

Fee Disclosure Statement for Edelman Financial Engines (effective April 6, 2026)

Workday offers Workmates support to help make investment decisions regarding your 401(k). Effective April 6, 2026, we are introducing Edelman Financial Engines as Workday's new partner for investment advisory services. They will provide you with an objective, personalized plan for your 401(k) if you participate.

Workmates will have access to the following advisory services and management from Edelman Financial Engines. It's important for you to understand the fees for these services and evaluate the benefit and value of the services provided for your own situation.

- **Online Advice.** If you choose Online Advice, Edelman Financial Engines will provide guidance and suggestions for your retirement accounts at **no additional cost** when you visit their website.
- **Professional Management.** If you choose the Professional Management program, your investments will be monitored and managed for you on a discretionary basis by Edelman Financial Engines, with transactions handled through Fidelity Investments. If you use this service, you'll be charged a **fee of 0.29%** of your managed account balance.
 - Through this program, Edelman Financial Engines is a designated investment manager for the Workday, Inc. 401(k) Plan. A designated investment manager is defined under section 3(38) of ERISA, and that is designated by your plan fiduciary and made available to you and your beneficiaries to manage all, or a portion of the assets held in or contributed to, your individual accounts.
 - If you do not have the time, expertise or desire to manage your own retirement account, the Professional Management program offers investment management, unique to your financial situation, with the ability to speak with an investment advisor representative. Your account is managed and updated over time to help you stay on track for a retirement that meets your individual goals.

More information about Edelman Financial Engines' services can be found at [EdelmanFinancialEngines.com](https://www.edelmanfinancialengines.com). Effective **April 6, 2026**, you can access a Terms and Conditions document online with more detailed information about the Professional Management program, including an overview of associated fees.

To make changes anytime to your 401(k), log in to **www.netbenefits.com** or call **800-835-5095**.

Note: Fidelity will continue to provide administrative services for Workday's 401(k) plan. Workday is changing from Fidelity's PP&A service to Edelman Financial Engines' Professional Management program for managed investment accounts only. Edelman Financial Engines are unbiased, do not sell investments, and do not receive commissions.

This communication describes Edelman Financial Engines as a Designated Investment Manager, as well as changes to the information in your Participant Disclosure Notice and is required to be provided to you pursuant to ERISA Rule 404a-5. These changes will also be reflected in your Participant Disclosure Notice posted on the Plan's website as soon as administratively feasible. Edelman Financial Engines® is a registered trademark of Edelman Financial Engines, LLC. All advisory services provided by Financial Engines Advisors L.L.C., a federally registered investment advisor. Results are not guaranteed.

