Royal Mail Selects Workday Peakon Employee Voice to Strengthen Employee Engagement and Drive Transformation

Historic Postal Service Will Prioritise Workforce Wellbeing Through Data-Driven Insights and Personalised Actions

LONDON, UK - October 10, 2024 –Workday Inc. (NASDAQ: WDAY), a leading provider of solutions to help organisations manage their people and money, today announced Royal Mail's selection ofWorkday Peakon Employee Voice to drive positive change among its workforce of over 125,000 employees.

Royal Mail, the UK's designated universal postal service provider, is investing in its people by selectingWorkday Peakon Employee Voice as part of ongoing strides to modernise and transform its culture. From its origins in 1615 with the establishment of the 'Master of the Posts' under King Henry VIII, Royal Mail has been an integral part of the UK's fabric, connecting communities and businesses across the nation. Today, as it navigates a period of transformation and growth, the organisation is reaffirming its commitment to fostering a culture of open communication, trust, and collaboration with the help of Workday's innovative technology.

"At Royal Mail, our people are our greatest asset, and we are committed to creating a workplace where everyone feels valued, heard, and empowered to reach their full potential," said Rachel Blackett, head of engagement and wellbeing, Royal Mail. "Workday Peakon Employee Voice will play a crucial role in helping us achieve this goal, enabling us to build a stronger, more resilient organisation for the future."

Workday Peakon Employee Voice will provide Royal Mail with real-time insights into employee sentiment, enabling leaders to make informed, data-driven decisions and take proactive steps to address concerns and build a more engaged workforce. The organisation's leaders will leverage accurate comparisons, consistent benchmarking and robust analytical models to understand where change is needed. Whether for leadership development, employee wellbeing, diversity, or employee health, Royal Mail will be empowered to drive positive change, as part of its mission to redefine its future.

"The key to any successful organisation is a connected and engaged workforce," said Daniel Pell, vice president and country manager, UKI, Workday. "With data-driven insights driven by AI capabilities, Workday will provide Royal Mail with the tools and intelligence needed to take action, build trust, and shape the future of the organisation and its continued service to the UK."

About Workday

Workday is a leading enterprise platform that helps organisations manage their most important assets – theirpeople and money. The Workday platform is built with AI at the core to help customers elevate people, supercharge work, and move their business forever forward. Workday is used by more than 10,500 organisations around the world and across industries – from medium-sized businesses to more than 60% of the Fortune 500. For more information about Workday, visit workday.com.

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Forward-Looking Statements

This press release contains forward-looking statements including, among other things, statements regarding Workday's plans, beliefs, and expectations. These forward-looking statements are based only on currently available information and our current beliefs, expectations, and assumptions. Because forward-looking statements relate to the future, they are subject to inherent risks, uncertainties, assumptions, and changes in circumstances that are difficult to predict and many of which are outside of our control. If the risks materialise, assumptions prove incorrect, or we experience unexpected changes in circumstances, actual results could differ materially from the results implied by these forward-looking statements, and therefore you should not rely on any forward-looking statements. Risks include, but are not limited to, risks described in our filings with the Securities and Exchange Commission ("SEC"), including our most recent report on Form 10-Q or Form 10-K and other reports that we have filed and will file with the SEC from time to time, which could cause actual results to vary from expectations. Workday assumes no obligation to, and does not currently intend to, update any such forward-looking statements after the date of this release, except as required by law.

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