Workday Launches Pay Transparency Solution To Help Organisations Meet New EU Rules And Achieve Pay Equity

Developed in Partnership With Kainos, New AI-Powered Solution Will Help Employers Identify, Analyse, and Close Pay Gaps as EU Directive Nears National Implementation

London, UK, October. 2, 2025 -- Workday, Inc. (NASDAQ: WDAY), the enterprise AI platform for managing people, money, and agents, today announced Pay Transparency Analyzer powered by Kainos. This new solution will help organisations confidently navigate global pay equity regulations, including the EU Pay Transparency Directive, and foster fair and transparent pay practices.

Starting in 2026, EU law requires companies with employees in Europe to disclose pay information – but many organisations are unprepared. Pay Transparency Analyzer powered by Kainos helps address this challenge by quickly analysing large volumes of compensation, performance, and demographic data, allowing for easier worker categorisation and detection of pay disparities. The solution goes beyond this too by using AI to help identify root causes of pay gaps and offer budgeted recommendations for closing them. This allows leaders to move from reactive compliance to proactive decision-making – confidently setting pay policies, preparing for audits, and communicating with employees in ways that build trust and strengthen company culture.

“The landscape of pay transparency is evolving quickly, and businesses need solutions that not only help them meet regulatory requirements but also address persistent gaps in fair pay,” said Angelique De Vries-Schipperijn, President, EMEA, Workday. “Our partnership with Kainos on Pay Transparency Analyzer will help customers meet EU and other global mandates, while supporting their efforts to be employers of choice in today’s competitive talent market.”

At this critical time for workforce confidence and regulatory readiness, Pay Transparency Analyzer powered by Kainos provides leaders with the insights they need to:

- **Confidently approach compliance requirements.** The solution consolidates Workday and external total reward data into a secure framework, and generates pre-built reports and dashboards tailored to help meet individual country requirements. This gives HR and Finance teams clear oversight to support preparedness for audits, assessments, and potential disputes.
- **Turn data into decisive action.** By deeply analysing compensation, performance, and demographic data on an ongoing basis, the solution helps pinpoint gaps and identify factors that are influencing pay for employees performing work of equal value. With these AI-powered insights, leaders and reward professionals can work to refine pay policies, plan budgets, and take corrective action to improve overall fairness and consistency. Employees benefit from greater visibility too, with access to total reward statements as well as average pay levels for their worker category.
- **Foster a culture of fairness.** Because the pay equity engine goes beyond identifying gaps and suggests potential justifying factors, managers are empowered to have better informed conversations about pay. These enhanced levels of transparency across an organisation help build trust, improve employee confidence, and help ensure practices align with both regulation and expectation.

“We’re proud to deepen our partnership with Workday through the launch of Pay Transparency Analyzer,” said Malachy Smith, Workday Global Practice Leader, Kainos. “This powerful solution brings together Kainos’ deep expertise and Workday’s industry-leading platform to help organisations confidently navigate evolving pay transparency regulations. It’s a testament to the strength of our collaboration – and to our joint commitment to building fairer, more compliant, and future-ready workplaces.”

Availability
This new Workday solution, powered by Kainos, is currently with early adopters and is scheduled to be available to all Workday customers in the second half of fiscal year 2026.

About Workday
Workday is the enterprise AI platform for managing people, money, and agents. Workday unifies HR and Finance on one intelligent platform with AI at the core to empower people at every level with the clarity, confidence, and insights they need to adapt quickly, make better decisions, and deliver outcomes that matter. Workday is used by more than 11,000 organisations around the world and across industries – from medium-sized businesses to more than 65% of the Fortune 500. For more information about Workday, visit workday.com.

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.

Any unreleased services, features, or functions referenced in this document, our website, or other press releases or public statements that are not currently available are subject to change at Workday's discretion and may not be delivered as planned or at all. Customers who purchase Workday services should make their purchase decisions based upon services, features, and functions that are currently available.

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For further information: media@workday.com

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https://en-gb.newsroom.workday.com/2025-10-02-Workday-Launches-Pay-Transparency-Solution-To-Help-Organisations-Meet-New-EU-Rules-And-Achieve-Pay-Equity?refCamp=7014X0000032azH