

# Workday Subscription Pricing

Temporary Pricing from 22<sup>nd</sup> June 2026 to 22<sup>nd</sup> July 2026

## G-Cloud 14

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## 'Workday' GCloud 14 Service

### Workday Subscription Pricing for GCloud 14

| Product Offerings (short name)                   | # of Employees      | GBP per Year Per Employee |
|--------------------------------------------------|---------------------|---------------------------|
| CHCM, CCTPP                                      | From 1000 to 1500   | 158.31                    |
|                                                  | From 1501 to 3500   | 133.27                    |
|                                                  | From 3501 to 10000  | 113.27                    |
|                                                  | From 10001 to 25000 | 91.51                     |
|                                                  | From 25001 to 50000 | 72.67                     |
|                                                  | From 50001          | 57.57                     |
| CHCM, CCTPP, EXP, REC                            | From 750 to 1500    | 236.08                    |
|                                                  | From 1501 to 3500   | 198.74                    |
|                                                  | From 3501 to 10000  | 168.91                    |
|                                                  | From 10001 to 25000 | 136.47                    |
|                                                  | From 25001 to 50000 | 108.38                    |
|                                                  | From 50001          | 85.86                     |
| CHCM, UKP, TT, EXP                               | From 750 to 1500    | 298.70                    |
|                                                  | From 1501 to 3500   | 251.46                    |
|                                                  | From 3501 to 10000  | 213.72                    |
|                                                  | From 10001 to 25000 | 172.67                    |
|                                                  | From 25001 to 50000 | 137.13                    |
|                                                  | From 50001          | 108.63                    |
| CHCM, UKP, TLO, REC, EXP, LRN, TT, PRJT, PRO, SC | From 500 to 1500    | 500.39                    |
|                                                  | From 1501 to 3500   | 421.25                    |

|  |                    |        |
|--|--------------------|--------|
|  | From 3501 to 10000 | 358.02 |
|--|--------------------|--------|

| Product Offerings (short name)                 | # of Employees          | GBP per Year Per Employee |
|------------------------------------------------|-------------------------|---------------------------|
|                                                | From 10001 to 25000     | 289.25                    |
|                                                | From 25001 to 50000     | 229.71                    |
|                                                | From 50001              | 181.98                    |
| CHCM, UKP, REC, EXP, TT, HLP, JRNY, PPLA + WSP | <b>From 750 to 1500</b> | 490.25                    |
|                                                | From 1501 to 3500       | 412.71                    |

|                                   |                          |        |
|-----------------------------------|--------------------------|--------|
|                                   | From 3501 to 10000       | 350.77 |
|                                   | From 10001 to 25000      | 283.39 |
|                                   | From 25001 to 50000      | 225.06 |
|                                   | From 50001               | 178.29 |
| CHCM, UKP, REC, EXP, TT, FIN, PRO | <b>From 500 to 1500</b>  | 475.96 |
|                                   | From 1501 to 3500        | 400.69 |
|                                   | From 3501 to 10000       | 340.55 |
|                                   | From 10001 to 25000      | 275.13 |
|                                   | From 25001 to 50000      | 218.50 |
|                                   | From 50001               | 173.10 |
| CHCM, UKP, TT, FIN, PRO           | <b>From 750 to 1500</b>  | 399.98 |
|                                   | From 1501 to 3500        | 336.72 |
|                                   | From 3501 to 10000       | 286.18 |
|                                   | From 10001 to 25000      | 231.21 |
|                                   | From 25001 to 50000      | 183.62 |
|                                   | From 50001               | 145.46 |
| EXP, FIN, PRO                     | <b>From 1000 to 1500</b> | 116.89 |
|                                   | From 1501 to 3500        | 98.41  |
|                                   | From 3501 to 10000       | 83.64  |

|                                                                                        |                         |                                  |
|----------------------------------------------------------------------------------------|-------------------------|----------------------------------|
|                                                                                        | From 10001 to 25000     | 67.57                            |
|                                                                                        | From 25001 to 50000     | 53.66                            |
|                                                                                        | From 50001              | 42.51                            |
| CHCM, CCTPP, REC, FIN, PRO                                                             | <b>From 750 to 1500</b> | <b>372.30</b>                    |
|                                                                                        | From 1501 to 3500       | 313.42                           |
|                                                                                        | From 3501 to 10000      | 266.38                           |
|                                                                                        | From 10001 to 25000     | 215.21                           |
|                                                                                        | From 25001 to 50000     | 170.91                           |
|                                                                                        | From 50001              | 135.40                           |
| CHCM, CCTPP, EXP, REC, LRN, FIN, PRO, CCLRN                                            | <b>From 750 to 1500</b> | <b>456.47</b>                    |
|                                                                                        | From 1501 to 3500       | 384.28                           |
|                                                                                        | From 3501 to 10000      | 326.60                           |
|                                                                                        | From 10001 to 25000     | 263.86                           |
|                                                                                        | From 25001 to 50000     | 209.55                           |
|                                                                                        | From 50001              | 166.01                           |
| CHCM, UKP, TLO, REC, EXP, TT, LRN, FIN, PRO, PRJT, PB, INV, HLP, JRNY, PPLA, CCLRN, SC | <b>From 750 to 1500</b> | <b>775.50</b>                    |
|                                                                                        | From 1501 to 3500       | 652.85                           |
|                                                                                        | From 3501 to 10000      | 554.87                           |
|                                                                                        | From 10001 to 25000     | 448.29                           |
| CHCM, TLO, HLP, JRNY, LRN, GPC, CCLRN, REC, FIN, PLNF, TT, EXP, PRO, WSP, CCTPP, MCNF  | From 500-750            | <b>644.02</b>                    |
| <b>Product Offerings (short name)</b>                                                  | <b># of Employees</b>   | <b>GBP per Year Per Employee</b> |
|                                                                                        | From 25001 to 50000     | 356.01                           |
|                                                                                        | From 50001              | 282.03                           |
| PRJT, PB                                                                               | <b>From 750 to 1500</b> | <b>180.35</b>                    |
|                                                                                        | From 1501 to 3500       | 151.83                           |
|                                                                                        | From 3501 to 10000      | 129.04                           |
|                                                                                        | From 10001 to 25000     | 104.25                           |



|                 |                          |              |
|-----------------|--------------------------|--------------|
|                 | From 25001 to 50000      | 82.79        |
|                 | From 50001               | 65.59        |
| HLP, JRNY, PPLA | <b>From 2001 to 3500</b> | <b>74.86</b> |
|                 | From 3501 to 10000       | 63.62        |
|                 | From 10001 to 25000      | 51.40        |
|                 | From 25001 to 50000      | 40.82        |
|                 | From 50001               | 32.34        |
| PRA             | <b>From 2501 to 3500</b> | <b>44.99</b> |
|                 | From 3501 to 10000       | 38.23        |
|                 | From 10001 to 25000      | 30.89        |
|                 | From 25001 to 50000      | 24.53        |
|                 | From 50001               | 19.43        |

| Long Name                             | Short Name | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|---------------------------------------|------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                       |            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Core Human Capital Management         | CHCM       | Workday Core HCM supports an organisation in organising, staffing, paying, and developing its global workforce. Workday Core HCM includes global human resources management (workforce lifecycle management, organisation management, worker profile, compensation, business asset tracking, absence, and employee benefits administration). Workday Core HCM includes connectors that facilitate integration to select Workday partners that provide capabilities including recruiting, learning, time and attendance, and user account provisioning (LDAP/Active Directory). |
| Cloud Connect for Third-Party Payroll | CCTPP      | Cloud Connect for Third-Party Payroll extends Workday HCM by providing integrations to third-party payroll providers and aggregators. It also includes                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                       |            | the Payroll Connector (generic integration template that provides a starting point for integration to a third-party payroll provider).                                                                                                                                                                                                                                                                                                                                                                                                                                         |

Please note that in certain cases individual Workday Service Product Offering names (long and / or short) may differ slightly from the actual Workday Service Descriptions and short names prevailing at the time of order – where there is no change other than the name, a direct exchange can be made above with no impact on the subscription pricing indicated. Product offering combinations not listed above may be considered, though this will have an impact on pricing which will



need to be discussed and agreed. Product Offerings not listed above that subsequently become available may be considered along with any impact in the subscription pricing.

## Workday Service Descriptions and Short Names

| Long Name                              | Short Name | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|----------------------------------------|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Workday Payroll for the United Kingdom | UKP        | Workday Payroll for the United Kingdom supports the creation and management of Payroll for United Kingdom employees. Configure earnings, deductions, accumulations, and balances. Manage worker payment elections and payroll input. Calculate, review/audit, and complete payrolls and settlement runs. Identify company tax data. Manage worker tax, national insurance, student loan and court order deductions and statutory payments associated to birth and adoption. Manage standard employee tax reporting including RTI.                                                                                                                                                                                                                                                                                            |
| Talent Optimization                    | TLO        | Talent Optimization includes talent and performance functionality (goals, development plans, employee performance reviews, talent and performance calibration, feedback, check-ins, succession, mentors and connections, competency management, talent pools, and talent matrix reports). Talent Optimization also includes features (if available) that enable organisations to optimise their workforce and workers to optimise their careers. It supports talent mobility by connecting an organisation's workforce with internal opportunities matched to their skills, experience, and interests. It also guides workers and enables them to explore potential opportunities. This SKU requires customers to maintain an active subscription to Innovation Services and opt-in to the corresponding Innovation Service. |
| Time Tracking                          | TT         | Workday Time Tracking supports an organisation in collecting, processing, and distributing time data for its global workforce. Workday Time Tracking module includes the following capabilities: basic time scheduling, time entry (hourly, time in/time out), approvals, configurable time calculation rules, and reporting.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Expenses                               | EXP        | Workday Expenses supports employee expense processing. Workday Expenses includes self-service and administrative functions to support employee expense reporting and reimbursement, including expense reports, global expense rules, approvals, reimbursement, credit card integration, and spend analytics. Workday Expenses include connectors that facilitate integration to partners that provide capabilities, including corporate card transactions, and support for 'punchout' to suppliers.                                                                                                                                                                                                                                                                                                                          |



|            |     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|------------|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Recruiting | REC | Workday Recruiting supports an organisation in its talent acquisition process. It is designed to help hiring managers and recruiters identify, hire and onboard the right talent for their business. Workday Recruiting supports the hiring process, including pipeline management, requisition management, job posting distribution, interview management, offer management, as well as supports local data compliance and preemployment activities. Workday Recruiting also offers hiring teams' tools to proactively source, nurture and track internal and external prospective candidates throughout the recruiting process. |
| Learning   | LRN | Workday Learning supports an organisation in training and developing its workforce. This includes the ability to manage, organise and deliver learning content using Media Cloud, and to leverage Workday HCM data to create targeted learning campaigns. A variety of learning content is supported - including but not limited to video, packaged third-party content, and user-generated content. Workday Learning also offers the ability to manage certifications and instructor-led course enrolments, and to gather feedback and analytics relating to the learning experience.                                            |

| Long Name                          | Short Name | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|------------------------------------|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Cloud Connect for Learning         | CCLRN      | Workday Cloud Connect for Learning is an add-on SKU that allows organisations to provide a single place to discover, consume, and track all their learner content - including external, 3rd party content.                                                                                                                                                                                                                                                                                                                                     |
| Media Cloud Included with Learning | MCNF       | Workday Media Cloud is a media content management system that consists of Workday's storage, encoding, caching, playback, streaming, and related service components as provided by Workday for customers of the Workday Service. A variety of learning content is supported by Media Cloud, including but not limited to video, packaged third-party content, and usergenerated content.                                                                                                                                                       |
| Core Financials                    | FIN        | Workday Core Financials provides traditional financial management and accounting functionality, including financial management, accounting and reporting, financial consolidation, supplier accounts, customer accounts, business assets, cash management, budgets, contracts, billing, and revenue recognition. Core Financials includes connectors that facilitate integration to select Workday partners that provide capabilities, including customer relationship management, electronic payments, and customer payments via credit card. |



|                  |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|------------------|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Procurement      | PRO               | Workday Procurement includes procure to pay functionality to address spend for goods, contingent workers, and deliverable services. Manage suppliers, supplier contracts, requisitions, purchase and change orders, receipts, and goods and services sourcing. Maintain purchase items, catalogues, and a supplier portal. Track and analyse time, activity, and spend. Create receipt accruals for approved, but not yet invoiced receipts. Workday Procurement includes connectors that facilitate integration to partners that provide capabilities, including corporate card transactions, and support for 'punchout' to suppliers. |
| Projects         | PRJT              | Projects enables organisations to create and manage projects, initiatives, and other types of work. This includes the ability to build project plans and utilise project breakdown structures that include phases, tasks, and milestones as well as plan, staff, and track projects, initiatives, and work efforts.                                                                                                                                                                                                                                                                                                                     |
| Project Billing  | PB                | Project Billing enables organisations to bill clients for specific projects. This includes the ability to configure billing rates and rules, to review and approve billable transactions, and to invoice the customer.                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Inventory        | INV               | Workday Inventory provides basic functionality for goods procured, stored, consumed and replenished within an organisation. Workday Inventory includes the ability to define and place inventory in storage locations, count physical inventory and make necessary adjustments, value items in inventory, assign and manage different units of measure and replenish inventory using automatic re-order points. Workday Inventory is designed for tracking of internally used goods only and does not support use cases for external distribution (e.g., to customers or distributors).                                                 |
| Scheduling       | SC                | Workday Scheduling and Labor Optimisation is an intelligent, worker-first scheduling solution that matches labour demands with worker preferences, to generate optimised shift schedules for both workers and the business.                                                                                                                                                                                                                                                                                                                                                                                                             |
| Help             | HLP               | Help includes a knowledge base with features to create, maintain and manage organisational content, and a case management system with features to create, route and resolve human resources cases. This SKU requires the customer to maintain an active subscription to Innovation Services and opt-in to the corresponding Innovation Service.                                                                                                                                                                                                                                                                                         |
| <b>Long Name</b> | <b>Short Name</b> | <b>Description</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Journeys         | JRNY              | Journeys enables customers to surface content from inside and outside of Workday for employee milestone events (journeys) and everyday work activities (cards). This SKU requires customers to maintain an active subscription to Innovation Services and opt-in to the corresponding Innovation Service.                                                                                                                                                                                                                                                                                                                               |



|                               |       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|-------------------------------|-------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Workday People Analytics      | PPLA  | People Analytics is a pre-configured analytic application that uses augmented analytics to provide insights into a variety of workforce trends based on data in Workday. People Analytics has a standard data model and works on a defined set of Workday data sources. This SKU requires customers to maintain an active subscription to Innovation Services and optin to the corresponding Innovation Service.                                                                                   |
| Prism Analytics               | PRA   | Workday Prism Analytics is an analytics application that provides Workday customers the ability to blend and analyse Workday data and non-Workday data from multiple sources. Workday Prism Analytics includes a data repository for storage and management of data, data preparation tools for transformation and blending of data from various sources, and tools to explore and analyse the data.<br>Note that PRACU (Prism Analytics Capacity Units) are to be discussed at the time of order. |
| Prism Analytics Capacity Unit | PRACU | A Workday Prism Analytics Capacity Unit increases the licensed Workday Prism Analytics limits for both Published Data Rows and Data Storage for a particular Tenant for the remainder of the applicable Order Term. Additional fees apply.                                                                                                                                                                                                                                                         |
| Workday Success Plans         | WSP   | Workday Success Plans are designed to get customers up and running on Workday quickly. Depending on priorities, resources, and complexity, there is a subscription-based plan that will help organisations deploy and use Workday to meet their individual goals at every step of the Workday journey. The mix of education, tools, support, advisory and consulting services are tailored to suit the resources, learning style and objectives. Pricing varies by bundle and Success Plan.        |

### Key Assumptions

- The pricing proposed is based on a 3-year subscription term
- The multi-year commitment is based on the entire current employee population for the whole term of the agreement. Additional employees may be added at an additional per headcount cost that will be outlined in the order form
- The pricing is based on using Workday's contracts, consisting of a Master Subscription Agreement, Workday Security Exhibit, Workday Data Processing Exhibit and attached Order Form(s) as outlined in the Terms and Conditions of this G-Cloud Service. The primary burden of delivery performance falls on Workday and our operating model relies on standardisation in order to deliver the G-Cloud Workday Subscription service as described in the proposal.
- Education, training, deployment services and additional tenants/instances are not included in the subscription fees provided. These services will be called out in separate order forms.
- The pricing provided is based on the bundles and the combinations of the products as listed herein. Should the buyer decide to combine the products differently (if feasible from a technical perspective due to the nature of the service provided), a pricing on the combination selected can be accommodated and addressed separately.



- Should the buyer need additional tenants and / or instances, as the case may be, pricing can be provided separately outside the framework.
- This document is provided for guidance and reference only and it is not intended to be attached to the contract between the parties.

#### **Audit (subject to Workday Order Form)**

##### **Customer Audit Program**

- This program supports customers who operate in a highly-regulated environment to obtain audit support, with a fee of £246 per hour.