Workday and Alight Expand Partnership to Deliver Global, Unified HCM and Payroll Experience

Powered by the Alight Worklife® Platform, The Expanded Partnership Creates a Cohesive and Simplified Experience for HR and Payroll Professionals

STOCKHOLM, Sweden, Apr. 27, 2023 –Workday, Inc. (NASDAQ: WDAY), a leader in enterprise cloud applications forfinance and human resources, and Alight, Inc. (NYSE: ALIT), a leading cloud-based human capital technology and services provider, today announced an expansion of its strategic partnership to bring a simplified and unified payroll experience to HR and payroll professionals around the world.

With an initial roll-out across six key regions in Europe – Benelux, Germany, Italy, the Nordics, Spain, and Switzerland – the partnership brings Alight's employee experience technology platform, Alight Worklife®, and Workday Human Capital Management (HCM) together in a centralised, digital platform. The unified platform will provide organisations with a streamlined and standardised experience to help manage the complexities of a multinational workforce.

"Alight's Global Payroll solution provides a comprehensive payroll platform through Alight Worklife, and fully managed services in over 180 countries and 25 languages, which complement Workday's industry leading expertise in human capital management," said Cesar Jelvez, chief professional services and global payroll officer, Alight. "We're looking forward to expanding our scope as a Workday strategic software and services partner to deliver even more value to our shared customers worldwide."

Through this partnership, Workday and Alight can help customers accelerate their innovation by replacing siloed and disconnected processes and systems with a unified global solution that empowers them to elevate employee experiences and automate workflows. The solution will offer a comprehensive feature-set, including time and attendance, workforce management, and payroll, to enable organisations to process, review, report, and analyse HR and payroll. Additional benefits include payments services and earned wage access, as well as flexible managed services offerings and local expertise to help organisations drive standardisation and maintain compliance with local regulations.

"We are excited to expand our partnership with Alight to offer a dynamic solution that empowers organisations to source, manage, and pay their global workforce with a simplified, unified offering," said Angelique de Vries-Schipperijn, president, EMEA, Workday. "Workday HCM delivers seamless workforce management offerings – from compensation and scheduling, to time tracking and benefits – that, when combined with Alight's global payroll expertise, is set to drive greater agility for our joint customers as they navigate a continuous period of change."

To learn more about this strategic partnership, visitworkday.com/alight.

About Workday

Workday is a leading provider of enterprise cloud applications forfinance and human resources, helping customers adapt and thrive in a changing world. Workday applications for financial management, human resources, planning, spend management, and analytics are built with artificial intelligence and machine learning at the core to help organisations around the world embrace the future of work. Workday is used by more than 10,000 organisations around the world and across industries – from medium-sized businesses to more than 50% of the *Fortune* 500. For more information about Workday, visitworkday.com.

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About Alight Solutions

Alight is a leading cloud-based human capital technology and services provider that powers confident health, wealth and wellbeing decisions for 36 million people and dependents. Our Alight Worklife® platform combines data and analytics with a simple, seamless user experience. Supported by our global delivery capabilities, Alight Worklife is transforming the employee experience for people around the world. With personalised, data-driven health, wealth, pay and wellbeing insights, Alight brings people the security of better outcomes and peace of mind throughout life's big moments and most important decisions. Learn how Alight unlocks growth for organisations of all sizes at alight.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 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 Form 10-K for the fiscal year ended January 31, 2023, and other reports that we have 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.

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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