NEWS RELEASE

Workday Expands Payroll to Seven New Markets, Making It Easier for Global Organizations to Pay Employees

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Workday Combines AI with Its Established Payroll Engine and Human Expertise to Accelerate Expansion Across Asia-Pacific, Europe, and Latin America

New Autopilot Capabilities Will Help Payroll Teams Check Every Employee's Pay Before Payday

BARCELONA, Nov. 18, 2026 /PRNewswire/ -- **Workday Rising EMEA – Workday, Inc.** (NASDAQ: WDAY), the trusted agentic platform for HR, finance, and IT, today announced it is more than doubling its native payroll coverage by expanding **Workday Payroll** to seven new markets: Hong Kong, Malaysia, Mexico, the Netherlands, New Zealand, Singapore, and Spain. Workday also announced a renewed investment in its payroll offering in France. The expansion will help multinational organizations run more of their payroll operations on one system, reducing cost and complexity and helping ensure employees are paid accurately and on time.

Paying employees across multiple countries is complex, with different tax laws, labor regulations, and reporting requirements often forcing organizations to manage payroll across multiple providers and systems. Workday is simplifying global payroll by bringing Workday Payroll natively to more markets and helping customers manage payroll in other countries through trusted partners using Global Payroll Connect and Global Payroll Hub.

In France, Workday is helping organizations manage complex payroll requirements and keep up with changing regulations. This includes support for Fait Générateur, as well as collective bargaining agreements and special populations across 15 industries. Workday is also adding checks for Déclaration Sociale Nominative (DSN), the standard French payroll reporting process, so payroll teams can catch errors before submission.

"Paying people accurately and on time is one of the most important things a company does, and it gets harder with every country you add," said Gina Lange, general manager of payroll, Workday. "By bringing Workday Payroll to more markets, we're helping our customers manage that complexity in one system, so their people can count on getting paid right, wherever they work."

Building Payroll for New Markets Faster

Building payroll for a new country has traditionally been a long and complex process. Workday is now using AI to accelerate development, from researching local requirements and building payroll calculations to creating tests and documentation. Payroll experts, engineers, and local specialists review and validate the AI-generated work, with automated testing to help ensure accuracy throughout development. Workday's unique combination of configurable payroll elements, which serve as the harness for agents that automate country payroll configuration, and human expertise helps Workday bring payroll to new markets faster while maintaining the accuracy, reliability, and control customers expect.

Using this new technical approach, Workday launched payroll for early adopters in Singapore ten times faster than previous country rollouts.

"Workday's expansion of native payroll will help customers manage the complexity of a multinational workforce, while its investment in AI strengthens accuracy, visibility, insight, and control," said Pete A. Tiliakos, industry analyst and strategic advisor, Payroll Influences. "Together, these investments show how payroll can move beyond routine pay processing to help organizations make smarter, more confident decisions."

Autopilot Capabilities in Payroll Agent Can Catch Payroll Mistakes Before Payday

Workday Payroll customers can use Workday **Payroll Agent** in Sana to ask questions about payroll results, investigate potential errors, and get suggested corrections before employees are paid. The agent works with each organization's payroll data, policies, and settings, and payroll teams stay in control of any changes.

Workday is also adding **autopilot capabilities** to Payroll Agent that work in the background throughout the pay cycle, automatically checking for issues before and after payroll runs. The agent can review results for every employee, flag potential errors, and prepare suggested corrections for payroll teams to approve. Because HR, time, benefits, and payroll are in one system, Workday can help teams find and fix problems faster, while keeping them in control of every change.

Availability

The planned rollout includes:

- France: Available now, with continued investment in new capabilities.
- Singapore: Available to early adopters now; full availability planned for January 2027.
- New Zealand: Early adopter access planned for December 2026; full availability planned for April 2027.
- Malaysia: Early adopter access planned for February 2027; full availability planned for June 2027.

Workday Payroll is also planned for Hong Kong, Mexico, the Netherlands, and Spain, with these offerings to be released sequentially starting in 2027.

Autopilot capabilities in Payroll Agent are planned for early adopter customers in early 2027.

For More Information

- Read **the blog** about how AI, established payroll technology, and human expertise are transforming the way Workday develops payroll for new markets.
- Learn more about Workday Payroll **here**.

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 organizations 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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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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