

Workday Update - Scrutiny

23rd January 2026

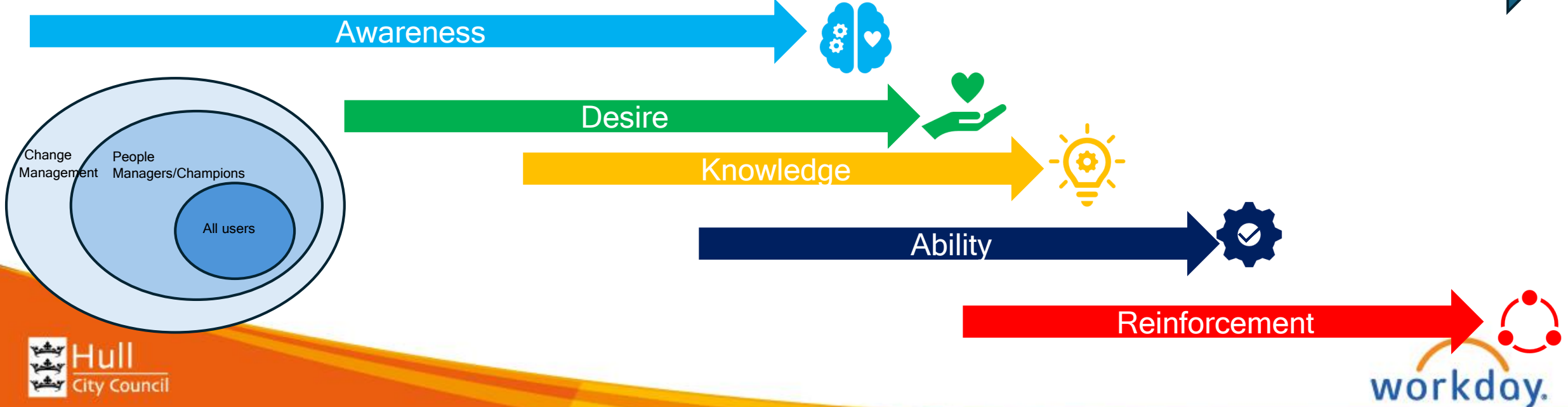
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Agenda

- High Level Status
- Readiness Activity
- Mobile App Roll Out
- Workday AI
- AOB

High Level Status

- E2E Testing Phase Complete
- Parallel Payroll Testing P1 complete P2 in progress
- Cutover Plan
- Engagement sessions, people managers, leadership networks, webinars, continual communications
- Business Readiness, change champions, readiness material, learning, change impacts in progress



Workday Mobile App - Non E-enabled

Staff Summary

| | |
|-------------|---------|
| Streetscene | - 788 |
| Facilities | - 350 |
| HCAL | - 336 |
| Other | - 26 |
| Total | - 1,500 |

Access Via Personal Mobile Device

Completely Voluntary

Information Access Survey

499 (33%) Surveys Completed

243 (49%) respondents interested in better way to access information

We will be using the mobile application for:

- Time tracking -own time tracking
- Learning
- Expenses
- Absence requests - example leave
- Accessing Payslips
- Case Management - including policies

Workday - AI

Workday Illuminate™ is the AI engine that powers products and AI automation, actively supporting people to achieve their best work.

On Go Live we will benefit from AI across many areas, here are a few examples...

- Help and Articles
- Optical Character Recognition (OCR)
- Process Analytics to Optimise Workflows

We will need to build up data within Workday to fully make use of AI features...

Workday -Examples of AI opportunities going forwards

| CAPABILITY | BUSINESS BENEFIT | WHAT THIS MEANS |
|---------------------------------|--|--|
| AI-Powered Talent Rediscovery | Reduces recruiting costs by leveraging existing talent pools | Development of skills capture to aid succession planning & MI |
| Intelligent Job Recommendations | Improves retention and career development | Tailored alerts for those wanting to develop |
| Finance AI | Automates financial close and forecasting for faster reporting | In the future we have the possibility of using AI to assist financials |
| Workday Build & Flowise | Enables custom AI process creation with low-code tools | Repetitive tasks can be automated |
| Generative AI | Speeds up job description creation from hours to minutes | Enhancements to the ability to create Job descriptions |

Questions...

