



## Workday Subprocessor List

This list identifies the subprocessors that Workday has engaged to process personal data for the Workday enterprise cloud applications listed below. For professional services subprocessors, please click on the Workday Professional Services Subprocessors PDF [here](#).

Sign up [here](#) to receive email notifications of new subprocessors.

## Workday Affiliate Subprocessors

The following Workday affiliates support and maintain Workday enterprise cloud applications:

Subprocessor Name	Subprocessor Entity Location	Processing Activities	Applicable Product Line(s)*
<b>Americas Region</b>			
Canada Workday ULC	Canada	Support and maintenance services	All Product Lines
Workday Costa Rica S.R.L.	Costa Rica	Support and maintenance services	All Product Lines
Workday, Inc.	United States	Support and maintenance services	All Product Lines
<b>European Region</b>			
Workday Austria GmbH	Austria	Support and maintenance services	All Product Lines
Workday Belgium BV	Belgium	Support and maintenance services	All Product Lines
Workday CZ s.r.o.	Czech Republic	Support and maintenance services	All Product Lines
Workday Denmark ApS	Denmark	Support and maintenance services	All Product Lines
Workday Finland Oy	Finland	Support and maintenance services	All Product Lines
Workday France	France	Support and maintenance services	All Product Lines
Workday GmbH	Germany	Support and maintenance services	All Product Lines

Subprocessor Name	Subprocessor Entity Location	Processing Activities	Applicable Product Line(s)*
Workday Limited	Ireland	Support and maintenance services	All Product Lines
Workday Israel Ltd.	Israel	Support and maintenance services	Workday HiredScore
Workday Italy S.r.l.	Italy	Support and maintenance services	All Product Lines
Workday Latvia SIA	Latvia	Support and maintenance services	Spend Management
Workday B.V.	Netherlands	Support and maintenance services	All Product Lines
Workday Norway AS	Norway	Support and maintenance services	All Product Lines
Workday Polska sp.zo.o.	Poland	Support and maintenance services	All Product Lines
Workday Espana SL	Spain	Support and maintenance services	All Product Lines
Workday Sweden Aktiebolag	Sweden	Support and maintenance services	All Product Lines
Workday Switzerland GmbH	Switzerland	Support and maintenance services	All Product Lines
Workday (UK) Limited	United Kingdom	Support and maintenance services	All Product Lines
<b>Asia-Pacific and Japan (APJ) Region</b>			
Workday Australia Pty Ltd.	Australia	Support and maintenance services	All Product Lines
Workday India Private Limited	India	Support and maintenance services	All Product Lines
Workday K.K.	Japan	Support and maintenance services	All Product Lines

Subprocessor Name	Subprocessor Entity Location	Processing Activities	Applicable Product Line(s)*
Workday (NZ) Unlimited	New Zealand	Support and maintenance services	All Product Lines

\* Unless otherwise indicated in your agreement with Workday

## Hosting Subprocessors

The following third parties provide the infrastructure to host all or portions of Workday enterprise cloud applications. Depending on which products and features you have purchased, more than one of these hosting subprocessors may host portions of your data.

Subprocessor Name	Subprocessor Entity Location	Data Center Location(s)**	Processing Activities	Applicable Product Line(s)**
Amazon Web Services, Inc.	United States	Australia Canada EEA Singapore United States	<ul style="list-style-type: none"> <li>• Hosting services and storage</li> </ul>	<ul style="list-style-type: none"> <li>• All Product Lines</li> </ul>
Google LLC	United States	United States	<ul style="list-style-type: none"> <li>• Hosting services and storage</li> </ul>	<ul style="list-style-type: none"> <li>• Analytics &amp; Reporting</li> <li>• Financial Management</li> <li>• Human Capital Management</li> <li>• Payroll</li> <li>• Platform &amp; Product Extensions</li> <li>• Spend Management</li> <li>• Student Management</li> <li>• Talent Management</li> <li>• Workday HiredScore</li> <li>• Workforce Management</li> </ul>

				<ul style="list-style-type: none"> <li>Workday VNDLY</li> </ul>
Microsoft Corporation	United States	United States	<ul style="list-style-type: none"> <li>Hosting services and storage</li> </ul>	<ul style="list-style-type: none"> <li>Adaptive Planning</li> </ul>

\*\*To determine your specific data center provider and location, follow the directions [here](#).

## Content Delivery Network (CDN) Subprocessors

The following third parties provide content delivery network services. A content delivery network (CDN) is a geographically distributed group of servers that caches content close to end users. A CDN allows for the quick transfer of assets needed for loading Internet content, including HTML pages, JavaScript files, stylesheets, images, and videos.

Subprocessor Name	Subprocessor Entity Location	Processing Activities	Applicable Product Line(s)*
Cloudflare, Inc.	United States	<ul style="list-style-type: none"> <li>Content Delivery Network</li> </ul>	<ul style="list-style-type: none"> <li>Talent Management</li> <li>Platform and Product Extensions</li> <li>Workday Peakon Employee Voice</li> </ul>

## Other Third Party Subprocessors

The following third parties provide specific services (as described below) to support and extend Workday's enterprise cloud applications:

Subprocessor Name	Subprocessor Entity Location	Processing Activities	Applicable Product Line(s)*
Amazon Web Services, Inc.	United States	<ul style="list-style-type: none"> <li>Infrastructure-related services (scalability, security, performance, monitoring, data querying, and analysis services);</li> <li>Application development platform (data preprocessing, analysis, and application deployment)</li> <li>Speech-to-text transcription services;</li> </ul>	<ul style="list-style-type: none"> <li>All Product Lines</li> </ul>

Subprocessor Name	Subprocessor Entity Location	Processing Activities	Applicable Product Line(s)*
		<ul style="list-style-type: none"> <li>• Video content conversion services;</li> <li>• Email automation services</li> </ul>	
Auditoria.AI Inc.	United States	<ul style="list-style-type: none"> <li>• Task automation services (Smartbot for accounts payable and related services)</li> </ul>	<ul style="list-style-type: none"> <li>• Financial Management</li> </ul>
Cloudflare, Inc.	United States	<ul style="list-style-type: none"> <li>• Internet Security Services (web application firewall, DDoS attack prevention and related security services)</li> </ul>	<ul style="list-style-type: none"> <li>• All Product Lines</li> </ul>
Databricks, Inc.	United States	<ul style="list-style-type: none"> <li>• Data intelligence platform (optimization of customer data querying and analytics)</li> </ul>	<ul style="list-style-type: none"> <li>• All Product Lines</li> </ul>
Daxtra Technologies	United States	<ul style="list-style-type: none"> <li>• Resume parsing (extracting information into structured format)</li> </ul>	<ul style="list-style-type: none"> <li>• Workday VNDLY</li> </ul>
Gainsight, Inc.	United States	<ul style="list-style-type: none"> <li>• Customer relationship, support and analytics services</li> </ul>	<ul style="list-style-type: none"> <li>• Workday Peakon Employee Voice</li> </ul>
Google LLC	United States	<ul style="list-style-type: none"> <li>• Optical character recognition services;</li> <li>• Translation services;</li> <li>• Similarity matching services (semantic matching);</li> <li>• Natural language processing;</li> <li>• Data intelligence platform (data usage and reporting)</li> </ul>	<ul style="list-style-type: none"> <li>• Adaptive Planning</li> <li>• Financial Management</li> <li>• Human Capital Management</li> <li>• Payroll</li> <li>• Platform and Product Extensions</li> <li>• Spend Management</li> <li>• Talent Management</li> <li>• Workday HiredScore</li> </ul>

Subprocessor Name	Subprocessor Entity Location	Processing Activities	Applicable Product Line(s)*
			<ul style="list-style-type: none"> <li>• Workday Peakon Employee Voice</li> <li>• Workforce Management</li> </ul>
Kyriba Corp.	United States	<ul style="list-style-type: none"> <li>• Banking connectivity services</li> </ul>	<ul style="list-style-type: none"> <li>• Financial Management</li> </ul>
Ozedi Holdings Pty Ltd.	Australia	<ul style="list-style-type: none"> <li>• Australian Single Touch Payroll (STP) submission services</li> </ul>	<ul style="list-style-type: none"> <li>• Payroll</li> </ul>
Pinecone Systems, Inc.	United States	<ul style="list-style-type: none"> <li>• Semantic search functionality within employee surveys</li> </ul>	<ul style="list-style-type: none"> <li>• Workday Peakon Employee Voice</li> </ul>
Sinch America, Inc.	United States	<ul style="list-style-type: none"> <li>• Communication services (email delivery and notifications)</li> </ul>	<ul style="list-style-type: none"> <li>• Workday HiredScore</li> </ul>
SendSafely Inc.	United States	<ul style="list-style-type: none"> <li>• Secure file transfer services</li> </ul>	<ul style="list-style-type: none"> <li>• Workday Peakon Employee Voice</li> <li>• Workday VNDLY</li> </ul>
Twilio Inc.	United States	<ul style="list-style-type: none"> <li>• Communication services (email and text message delivery and analytics)</li> </ul>	<ul style="list-style-type: none"> <li>• Platform and Product Extensions</li> <li>• Student</li> <li>• Workday Peakon Employee Voice</li> </ul>
Zendesk	United States	<ul style="list-style-type: none"> <li>• Customer support platform</li> </ul>	<ul style="list-style-type: none"> <li>• Workday VNDLY</li> </ul>

## Change Log

Date	Description of Change
August 1, 2024	<ul style="list-style-type: none"> <li>• HiredScore (acquired by Workday) subprocessor list migrated to Workday Subprocessor List (new "Workday HiredScore" Product Line)</li> <li>• Added Workday Israel Ltd. as a subprocessor for Workday HiredScore</li> <li>• Added Google LLC as a subprocessor for the Payroll Product Line</li> </ul>
April 4, 2024	<ul style="list-style-type: none"> <li>• Added Google LLC for Human Capital Management Product Line (previously provided through Innovation Services)</li> <li>• Added Workday Costa Rica S.R.L. as a subprocessor for All Product Lines</li> </ul>
March 5, 2024	<ul style="list-style-type: none"> <li>• Reformatted Subprocessor List and migrated "Applicable Service" to "Applicable Product Line." For more information about Product Lines and the features each Product Line includes, visit the <a href="#">Product Hub</a> and <a href="#">Workday Features Description Guide</a>.</li> <li>• Added Data Center Locations for hosting subprocessors</li> <li>• Clarified language throughout. Updated description of processing activities for greater consistency</li> <li>• Workday India Private Limited expanded to be a subprocessor for all Product Lines (previously only a subprocessor for some products), unless otherwise indicated in customer's agreement</li> <li>• Added Google LLC as a subprocessor for Adaptive Planning</li> <li>• Added Auditoria.AI Inc. as a subprocessor for Financial Management</li> <li>• Added Kyriba Corp. as a subprocessor for Financial Management</li> <li>• Added Ozedi Holdings Pty Ltd. as a subprocessor for Australian Payroll</li> <li>• Added Twilio as a subprocessor for Student</li> </ul>
January 31, 2024	<ul style="list-style-type: none"> <li>• Google LLC added as a subprocessor for Innovation Services (HCM Machine Learning Services for Early Access)</li> <li>• Changed name of "Machine Learning Services on Extend" to "Workday AI Gateway"</li> </ul>
November 21, 2023	<ul style="list-style-type: none"> <li>• Language updates for clarity</li> <li>• Workday Australia Pty Ltd. (Australia) added as a subprocessor for all Workday services (previously only a subprocessor for some services)</li> <li>• Workday K.K. (Japan) added as a subprocessor for all Workday services</li> <li>• Sendsafely, Inc. added as a subprocessor for Workday VNDLY</li> <li>• Databricks, Inc. added as a subprocessor for Workday Peakon Employee Voice</li> <li>• Removed Pendo.io, Inc. as a subprocessor for Workday VNDLY</li> <li>• Removed Zendesk, Inc. as a subprocessor for Workday Adaptive Planning</li> </ul>

September 29, 2023	<ul style="list-style-type: none"><li>• Google LLC added as a subprocessor for Innovation Services (Enterprise Search)</li></ul>
August 7, 2023	<ul style="list-style-type: none"><li>• Google LLC added as a subprocessor for additional Innovation Services (all Innovation Services that leverage large language models for natural language processing)</li><li>• Google LLC added as a subprocessor for HCM/FIN/Analytics (for customers hosted in Google data centers)</li></ul>





## Subprocessors for Professional Services

This list identifies Workday affiliates, third parties, and consulting partners who are eligible to process personal data in connection with Workday's provision of professional services to customers. Please note that where a consulting partner has multiple affiliates, only those affiliates eligible to act as a subprocessor are listed. For subprocessors that Workday has engaged to process personal data for Workday enterprise cloud applications, please click on the Workday Subprocessors PDF [here](#).

Sign up [here](#) to receive email notifications of new subprocessors.

### Workday Affiliate Subprocessors for Professional Services

The following Workday affiliates are eligible to process personal data in connection with Workday's provisioning of professional services:

Subprocessor Name	Subprocessor Location	Processing Activities	Workday Professional Services	Adaptive Planning Professional Services
<b>Americas Region</b>				
Canada Workday ULC	Canada	Professional Services	✓	✓
Workday Costa Rica S.R.L.	Costa Rica	Professional Services	✓	✓
Workday Mexico S. de R.L. de C.V.	Mexico	Professional Services	✓	✓
Adaptive Insights LLC	United States	Professional Services		✓
Workday, Inc.	United States	Professional Services	✓	✓
<b>European Region</b>				
Workday Austria GmbH	Austria	Professional Services	✓	✓
Workday Belgium BV	Belgium	Professional Services	✓	✓
Workday CZ s.r.o.	Czech Republic	Professional Services	✓	✓

Subprocessor Name	Subprocessor Location	Processing Activities	Workday Professional Services	Adaptive Planning Professional Services
Workday Denmark ApS	Denmark	Professional Services	✓	✓
Workday Finland Oy	Finland	Professional Services	✓	✓
Workday France	France	Professional Services	✓	✓
Workday GmbH	Germany	Professional Services	✓	✓
Workday Limited	Ireland	Professional Services	✓	✓
Workday Italy S.r.l.	Italy	Professional Services	✓	✓
Workday B.V.	Netherlands	Professional Services	✓	✓
Workday Norway AS	Norway	Professional Services	✓	✓
Workday Polska sp.zo.o.	Poland	Professional Services	✓	✓
Workday Espana SL	Spain	Professional Services	✓	✓
Workday Sweden Aktiebolag	Sweden	Professional Services	✓	✓
Workday Switzerland GmbH	Switzerland	Professional Services	✓	✓
Workday (UK) Limited	United Kingdom	Professional Services	✓	✓
<b>Asia-Pacific and Japan (APJ) Region</b>				
Workday Australia Pty Ltd.	Australia	Professional Services	✓	✓

Subprocessor Name	Subprocessor Location	Processing Activities	Workday Professional Services	Adaptive Planning Professional Services
Workday Asia Pacific Limited	Hong Kong	Professional Services	✓	✓
Workday India Private Limited	India	Professional Services	✓	✓
Workday K.K.	Japan	Professional Services	✓	✓
Workday Singapore Pte. Ltd.	Singapore	Professional Services	✓	✓
Workday Korea Limited	South Korea	Professional Services	✓	✓
Workday Malaysia Sdn. Bhd.	Malaysia	Professional Services	✓	✓
Workday (NZ) Unlimited	New Zealand	Professional Services	✓	✓

\*Checkmarks denote the type of professional service(s) that each subprocessor is authorized to perform.

## Third-Party Subprocessors

The following third parties provide specific services (as described below) to support Workday's provisioning of professional services:

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Applicable Professional Services
Smartsheet Inc.	United States	Collaboration and project-management tool	All Professional Services
SendSafely Inc.	United States	Secure file transfer services	Professional Services relating to Workday Peakon Employee Voice and Workday VNDLY

## Consulting Partner Subprocessors:

The following partners are authorized partner subcontractors that are eligible to process personal data in connection with Workday's provisioning of professional services:

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
Abacist Group LLC	United States	Professional Services	✓	✓
Aberdeen Services	Belgium	Professional Services	✓	
<b>Accenture</b>				
Accenture AB	Sweden	Professional Services	✓	✓
Accenture AG	Switzerland	Professional Services	✓	
Accenture AS	Norway	Professional Services	✓	
Accenture A/S	Denmark	Professional Services	✓	✓
Accenture Australia Pty Limited	Australia	Professional Services	✓	✓
• Accenture BV	Netherlands	Professional Services	✓	✓
• Accenture Company Limited	Belgium	Professional Services	✓	
• Accenture Company Limited	Hong Kong	Professional Services	✓	
• Accenture Consultores de Gestão S.A. Portugal	Portugal	Professional Services	✓	
• Accenture Federal Services LLC	United States	Professional Services	✓	

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
• Accenture France S.A.S.	France	Professional Services	✓	
• Accenture GmbH	Austria	Professional Services	✓	
• Accenture GmbH	Germany	Professional Services	✓	✓
• Accenture Inc.	Philippines	Professional Services	✓	
• Accenture Japan Limited	Japan	Professional Services	✓	
• Accenture LLP	United States	Professional Services	✓	✓
• Accenture New Zealand, Ltd.	New Zealand	Professional Services	✓	✓
• Accenture Outsourcing Services	Spain	Professional Services	✓	
• Accenture OY	Finland	Professional Services	✓	
• Accenture Pty Ltd.	Singapore	Professional Services	✓	✓
• Accenture SG Services Pte Ltd.	Singapore	Professional Services	✓	
• Accenture, S.L., Sociedad Unipersonal	Spain	Professional Services	✓	
• Accenture Solutions Co. Ltd.	Thailand	Professional Services	✓	
• Accenture Solutions Private Limited	India	Professional Services	✓	
• Accenture Solutions Sdn. Bhd.	Malaysia	Professional Services	✓	

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
• Accenture (South Africa) Proprietary Limited	South Africa	Professional Services	✓	
• Accenture S.P.A.	Italy	Professional Services	✓	
• Accenture LLP	United Kingdom	Professional Services		✓
• Accenture (UK) Limited	United Kingdom	Professional Services	✓	
• Accenture S.C.	Mexico	Professional Services	✓	
• Accenture Inc.	Canada	Professional Services	✓	
• Coritel, S.A. (Accenture Spain)	Spain	Professional Services	✓	
• TECNOLOGICA ECOSISTEMAS S.A.	Spain	Professional Services	✓	
ActiveCyber, LLC	United States	Professional Services	✓	✓
Addedo	Sweden	Professional Services	✓	
Advise Now SAS	France	Professional Services	✓	
Albida Consulting Ltd	United Kingdom	Professional Services	✓	
<b>Alight</b>				
• Alight Canada N.S. ULC	Canada	Professional Services	✓	✓
• Alight Services India Private Limited	India	Professional Services	✓	✓

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
• Alight Solutions Co., Ltd.	Thailand	Professional Services	✓	✓
• Alight Solutions Europe Limited	United Kingdom	Professional Services	✓	✓
• Alight Solutions Europe ESC Limited	United Kingdom	Professional Services	✓	
• Alight Solutions Europe Sp. Z o o	Poland	Professional Services	✓	
• Alight Solutions LLC	United States	Professional Services	✓	✓
• Alight Solutions Private Limited	Hong Kong	Professional Services	✓	✓
• Alight Solutions Pte Limited	Singapore	Professional Services	✓	✓
• Alight Solutions Sdn. Bhd.	Malaysia	Professional Services	✓	✓
• Carlson Management Consulting, LLC, an Alight Company	United States	Professional Services		✓
• Future Knowledge Pty Ltd.	Australia	Professional Services	✓	✓
• NorthgateArinso, LLC	United States	Professional Services	✓	
• NorthgateArinso Granada S.L.U	Spain	Professional Services	✓	
• Arinso France SAS	France	Professional Services	✓	
• Arinso Iberica, S.L.	Spain	Professional Services	✓	

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
<ul style="list-style-type: none"> <li>PT Aight Solutions Indonesia</li> </ul>	Indonesia	Professional Services	✓	
Amaris Act Monaco S.A.M.	Monaco	Professional Services	✓	
Analysis Team, Inc.	United States	Professional Services		✓
Armanino LLP	United States	Professional Services	✓	✓
Asterigo Consulting	France	Professional Services	✓	
Ataway Japan K.K.	Japan	Professional Services	✓	
<b>Avaap</b>				
<ul style="list-style-type: none"> <li>Avaap USA LLC</li> </ul>	United States	Professional Services	✓	✓
<ul style="list-style-type: none"> <li>Avaap Canada ULC</li> </ul>	Canada	Professional Services	✓	
<ul style="list-style-type: none"> <li>Avaap IT Services Private Limited</li> </ul>	India	Professional Services	✓	
Basico p/s	Denmark	Professional Services	✓	
BDO Canada LLP	Canada	Professional Services		✓
<b>Business Network Builders</b>				
<ul style="list-style-type: none"> <li>BNB Cloud Services Mexico S.A. de CV</li> </ul>	Mexico	Professional Services	✓	✓
<ul style="list-style-type: none"> <li>Business Network Builders Holding S.A.</li> </ul>	Switzerland	Professional Services	✓	
<ul style="list-style-type: none"> <li>Business Network Builders Ltd.</li> </ul>	United Kingdom	Professional Services	✓	



Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
• Business Network Builders S.L.	Spain	Professional Services	✓	✓
• Business Network Builders s.r.l.	Italy	Professional Services	✓	
• Business Solutions Partners	United States	Professional Services		✓
• SoftOne Solutions S.A.	Argentina	Professional Services	✓	
<b>Capgemini</b>				
• Capgemini America, Inc.	United States	Professional Services	✓	
• Capgemini Australia Pty Limited	Australia	Professional Services	✓	
• Capgemini International BV	Netherlands	Professional Services	✓	
• Capgemini Technology Services	France	Professional Services	✓	
• Capgemini UK Plc	United Kingdom	Professional Services	✓	
<b>Capitalize Data Analytics LLC</b>				
• Capitalize Data Analytics LLC	United States	Professional Services	✓	
• Capitalize Data Analytics LLC	United Kingdom	Professional Services		✓
CapTech Ventures, Inc.	United States	Professional Services	✓	
Catapult Solutions Group	United States	Professional Services	✓	
Clear Plan (SaaS) Ltd.	United Kingdom	Professional Services		✓

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
CloudRock Partners Ltd	United Kingdom	Professional Services	✓	
CohnReznick LLP	United States	Professional Services		✓
<b>Collaborative Solutions</b>				
• CogDev Malaysia Sdn. Bhd.	Malaysia	Professional Services	✓	
• Cognizant Worldwide Limited	Hong Kong	Professional Services	✓	
• Cognizant Worldwide Ltd.	Singapore	Professional Services	✓	
• Collaborative Solutions, LLC	United States	Professional Services	✓	✓
• Collaborative Solutions Australia Pty Ltd.	Australia	Professional Services	✓	✓
• Collaborative Solutions Europe Limited	United Kingdom	Professional Services		✓
CollabraLink Technologies, Inc. d/b/a Groundswell	United States	Professional Services	✓	
Connor Group Global Services, LLC	United States	Professional Services	✓	
Core Education Services PBC	United States	Professional Services	✓	
Corete4m Ltd	United Kingdom	Professional Services	✓	
Corporate Renaissance Group	Canada	Professional Services		✓
CrossVue, LLC	United States	Professional Services	✓	✓

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
Crowe LLP	United States	Professional Services		✓
Datacom Systems Limited	New Zealand	Professional Services	✓	
DayConnect B.V.	Netherlands	Professional Services	✓	
Decision Inc.	New Zealand	Professional Services		✓
Decision Inc.	United Kingdom	Professional Services		✓
Decision Inc Australia Pty Ltd	Australia	Professional Services	✓	
Deflytics Consulting Private Limited	India	Professional Services	✓	
<b>Deloitte</b>				
• Deloitte Advisory (Hong Kong) Limited	Hong Kong	Professional Services	✓	
• Deloitte Advisory spółka z ograniczoną odpowiedzialnością sp.k	Poland	Professional Services	✓	
• Deloitte AS	Norway	Professional Services	✓	
• Deloitte Conseil	France	Professional Services	✓	✓
• Deloitte Consulting AG	Switzerland	Professional Services	✓	
• Deloitte Consulting & Advisory CVBA	Belgium	Professional Services	✓	
• Deloitte Consulting & Advisory BV	Netherlands	Professional Services	✓	✓

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
• Deloitte Consulting LLC	Korea	Professional Services	✓	
• Deloitte Consulting LLP	United States	Professional Services	✓	✓
• Deloitte Consulting Ltd.	Thailand	Professional Services	✓	
• Deloitte Consulting Pte Ltd.	Singapore	Professional Services	✓	✓
• Deloitte Consulting Pty Ltd.	Australia	Professional Services	✓	✓
• Deloitte Consulting Pty Ltd.	South Africa	Professional Services	✓	✓
• Deloitte Consulting (SEA) SDN BHD	Malaysia	Professional Services	✓	
• Deloitte Consulting S.L.U.	Spain	Professional Services	✓	✓
• Deloitte Consulting Srl	Italy	Professional Services	✓	
• Deloitte, Inc.	Canada	Professional Services	✓	✓
• Deloitte MCS Limited	United Kingdom	Professional Services	✓	✓
• Deloitte Limited (as trustee for the Deloitte Trading Trust)	New Zealand	Professional Services	✓	
• Deloitte Tehnologie SR	Romania	Professional Services	✓	
• Deloitte Tohmatsu Consulting LLC	Japan	Professional Services	✓	

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
• Deloitte & Touche Consulting Co.	Taiwan	Professional Services	✓	
• Deloitte Touche Tohmatsu India LLP	India	Professional Services	✓	
• PT Deloitte Consulting	Indonesia	Professional Services	✓	
DestGates co., LTD	Japan	Professional Services	✓	
Digital Commerce Pty Ltd	Australia	Professional Services	✓	
<b>DXC</b>				
• Computer Sciences Corporation India Private Limited	India	Professional Services	✓	
• DXC Technology Polska Sp. Z o.o	Poland	Professional Services	✓	
• DXC Technology Services LLC	United States	Professional Services	✓	
• E Services Singapore Pte. Ltd.	Singapore	Professional Services	✓	
• EIT Services India Private Limited	India	Professional Services	✓	
• EntServe Philippines Inc.	Philippines	Professional Services	✓	
• Enterprise Services Belgium BVBA	Belgium	Professional Services	✓	
• Enterprise Services France SAS	France	Professional Services	✓	
• Enterprise Services Italia S.r.l	Italy	Professional Services	✓	

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
• Enterprise Services Japan, Ltd.	Japan	Professional Services	✓	
• EntServ Deutschland GmbH	Germany	Professional Services	✓	
• Entserv Malaysia Sdn. Bhd	Malaysia	Professional Services	✓	
• EntServ UK LTD.	United Kingdom	Professional Services	✓	
• IT Corporate Solutions Spain, S.L.U.	Spain	Professional Services	✓	
Eisner Advisory Group LLC	United States	Professional Services		✓
Element 78 Partners, LLC	United States	Professional Services		✓
EPM Pros Inc. dba Bakerfield Solutions	United States	Professional Services	✓	
ERP Analysts, Inc. d/b/a ERPA	United States	Professional Services	✓	
EZE Cloud Consulting SG PTE LTD	Singapore	Professional Services	✓	
Fellowmind Finland Oy Ab	Finland	Professional Services	✓	
FPA LATAM, S.A. DE C.V.	Mexico	Professional Services		✓
Frank Rimerman Consulting LLC	United States	Professional Services		✓
FUSION5	Australia	Professional Services	✓	
G-Able Public Company Limited	Thailand	Professional Services	✓	

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
Generation Conseil	France	Professional Services		✓
Glyde Consulting (Pty) Ltd	South Africa	Professional Services	✓	
Grant Thornton LLP	United States	Professional Services	✓	✓
Groove Global LLC	United States	Professional Services	✓	
Guidehouse LLP	United States	Professional Services	✓	
Helios Consulting LLC	United States	Professional Services	✓	
<b>HR Path</b>				
<ul style="list-style-type: none"> <li>Ataraxis Services BV (Netherlands)</li> </ul>	Netherlands	Professional Services	✓	
<ul style="list-style-type: none"> <li>Ataraxis NV (Belgium)</li> </ul>	Belgium	Professional Services	✓	
<ul style="list-style-type: none"> <li>HR Path</li> </ul>	France	Professional Services	✓	✓
Hexaware Technologies Inc.	United States	Professional Services	✓	
Hexaware Technologies Ltd.	India	Professional Services	✓	
Hexaware Technologies Mexico S de RL De CV	Mexico	Professional Services	✓	
Hitachi Solutions, Ltd.	Japan	Professional Services	✓	
Huron Consulting Services LLC	United States	Professional Services	✓	✓
<b>IBM</b>				

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
• Compagnie IBM France	France	Professional Services	✓	
• IBM China/Hong Kong Limited	Hong Kong	Professional Services	✓	
• IBM Deutschland GmbH	Germany	Professional Services	✓	
• IBM iX Berlin GmbH	Germany	Professional Services	✓	
• IBM Korea	South Korea	Professional Services	✓	
• IBM Lietuva UAB	Lithuania	Professional Services	✓	
• IBM Malaysia Sdn Bhd	Malaysia	Professional Services	✓	
• IBM Philippines, Inc.	Philippines	Professional Services	✓	
• IBM Singapore Pte. Ltd.	Singapore	Professional Services	✓	
• IBM Taiwan Corporation	Taiwan	Professional Services	✓	✓
• IBM United Kingdom Limited	United Kingdom	Professional Services	✓	
• International Business Machines Corporation	United States	Professional Services	✓	✓
• IBM Canada, Ltd.	Canada	Professional Services	✓	
ICit Business Intelligence Ltd.	United Kingdom	Professional Services		✓
Impact Advisors, LLC	United States	Professional Services	✓	



Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
Incline Alchemy	United States	Professional Services	✓	✓
<b>Intecrowd</b>				
• Intecrowd LLC	United States, Poland, Germany	Professional Services	✓	
• Intecrowd LLC	United States, Canada, Germany	Professional Services		✓
• Intecrowd Pty Ltd.	Australia	Professional Services	✓	
• Intecrowd India Pvt Ltd	India	Professional Services	✓	
Intuitive TEK	United States	Professional Services		✓
Invisors Europe Limited	United Kingdom	Professional Services	✓	
Invisors LLC	United States	Professional Services	✓	✓
<b>Kainos</b>				
• Formulate Kainos Limited	United Kingdom	Professional Services		✓
• Kainos Software Poland Sp. Z o.o.	Poland	Professional Services	✓	
• Kainos WorkSmart ApS	Denmark	Professional Services	✓	
• Kainos WorkSmart GmbH	Germany	Professional Services	✓	
• Kainos Worksmart Inc.	United States	Professional Services	✓	✓

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
• Kainos Worksmart Inc.	Canada	Professional Services	✓	✓
• Kainos Worksmart Limited	Northern Ireland	Professional Services	✓	✓
Knowbrist Corp d/b/a Three Link Solutions	United States	Professional Services	✓	
KnowledgeSource, Inc.	United States	Professional Services	✓	
<b>KPMG</b>				
• KPMG Advisory BV/SRL	Belgium	Professional Services	✓	
• KPMG Advisory (Hong Kong) Limited	Hong Kong	Professional Services	✓	
• KPMG Australia Technology Solutions Pty Ltd.	Australia	Professional Services	✓	
• KPMG LLP Canada	Canada	Professional Services	✓	
• KPMG LLP (UK)	United Kingdom	Professional Services	✓	✓
• KPMG LLP (US)	United States	Professional Services	✓	
• KPMG S.A. (France)	France	Professional Services	✓	✓
Leigh Consulting, LLC	United States	Professional Services	✓	
Loop Consulting, LLC	United States	Professional Services	✓	
Macrospect, Inc.	United States	Professional Services	✓	✓

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
ManpowerGroup Talent Solutions, LLC	United States	Professional Services	✓	
<b>Mercer</b>				
• Mercer (Korea)	South Korea	Professional Services	✓	
• Mercer (US), Inc.	United States	Professional Services	✓	✓
• Mercer Consulting (France) SAS	France	Professional Services	✓	✓
• Mercer Consulting (India) Private Limited	India	Professional Services	✓	
• Mercer Deutschland GmbH	Germany	Professional Services	✓	
• Mercer Italia S.r.L	Italy	Professional Services	✓	✓
Meridian Partners, LLC	United States	Professional Services	✓	✓
Mero Ltd	New Zealand	Professional Services	✓	
MHP Management- und IT-Beratung GmbH	Germany	Professional Services	✓	
Modelcom	Canada	Professional Services		✓
Moss Adams LLP	United States	Professional Services		✓
Msol Inc, d/b/a Macro Solutions	United States	Professional Services	✓	
NeoSystems Corp.	United States	Professional Services		✓

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
Nordic Consulting Partners, Inc.	United States	Professional Services	✓	
Oakland Consulting Group, Inc.	United States	Professional Services	✓	
OCLC, Inc.	United States	Professional Services	✓	
<b>OneSource Virtual</b>				
• OneSource Virtual Inc.	United States	Professional Services	✓	✓
• OneSource Virtual (UK) Limited	United Kingdom	Professional Services	✓	✓
Orbit Consultancy Services Limited	Hong Kong	Professional Services	✓	
Pitcher Partners Consulting Pty Ltd.	Australia	Professional Services		✓
<b>Planet Equity Group</b>				
• Planet Equity Group, LLC	United States	Professional Services	✓	
• Planet Equity Group LTD	United Kingdom	Professional Services	✓	
Planning Systems Group Pty Ltd.	Australia	Professional Services	✓	✓
PlanSimpli	United States	Professional Services	✓	
PMSQUARE PTE LTD	Singapore	Professional Services	✓	
PPI-GEM SERVICES INC	Canada	Professional Services	✓	
Precision Task Group, Inc.	United States	Professional Services	✓	

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
Premier International Enterprises, LLC	United States	Professional Services	✓	
Preos Talent Limited	United Kingdom	Professional Services	✓	
<b>PricewaterhouseCoopers</b>				
• PricewaterhouseCoopers LLP	United States	Professional Services	✓	✓
• PricewaterhouseCoopers Assessoria de Gestão, Lda	Portugal	Professional Services	✓	
• PricewaterhouseCoopers Asesores de Negocios, S.L.	Spain	Professional Services	✓	✓
• PricewaterhouseCoopers Belastingadviseurs N.V.	Netherlands	Professional Services	✓	✓
• PricewaterhouseCoopers LLP	Canada	Professional Services	✓	✓
• PricewaterhouseCoopers Consulting Hong Kong Limited	Hong Kong	Professional Services	✓	
• PwC Consulting LLC	Japan	Professional Services	✓	
• PwC Enterprise Advisory Services BCVBA	Belgium	Professional Services	✓	
• PricewaterhouseCoopers Consulting (Australia) Pty Ltd.	Australia	Professional Services	✓	
• PricewaterhouseCoopers LLP (UK)	United Kingdom	Professional Services	✓	✓

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
<ul style="list-style-type: none"> <li>PricewaterhouseCoopers Management Consulting Co., Ltd.</li> </ul>	Taiwan	Professional Services	✓	
<ul style="list-style-type: none"> <li>PricewaterhouseCoopers, Société coopérative</li> </ul>	Luxembourg	Professional Services	✓	
<ul style="list-style-type: none"> <li>Öhrlings PricewaterhouseCoopers AB</li> </ul>	Sweden	Professional Services	✓	
Prime Planning, LLC	United States	Professional Services	✓	
Protiviti Inc.	United States	Professional Services	✓	
PT. Metrodata Electronics, Tbk	Indonesia	Professional Services	✓	
QB Analytix	Indonesia	Professional Services	✓	
QBix Analytics, LLC	United States	Professional Services		✓
Qmetrix Pt Ltd	Australia	Professional Services	✓	
Quanam S.A. de C.V.	Mexico	Professional Services	✓	
Quartz Insights	France	Professional Services	✓	
QueBIT	United States	Professional Services		✓
Randstad Enterprise BV	Netherlands	Professional Services	✓	
Revelwood	United States	Professional Services	✓	✓

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
Red Barn Partners	United States	Professional Services	✓	✓
Richard A. Keller Inc. (RAK Inc.)	United States	Professional Services		✓
Rimini Street, Inc.	United States	Professional Services	✓	
RKL eSolutions LLC	United States	Professional Services		✓
RSM US LLP	United States	Professional Services	✓	✓
<b>Samsung</b>				
• Miracom, Inc.	South Korea	Professional Services	✓	
• Samsung SDS Co., Ltd.	South Korea	Professional Services	✓	
Shearwater Japan Limited	Japan	Professional Services		✓
Shearwater Planning Pte Ltd	Singapore	Professional Services	✓	
Skillcentrix LLC	United States	Professional Services	✓	✓
SK Inc.	South Korea	Professional Services (SK affiliates only)	✓	
Slalom, Inc.	United States	Professional Services	✓	
Solution Architects Group, LLC	United States	Professional Services	✓	
Solution Valuebility Inc	Canada	Professional Services	✓	✓

Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
Strata Information Group, Inc.	United States	Professional Services	✓	
Symali Ltd	United Kingdom	Professional Services	✓	
Syssero, Inc.	United States	Professional Services	✓	
TELUS International (Cda) Inc.	Canada	Professional Services	✓	
The Remy Corporation	United States	Professional Services	✓	
The Trustee for Forpoint Solutions Australia Unit Trust	Australia	Professional Services	✓	
Three Plus Consulting Ltd.	United Kingdom	Professional Services	✓	
<b>Tieto</b>				
• Tieto Czech s.r.o	Czech Republic	Professional Services	✓	
• TietoEVRY Norway AS	Norway	Professional Services	✓	
• Tietoevry Tech Services Finland Oy	Finland	Professional Services	✓	✓
• Tieto India Pvt Ltd	India	Professional Services	✓	
• Tietoevry Tech Services Latvia SIA	Latvia	Professional Services	✓	
• Tieto Sweden AB	Sweden	Professional Services	✓	✓
• Tieto Support Services Sp. z.o.o.	Poland	Professional Services	✓	



Subprocessor Name	Subprocessor Entity Location	Subprocessor Type	Workday Professional Services	Adaptive Planning Professional Services
Tobby Associates Limited	Hong Kong	Professional Services		✓
TopBloc, LLC	United States	Professional Services	✓	✓
Tridant Pty Ltd	Australia	Professional Services	✓	
WDMarketdesk, LLC	United States	Professional Services	✓	

\*Checkmarks denote the type of professional service(s) that each subprocessor is authorized to perform.

## Change Log

Date	Description of Change
August 1, 2024	<p>The following entities were added as Partner Subprocessors for Workday Professional Services:</p> <ul style="list-style-type: none"> <li>● Aberdeen Services (Belgium)</li> <li>● Addedo (Sweden)</li> <li>● Asterigo Consulting (France)</li> <li>● Ataway Japan K.K. (Japan)</li> <li>● Basico p/s (Denmark)</li> <li>● Capitalize Data Analytics LLC (United States)</li> <li>● Catapult Solutions Group (United States)</li> <li>● Connor Group Global Services, LLC (United States)</li> <li>● Decision Inc Australia Pty Ltd (Australia)</li> <li>● Deflytics Consulting Private Limited (India)</li> <li>● DestGates co., LTD (Japan)</li> <li>● Digital Commerce Pty Ltd (Australia)</li> <li>● EPM Pros Inc. dba Bakerfield Solutions (United States)</li> <li>● Fellowmind Finland Oy Ab (Finland)</li> <li>● FUSION5 (Australia)</li> <li>● Groove Global LLC (United States)</li> <li>● Leigh Consulting, LLC (United States)</li> <li>● Kainos Worksmart Inc. (Canada and United States)</li> <li>● Mero Ltd (New Zealand)</li> <li>● Msol Inc, d/b/a Macro Solutions (United States)</li> <li>● OCLC, Inc. (United States)</li> <li>● Orbit Consultancy Services Limited (Hong Kong)</li> <li>● Planning Systems Group Pty Ltd (Australia)</li> <li>● PlanSimpli (United States)</li> <li>● PMSQUARE PTE LTD (Singapore)</li> <li>● PPI-GEM SERVICES INC (Canada)</li> <li>● Prime Planning, LLC (United States)</li> <li>● PT. Metrodata Electronics, Tbk (Indonesia)</li> <li>● QB Analytix (Indonesia)</li> <li>● Qmetrix Pt Ltd. (Australia)</li> <li>● Quartz Insights (France)</li> <li>● Rimini Street, Inc. (United States)</li> <li>● RSM US LLP (United States)</li> <li>● Shearwater Planning Pte Ltd (Singapore)</li> <li>● Solution Architects Group, LLC (United States)</li> <li>● Strata Information Group, Inc. (United States)</li> <li>● Syssero, Inc. (United States)</li> <li>● The Trustee for Forpoint Solutions Australia Unit Trust (Australia)</li> <li>● Tridant Pty Ltd (Australia)</li> </ul>

	<p>The following entities were removed as Partner Subprocessors for Workday Adaptive Professional Services:</p> <ul style="list-style-type: none"> <li>● ABM Systems Australia Pty Ltd. (Australia)</li> <li>● Aubea (Canada)</li> </ul> <p>SendSafely Inc. was added as a new subprocessor for all Professional Services relating to Workday Peakon Employee Voice and Workday VNDLY.</p>
<p>April 4, 2024</p>	<p>The following entities were added as Partner Subprocessors for Workday Professional Services:</p> <ul style="list-style-type: none"> <li>● Deloitte Consulting Srl (Italy)</li> <li>● G-Able Public Company Limited (Thailand)</li> <li>● Protiviti Inc. (United States)</li> <li>● WDMarketdesk, LLC (United States)</li> </ul> <p>Workday Costa Rica S.R.L. was added as an Affiliate Subprocessor for Workday and Workday Adaptive Professional Services.</p>
<p>March 5, 2024</p>	<p>Format changes</p>
<p>January 31, 2024</p>	<p>The following entities were added as Partner Subprocessors for Workday Professional Services:</p> <ul style="list-style-type: none"> <li>● Advise Now SAS (France)</li> <li>● Albida Consulting Ltd (United Kingdom)</li> <li>● Core Education Services PBC (United States)</li> <li>● DayConnect B.V. (Netherlands)</li> <li>● Deloitte Tohmatsu Consulting LLC (Japan)</li> <li>● EZE Cloud Consulting SG PTE LTD (Singapore)</li> <li>● Helios Consulting LLC (United States)</li> <li>● Knowbrist Corp d/b/a Three Link Solutions (United States)</li> <li>● KPMG LLP (US) (United States)</li> <li>● Loop Consulting, LLC (United States)</li> <li>● ManpowerGroup Talent Solutions, LLC (United States)</li> <li>● Oakland Consulting Group, Inc. (United States)</li> <li>● PricewaterhouseCoopers, Société coopérative (Luxembourg)</li> <li>● Randstad Enterprise BV (Netherlands)</li> <li>● Slalom, Inc. (United States)</li> <li>● Symali Ltd (United Kingdom)</li> <li>● TELUS International (Cda) Inc. (Canada)</li> </ul> <p>The following entities were removed as Partner Subprocessors for Workday Professional Services:</p> <ul style="list-style-type: none"> <li>● KPMG Asesores, S.L. (Spain)</li> </ul> <p>The following entities were removed as Partner Subprocessors for Workday Adaptive Planning Professional Services:</p> <ul style="list-style-type: none"> <li>● 1 Truth (United Kingdom)</li> <li>● Abacist US, Inc. (United States)</li> <li>● Forpoint Solutions Australia Pty Ltd. (Australia)</li> <li>● Infometry Inc. (United States)</li> <li>● Lanshore LLC (United States)</li> </ul>

	<p>The following Partner Subprocessor entity names were changed:</p> <ul style="list-style-type: none"> <li>• Human Resources and Management Systems Consulting SAM (Monaco) is changed to Amaris Act Monaco S.A.M. (Monaco)</li> <li>• Morrison &amp; Morrison, Ltd. is changed to Eisner Advisory Group LLC</li> <li>• Tieto Finland Oyj is changed to Tietoevry Tech Services Finland Oy</li> <li>• Tieto Latvia SIA is changed to Tietoevry Tech Services Latvia SIA</li> </ul>
November 21, 2023	<p>The following entities were added as Partner Subprocessors for Workday Professional Services:</p> <ul style="list-style-type: none"> <li>• Capgemini Australia Pty Limited (Australia)</li> <li>• CollabraLink Technologies, Inc. d/b/a Groundswell (United States)</li> <li>• Corete4m Ltd (United Kingdom)</li> <li>• The Remy Corporation (United States)</li> </ul>
September 29, 2023	<p>The following entities were removed as Partner Subprocessors for Workday Professional Services:</p> <ul style="list-style-type: none"> <li>• KPMG Samjong Accounting Corp. (South Korea)</li> <li>• PricewaterhouseCoopers Advisory (France)</li> <li>• PricewaterhouseCoopers South African Firm (South Africa)</li> </ul> <p>The following entities were added as Partner Subprocessors for Workday Professional Services:</p> <ul style="list-style-type: none"> <li>• Accenture Solutions Private Limited (India)</li> <li>• Cognizant Worldwide Limited (Hong Kong)</li> <li>• Deloitte AS (Norway)</li> <li>• Deloitte &amp; Touche Consulting Co. (Taiwan)</li> <li>• Deloitte Touche Tohmatsu India LLP (India)</li> <li>• Grant Thornton LLP (United States)</li> <li>• KPMG Advisory (Hong Kong) Limited (Hong Kong)</li> <li>• KPMG Advisory BV/SRL (Belgium)</li> <li>• Nordic Consulting Partners, Inc. (United States)</li> <li>• Premier International Enterprises, LLC (United States)</li> <li>• Three Plus Consulting Ltd. (United Kingdom)</li> </ul> <p>The following entities were added as Partner Subprocessors for Workday Adaptive Planning Professional Services:</p> <ul style="list-style-type: none"> <li>• Skillcentrix LLC (United States)</li> </ul>