



Certificate



Certificate number: 2020-019

Certified by EY CertifyPoint since: September 30, 2020

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

Workday, Inc.*

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

ISO/IEC 27701:2019

Issue date of certificate: September 30, 2020

Re-issue date of certificate: February 9, 2022

Expiration date of certificate: September 29, 2023

EY CertifyPoint will, according to the certification agreement dated August 7, 2019, perform surveillance audits and acknowledge the certificate until the expiration of the corresponding ISO/IEC 27001:2013 certification with certificate number 2013-007.

**The certification is applicable for the assets, services and locations as described in the scoping section at the back of this certificate, with regard to the specific requirements for information security and privacy as stated in the Statement of Applicability, version 2021.01, dated July 20, 2021.*

DocuSigned by:

17 February 2022 | 4:21:09 PM CET

Jatin Sehgal

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J. Sehgal | Director, EY CertifyPoint

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Workday, Inc. and Workday Limited

Scope for certificate 2020-019

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

Workday Inc. and Workday Limited (“Workday Enterprise Products”) as a data processor will process personal data as instructed by the customer.

The scope of Workday Enterprise Products’ Privacy Information Management System (PIMS) includes the management of privacy for Workday’s Enterprise Products related to the processing of customer data.

The Privacy Security Management System (PIMS) is centrally managed out of Pleasanton, California, United States of America.

The following Workday Enterprise Products are included:

Human Resources - Human Capital Management applications include:

- ▶ Learning ^
- ▶ Payroll
- ▶ Talent Optimization
- ▶ Recruiting
- ▶ Time Tracking

^ excluding any software, data, text, audio, video, images or any other content from any source that the Customer submits as part of a learning campaign within the Workday Learning Service.

Finance - Core Financials applications include:

- ▶ Expenses
- ▶ Inventory
- ▶ Grants Management
- ▶ Procurement
- ▶ Projects
- ▶ Professional Services Automation
- ▶ Accounting Center

Enterprise Planning

- ▶ Financials Planning
- ▶ Financial Performance Management (FPM)
- ▶ HCM Planning (For Workforce Planning)

Analytics & Reporting

- ▶ Workday Prism Analytics

Platform, Product Extensions, and Industry specific applications

- ▶ Workday Extend (formerly Workday Cloud Platform)

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- ▶ Workday Student
- ▶ Workday Media Cloud
- ▶ Innovation Services - Innovation Services are opt-in functionalities that go beyond the Workday core offerings to provide a new class of cloud products enhanced by best-in-class third-party utilities, advanced technologies, and intelligent services.

These services include:

- ▶ Public Data
- ▶ Benchmarking
- ▶ Advanced Benchmarks
- ▶ Workday Graph (Skills Cloud)
- ▶ Journal Insights
- ▶ Workday Assistant
- ▶ HCM ML (GA)
- ▶ Learner Name
- ▶ Notification Designer
- ▶ Workday Journeys
- ▶ Content Cloud
- ▶ User Experience Machine Learning for Available Service
- ▶ Natural Workspaces

The scope mentioned above applies to the following locations:

- ▶ 6110 Stoneridge Mall Road, Pleasanton, CA 94588, USA
- ▶ 4900 Pearl Circle East, Suite 100, Boulder, CO 80301, USA
- ▶ 160 Spear Street, Suite 1700, San Francisco, CA 94105, USA
- ▶ 2950 S. Delaware Street, Suite 200 San Mateo, CA 94403, USA
- ▶ 111 W. Jackson Boulevard, 23rd floor, Chicago, IL 60604, USA
- ▶ 175 East 400 South, Suite 200, Salt Lake City, UT 84111, USA
- ▶ 2400 W Geng Road, Ste 200 Palo Alto, CA 94303, USA
- ▶ 3350 Peachtree Road, N.E., Suite 1000, Atlanta, GA 30326, USA
- ▶ 4145 SW Watson Avenue, Suite 500, Beaverton, OR 97005, USA
- ▶ 33 Arch Street, Suite 2200, Boston, MA 02110, USA
- ▶ 8180 Greensboro Drive, Suite 500, McLean, VA 22102, USA
- ▶ Kings Building, May Lane, Dublin 7, Ireland
- ▶ Level 3, 152 Fanshawe St, Westhaven, Auckland 1010, New Zealand
- ▶ Streitfeldstrasse 19, 81673 Munich, Germany
- ▶ 1515 Douglas Street, Suite 600, Victoria, BC V8W 1P6, Canada
- ▶ 555 Burrard Street, Vancouver, BC V7X 1M8, Canada
- ▶ 1 Wallich Street, #08-02 Guoco Tower, 078881, Singapore
- ▶ 33 Kings Road, The White Building, Reading, RG1 3AR, United Kingdom
- ▶ 7th Floor, 1 Finsbury Avenue, London, EC2M 2PF, United Kingdom
- ▶ 7-11 boulevard Haussmann, 75009 Paris, France
- ▶ Italská 2584/69, 120 00 Praha 2, Prague, Czech Republic

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Exclusions from Scope:

Data centers are excluded from Workday Enterprise Products' PIMS program scope. For operational processes outsourced to third parties, Workday obtains assurance on an annual basis through a report or certification on the effectiveness of the control environment documented by the outsource provider's independent auditor.

The boundaries of Workday Enterprise Products' PIMS scope explicitly excluded:

- ▶ Processes and controls related to physical security and environmental safeguards that are owned and operated by the third party co-location data center providers hosting the in-scope services and environments;
- ▶ The following processes and controls specifically related to the public cloud environment that are owned and operated by a third party, which hosts the in-scope services and environments:
 - ▶ physical security
 - ▶ environmental safeguards
 - ▶ media disposal of physical assets
 - ▶ logical access for the infrastructure and virtualization layers
 - ▶ change management for the infrastructure and virtualization layers
 - ▶ monitoring for the infrastructure and virtualization layers
- ▶ Innovation Services offerings (unless explicitly included in "Scope" section, above)

The Privacy Information Management System mentioned in the above scope is restricted as defined in "Integrated ISMS _ PIMS Handbook" version 2021.01, dated April, 2021.

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