Workday Advances EU Sovereign Cloud with New EU-Based Operating Company and Added Safeguards for Customer Data and Services

Workday EU Sovereign Cloud Builds on the AWS European Sovereign Cloud to Help Customers Meet Their Most Stringent Digital Sovereignty Requirements and Support Continuity of Critical HR and Finance Services

BARCELONA, November 18, 2026 – Workday Rising EMEA – Workday, Inc. (NASDAQ: WDAY), the trusted agentic platform for HR, finance, and IT, today announced new governance and operational safeguards for Workday EU Sovereign Cloud. These safeguards are designed to give European organisations greater control of their sensitive HR and finance data and the critical services they rely on from Workday.

The new safeguards include:

- **A dedicated EU-based company to operate Workday EU Sovereign Cloud under European leadership.** Workday will establish a company based in Ireland to operate the service, and its board will be made up of senior Workday leaders who are EU citizens.
- **Governance that stays in Europe.** New structural safeguards are designed to keep decisions about the service and customer data in Europe.
- **Built on the AWS European Sovereign Cloud.** An independent cloud for Europe, backed by strong technical controls, sovereign assurances, and legal protections designed to meet the needs of European governments and enterprises, and help keep essential services running.

Together, these steps deepen Workday's existing EU data sovereignty approach and address a broader set of customer priorities: who governs and operates their services, how their data is protected, and what safeguards are in place to help maintain service continuity.

As European organisations adopt AI and other new technology, they are increasingly looking for stronger assurances that their most critical business systems will remain secure, accessible, and resilient. They want to know who can access their data, how government requests are handled, and whether the systems they use to pay their people and run the business will keep working when it counts. Workday EU Sovereign Cloud, announced last year, was built to keep customer data and operations in Europe, and these steps build on that foundation.

"European organisations shouldn't have to choose between adopting AI or sovereign controls for their sensitive HR and finance data," said Gerrit Kazmaier, president, product and technology, Workday. "Workday runs the critical systems that pay people and close the books, so we're bringing sovereign protections to the applications where that work happens, without slowing innovation."

Strengthening European Governance and Operational Control

Workday will establish a dedicated company based in Ireland that will operate Workday EU Sovereign Cloud. Existing operations will move to it gradually. Its management board will be made up of senior Workday leaders who are EU citizens. They will be legally bound to uphold European law and to act in the interest of Workday EU Sovereign Cloud.

Workday also plans to add structural safeguards that support independent governance, so decisions about Workday EU Sovereign Cloud and European customer data will stay in Europe.

The service will run on the AWS European Sovereign Cloud, which runs as a distinct independent partition, separate from the AWS commercial cloud. It will have no critical dependencies on non-EU infrastructure, and will be operated only by personnel who are EU residents. Together, these steps allow oversight and daily operations to be kept in Europe.

Protecting Customer Data and Keeping Services Running

Workday EU Sovereign Cloud is built on the AWS European Sovereign Cloud, which is designed to provide customers with additional assurances on data residency and operational autonomy, and supports continuity of essential HR and finance services.

AWS services support encryption with customer-managed keys that are inaccessible to AWS, giving customers complete control of who accesses their data. Workday's new EU-based company will control those keys, and they stay within the AWS European Sovereign Cloud. There is no mechanism for anyone, including AWS operators, to access the encryption keys in readable form, providing an additional layer of protection against unauthorised access.

"Customers who choose the AWS European Sovereign Cloud expect their infrastructure to be run and governed in Europe, under European law," said Stéphane Israël, managing director, AWS European Sovereign Cloud. "Workday is building on that foundation and bringing the same model to the application layer, where customers keep their most sensitive HR and finance data."

For European organisations that rely on Workday to manage their people and finances, these capabilities are designed to provide additional protections against external disruption, helping safeguard access to the essential HR and finance systems their businesses depend on.

Maintaining Access to Innovation Without Compromising Sovereignty
Workday EU Sovereign Cloud follows the same release schedule as Workday's standard cloud. As a result, customers benefit from the latest HR, finance and AI capabilities across all solutions offered in the sovereign environment, while retaining the European data and operational protections it provides.

Customers can use those AI capabilities knowing their data stays in the EU for AI processing and training and is not used to train global AI models.

That commitment extends to helping customers maintain access to their critical HR and finance services. If an order from a government authority threatens to disrupt these services, Workday and its sovereign suppliers, including AWS, are committed to using all available measures to ensure service continuity, which may include the transfer of operations to an independent European entity.

With these steps, Workday is delivering on its promise to European customers. They can use the latest innovations while keeping control of their data and the services their businesses depend on.

Availability
Workday EU Sovereign Cloud is available today. Workday's new EU-based entity and the new structural safeguards are expected to be operational in early 2027.

About Workday
Workday operates at the heart of the enterprise – HR, finance, and IT – where the margin for error is effectively zero. By tightly coupling AI with the context, guardrails, and trusted processes that run the business, Workday goes beyond AI that assists with work to agents that are capable of driving measurable outcomes. More than 11,500 organisations worldwide, including more than 65% of the Fortune 500, trust Workday to deliver. For more information about Workday, visit workday.com.

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Workday 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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