Workday Accessibility

Introduction

Workday is committed to reducing barriers for all users and works closely with our user community to deliver an all-inclusive experience that can keep pace with continuous innovation. Historically, Workday has provided a separate client (HTML-Accessibility) that was developed when web and assistive technologies were not advanced enough to support the complex and rich interactions within Workday applications. While it performed a multitude of employee and manager self-service functions and common administrative tasks, it served as an intermediary solution while screen reader accessibility was built into Workday's standard desktop interface.

With Workday 28, our customers can now shift from the separate HTML-A framework to the standard Workday interface. This single, unified web experience ensures all users have access to the Workday applications and reinforces our commitment to the "Power of One" – for everyone. Benefits include:

- Continuous innovation, with accessibility updates released when they're ready rather than once or twice a year
- Frequent enhancements shared across all Workday applications for all users
- Better support for customer issues and documentation
- Rich mobile functionality
- Feature parity

Customer Collaboration

Workday doesn't take this accessibility journey alone. Over the past year, we've worked closely with disabled and non-disabled users, customer organizations, and third-party subject matter experts to develop accessibility features and find creative solutions to challenging issues. We have hosted design meetings with developers and visually impaired users, partnered with four organizations, and addressed more than 300 accessibility-related service requests. Workday is also creating an accessible-design style guide using this valuable feedback. As we continue to incorporate accessibility into our products and practices, Workday will explore expanding and improving the ways our customers and end users can provide additional feedback.

The Power of One for Everyone

Our mission is to provide an optimal and accessible experience for everyone, making it easier for our customers to hire and retain the best talent or serve the needs of students – regardless of their abilities. Early adopters of the new user experience are taking the first steps toward a fully unified Workday environment for both web browser and mobile platforms. The desktop UI supports mouse-free keyboard use, responsive screen magnification, and enhancements to color and contrast through browser and operating system extensions. Top tasks in native iOS mobile applications,

including Inbox, Find Worker, Enter Time, Request Time Off, and Check In/Out, are also available, with more functionality being added weekly. Workday's phased approach to bringing accessibility to the standard UI ensures that every task and business process is fully tested and future-proofed.

Coming Soon

In the coming months we will be continuing to work across the application with a focus on grids, reports, and data visualizations for our screen reader users. Our enhancements will assist these uses with navigation and contextual understanding of the content so they can interact effectively.

Safe Harbor Statement

This document contains forward-looking statements for which there are risks, uncertainties, and assumptions. If the risks materialize or assumptions prove incorrect, Workday's business results and directions could differ materially from results implied by the forward-looking statements. Forward-looking statements include any statements regarding strategies or plans for future operations; any statements concerning new features, enhancements, or upgrades to our existing applications or plans for future applications; and any statements of belief. Further information on risks that could affect Workday's results is included in our filings with the Securities and Exchange Commission, which are available on the Workday investor relations web page: workday.com/company/investor_relations.php

Workday assumes no obligation for and does not intend to update any forward-looking statements.

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