

## Workday Launches Workday EU Sovereign Cloud to Unlock Enterprise AI with Full EU Data Residency and Control

*New Sovereign Cloud Lets EU-Based Organisations Run Workday's AI-Powered HR and Finance Solutions with Data Kept Entirely in Region and Under Customer Control*

**BARCELONA, Spain – Nov. 19, 2025 – Workday Rising EMEA –** [Workday, Inc.](#) (NASDAQ: WDAY), the enterprise AI platform for managing [people](#), [money](#), and [agents](#), today launched the Workday EU Sovereign Cloud, a new offering that gives organisations across the European Union (EU) the ability to use Workday's AI-powered HR and finance solutions while keeping their data secure, local, and under their control.

As new European regulations emerge, such as the EU Data Act, and geopolitical uncertainty continues, businesses and public sector organisations are putting data sovereignty at the heart of their digital transformation strategies. In fact, more than 80% of business leaders cite data sovereignty as a strategic business priority.<sup>1</sup> At the same time, leaders are faced with the challenge of adopting AI to drive business efficiencies, yet many struggle with how to adopt AI without risking compliance or ceding operational control.

### Accelerating AI Adoption in a Complex Environment

Workday EU Sovereign Cloud provides a trusted EU-based environment that enables customers to deploy Workday's leading AI for HR and finance with full data residency, local operations, and enterprise-grade scalability and security—all while meeting regulatory, privacy, and governance requirements. Customer data stays securely within the EU, with all operations, including AI processing, data center access, support, and maintenance, managed by EU-based personnel. Built-in encryption keeps information safe when it's stored or shared, while independent audits and transparent oversight give leaders confidence.

Because AI is embedded into the core of the Workday platform, Workday EU Sovereign Cloud empowers organisations to deploy AI faster. This helps them realise measurable outcomes, such as reducing manual effort, improving decision-making, and unlocking new efficiencies, while helping to ensure their data never leaves the region.

"AI innovation is no longer a choice—it's essential to staying competitive," said Gerrit Kazmaier, president, product and technology, Workday. "Workday understands how quickly evolving data sovereignty requirements can make it difficult for organisations to keep pace. Workday EU Sovereign Cloud gives our customers the freedom to innovate and grow confidently—helping them harness the power of AI while knowing their data remains protected and compliant in an ever-changing world."

### Operating Continuously and Protecting What Matters Most

Workday EU Sovereign Cloud is built for resilience and trust. Its EU-based infrastructure spans multiple, geographically separated data centers to keep critical systems—like payroll, HR, finance, and planning—running. Hardware protections prevent unauthorised access, and end-to-end encryption safeguards information in transit, at rest, and in use. Oversight from an EU advisory board further strengthens transparency, compliance, and adherence to Europe's highest sovereignty and security standards.

"As regulatory and business complexity continues to grow, we are committed to supporting our customers with the right tools and delivering business value," said Angelique de Vries-Schipperijn, president, Workday EMEA. "With Workday EU Sovereign Cloud, our customers can operate confidently and grow responsibly—knowing their most critical data remains protected within EU borders, and that Workday is by their side helping them navigate change with trust and transparency."

The Workday EU Sovereign Cloud is built on top of AWS's secure cloud infrastructure, and benefits from the scale, reliability, and proven security of AWS. This added layer of security helps to ensure that all data and operations are managed by personnel under EU jurisdiction. Working with AWS, Workday is helping European organisations meet the highest standards of data protection and regulatory compliance without compromising on innovation or agility.

"At AWS, protecting what matters most—our customers' data—is at the heart of everything we do," said Stéphane Israël, managing director, AWS European Sovereign Cloud. "Workday is empowering organisations across Europe to innovate boldly while maintaining control and trust over their data, enabling them to focus on what they do best—driving business growth and delivering exceptional value to their customers."

Workday EU Sovereign Cloud will be available to European customers in 2026, with other regionally tailored data sovereignty offerings to follow.

### For More Information

- Learn more about Workday's commitment to European customers in navigating the evolving regulatory landscape[here](#).
- To learn more about how data readiness is essential for AI agents, click[here](#).
- Learn more about how Workday is moving global data privacy forward[here](#).

## About Workday

Workday<sup>®</sup> 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 organizations 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](#).

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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 materialize, 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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<sup>1</sup> [BARC Research Study: Kontrolle statt Abhängigkeit – Wie Unternehmen ihre Datensouveränität sichern](#)

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<https://en-gb.newsroom.workday.com/2025-11-19-Workday-Launches-Workday-EU-Sovereign-Cloud-to-Unlock-Enterprise-AI-with-Full-EU-Data-Residency-and-Control>