country/area

Sweden

Consumption of purchased electricity (MWh)

67.09

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

67.09

Country/area

Switzerland

Consumption of purchased electricity (MWh)

16.23

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

16.23

Country/area

Taiwan, China

Consumption of purchased electricity (MWh)

0.43

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

0.43

Country/area

Thailand

Consumption of purchased electricity (MWh)

1.53

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1.53

Country/area

United Kingdom of Great Britain and Northern Ireland

Consumption of purchased electricity (MWh)

642.96

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

642.96

Country/area

United States of America

Consumption of purchased electricity (MWh)

157832.64

Consumption of self-generated electricity (MWh)

1385.26

Is this electricity consumption excluded from your RE100 commitment?

No

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

159217.9

C8.2h**(C8.2h) Provide details of your organization's renewable electricity purchases in the reporting year by country/area.****Country/area of consumption of purchased renewable electricity**

United States of America

Sourcing method

Financial (virtual) power purchase agreement (VPPA)

Renewable electricity technology type

Solar

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

22390

Tracking instrument used

US-REC

Country/area of origin (generation) of purchased renewable electricity

United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2021

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment**Country/area of consumption of purchased renewable electricity**

Australia

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Wind/solar/geothermal/hydro)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

241

Tracking instrument used

Australian LGC

Country/area of origin (generation) of purchased renewable electricity

Australia

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2023

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

Austria

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar and/or wind)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

5

Tracking instrument used

GO

Country/area of origin (generation) of purchased renewable electricity

Austria

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

EKOenergy label

Comment

Area of origin is the European market

Country/area of consumption of purchased renewable electricity

Belgium

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar and/or wind)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

7

Tracking instrument used

GO

Country/area of origin (generation) of purchased renewable electricity

Belgium

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

EKOenergy label

Comment

Area of origin is the European market

Country/area of consumption of purchased renewable electricity

Canada

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Wind

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

26.46

Tracking instrument used

US-REC

Country/area of origin (generation) of purchased renewable electricity

Canada

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

Green-e

Comment

Country/area of consumption of purchased renewable electricity

Canada

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Wind/solar/geothermal/hydro)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

704

Tracking instrument used

US-REC

Country/area of origin (generation) of purchased renewable electricity

United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2009

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

Green-e

Comment

Country/area of consumption of purchased renewable electricity

Czechia

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar and/or Wind)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

155

Tracking instrument used

GO

Country/area of origin (generation) of purchased renewable electricity

Czechia

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

EKOenergy label

Comment

Area of origin is the European market

Country/area of consumption of purchased renewable electricity

Denmark

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar and/or wind)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

199

Tracking instrument used

GO

Country/area of origin (generation) of purchased renewable electricity

Denmark

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

EKOenergy label

Comment

Area of origin is the European market

Country/area of consumption of purchased renewable electricity

Finland

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar and/or wind)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

15

Tracking instrument used

GO

Country/area of origin (generation) of purchased renewable electricity

Finland

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

EKOenergy label

Comment

Area of origin is the European market

Country/area of consumption of purchased renewable electricity

France

Sourcing method

Retail supply contract with an electricity supplier (retail green electricity)

Renewable electricity technology type

Hydropower (capacity unknown)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

59.29

Tracking instrument used

Contract

Country/area of origin (generation) of purchased renewable electricity

France

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

Germany

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar and/or wind)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

387

Tracking instrument used

GO

Country/area of origin (generation) of purchased renewable electricity

Germany

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

EKOenergy label

Comment

Area of origin is the European market

Country/area of consumption of purchased renewable electricity

Hong Kong SAR, China

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Wind/solar/geothermal/hydro)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

236

Tracking instrument used

I-REC

Country/area of origin (generation) of purchased renewable electricity

China

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2013

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

India

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Wind/solar/geothermal/hydro)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

488

Tracking instrument used

I-REC

Country/area of origin (generation) of purchased renewable electricity

India

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2006

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

Indonesia

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Hydropower (capacity unknown)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

4

Tracking instrument used

I-REC

Country/area of origin (generation) of purchased renewable electricity

Indonesia

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2018

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

Ireland

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Wind/solar/geothermal/hydro)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

24692.78

Tracking instrument used

GO

Country/area of origin (generation) of purchased renewable electricity

Ireland

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

Ireland

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar and/or wind)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

2220.71

Tracking instrument used

Contract

Country/area of origin (generation) of purchased renewable electricity

Ireland

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

Italy

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar and/or wind)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

2

Tracking instrument used

GO

Country/area of origin (generation) of purchased renewable electricity

Italy

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

EKOenergy label

Comment

Area of origin is the European market

Country/area of consumption of purchased renewable electricity

Japan

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Solar

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

110

Tracking instrument used

J-Credit (Renewable)

Country/area of origin (generation) of purchased renewable electricity

Japan

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment**Country/area of consumption of purchased renewable electricity**

Latvia

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar and/or wind)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

2

Tracking instrument used

GO

Country/area of origin (generation) of purchased renewable electricity

Latvia

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

EKOenergy label

Comment

Area of origin is the European market

Country/area of consumption of purchased renewable electricity

Malaysia

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Hydropower (capacity unknown)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

6

Tracking instrument used

I-REC

Country/area of origin (generation) of purchased renewable electricity

Malaysia

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2014

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

Mexico

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar and/or wind)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

9

Tracking instrument used

I-REC

Country/area of origin (generation) of purchased renewable electricity

Mexico

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2014

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

EKOenergy label

Comment

Country/area of consumption of purchased renewable electricity

Netherlands

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar and/or wind)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

184

Tracking instrument used

GO

Country/area of origin (generation) of purchased renewable electricity

Netherlands

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

EKOenergy label

Comment

Area of origin is the European market

Country/area of consumption of purchased renewable electricity

Netherlands

Sourcing method

Retail supply contract with an electricity supplier (retail green electricity)

Renewable electricity technology type

Hydropower (capacity unknown)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

9013.97

Tracking instrument used

GO

Country/area of origin (generation) of purchased renewable electricity

Netherlands

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

New Zealand

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Wind/solar/geothermal/hydro)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

1

Tracking instrument used

NZREC

Country/area of origin (generation) of purchased renewable electricity

New Zealand

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2023

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

New Zealand

Sourcing method

Retail supply contract with an electricity supplier (retail green electricity)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar and/or wind)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

208.48

Tracking instrument used

Contract

Country/area of origin (generation) of purchased renewable electricity

New Zealand

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

Norway

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar and/or wind)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

6

Tracking instrument used

GO

Country/area of origin (generation) of purchased renewable electricity

Norway

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

EKOenergy label

Comment

Area of origin is the European market

Country/area of consumption of purchased renewable electricity

Poland

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Wind/solar/geothermal/hydro)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

155

Tracking instrument used

GO

Country/area of origin (generation) of purchased renewable electricity

Poland

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

Republic of Korea

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar, wind and/or biomass)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

134

Tracking instrument used

Korean REC

Country/area of origin (generation) of purchased renewable electricity

Republic of Korea

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2020

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

2020 was the closest vintage we were able to procure for our South Korea operations. To address this gap, we also procured additional volume of China I-RECs to match the electricity consumed in South Korea.

Country/area of consumption of purchased renewable electricity

Singapore

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Solar

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

200

Tracking instrument used

I-REC

Country/area of origin (generation) of purchased renewable electricity

Singapore

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2019

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

South Africa

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar and/or wind)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

6

Tracking instrument used

I-REC

Country/area of origin (generation) of purchased renewable electricity

South Africa

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

Comment**Country/area of consumption of purchased renewable electricity**

Spain

Sourcing method

Retail supply contract with an electricity supplier (retail green electricity)

Renewable electricity technology type

Renewable electricity mix, please specify (Unknown)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

60.88

Tracking instrument used

Contract

Country/area of origin (generation) of purchased renewable electricity

Spain

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment**Country/area of consumption of purchased renewable electricity**

Sweden

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar and/or wind)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

68

Tracking instrument used

GO

Country/area of origin (generation) of purchased renewable electricity

Sweden

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

EKOenergy label

Comment

Area of origin is the European market

Country/area of consumption of purchased renewable electricity

Switzerland

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar and/or wind)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

17

Tracking instrument used

GO

Country/area of origin (generation) of purchased renewable electricity

Switzerland

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

EKOenergy label

Comment

Area of origin is the European market

Country/area of consumption of purchased renewable electricity

Taiwan, China

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Wind/solar/geothermal/hydro)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

1

Tracking instrument used

I-REC

Country/area of origin (generation) of purchased renewable electricity

Taiwan, China

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2007

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

Thailand

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Hydropower (capacity unknown)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

5

Tracking instrument used

I-REC

Country/area of origin (generation) of purchased renewable electricity

Thailand

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1980

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

United Kingdom of Great Britain and Northern Ireland

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Unknown)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

642.96

Tracking instrument used

REGO

Country/area of origin (generation) of purchased renewable electricity

United Kingdom of Great Britain and Northern Ireland

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

United States of America

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Wind

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

5980

Tracking instrument used

US-REC

Country/area of origin (generation) of purchased renewable electricity

United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2009

Vintage of the renewable energy/attribute (i.e. year of generation)

2023

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

Green-e

Comment

Country/area of consumption of purchased renewable electricity

United States of America

Sourcing method

Retail supply contract with an electricity supplier (retail green electricity)

Renewable electricity technology type

Renewable electricity mix, please specify (Unknown)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

9324.94

Tracking instrument used

Contract

Country/area of origin (generation) of purchased renewable electricity

United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

United States of America

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Wind

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

44000

Tracking instrument used

US-REC

Country/area of origin (generation) of purchased renewable electricity

United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2020

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

Green-e

Comment

Country/area of consumption of purchased renewable electricity

United States of America

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Wind

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

25412.9

Tracking instrument used

US-REC

Country/area of origin (generation) of purchased renewable electricity

United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2022

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

No additional, voluntary label

Comment

Country/area of consumption of purchased renewable electricity

United States of America

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Solar

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

36658

Tracking instrument used

US-REC

Country/area of origin (generation) of purchased renewable electricity

United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?

Yes

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2013

Vintage of the renewable energy/attribute (i.e. year of generation)

2023

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

Green-e

Comment

Country/area of consumption of purchased renewable electricity

United States of America

Sourcing method

Unbundled procurement of Energy Attribute Certificates (EACs)

Renewable electricity technology type

Renewable electricity mix, please specify (Solar and/or wind)

Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

14068

Tracking instrument used

US-REC

Country/area of origin (generation) of purchased renewable electricity

United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Vintage of the renewable energy/attribute (i.e. year of generation)

2023

Supply arrangement start year

2023

Additional, voluntary label associated with purchased renewable electricity

Green-e

Comment

C8.2j

(C8.2j) Provide details of your organization’s renewable electricity generation by country/area in the reporting year.

Country/area of generation

United States of America

Renewable electricity technology type

Solar

Facility capacity (MW)

865

Total renewable electricity generated by this facility in the reporting year (MWh)

1385.26

Renewable electricity consumed by your organization from this facility in the reporting year (MWh)

1385.26

Energy attribute certificates issued for this generation

No

Type of energy attribute certificate

<Not Applicable>

Comment

C8.2k

(C8.2k) Describe how your organization’s renewable electricity sourcing strategy directly or indirectly contributes to bringing new capacity into the grid in the countries/areas in which you operate.

Our focus has been on partnerships that enhance environmental innovation and long-term change that can scale much greater impact than our own Workday operations. In 2022, we became a founder of the Clean Energy Buyers Institute Beyond the Megawatt Initiative. The aim is to create a resilient, equitable, and environmentally sustainable energy system for the benefit of all by leveraging customer demands for clean energy. And in 2023, we became signatories of the Principles for Purpose-Driven Energy Procurement, aspirational considerations for industry stakeholders to individually and independently evaluate and integrate the maximization of clean energy procurement benefits. Joining this initiative helps Workday focus on impact “beyond the megawatt” that emphasizes social and environmental benefits, environmental justice, and community benefits. Within energy purchasing, we must find the areas with the highest impact. As part of an innovative clean energy deal, in 2018 we partnered with Bloomberg, Cox Enterprises, Gap Inc., and Salesforce to sign the first-ever small-buyer aggregate renewable energy project. This effort helped create a blueprint for smaller energy buyers to engage in similar aggregation projects to achieve the large-scale impact that traditionally only the largest corporate buyers could achieve.

In FY22 and FY23, we continued to look for ways in which we can minimize our energy footprint in the places we live and work. For example, we are in the planning process of installing new solar arrays and industrial-sized megapack batteries at our Pleasanton, California, headquarters. This project will enable 1.2 megawatts of solar energy and 1.5 megawatts of battery storage. The effort will also offset 25% of electricity usage of one of our buildings on our campus and greater than 40% of electricity usage of another building on our campus by the beginning of 2025. This is in addition to the 865 kilowatt solar array that already provides up to half of the daily electricity needs of our largest building at our headquarters.

C8.2l

(C8.2l) In the reporting year, has your organization faced any challenges to sourcing renewable electricity?

	Challenges to sourcing renewable electricity	Challenges faced by your organization which were not country/area-specific
Row 1	Yes, in specific countries/areas in which we operate	<Not Applicable>

C8.2m

(C8.2m) Provide details of the country/area-specific challenges to sourcing renewable electricity faced by your organization in the reporting year.

Country/area	Reason(s) why it was challenging to source renewable electricity within selected country/area	Provide additional details of the barriers faced within this country/area
Republic of Korea	Limited supply of renewable electricity in the market	2020 was the closest vintage we were able to procure for our South Korea operations, due to limited supply of renewable electricity in this market. To address this gap, we also procured additional volume of China I-RECs to match the electricity consumed in South Korea.

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Third-party verification or assurance process in place
Scope 3	Third-party verification or assurance process in place

C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

verification-opinion-declaration-greenhouse-gas-emissions-fy23.pdf

Page/ section reference

1-3

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.1b

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Scope 2 approach

Scope 2 location-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

verification-opinion-declaration-greenhouse-gas-emissions-fy23.pdf

Page/ section reference

1-3

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

Scope 2 approach

Scope 2 market-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

verification-opinion-declaration-greenhouse-gas-emissions-fy23.pdf

Page/ section reference

1-3

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.1c

(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Scope 3 category

Scope 3: Capital goods

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

verification-opinion-declaration-greenhouse-gas-emissions-fy23.pdf

Page/section reference

1-3

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

Scope 3 category

Scope 3: Purchased goods and services

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

verification-opinion-declaration-greenhouse-gas-emissions-fy23.pdf

Page/section reference

1-3

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

99

Scope 3 category

Scope 3: Business travel

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

verification-opinion-declaration-greenhouse-gas-emissions-fy23.pdf

Page/section reference

1-3

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

Scope 3 category

Scope 3: Upstream leased assets

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

verification-opinion-declaration-greenhouse-gas-emissions-fy23.pdf

Page/section reference

1-3

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.2**(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?**

Yes

C10.2a**(C10.2a) Which data points within your CDP disclosure have been verified, and which verification standards were used?**

Disclosure module verification relates to	Data verified	Verification standard	Please explain
C4. Targets and performance	Other, please specify (Progress against our renewable energy target)	ISO14064-3	The scope of our verification included verification of our renewable electricity purchases relative to our total electricity consumption.

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

No, and we do not anticipate being regulated in the next three years

C11.2

(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?

Yes

C11.2a

(C11.2a) Provide details of the project-based carbon credits canceled by your organization in the reporting year.

Project type

Forest ecosystem restoration

Type of mitigation activity

Emissions reduction

Project description

Kulera Landscape REDD+ and Cookstoves

Credits canceled by your organization from this project in the reporting year (metric tons CO₂e)

7000

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2013

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

Other private carbon crediting program, please specify (VCS, CCB)

Method(s) the program uses to assess additionality for this project

Barrier analysis

Other, please specify (Common practice analysis)

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Activity-shifting

Provide details of other issues the selected program requires projects to address

Through the combination of forest protection and the distribution of clean cookstoves, this project uses carbon finance to deliver significant emissions reductions, protect an important area of biodiversity value, and address the health risks of indoor air pollution. The project targets the conservation of approximately 170,000 hectares of forest and works with 45,000 households to reduce fuelwood use, develop sustainable livelihoods, increase community resilience to climate change, and promote biodiversity.

For more information please refer to the project webpage found at: <https://www.climateimpact.com/global-projects/kulera-redd-and-cookstoves-malawi/>

Comment

Project type

Peatland protection and restoration

Type of mitigation activity

Emissions reduction

Project description

Borneo Peatlands

Credits canceled by your organization from this project in the reporting year (metric tons CO₂e)

3000

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2019

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

Other private carbon crediting program, please specify (VCS, CCB)

Method(s) the program uses to assess additionality for this project

Consideration of legal requirements

Investment analysis

Market penetration assessment

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Activity-shifting

Ecological leakage

Provide details of other issues the selected program requires projects to address

The Borneo Peatlands project is one of the largest intact peat swamp forests in Indonesia. This rare piece of land is at significant risk of conversion to industrial timber plantations, as well as illegal deforestation for pulpwood. The project seeks to collaborate with local communities to protect and restore this critical ecosystem through education, alternative livelihood financing, and robust monitoring regimes. All benefits are long-lasting and are passed on to local communities, the region, and the wider state of Indonesia. The team has partnered with 34 villages in the surrounding area, supporting traditional livelihoods including farming, fishing, and non-timber forest products harvesting.

For more information please refer to the project webpage found at: <https://app.pachama.com/projects/borneo-peatlands/overview#overview>

Comment

Project type

Peatland protection and restoration

Type of mitigation activity

Emissions reduction

Project description

Central Kalimantan Peatlands

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

250

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2017

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

VCS (Verified Carbon Standard)

Method(s) the program uses to assess additionality for this project

Consideration of legal requirements

Barrier analysis

Market penetration assessment

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Activity-shifting

Market leakage

Provide details of other issues the selected program requires projects to address

The Provincial government planned to convert the Central Kalimantan Peatlands, which can store 20 times more carbon than typical forests, into palm oil estates. This project protects these natural carbon sinks that would have otherwise been drained and logged and creates a physical buffer along the world-renowned Tanjung Puting National Park's eastern border, offering sanctuary to countless plant and animal species. The Central Kalimantan Peatlands Project funnels substantial and sustainable financial resources for project area protection, local community development, and provincial government infrastructure. The villages along the project's borders have been participating in and will continue to be integral to the planning and development of project activities.

For more information please refer to the project webpage found at: <https://app.pachama.com/projects/central-kalimantan-peatlands/overview#overview>

Comment

Project type

Forest ecosystem restoration

Type of mitigation activity

Emissions reduction

Project description

Chocó-Darién Bioregion

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

2750

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2017

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

VCS (Verified Carbon Standard)

Method(s) the program uses to assess additionality for this project

Consideration of legal requirements

Investment analysis

Barrier analysis

Market penetration assessment

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Activity-shifting

Other, please specify (Other leakage prevention measures)

Provide details of other issues the selected program requires projects to address

The humid forests of the Chocó-Darién bioregion on Colombia's Pacific coast are some of the most biodiverse in the world, known for their variety of ecosystems, including mangroves. Fully owned by six Afro-Colombian and indigenous communities, this project was established to avoid illegal logging, deforestation, and land conversion for agriculture. Thanks to capacity-building initiatives, community members can carry out project activities without outside assistance, including managing and protecting the forests and creating enterprises to expand, intensify, and diversify local crop cultivation.

For more information please refer to the project webpage found at: <https://app.pachama.com/projects/carmen-del-darien/overview#hero>

Comment

Project type

Forest ecosystem restoration

Type of mitigation activity

Emissions reduction

Project description

Pacajá Pará

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

2000

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2020

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

VCS (Verified Carbon Standard)

Method(s) the program uses to assess additionality for this project

Consideration of legal requirements

Investment analysis

Market penetration assessment

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Activity-shifting

Other, please specify (Other leakage prevention measures)

Provide details of other issues the selected program requires projects to address

The "Fazenda Pacajá" is located on private property in the Northeast Amazon. Started in 2017, this project protects the native vegetation from deforestation and degradation through sustainable forest management, reduced impact logging, and regulated minimum cutting cycles. In doing so, it serves as an ecological corridor, helps fund community services, and provides alternative income opportunities through the sustainable use of natural resources and forest by-products. The project currently serves five local communities, but plans to gradually expand to include thirteen.

For more information please refer to the project webpage found at: <https://app.pachama.com/projects/pacaja-para/overview>

Comment

Project type

Forest ecosystem restoration

Type of mitigation activity

Emissions reduction

Project description

Avoided Unplanned Deforestation in Manoa

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

7000

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2018

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

VCS (Verified Carbon Standard)

Method(s) the program uses to assess additionality for this project

Consideration of legal requirements

Investment analysis

Market penetration assessment

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Activity-shifting

Other, please specify (Other leakage prevention measures)

Provide details of other issues the selected program requires projects to address

Manoa Farm has been under threat of this agricultural conversion and timber theft. In 2013, Manoa was established as a REDD+ carbon project with a 30-year crediting period in order to preserve the forest. With a focus on environmental education, Manoa works hard to support the communities that inhabit and maintain the landscape. They direct funding from carbon credit sales toward continued support of project activities, proposed improvements, and socioeconomic development initiatives.

For more information please refer to the project webpage found at: <https://app.pachama.com/projects/brazil-manoa/overview#overview>

Comment

Project type

Afforestation

Type of mitigation activity

Carbon removal

Project description

Degraded Grasslands Restoration in Uruguay

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

1000

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2016

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

VCS (Verified Carbon Standard)

Method(s) the program uses to assess additionality for this project

Consideration of legal requirements

Investment analysis

Barrier analysis

Market penetration assessment

Positive lists

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Activity-shifting

Provide details of other issues the selected program requires projects to address

The main objectives of this project are sustainable wood production, land restoration, and carbon sequestration through afforestation. Using carbon finance, this project has established a better form of land use, combining sustainable forestry with cattle grazing. Trees are planted on the higher and more degraded land, reducing further topsoil degradation, while cattle graze the lower, unwooded areas. The nearly 20,000 hectares of trees will be harvested on a 22-year rotation, so timber products will be produced to provide local work, divert demand for illegal/unsustainable logging and store carbon sequestered from the atmosphere. The project is certified by the Forest Stewardship Council (FSC), balancing timber production and sales with habitat creation.

For more information please refer to the project webpage found at: <https://www.climateimpact.com/global-projects/degraded-grasslands-afforestation-uruguay/>

Comment

Project type

Afforestation

Type of mitigation activity

Carbon removal

Project description

Vichada Afforestation

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

500

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2020

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

Other private carbon crediting program, please specify (VCS, CCB)

Method(s) the program uses to assess additionality for this project

Barrier analysis

Market penetration assessment

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Other, please specify (As per AR-TOOL15 Version 2.0, leakage emission attributable to the displacement of grazing activities is considered insignificant and hence accounted as zero)

Provide details of other issues the selected program requires projects to address

This project's goal is to restore land degraded by cattle raising through afforestation activities. The new timber plantations remove carbon as trees grow and increase tree cover through re-planting after each seven year harvest cycle. The newly planted timber species are Eucalyptus (*Eucalyptus pellita*) and Acacia (*Acacia mangium*). The project expects to provide more than 200 full-time employment opportunities (with equal access to women and men) in a zone historically affected by poverty.

Comment

Project type

Afforestation

Type of mitigation activity

Carbon removal

Project description

Three Rivers Grassland Reforestation

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

500

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2016

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

Other private carbon crediting program, please specify (VCS, CCB)

Method(s) the program uses to assess additionality for this project

Consideration of legal requirements

Investment analysis

Barrier analysis
Market penetration assessment
Positive lists

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation
No risk of reversal

Potential sources of leakage the selected program requires this project to have assessed

Activity-shifting

Provide details of other issues the selected program requires projects to address

The plateau region of the Yangtze, Yellow, and Lancang rivers has suffered grassland degradation over the past few decades due to overgrazing and warming. This project removes carbon from the atmosphere by restoring the plateau's degraded grasslands. Located in the central Chinese province of Qinghai, this project is restoring over 160,000 hectares of degraded grasslands by seeding three species of native grass.

For more information please refer to the project webpage found at: <https://www.climateimpact.com/global-projects/three-rivers-grassland-restoration-china/>

Comment

Project type

Afforestation

Type of mitigation activity

Carbon removal

Project description

Karst Mountain Afforestation

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

1000

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2020

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

Other regulatory carbon crediting program, please specify (VCS, CCB)

Method(s) the program uses to assess additionality for this project

Consideration of legal requirements
Investment analysis
Barrier analysis
Other, please specify (Common practice analysis)

Approach(es) by which the selected program requires this project to address reversal risk

No risk of reversal

Potential sources of leakage the selected program requires this project to have assessed

Other, please specify (No leakage)

Provide details of other issues the selected program requires projects to address

Since 2000, China has lost over 10 million hectares of tree cover according to Global Forest Watch. This project restores degraded lands and connects existing forests, providing corridors for wildlife and enhancing the local biodiversity in southwestern China. Over 70,000 hectares across two project areas are being planted.

For more information please refer to the project webpage found at: <https://www.climateimpact.com/global-projects/chinese-afforestation-portfolio-china/>

Comment

Project type

Afforestation

Type of mitigation activity

Carbon removal

Project description

Bukaleba Reforestation

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

3900

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2016

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

VCS (Verified Carbon Standard)

Method(s) the program uses to assess additionality for this project

Barrier analysis

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Activity-shifting

Provide details of other issues the selected program requires projects to address

The Bukaleba Forest Project contributes to the fight against climate change and deforestation in Uganda through the reforestation of more than 5,000 ha of previously degraded forest reserve around the Mayuge District, along the shores of Lake Victoria. The project's activities support 17 villages, covering more than 5,000 households and providing direct and indirect employment to more than 600 people.

Comment

Project type

Afforestation

Type of mitigation activity

Carbon removal

Project description

Planting Native Species in Guizhou

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

350

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2017

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

VCS (Verified Carbon Standard)

Method(s) the program uses to assess additionality for this project

Barrier analysis

Other, please specify (Common practice analysis)

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Other, please specify (Leakage deemed zero)

Provide details of other issues the selected program requires projects to address

The Huadu Afforestation project plants native species on barren lands to help with GHG removal. Prior to the project, no natural renewal or reforestation was taking place. The project's activity has provided 25,615 jobs for local villagers—60% of whom are women— and its implementation is expected to remove 21,072,163 tCO2e of GHG emissions over 30 years, with an average annual removal of 702,405 tCO2e.

Comment

Project type

Forest ecosystem restoration

Type of mitigation activity

Emissions reduction

Project description

KOKO Kenya Tropical Forest Protection

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

3000

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2022

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

Gold Standard

Method(s) the program uses to assess additionality for this project

Market penetration assessment

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Upstream/downstream emissions

Provide details of other issues the selected program requires projects to address

KOKO is driving a national-scale energy transition from deforestation-causing charcoal to sustainable bioethanol cooking fuel, delivered through dense networks of self-service KOKO Fuel ATMs that provide convenient access to ultraclean fuel at a price that significantly undercuts charcoal. Over 2.5 million Kenyans now benefit from cooking with KOKO Fuel, including ~30% of all homes in Nairobi.

For more information please refer to the project webpage found at: <https://kokonetworks.com/koko-climate/>

Comment

Project type

Peatland protection and restoration

Type of mitigation activity

Emissions reduction

Project description

Katingan Peatland Conservation REDD+

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

2750

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2018

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

Other private carbon crediting program, please specify (VCS, CCB, SD VSta)

Method(s) the program uses to assess additionality for this project

Consideration of legal requirements

Barrier analysis

Other, please specify (Common practice analysis)

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Activity-shifting

Ecological leakage

Provide details of other issues the selected program requires projects to address

Tropical peatlands support the storage of massive amounts of carbon, with stocks below the ground making up to 20 times the amount stored in trees and vegetation. Located in Kalimantan, this project protects nearly 150,000 hectares of peatland ecosystems. It is surrounded by villages for which it supports traditional livelihoods including farming, fishing, and non-timber forest harvesting projects.

For more information please refer to the project webpage found at: <https://katinganproject.com/>

Comment

Project type

Afforestation

Type of mitigation activity

Carbon removal

Project description

Miro Sierra Leone Reforestation

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

1000

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2019

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

VCS (Verified Carbon Standard)

Method(s) the program uses to assess additionality for this project

Barrier analysis

Other, please specify (Alternate land use scenarios, Common practice analysis)

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Other, please specify (Deemed zero based on project type, screened for activity & ecological)

Provide details of other issues the selected program requires projects to address

Prior to this project, the area possessed sparse tree cover, mostly comprising grassland, a few forest patches, and limited farmland. By expanding the plantation area, this project plants carefully selected trees—such as eucalyptus and acacia—as well as grasses, low-level bushes, and palms. This significantly removes greenhouse gas emissions from the atmosphere for a low-emissions future, while promoting sustainable farming for increased food production, as well as sustainable tree cultivation for construction-destined timber.

For more information please refer to the project webpage found at: <https://www.miroforestry.com/carbon-credits/>

Comment

Project type

Energy efficiency: own generation

Type of mitigation activity

Emissions reduction

Project description

SunCulture Solar Water Pumps

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

6500

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2022

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

VCS (Verified Carbon Standard)

Method(s) the program uses to assess additionality for this project

Other, please specify (Deemed additional due to being small scale)

Approach(es) by which the selected program requires this project to address reversal risk

Other, please specify (No information)

Potential sources of leakage the selected program requires this project to have assessed

Other, please specify (Deemed zero based on project type)

Provide details of other issues the selected program requires projects to address

Africa's smallholder farmers have a leading role to play in climate resilience as guardians of natural assets and pioneers of climate-smart agricultural practices. Currently, they must resort to cheap fuel pumps to adapt to the unpredictable climate. As Africa's first solar irrigation carbon project, SunCulture uses the power of the sun to drive climate resilience, mitigation, and adaptation. The purchase of carbon credits helps enable this by lowering the cost of solar irrigation to a price below existing diesel and petrol water pumps. Without the SunCulture systems, farmers would continue using harmful CO₂-emitting fuel pumps.

For more information please refer to the project webpage found at: <https://sunculture.io/our-impact/>

Comment

Project type

Landscape projects

Type of mitigation activity

Emissions reduction

Project description

Ducks Unlimited and North Bridge Prairie Conservation

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

2500

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2018

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

ACR (American Carbon Registry)

Method(s) the program uses to assess additionality for this project

Consideration of legal requirements

Barrier analysis

Other, please specify (Common practice analysis)

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Upstream/downstream emissions

Market leakage

Provide details of other issues the selected program requires projects to address

The Prairie Pothole Region (PPR) has been the breeding grounds for 50–80% of all North American migratory waterfowl; however, these grasslands have disappeared at a rate and extent that exceeds that of the Amazon rainforest. This project—part of a strategic partnership between North Bridge Carbon and Ducks Unlimited—works with landowners, many of whom are ranching families, to proactively protect the landscapes of the PPR through partnerships, innovative finance, and managed grazing.

For more information please refer to the project webpage found at: <https://www.ducks.org/conservation/where-ducks-unlimited-works/prairie-pothole-region>

Comment

C11.3

(C11.3) Does your organization use an internal price on carbon?

Yes

C11.3a

(C11.3a) Provide details of how your organization uses an internal price on carbon.

Type of internal carbon price

Internal fee

How the price is determined

Social cost of carbon
Price/cost of voluntary carbon offset credits
Benchmarking against peers

Objective(s) for implementing this internal carbon price

Change internal behavior
Drive energy efficiency
Set a carbon offset budget

Scope(s) covered

Scope 1
Scope 2
Scope 3 (upstream)

Pricing approach used – spatial variance

Uniform

Pricing approach used – temporal variance

Evolutionary

Indicate how you expect the price to change over time

In FY23 our internal price on carbon was \$27 per metric ton CO2e. This will increase to \$40 per metric ton CO2e by FY31.

Actual price(s) used – minimum (currency as specified in C0.4 per metric ton CO2e)

27

Actual price(s) used – maximum (currency as specified in C0.4 per metric ton CO2e)

27

Business decision-making processes this internal carbon price is applied to

Operations
Procurement

Mandatory enforcement of this internal carbon price within these business decision-making processes

Yes, for some decision-making processes, please specify (Offices, data centers and public cloud, and business travel)

Explain how this internal carbon price has contributed to the implementation of your organization’s climate commitments and/or climate transition plan

To achieve our sustainability goals and create a financial incentive to make carbon-efficient business decisions, we established an internal price on our GHG emissions. We allocate costs across cost centers so that different areas of our business—for example, our data centers or offices—are accountable for their emissions footprint. We use those funds to procure renewable energy and finance carbon credits to maintain our commitment to net-zero carbon emissions across our offices, data centers and public cloud, and business travel. Each year, we evaluate our internal price on carbon to ensure it’s optimized to help us meet our goals while allowing us to focus on increasing quality and impact. Over the next few years, we will steadily increase our internal price on carbon to maintain our quality and impact objectives and align our investments to accelerate the transition to a zero-carbon future.

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

Yes, our suppliers
Yes, our customers/clients

C12.1a

(C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement

Engagement & incentivization (changing supplier behavior)

Details of engagement

Provide training, support, and best practices on how to set science-based targets

% of suppliers by number

100

% total procurement spend (direct and indirect)

100

% of supplier-related Scope 3 emissions as reported in C6.5

100

Rationale for the coverage of your engagement

Workday seeks to work with Suppliers that have committed to or have set a science-based target to reduce GHG emissions, and commits that 70% of our suppliers, by spend covering purchased goods and services and capital goods, will have SBTs by our FY26.

Impact of engagement, including measures of success

As we ramp up our supplier program, we aim to achieve this goal through supply chain management, and will engage with our top suppliers and encourage them to set science based climate targets.

Comment

Type of engagement

Engagement & incentivization (changing supplier behavior)

Details of engagement

Directly work with suppliers on exploring corporate renewable energy sourcing mechanisms

% of suppliers by number

1

% total procurement spend (direct and indirect)

3

% of supplier-related Scope 3 emissions as reported in C6.5

6

Rationale for the coverage of your engagement

We engage with our colocation data center providers. While these vendors represent a relatively small percentage of our procurement spend and supplier related scope 3 emissions, we prioritize them because 88% of our energy consumption occurs in facilities owned and/or operated by third party data center colocation providers. These are the most material suppliers to our business based on operational control. Our engagement with these vendors is critical for ensuring that we can deliver our renewable energy and GHG reduction commitments.

Impact of engagement, including measures of success

The Sustainability team at Workday works closely with our Infrastructure team to ensure that we consider energy efficiency, renewable electricity, and carbon emissions during our data center selection process. We evaluate PUE, the energy mix of the local grid, and whether the colocation provider procures 100 percent renewable electricity in our data center selection criteria. Impact: Engagement with our colocation providers is enabling Workday to identify high-quality renewable energy purchases that meet Scope 2 quality criteria, as well as encourage our colocation providers to directly procure credible renewable energy. Through this engagement we are able to reduce the emissions footprint of our colocation data center operations which are responsible for 88% of our energy consumption. By partnering with our data center providers, we can accelerate the transition to a cleaner cloud. Success measures include the number of data center vendors providing renewable energy and percentage of data center energy use that is renewable. Our threshold to measure success is 100%. As a result of our engagement, Workday was able to achieve 100% renewable electricity across its data centers in FY23.

Comment

C12.1b

(C12.1b) Give details of your climate-related engagement strategy with your customers.

Type of engagement & Details of engagement

Education/information sharing	Share information about your products and relevant certification schemes (i.e. Energy STAR)
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% of customers by number

100

% of customer - related Scope 3 emissions as reported in C6.5

Please explain the rationale for selecting this group of customers and scope of engagement

Workday aims to engage with all of our customers through education and information sharing about our sustainability programs. Many of our customers have their own renewable energy and climate goals, and through engagement with them we are able to help support their progress. We also contribute to customer progress by participating in multiple working groups such as the Business Council on Climate Change and the Clean Energy Buyers Association. Since achieving net-zero carbon emissions, we also educate customers on the carbon neutral cloud they are utilizing as a customer of Workday, which we communicate to them through blog posts, our biannual Global Impact report, and through the customer RFP process. We selected 100% of our customers because our goal is to engage with all our customers through proactive reporting and communications.

Impact of engagement, including measures of success

Impact of engagement: We aim to educate customers on the carbon neutral cloud they are utilizing as a customer of Workday. Providing sustainability information and a carbon neutral cloud positively impacts customers by lowering their carbon footprint and enabling their own climate tracking and target-setting. It also positively impacts Workday through improved business operations and greater brand reputation. Success measures: We monitor various success measures internally. We manage an internal tool that is continually updated to keep track of the number of touch points with customers and prospects who contacted Workday for information relating to sustainability. Tracking engagement with customers supports Workday's Sustainability team in quantifying spend or potential spend linked to customer interest in sustainability and helps build support internally for sustainability initiatives.

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?

Yes, climate-related requirements are included in our supplier contracts

C12.2a

(C12.2a) Provide details of the climate-related requirements that suppliers have to meet as part of your organization's purchasing process and the compliance mechanisms in place.

Climate-related requirement

Setting a science-based emissions reduction target

Description of this climate related requirement

Workday seeks to work with Suppliers that have committed to or have set a science-based target to reduce GHG emissions, and commits that 70% of our suppliers, by spend covering purchased goods and services and capital goods, will have SBTs by our FY26.

As we ramp up our supplier program, we aim to achieve this goal through supply chain management, and will engage with our top suppliers and encourage them to set science-based climate targets.

% suppliers by procurement spend that have to comply with this climate-related requirement

100

% suppliers by procurement spend in compliance with this climate-related requirement

100

Mechanisms for monitoring compliance with this climate-related requirement

Other, please specify (Verification of supplier targets by Science Based Targets initiative)

Response to supplier non-compliance with this climate-related requirement

Retain and engage

Climate-related requirement

Purchasing renewable energy

Description of this climate related requirement

Although Workday does not own our data centers (we use colocation providers instead), we evaluate PUE, the energy mix of the local grid, and whether the colocation provider procures 100 percent renewable electricity in our data center selection criteria. The Sustainability team at Workday works closely with our Infrastructure team to ensure that we consider energy efficiency, renewable electricity, and carbon emissions during our data center selection process.

% suppliers by procurement spend that have to comply with this climate-related requirement

1

% suppliers by procurement spend in compliance with this climate-related requirement

1

Mechanisms for monitoring compliance with this climate-related requirement

First-party verification

Response to supplier non-compliance with this climate-related requirement

Retain and engage

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

Yes, we engage directly with policy makers

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?

Yes

Attach commitment or position statement(s)

workday-position-on-climate-policy.pdf

Describe the process(es) your organization has in place to ensure that your external engagement activities are consistent with your climate commitments and/or climate transition plan

Workday supports science-based climate policies that recognize the central role that human activity has played in increasing greenhouse gas (GHG) emissions and the global average temperature. In line with scientific consensus, we believe achieving net-zero global emissions by 2050 to prevent a rise above 1.5°C should be the "North Star" of policy efforts to avoid the most catastrophic effects of climate change.

We focus on issues and engage where we feel like our expertise and perspective can provide meaningful and thoughtful contributions to the policymaking process in support of the climate, communities in which we operate, our company, our values, and our customers.

Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

<Not Applicable>

Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

<Not Applicable>

C12.3a

(C12.3a) On what policy, law, or regulation that may impact the climate has your organization been engaging directly with policy makers in the reporting year?

Specify the policy, law, or regulation on which your organization is engaging with policy makers

Business support for urgently needed federal clean energy investments

Category of policy, law, or regulation that may impact the climate

Climate change mitigation

Focus area of policy, law, or regulation that may impact the climate

Renewable energy generation

Policy, law, or regulation geographic coverage

National

Country/area/region the policy, law, or regulation applies to

United States of America

Your organization's position on the policy, law, or regulation

Support with no exceptions

Description of engagement with policy makers

Workday joined a letter to members of U.S. Congress urging congressional action on climate and renewable energy:

<https://www.ceres.org/sites/default/files/Business%20Support%20for%20Urgent%20Federal%20Investments%20in%20U.S.%20Clean%20Energy%20Manufacturing%20and%20Deployment%20for%20Energy%20Security%20and%20Affordability.pdf>

Details of exceptions (if applicable) and your organization's proposed alternative approach to the policy, law or regulation

<Not Applicable>

Have you evaluated whether your organization's engagement on this policy, law, or regulation is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

Please explain whether this policy, law or regulation is central to the achievement of your climate transition plan and, if so, how?

<Not Applicable>

Specify the policy, law, or regulation on which your organization is engaging with policy makers

Business support for increased investment in renewables, ambitious energy efficiency measures, and an inclusive and fair transition in the EU

Category of policy, law, or regulation that may impact the climate

Climate change mitigation

Focus area of policy, law, or regulation that may impact the climate

Renewable energy generation

Policy, law, or regulation geographic coverage

Regional

Country/area/region the policy, law, or regulation applies to

EU28

Your organization's position on the policy, law, or regulation

Support with no exceptions

Description of engagement with policy makers

Workday joined over 150 business leaders and organizations in signing a joint letter to the European Commission President von der Leyen to show business's support for increased investment in renewables, ambitious energy efficiency measures, and an inclusive and fair transition: <https://www.bloomberg.com/news/articles/2022-05-11/eu-must-speed-green-deal-to-shut-out-russian-gas-ceos-say?smd=premium-europe&leadSource=uverify%20wall#xj4y7vzkg>

Details of exceptions (if applicable) and your organization's proposed alternative approach to the policy, law or regulation

<Not Applicable>

Have you evaluated whether your organization's engagement on this policy, law, or regulation is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

Please explain whether this policy, law or regulation is central to the achievement of your climate transition plan and, if so, how?

<Not Applicable>

Specify the policy, law, or regulation on which your organization is engaging with policy makers

Enhancement and Standardization of Climate-Related Disclosures for Investors

Category of policy, law, or regulation that may impact the climate

Climate change mitigation

Focus area of policy, law, or regulation that may impact the climate

Climate-related reporting

Policy, law, or regulation geographic coverage

National

Country/area/region the policy, law, or regulation applies to

United States of America

Your organization's position on the policy, law, or regulation

Neutral

Description of engagement with policy makers

Workday submitted comments with recommendations related to the SEC's proposed climate disclosure rules: <https://www.workday.com/content/dam/web/en-us/documents/whitepapers/response-to-proposed-rules-on-climate-related-disclosures.pdf>

Workday also provided feedback via group comment letter: <https://www.sec.gov/comments/s7-10-22/s71022-20132086-302567.pdf>

Details of exceptions (if applicable) and your organization's proposed alternative approach to the policy, law or regulation

<Not Applicable>

Have you evaluated whether your organization's engagement on this policy, law, or regulation is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

Please explain whether this policy, law or regulation is central to the achievement of your climate transition plan and, if so, how?

<Not Applicable>

Specify the policy, law, or regulation on which your organization is engaging with policy makers

European Financial Reporting Advisory Group Exposure Drafts

Category of policy, law, or regulation that may impact the climate

Climate change mitigation

Focus area of policy, law, or regulation that may impact the climate

Climate-related reporting

Policy, law, or regulation geographic coverage

Regional

Country/area/region the policy, law, or regulation applies to

EU28

Your organization's position on the policy, law, or regulation

Support with no exceptions

Description of engagement with policy makers

Workday filed comments in response to the European Financial Reporting Advisory Group's public consultation on the European Sustainability Reporting Standards: <https://www.workday.com/content/dam/web/en-us/documents/other/workday-comments-european-financial-reporting-aug-2022.pdf>

Details of exceptions (if applicable) and your organization's proposed alternative approach to the policy, law or regulation

<Not Applicable>

Have you evaluated whether your organization's engagement on this policy, law, or regulation is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

Please explain whether this policy, law or regulation is central to the achievement of your climate transition plan and, if so, how?

<Not Applicable>

Specify the policy, law, or regulation on which your organization is engaging with policy makers

Virginia Businesses Support Climate and Clean Energy Policies

Category of policy, law, or regulation that may impact the climate

Climate change mitigation

Focus area of policy, law, or regulation that may impact the climate

Renewable energy generation

Policy, law, or regulation geographic coverage

Sub-national

Country/area/region the policy, law, or regulation applies to

Other, please specify (Virginia)

Your organization's position on the policy, law, or regulation

Support with no exceptions

Description of engagement with policy makers

Signed the Virginia Businesses Support Climate and Clean Energy Policies letter in support for policies that deploy clean technologies and achieve economy-wide emissions reductions: https://ceres.my.salesforce.com/sfc/p/#A0000000ZqYY/a/5c000000FUKP/L2nNysD411.OCYy7mA._MQPz7UJ_IozT3T_Ypdbc39s

Details of exceptions (if applicable) and your organization's proposed alternative approach to the policy, law or regulation

<Not Applicable>

Have you evaluated whether your organization's engagement on this policy, law, or regulation is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

Please explain whether this policy, law or regulation is central to the achievement of your climate transition plan and, if so, how?

<Not Applicable>

C12.4

(C12.4) Have you published information about your organization’s response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication

In mainstream reports

Status

Complete

Attach the document

WDAY (Workday Inc.) (DEF 14A) 2023-05-10.pdf_.pdf

Page/Section reference

30-34

Content elements

Governance
Strategy
Emission targets

Comment

Workday’s 2023 Proxy Statement

Publication

In voluntary sustainability report

Status

Complete

Attach the document

workday-global-impact-report.pdf

Page/Section reference

1-134

Content elements

Governance
Strategy
Risks & opportunities
Emissions figures
Emission targets
Other metrics

Comment

Workday’s 2023 Global Impact Report

Publication

In voluntary communications

Status

Complete

Attach the document

wday_sustainability_policy.pdf

Page/Section reference

1-3

Content elements

Governance
Strategy

Comment

Workday’s Sustainability Policy

Publication

In voluntary communications

Status

Complete

Attach the document

verification-opinion-declaration-greenhouse-gas-emissions-fy23.pdf

Page/Section reference

1-3

Content elements

Emissions figures

Comment

Verification of FY23 GHG Emissions

C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization's role within each framework, initiative and/or commitment
Row 1	Business Ambition for 1.5C RE100 We Are Still In We Mean Business Other, please specify (Business Alliance to Scale Climate Solutions, Business Council on Climate Change, Ceres BICEP, CLG Europe, Future of Internet Power, Clean Energy Buyers Association, Sustainable Aviation Buyers Alliance, Emissions First Partnership, WEF Alliance)	Business Ambition for 1.5C: Our Science Based Targets were approved by the Science Based Targets Initiative, with a near term target of 1.5°C. RE100: We are members of RE100 to reaffirm our commitment to using renewable energy. Workday has purchased an amount of renewable electricity that is equivalent to 100% of our global consumption across offices and data centers since 2008, and now includes both on-site and off-site generation. We Are Still In: We are signatories of We Are Still In's joint declaration of support for climate action. We Mean Business: We engage through the We Mean Business Coalition, and together with its extended network of partners, aim to catalyze business and policy action to halve emissions by 2030 and accelerate an inclusive transition to a net zero economy. Business Alliance to Scale Climate Solutions: We are members of Business Alliance to Scale Climate Solutions to scale and improve climate solutions opportunities for business investment. Business Council on Climate Change: We are members of the Business Council on Climate Change (BC3), a non-profit dedicated to incubating, scaling, and sharing world-leading solutions to address climate change. Ceres BICEP Network: We are members of the Ceres Policy Network (BICEP) which represents some of the most recognizable brands in the U.S., who have become leading advocates in the fight against the climate crisis at both the state and federal level. Corporate Leaders Group (CLG) Europe: We are full members of CLG Europe. Through high-level convening, quality research, and new partnerships, CLG Europe informs public policy and leads the wider business community by example. Future of Internet Power: The Future of Internet Power (FoIP) initiative is led by a coalition of CEBA members, including Workday, developing solutions for data services customers and providers to collaborate on energy management and clean energy procurement. FoIP is aiming to power the internet with 100% clean energy. Clean Energy Buyers Association (CEBA): We are members of CEBA as an energy purchaser. The CEBA community leverages peer-to-peer expertise and knowledge share, policy and regulatory advocacy, and foundational educational resources to accelerate clean energy procurement. Sustainable Aviation Buyers Alliance (SABA): We are members of SABA and work in collaboration with EDF and RMI to develop a rigorous, transparent system that expands opportunities to invest in high-integrity SAF to all businesses and organizations interested in reducing the climate impacts of flying. CEBI Beyond the Megawatt: In 2022, we became a founder of the Clean Energy Buyers Institute Beyond the Megawatt Initiative. The aim is to create a resilient, equitable, and environmentally sustainable energy system for the benefit of all by leveraging customer demands for clean energy CEBI Principles for Purpose-Driven Energy Procurement: In 2023, we became signatories of the Principles for Purpose-Driven Energy Procurement, which are aspirational considerations for industry stakeholders to individually and independently evaluate and integrate the maximization of clean energy procurement benefits. Emissions First Partnership: We helped establish the Emissions First partnership with other companies working to reduce their emissions with impactful clean energy projects today and motivated to minimize the GHG emissions impact from electricity use. WEF Alliance of CEO Climate Leaders: We are members of the Alliance which supports and connects its members across industries and geographies to drive true climate impact. This means sharing knowledge and support to operationalize commitments, demonstrate emission reduction and amplify collective action.

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity	Scope of board-level oversight
Row 1	No, and we do not plan to have both within the next two years	<Not Applicable>	<Not Applicable>

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Biodiversity-related public commitments	Initiatives endorsed
Row 1	Yes, we have endorsed initiatives only	<Not Applicable>	SDG

C15.3

(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?

Impacts on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

Value chain stage(s) covered

<Not Applicable>

Portfolio activity

<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity

<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)

<Not Applicable>

Dependencies on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

Value chain stage(s) covered

<Not Applicable>

Portfolio activity

<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity

<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)

<Not Applicable>

C15.4

(C15.4) Does your organization have activities located in or near to biodiversity- sensitive areas in the reporting year?

Not assessed

C15.5

(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity- related commitments
Row 1	Yes, we are taking actions to progress our biodiversity-related commitments	Livelihood, economic & other incentives Other, please specify (Workday is committed to carbon credits and nature-based solutions that promote biodiversity)

C15.6

(C15.6) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	No	Please select

C15.7

(C15.7) Have you published information about your organization’s response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
In voluntary sustainability report or other voluntary communications	Other, please specify (Actions in line with UN SDGs)	workday-global-impact-report.pdf

C16. Signoff

(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Chief Legal Officer and Head of Corporate Affairs	Other C-Suite Officer

SC. Supply chain module

SC0.0

(SC0.0) If you would like to do so, please provide a separate introduction to this module.

SC0.1

(SC0.1) What is your company's annual revenue for the stated reporting period?

	Annual Revenue
Row 1	6215818000

SC1.1

(SC1.1) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Requesting member

Accenture

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

The second intensity metric is calculated using Location-based Scope 2 emissions from our IT-load in data center colocation providers calculated with Market-based Scope 3 emissions attributed to cooling using Power Usage Effectiveness (PUE), in addition to Scope 3 public cloud emissions. If our data center colocation provider procures 100% renewable electricity for that facility and can provide documentation that meets the REBA Future of Internet Power white paper on "Documentation Requirements for Supplier Procured Renewable Energy - Application of Renewable Energy and GHG Reduction Claims by Downstream Beneficiaries", we calculate those non-IT cooling emissions as zero. Read more about these data center colo GHG accounting requirements here: https://rebuyers.org/wp-content/uploads/2020/09/WHITE-PAPER_DOCUMENTATION-REQUIREMENTS-FOR-SUPPLIER-PROCURED-RE_2018.pdf.

Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

Customers may multiply their Workday subscription revenue spend in FY23 by the appropriate intensity metric to calculate their carbon emissions from using Workday products. In addition, because Workday provides a carbon-neutral cloud using a combination of 100% renewable electricity to reduce Scope 2 emissions to zero and carbon offsets to address Scope 1, 2, & 3 emissions related to offices, data centers, and business travel--Workday customers can consider their usage of our products as zero-emissions within those boundaries. Please refer to the following for additional information: "A Carbon-Neutral Cloud" section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

Advance Auto Parts Inc

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

The second intensity metric is calculated using Location-based Scope 2 emissions from our IT-load in data center colocation providers calculated with Market-based Scope 3 emissions attributed to cooling using Power Usage Effectiveness (PUE), in addition to Scope 3 public cloud emissions. If our data center colocation provider procures 100% renewable electricity for that facility and can provide documentation that meets the REBA Future of Internet Power white paper on "Documentation Requirements for Supplier Procured Renewable Energy - Application of Renewable Energy and GHG Reduction Claims by Downstream Beneficiaries", we calculate those non-IT cooling emissions as zero. Read more about these data center colo GHG accounting requirements here: https://rebuyers.org/wp-content/uploads/2020/09/WHITE-PAPER_DOCUMENTATION-REQUIREMENTS-FOR-SUPPLIER-PROCURED-RE_2018.pdf.

Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

Customers may multiply their Workday subscription revenue spend in FY23 by the appropriate intensity metric to calculate their carbon emissions from using Workday products. In addition, because Workday provides a carbon-neutral cloud using a combination of 100% renewable electricity to reduce Scope 2 emissions to zero and carbon

offsets to address Scope 1, 2, & 3 emissions related to offices, data centers, and business travel--Workday customers can consider their usage of our products as zero-emissions within those boundaries. Please refer to the following for additional information: "A Carbon-Neutral Cloud" section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

Alphabet, Inc.

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

Aon plc

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO₂e

Uncertainty (±%)

Major sources of emissions

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Arm Ltd.

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO₂e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

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- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

Customers may multiply their Workday subscription revenue spend in FY23 by the appropriate intensity metric to calculate their carbon emissions from using Workday products. In addition, because Workday provides a carbon-neutral cloud using a combination of 100% renewable electricity to reduce Scope 2 emissions to zero and carbon offsets to address Scope 1, 2, & 3 emissions related to offices, data centers, and business travel--Workday customers can consider their usage of our products as zero-emissions within those boundaries. Please refer to the following for additional information: "A Carbon-Neutral Cloud" section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

AstraZeneca

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

The second intensity metric is calculated using Location-based Scope 2 emissions from our IT-load in data center colocation providers calculated with Market-based Scope 3 emissions attributed to cooling using Power Usage Effectiveness (PUE), in addition to Scope 3 public cloud emissions. If our data center colocation provider procures 100% renewable electricity for that facility and can provide documentation that meets the REBA Future of Internet Power white paper on "Documentation Requirements for Supplier Procured Renewable Energy - Application of Renewable Energy and GHG Reduction Claims by Downstream Beneficiaries", we calculate those non-IT cooling emissions as zero. Read more about these data center colo GHG accounting requirements here: https://rebuyers.org/wp-content/uploads/2020/09/WHITE-PAPER_DOCUMENTATION-REQUIREMENTS-FOR-SUPPLIER-PROCURED-RE_2018.pdf.

Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

Autodesk, Inc.

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Aveva Group

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO₂e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Bank of America

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO₂e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Bank of Montreal

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO₂e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Barclays

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Capita Plc

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Capital One Financial

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Cisco Systems, Inc.

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO₂e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

The second intensity metric is calculated using Location-based Scope 2 emissions from our IT-load in data center colocation providers calculated with Market-based Scope 3 emissions attributed to cooling using Power Usage Effectiveness (PUE), in addition to Scope 3 public cloud emissions. If our data center colocation provider procures 100% renewable electricity for that facility and can provide documentation that meets the REBA Future of Internet Power white paper on "Documentation Requirements for Supplier Procured Renewable Energy - Application of Renewable Energy and GHG Reduction Claims by Downstream Beneficiaries", we calculate those non-IT cooling emissions as zero. Read more about these data center colo GHG accounting requirements here: https://rebuyers.org/wp-content/uploads/2020/09/WHITE-PAPER_DOCUMENTATION-REQUIREMENTS-FOR-SUPPLIER-PROCURED-RE_2018.pdf.

Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO₂e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

Customers may multiply their Workday subscription revenue spend in FY23 by the appropriate intensity metric to calculate their carbon emissions from using Workday products. In addition, because Workday provides a carbon-neutral cloud using a combination of 100% renewable electricity to reduce Scope 2 emissions to zero and carbon offsets to address Scope 1, 2, & 3 emissions related to offices, data centers, and business travel--Workday customers can consider their usage of our products as zero-emissions within those boundaries. Please refer to the following for additional information: "A Carbon-Neutral Cloud" section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

Citrix Systems

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO₂e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100

percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

The second intensity metric is calculated using Location-based Scope 2 emissions from our IT-load in data center colocation providers calculated with Market-based Scope 3 emissions attributed to cooling using Power Usage Effectiveness (PUE), in addition to Scope 3 public cloud emissions. If our data center colocation provider procures 100% renewable electricity for that facility and can provide documentation that meets the REBA Future of Internet Power white paper on "Documentation Requirements for Supplier Procured Renewable Energy - Application of Renewable Energy and GHG Reduction Claims by Downstream Beneficiaries", we calculate those non-IT cooling emissions as zero. Read more about these data center colo GHG accounting requirements here: https://rebuyers.org/wp-content/uploads/2020/09/WHITE-PAPER_DOCUMENTATION-REQUIREMENTS-FOR-SUPPLIER-PROCURED-RE_2018.pdf.

Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

Comcast Corporation

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

Deutsche Bank AG

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Ecolab Inc.

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO₂e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

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Requesting member

Electrolux

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO₂e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Elevance Health, Inc.

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO₂e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Gartner, Inc.

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

GSMA

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

Customers may multiply their Workday subscription revenue spend in FY23 by the appropriate intensity metric to calculate their carbon emissions from using Workday products. In addition, because Workday provides a carbon-neutral cloud using a combination of 100% renewable electricity to reduce Scope 2 emissions to zero and carbon offsets to address Scope 1, 2, & 3 emissions related to offices, data centers, and business travel--Workday customers can consider their usage of our products as zero-emissions within those boundaries. Please refer to the following for additional information: "A Carbon-Neutral Cloud" section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

GHG Accounting in Data Center Colocation Providers: https://rebuyers.org/wp-content/uploads/2020/09/WHITE-PAPER_GHG-EMISSIONS-ACCOUNTING-RE-

Renewable Energy for Data Center Colocation Providers: https://rebuyers.org/wp-content/uploads/2020/09/WHITE-PAPER_DOCUMENTATION-REQUIREMENTS-FOR-SUPPLIER-PROCURED-RE_2018.pdf

Requesting member

HP Inc

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

The second intensity metric is calculated using Location-based Scope 2 emissions from our IT-load in data center colocation providers calculated with Market-based Scope 3 emissions attributed to cooling using Power Usage Effectiveness (PUE), in addition to Scope 3 public cloud emissions. If our data center colocation provider procures 100% renewable electricity for that facility and can provide documentation that meets the REBA Future of Internet Power white paper on "Documentation Requirements for Supplier Procured Renewable Energy - Application of Renewable Energy and GHG Reduction Claims by Downstream Beneficiaries", we calculate those non-IT cooling emissions as zero. Read more about these data center CO2e GHG accounting requirements here: https://rebuyers.org/wp-content/uploads/2020/09/WHITE-PAPER_DOCUMENTATION-REQUIREMENTS-FOR-SUPPLIER-PROCURED-RE_2018.pdf.

Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 500), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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GHG Accounting in Data Center Colocation Providers: https://rebuyers.org/wp-content/uploads/2020/09/WHITE-PAPER_GHG-EMISSIONS-ACCOUNTING-RE-PURCHASES-AND-ZERO-CARBON-REPORTING_2017.pdf Documentation Requirements for Supplier Procured

Renewable Energy for Data Center Colocation Providers: https://rebuyers.org/wp-content/uploads/2020/09/WHITE-PAPER_DOCUMENTATION-REQUIREMENTS-FOR-SUPPLIER-PROCURED-RE_2018.pdf

Requesting member

Icon PLC

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

Johnson Matthey

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Just Group

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

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The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

KBR Inc

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

KPMG International

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO₂e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO₂e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

LinkedIn Corp.

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Lloyds Banking Group

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

Customers may multiply their Workday subscription revenue spend in FY23 by the appropriate intensity metric to calculate their carbon emissions from using Workday products. In addition, because Workday provides a carbon-neutral cloud using a combination of 100% renewable electricity to reduce Scope 2 emissions to zero and carbon offsets to address Scope 1, 2, & 3 emissions related to offices, data centers, and business travel--Workday customers can consider their usage of our products as zero-emissions within those boundaries. Please refer to the following for additional information: "A Carbon-Neutral Cloud" section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

Michelin

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

The second intensity metric is calculated using Location-based Scope 2 emissions from our IT-load in data center colocation providers calculated with Market-based Scope 3 emissions attributed to cooling using Power Usage Effectiveness (PUE), in addition to Scope 3 public cloud emissions. If our data center colocation provider procures 100% renewable electricity for that facility and can provide documentation that meets the REBA Future of Internet Power white paper on "Documentation Requirements for Supplier Procured Renewable Energy - Application of Renewable Energy and GHG Reduction Claims by Downstream Beneficiaries", we calculate those non-IT cooling emissions as zero. Read more about these data center colo GHG accounting requirements here: https://rebuyers.org/wp-content/uploads/2020/09/WHITE-PAPER_DOCUMENTATION-REQUIREMENTS-FOR-SUPPLIER-PROCURED-RE_2018.pdf.

Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is

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Requesting member

Moody's Corporation

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

Nasdaq, Inc

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

Ordnance Survey

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

PayPal Holdings Inc

Scope of emissions

Scope 3

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

Please select

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

Pinsent Masons LLP

Scope of emissions

Scope 3

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

Please select

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers

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Requesting member

Prudential Financial, Inc.

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

RELX Group Plc

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Customers may multiply their Workday subscription revenue spend in FY23 by the appropriate intensity metric to calculate their carbon emissions from using Workday products. In addition, because Workday provides a carbon-neutral cloud using a combination of 100% renewable electricity to reduce Scope 2 emissions to zero and carbon offsets to address Scope 1, 2, & 3 emissions related to offices, data centers, and business travel--Workday customers can consider their usage of our products as zero-emissions within those boundaries. Please refer to the following for additional information: "A Carbon-Neutral Cloud" section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

Renault Group

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

Salesforce, Inc.

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

Samsung SDS

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Seadrill Management Ltd

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

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The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

ServiceNow Inc

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

– Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud

– Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Smith & Nephew

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

TD Bank Group

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Telstra Corporation

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
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The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

The Coca-Cola Company

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metrics to calculate for themselves. Refer to table 305-Emissions, "GREENHOUSE GAS (GHG) EMISSIONS INTENSITY (METRIC TONS CO2e)", Scope 2+3 data center and public cloud emissions per thousand \$ subscription revenue in the Performance Tables section of our 2023 Global Impact Report: <https://globalimpact.workday.com>

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Requesting member

Transurban Group

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Trimble Inc.

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Velux A/S

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

We have provided two intensity metrics for our customers:

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Visa

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Wells Fargo & Company

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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Requesting member

Xylem Inc

Scope of emissions

Please select

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e**Uncertainty (±%)****Major sources of emissions**

We have provided two intensity metrics for our customers:

- Scope 2+3 Data Center Market-Based and Scope 3 Public Cloud
- Scope 2 Data Center Location-Based, Scope 3 Data Center Market-Based and Scope 3 Public Cloud

The first intensity metric is calculated using Market-based emissions for both Scope 2 and 3, in addition to Scope 3 public cloud emissions. As our data centers use 100 percent renewable electricity, our data center Scope 2 emissions are effectively reduced to zero, which is reflected in this metric.

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Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member**Unit for market value or quantity of goods/services supplied**

Please select

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

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SC1.2

(SC1.2) Where published information has been used in completing SC1.1, please provide a reference(s).

SC1.3

(SC1.3) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Allocation challenges	Please explain what would help you overcome these challenges
Customer base is too large and diverse to accurately track emissions to the customer level	Given our multi-tenant architecture, and the different sizes of various customers (small orgs under 1k employees all the way to some of the largest multinationals in the Fortune 50), it isn't possible to track emissions for each specific customer individually. The best approach is to allocate based on share of subscription revenue, which is why we use data center carbon intensity per subscription revenue as our metric for allocating. Workday's sustainability team does not have insight into the subscription dues of each individual customer as that is confidential information, therefore we cannot input specific customer emissions in the CDP response for SC1.1. Customers should use our provided intensity metric to calculate for themselves.

SC1.4

(SC1.4) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

No

SC1.4b

(SC1.4b) Explain why you do not plan to develop capabilities to allocate emissions to your customers.

See SC1.3 above, customers can already calculate their allocation of emissions themselves. Our sustainability team does not have insight into the confidential information around each customer's subscription spend on Workday, therefore customers will need to calculate for themselves based on the emissions intensity metric we have provided in SC1.1.

SC2.1

(SC2.1) Please propose any mutually beneficial climate-related projects you could collaborate on with specific CDP Supply Chain members.

SC2.2

(SC2.2) Have requests or initiatives by CDP Supply Chain members prompted your organization to take organizational-level emissions reduction initiatives?

No

SC4.1

(SC4.1) Are you providing product level data for your organization's goods or services?

No, I am not providing data

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms