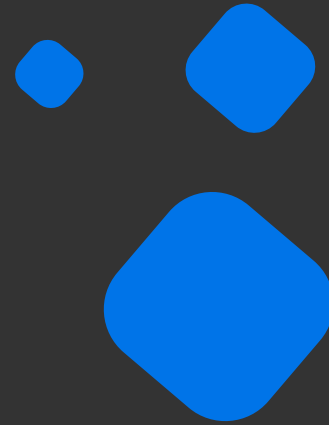


Workiva Inc.

Investor Presentation

February 19, 2026



Safe Harbor

This presentation includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements contained in this presentation other than statements of historical facts, including any statements regarding our future results of operations and financial position, our business strategy and plans, and our objectives for future operations, are forward-looking statements. The words "may," "will," "could," "would," "should," "expect," "plan," "assume," "anticipate," "intend," "believe," "estimate," "predict," "potential," "outlook," "guidance," "target," "goal," "project," "continue to," "confident," or the negative of those terms, and similar expressions are intended to identify forward-looking statements. These forward-looking statements are subject to risks and uncertainties and are based on our assumptions as to the macroeconomic, political and regulatory environment today, and reflect management's current expectations and beliefs based on factors currently known to us. Actual results may differ materially from those contained in any forward-looking statements. It is not possible for management to predict all risks, nor can we assess the impact of all factors on our business. Workiva cautions that these forward-looking statements are not guarantees of future performance. Please refer to documents filed with the Securities and Exchange Commission, including the company's annual reports filed on Form 10-K and quarterly reports on Form 10-Q, particularly the sections captioned "Risk Factors," and any amendments thereto for a discussion of certain important risk factors that relate to forward-looking statements contained in this presentation that may cause our actual results to differ materially.

All forward-looking statements are made as of February 19, 2026, and reflect our current expectations only. We undertake no obligation to update or revise these statements to conform to actual results or revised expectations, except as required by law.

By reviewing this presentation, you acknowledge that you will be solely responsible for your own assessment of the market and our market position and that you will conduct your own analysis and be solely responsible for forming your own view of the potential future performance of our business.

We Solve for Issues That Companies **MUST** Address



Trust



Transparency



Accountability

Our customers need us more than ever

Workiva is Well Positioned With Competitive Advantage

OUR EXPERIENCE. OUR ECOSYSTEM. OUR **CAPABILITIES**.

EXPERIENCE

Investor grade reporting

Regulatory expertise

Leader in XBRL tagging

ECOSYSTEM

6,600+ customer base

200+ global partner ecosystem

CAPABILITIES

Fit for purpose technology

Secure, controlled collaboration

Unified platform

AI agents & assistants

Audit-ready environment

SEC Intelligence

Sustainability Intelligence

GRC Intelligence

Workiva Strategy — Our Winning Equation



**Fit-for-
Purpose
Solutions**



**Connected
AI Platform**



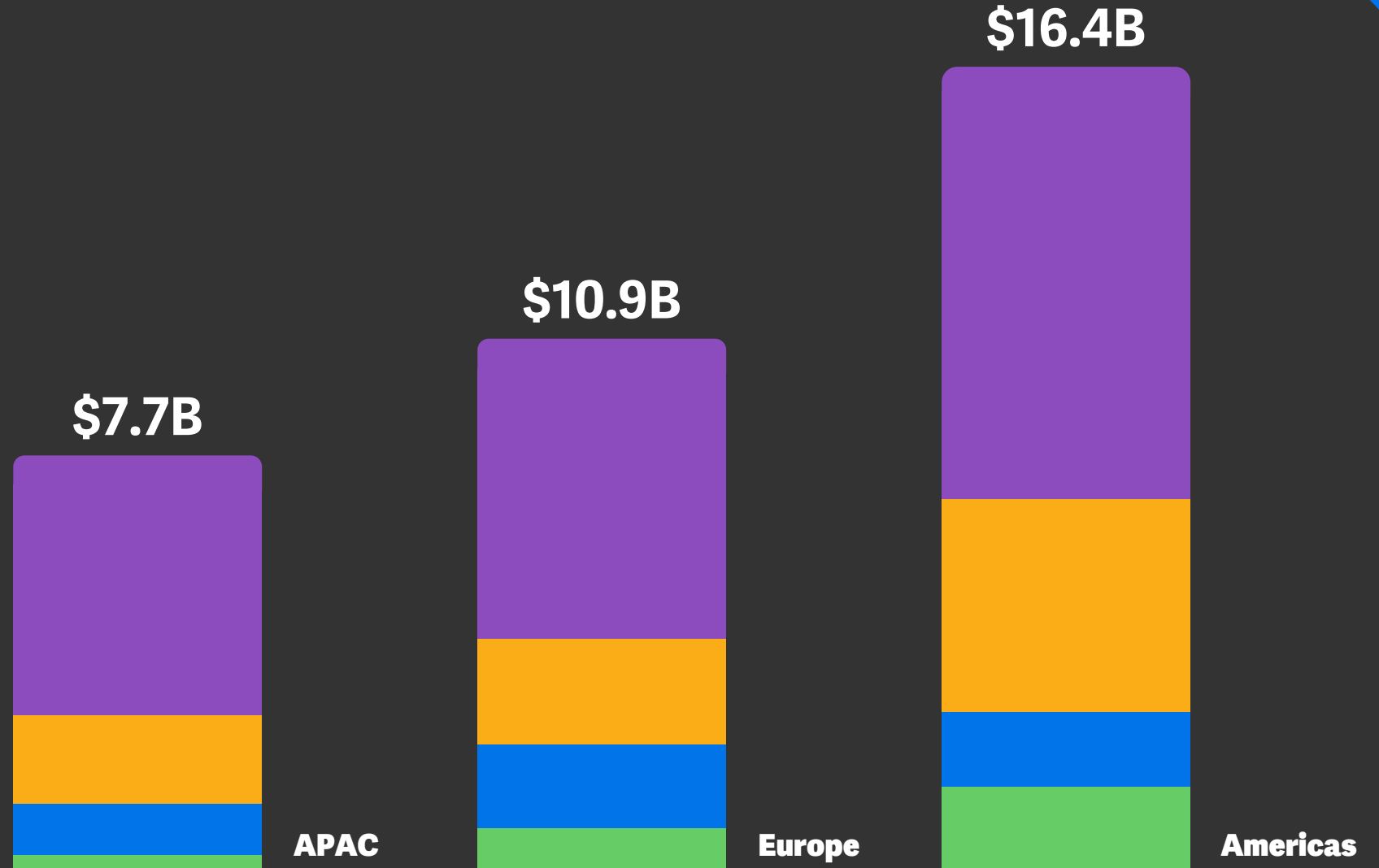
**Global
Expansion**



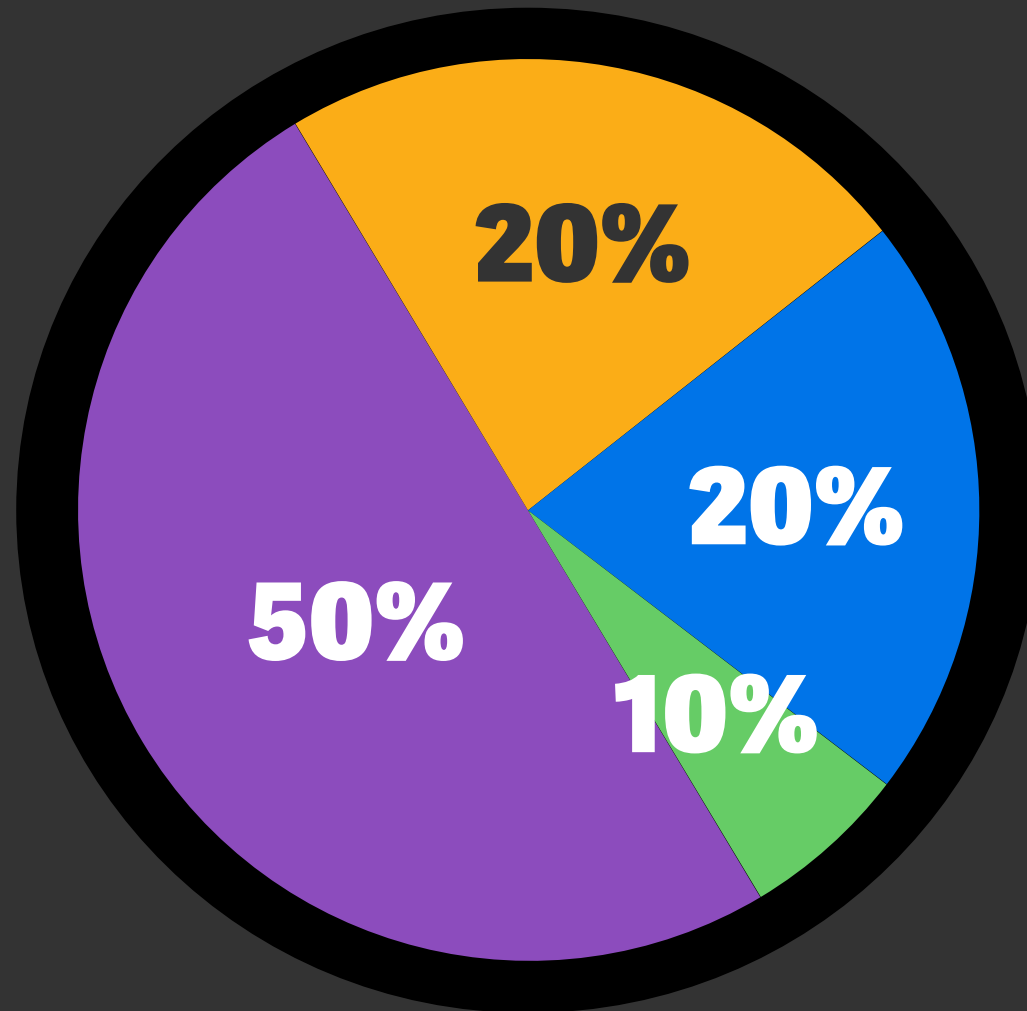
**Partner
Ecosystem**

Our strategy remains intact and relevant

\$35 Billion TAM



\$35 Billion TAM



- Financial Reporting
- GRC
- Sustainability Management
- Industry Vertical

The AI-powered platform for assured integrated reporting.

Delivering transparency, accountability, and trust.



workiva® AI

We've unified AI at the core of the platform to accelerate and personalize your daily workflows inside of your secure, controlled, and governed Workiva user experience.



Securely built

on the Workiva platform with the same commitment to responsible data stewardship.



Seamlessly integrated

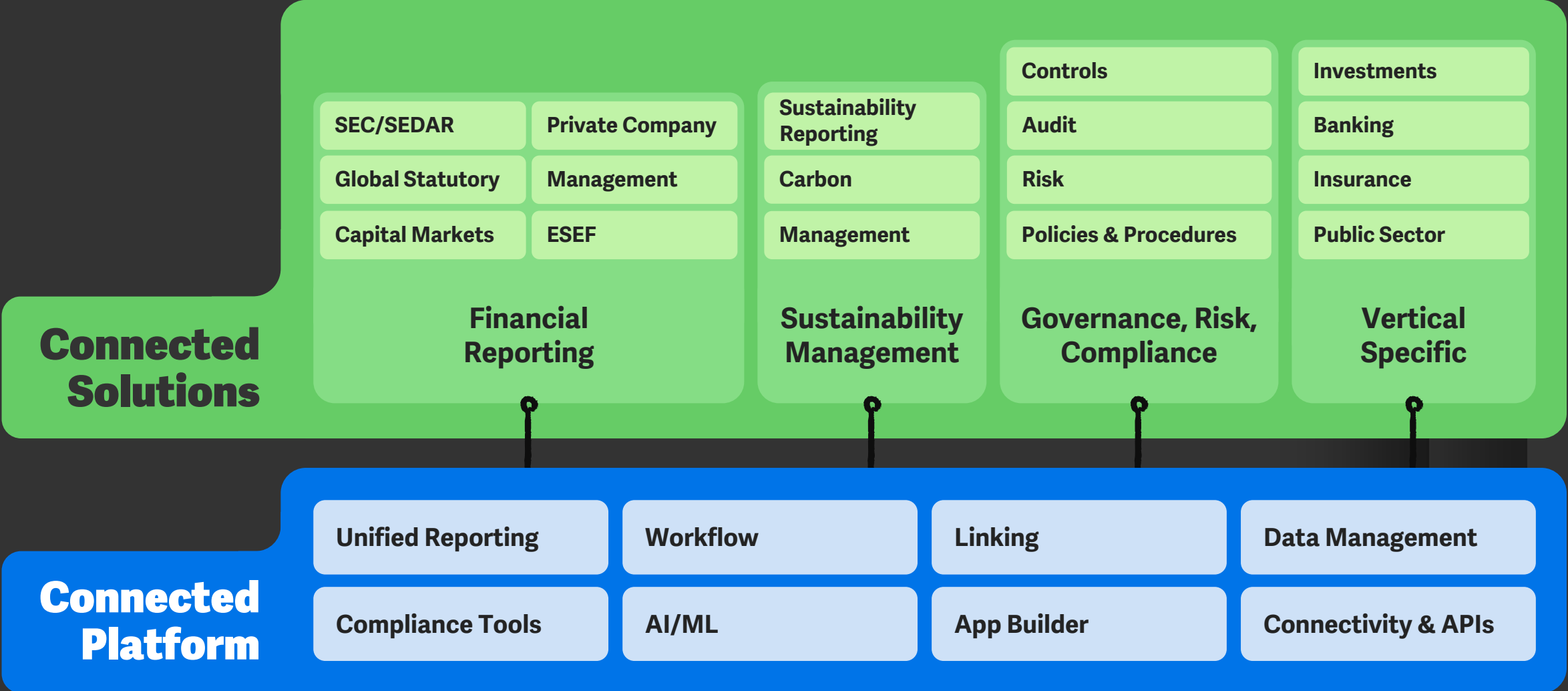
into the existing workflows and processes managed in our platform.



Uniquely tailored

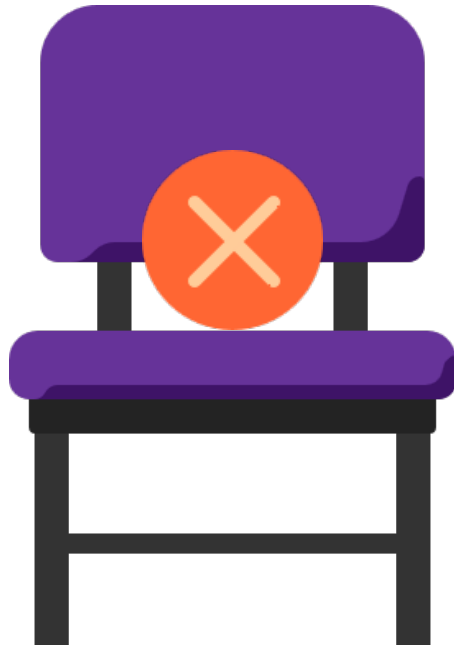
for finance, audit, risk, and sustainability challenges, use cases, and workflows.

Workiva Platform Solutions



Pricing and Packaging

Not Seat Based



Value Based Pricing Model



Initiated in 2018 -19

Metric Driven Pricing

Value Alignment & Expansion

The AI-powered platform built for data-driven **finance** ✨ ✨

Solutions for Accounting & Finance teams:

- [SEC Reporting](#)
- [Multi-Entity Financial Reporting](#)
- [Annual & Interim Financial Reporting](#)
- [Capital Market Transactions](#)
- [Internal Management Reporting](#)
- [ESEF Reporting](#)
- [Digital Reporting](#)
- [Carbon Management](#)
- [ICFR and SOX Compliance](#)

Financial data that drives transparency

- Source system integrations
- Linked data across all usages
- Flexible formatting
- Link narrative, tables, and text
- Seamless roll-forward

AI that accelerates performance

- Automate routine processes and complex tasks using AI
- AI driven and verifiable insights
- Disclosure efficiency
- Reduced risk

Assurance that creates trust

- Centralized data and processes
- Real-time information
- Audit-ready data
- Digital reviews XBRL® support

Solutions for Accounting & Finance teams

[SEC Reporting](#)

[Multi-Entity Financial Reporting](#)

[Annual & Interim Financial Reporting](#)

[ESEF Reporting](#)

[Capital Market Transactions](#)

[Internal Management Reporting](#)

[Digital Reporting](#)

[Carbon Management](#)

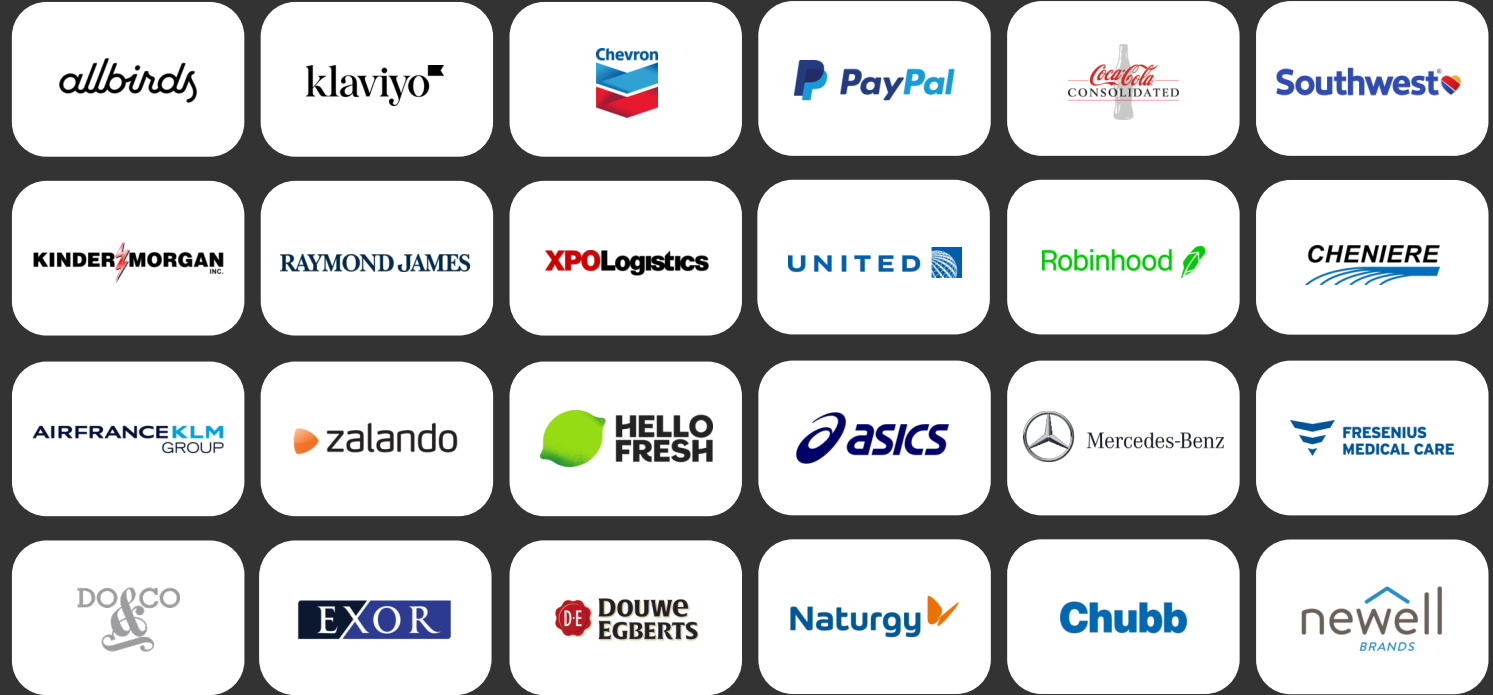
[ICFR and SOX Compliance](#)

[Capital Market Transactions](#)

Chosen by the **best** **accounting and** **finance teams**

More than 6,600 organizations
use the Workiva platform
across the globe.

Discover more here!



I can't imagine what life would be like
without [Workiva].

Jordan Brackett, VP & Controller, Solenis



We have a lot **more trust** in our data.

David Conley, Head of Reporting, Challenger



Financial reporting, ESG disclosure, and audit and risk are three incredibly important parts or elements to proper disclosure and proper communication to investors, and having those working in an integrated fashion and synchronized with one another is extremely important.

Jason Darby, Chief Financial Officer, Amalgamated Bank

Build risk resilience with the leading AI-powered **GRC platform** ✨

Solutions for audit & risk teams:

- [Audit Management](#)
- [SOX Compliance](#)
- [Controls Management](#)
- [Enterprise Risk Management](#)
- [Policies and Procedures](#)
- [OMB A-123](#)
- [IT Compliance](#)
- [Operational Risk Management](#)
- [Sustainability Assurance](#)
- [Financial Reporting Assurance](#)

Built-in assurance for increased trust

- Automated testing workflows
- Role-based permissions
- Connected reporting
- Streamlined issue management
- Robust audit trail

Embedded AI scales high impact work

- AI-powered insights
- Intelligent control creation
- Control coverage rationalization
- Generate narratives and documentation

Connected data for reliable transparency

- Risk heatmaps and dashboards
- Built-in audit analytics
- Source system integrations
- Certifications and assessments
- Powerful data linking

Chose by the **best** **audit & risk** teams

More than 6,600 organizations
use the Workiva platform
across the globe.

[Discover more here!](#)



I can say this is where we are right now, about how many controls we have, and how many risks we have. It has just **saved us hundreds of hours** over the years.

Trevor Harris, Internal Controls Manager, NXP Semiconductors



We have **one source of truth** for our controls, data, and all of our information in the Workiva platform. That has been a night and day difference.

Lindsay Rael, VP Internal Audit, Flowserve

Turn
sustainability
into a value driver
with Workiva AI⁺⁺

Solutions for sustainability teams:

- Double Materiality Assessment
- Sustainability + Carbon Data Collection Automation
- Carbon Accounting & Management
- Sustainability Framework Mapping
- Sustainability Program Management
- Sustainability Reports

Data confidence for reporting

- Automate collection of operational, financial, and carbon data
- Align with global frameworks like the CSRD and ISSB
- Templates to drive sustainability objectives and orchestrate reporting processes
- Streamline XBRL[®] and regulatory tagging

Reduce risk, increase resilience

- Drive governance over sustainability programs
- Monitor key metrics across teams and geographies
- Materiality assessments to identify risks and opportunities
- Tracking for material outcomes
- Integrated reporting with assurance

AI insight-driven decision-making

- Workiva AI to analyze data, refine narratives and align to frameworks
- Seamless communication and data consistency across reports for financing and investor reassurance
- Transparent carbon data calculations and target setting methodology
- Track mitigation progress with a decarbonization initiatives glide path

Accelerate your sustainability journey:

[Sustainability Management](#)

[Workiva Carbon](#)

[Sustainability Reporting](#)

[CSRD Software](#)

Chosen by the **best sustainability** teams

More than 6,600 organizations use the Workiva platform across the globe.

Discover more here!



We use Workiva for our sustainability reporting end to end. We collect data within the platform, build entity-level controls, and even structure our documentation so it's ready for assurance. That's critical to staying CSRD-compliant.

Deepa Rao, Sustainability Governance and Climate Action Leader, Cognizant



The CSRD is a game-changer that empowers us to manage and report on our sustainability ambitions and results on a new level.

Ida Bohman Steenberg, Chief Sustainability Officer, Tietoenvy

Q4 2025 Deal Highlights

PLATFORM ACCOUNT EXPANSION

Large regional bank

Bank Reporting + Controls Management +
Management Reporting + SEC + Carbon &
Sustainability Reporting

Loyal customer for 13 years signed a mid-six-figure deal, increasing
spend by 150%

PLATFORM ACCOUNT EXPANSION

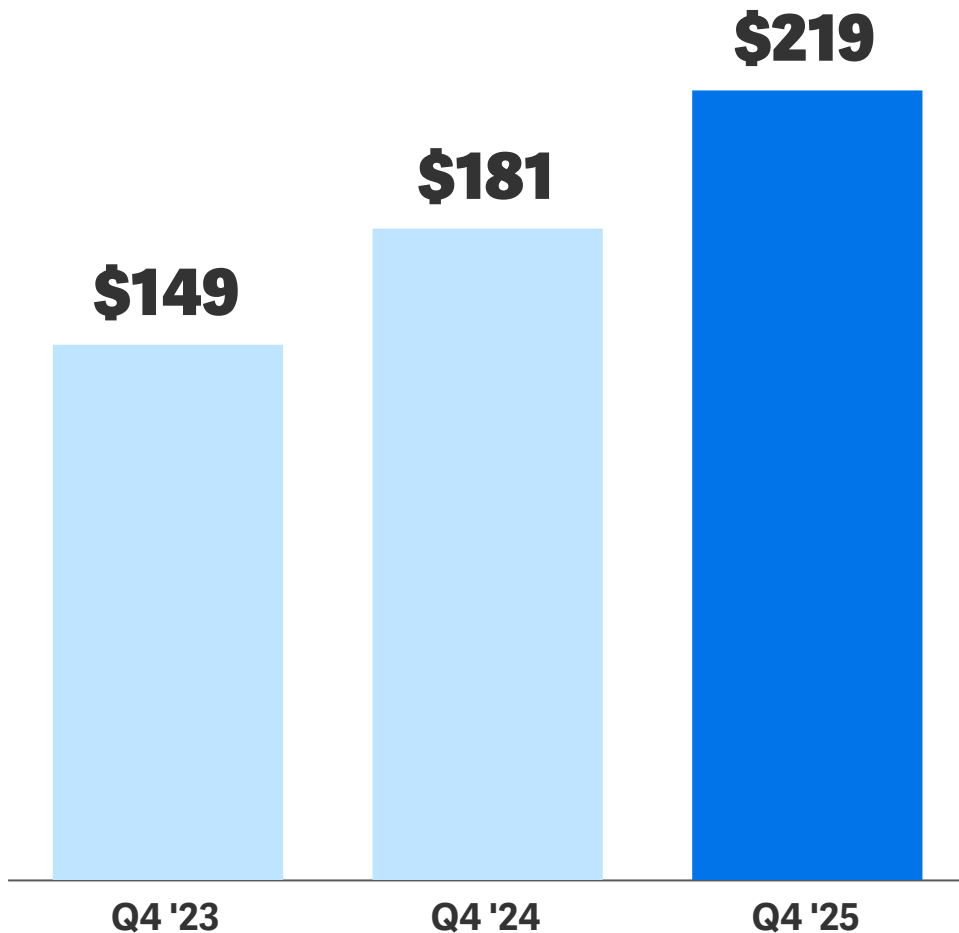
UK-based global
pharmaceutical leader

Expanding into Controls Management +
ESEF + SEC Reporting

9 year long Sustainability Reporting customer expanded to modernize
manual reporting processes and mitigate risk related to reporting

Q4 2025 Financial Highlights

Subscription Revenue (in \$M)



= **21%**

Q4 '25 Subscription Revenue Growth

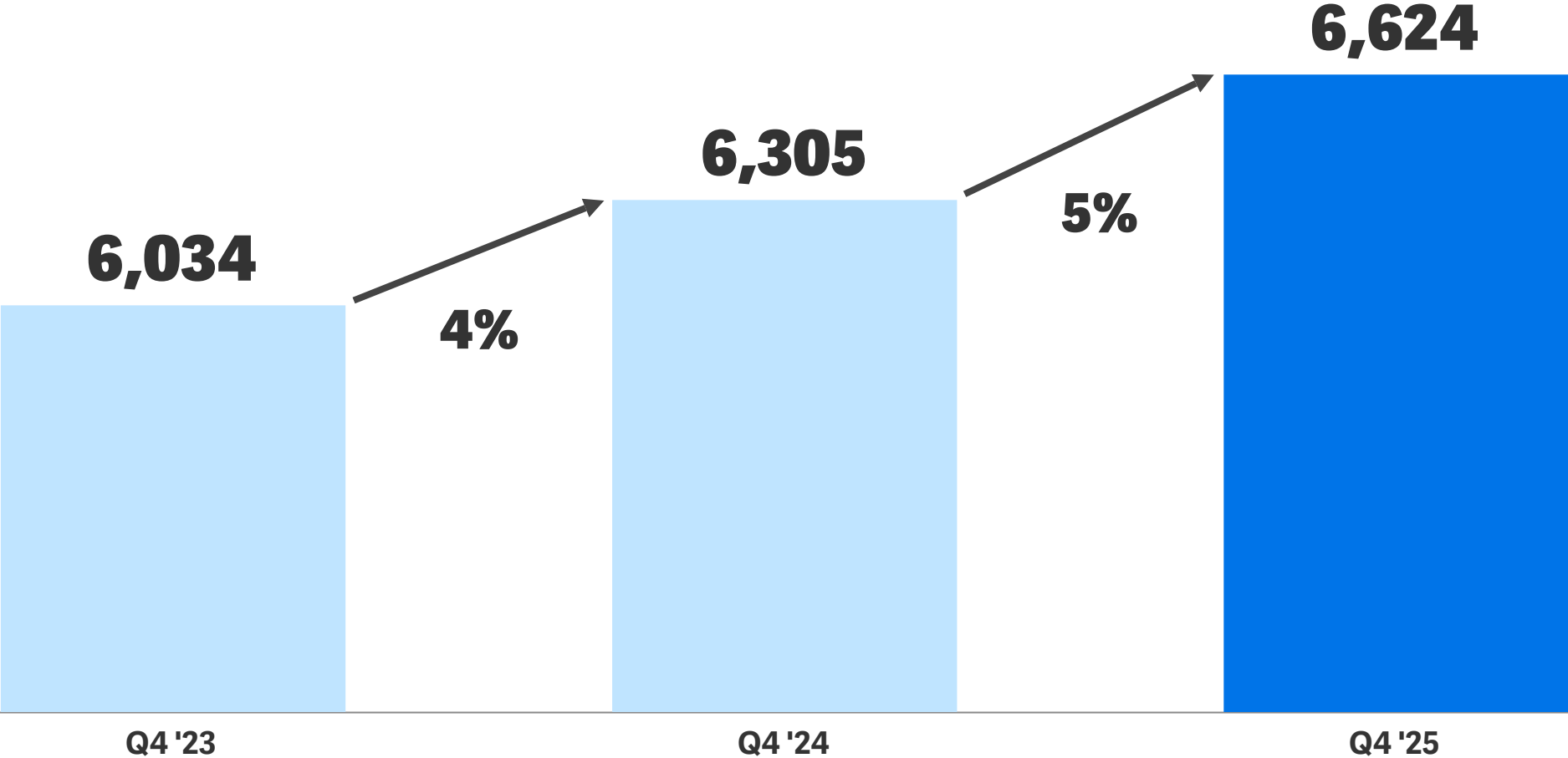
= **97%**

Q4 '25 Gross Retention Rate

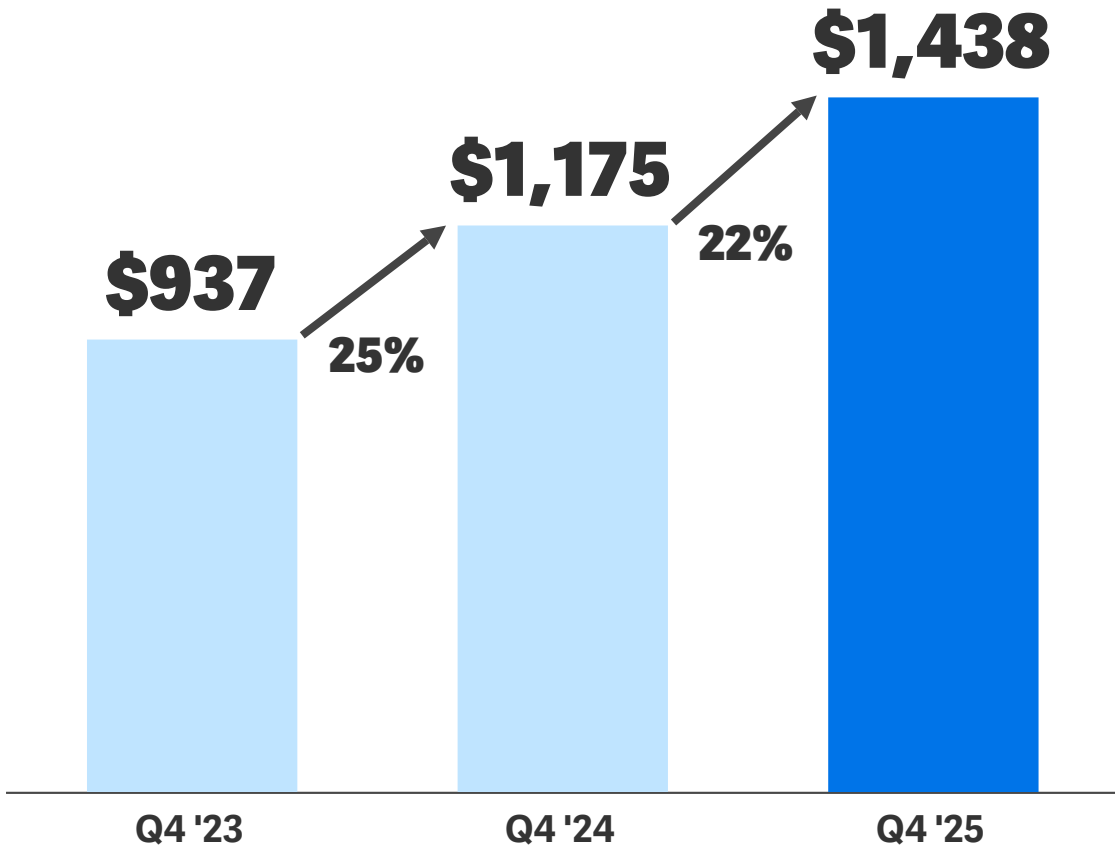
= **113%**

Q4 '25 Net Retention Rate

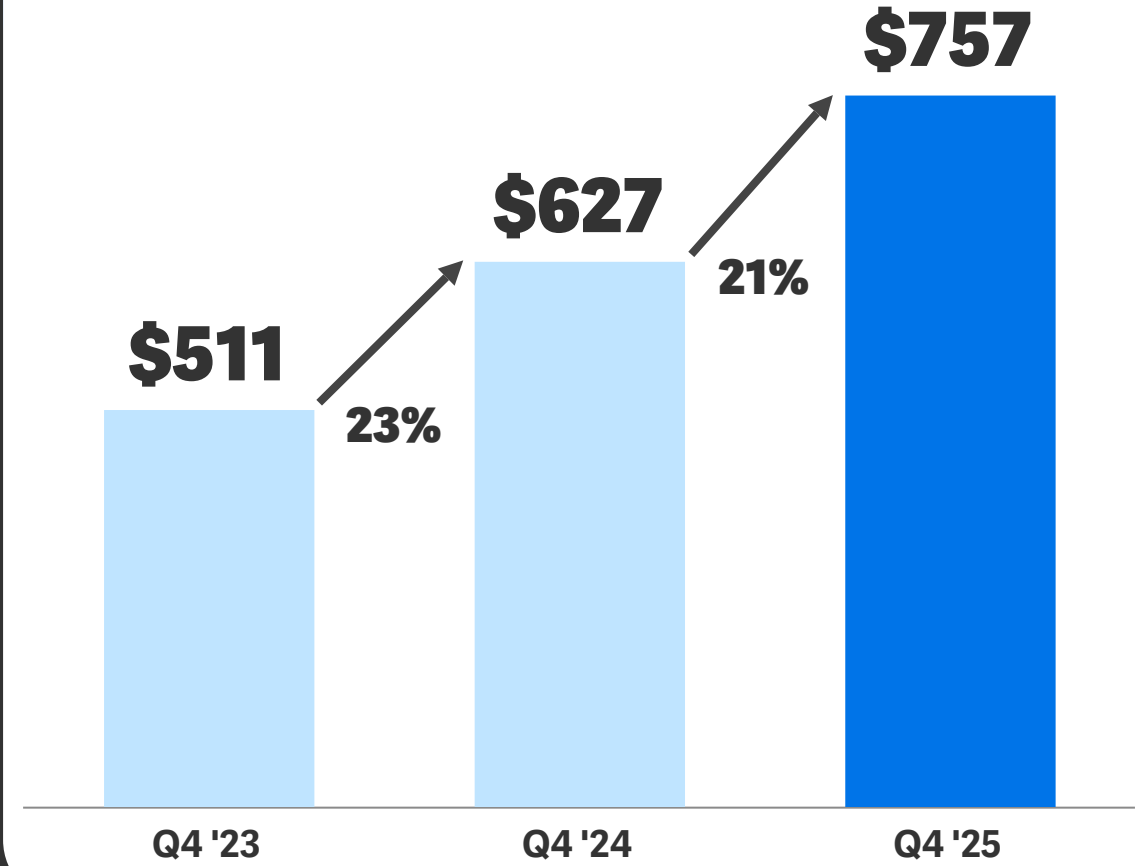
Growth in Customer Logos



Growth in Total RPO

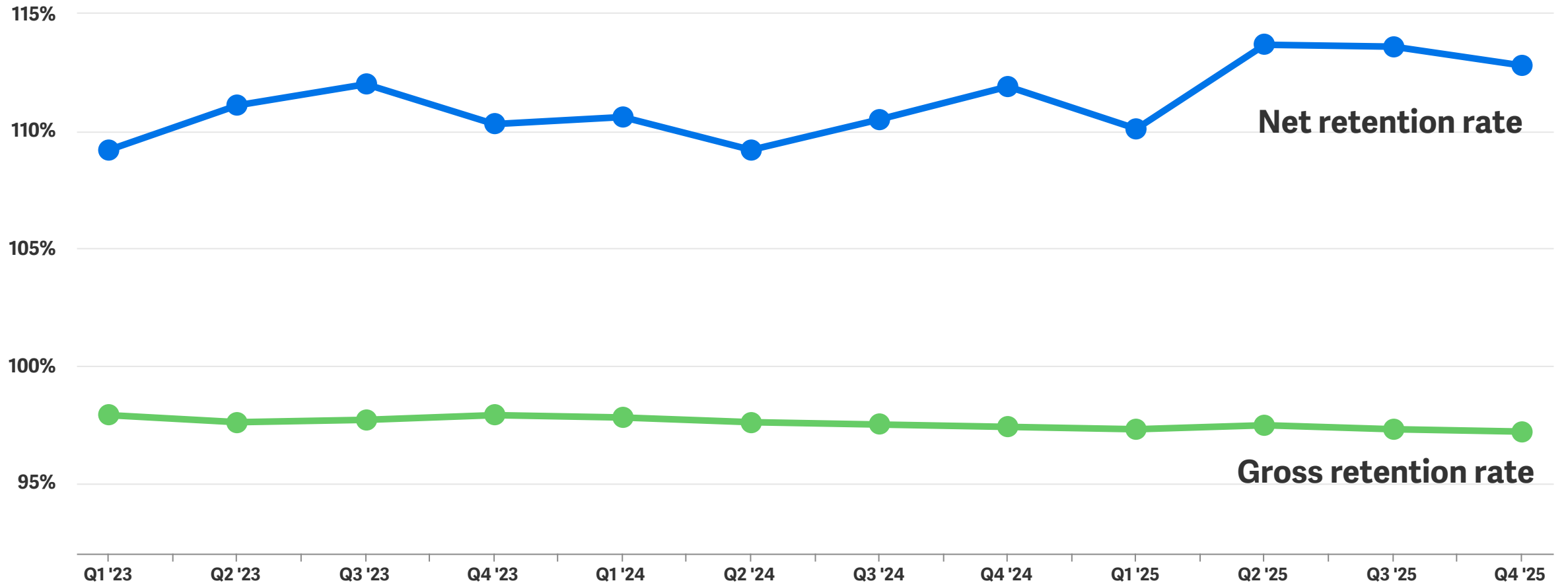


Growth in Current RPO



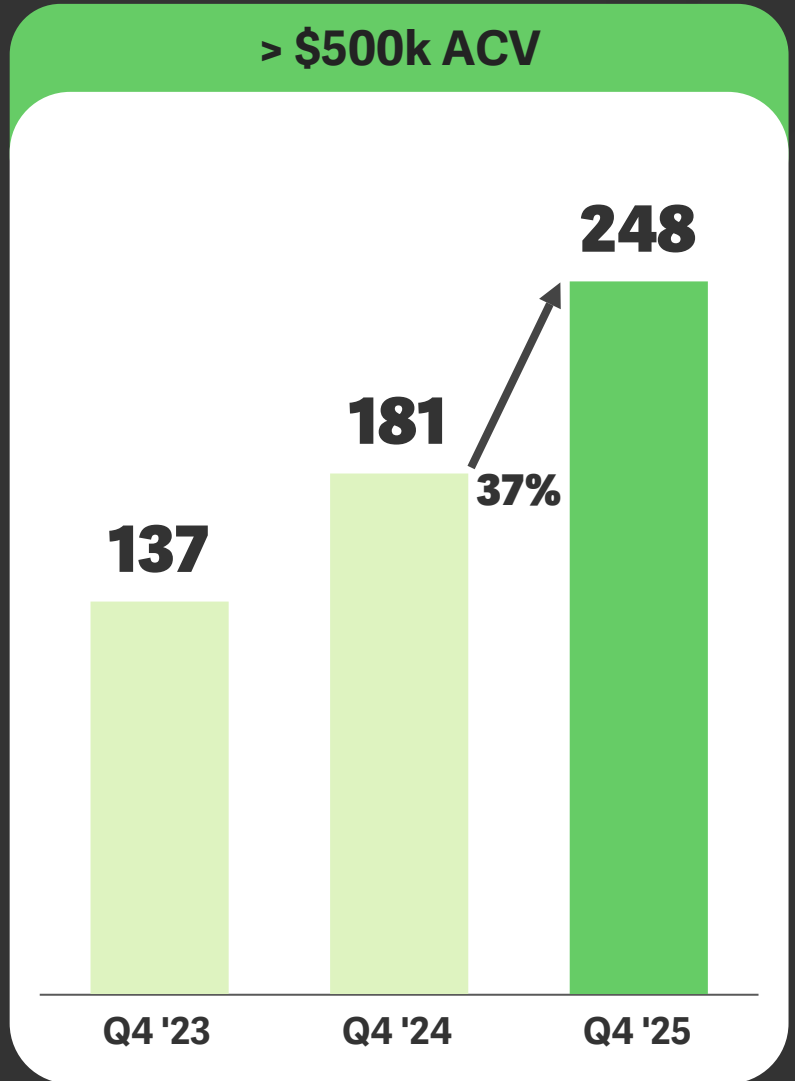
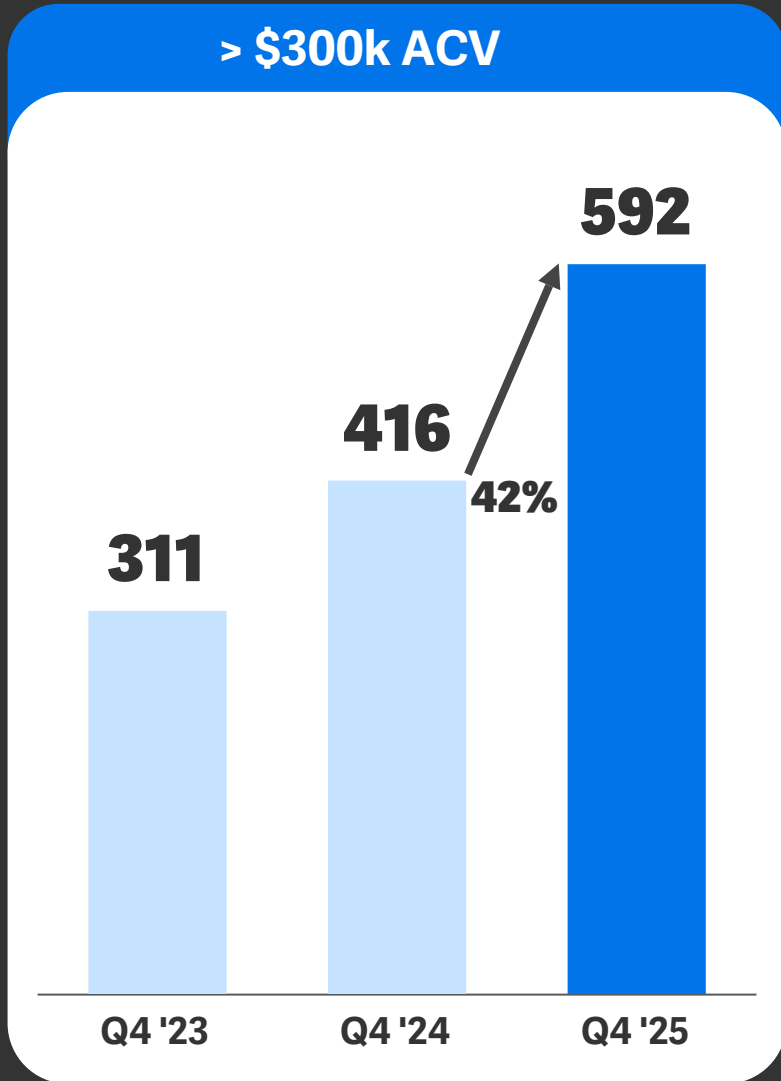
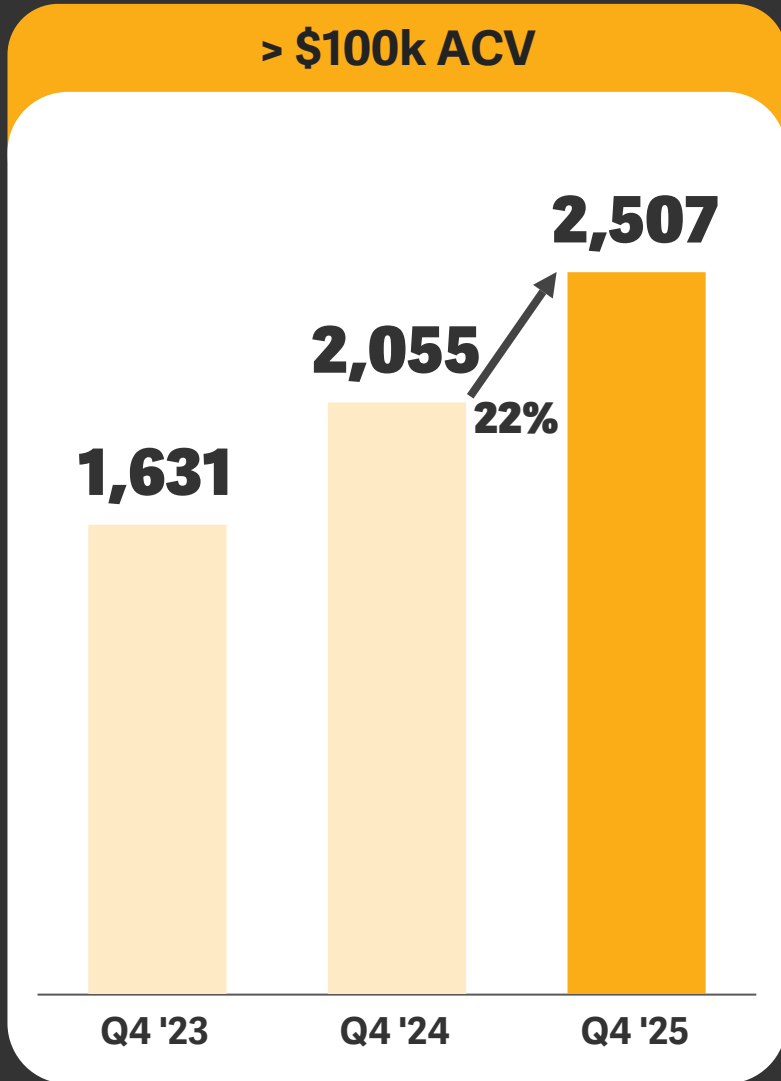
Q4 2025 Total RPO growth and Current RPO growth each include an approx. three point favorable impact due to foreign currency fluctuations.

Retention Rates Remain Strong

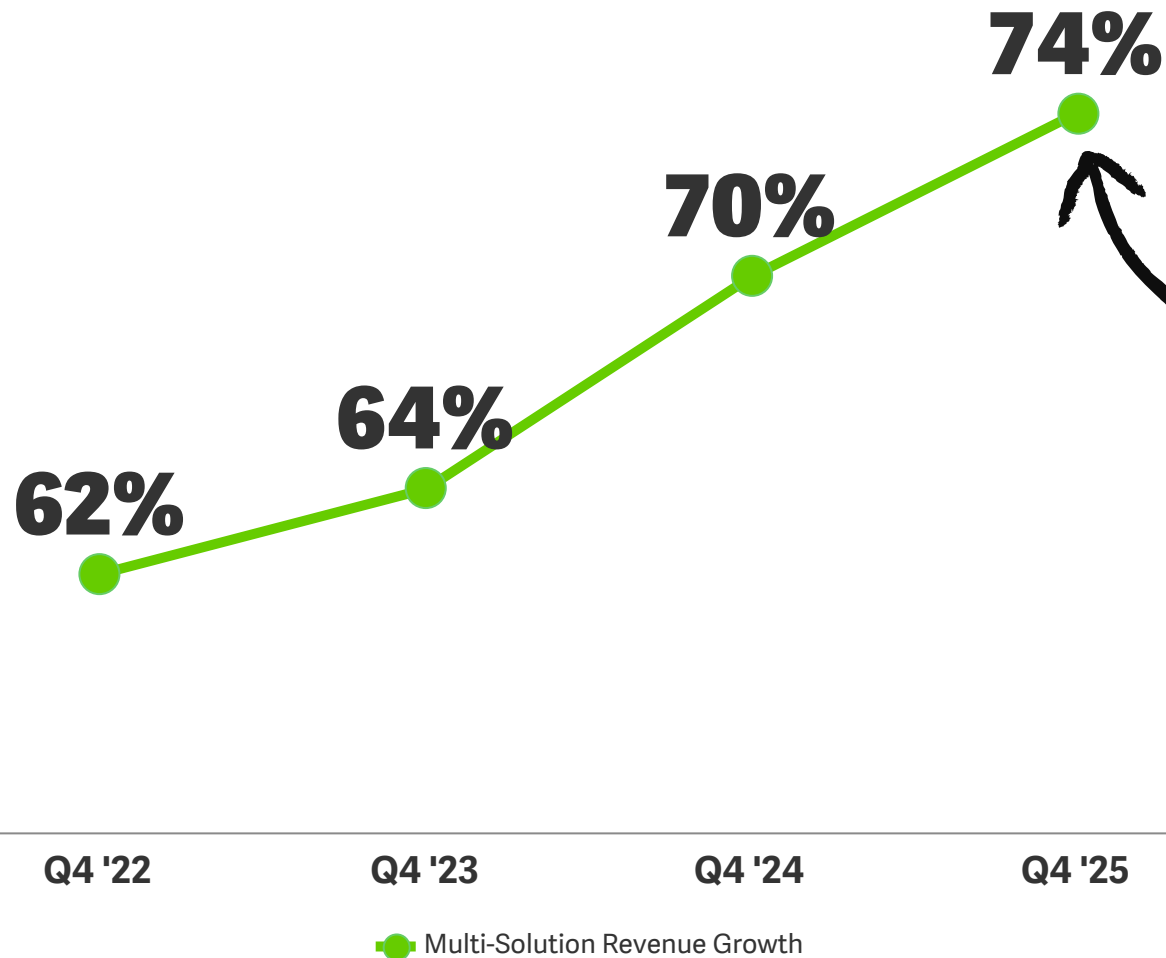


- Net retention rate includes revenue from up-selling or cross-selling additional solutions, and pricing changes for existing customers and securing multi-year contract renewals containing periodic pricing term increases. This metric has previously been referred to as "Revenue retention with add-ons." The calculation is the same.
- Q4 2025 net retention rate includes an approx. one point favorable impact due to foreign currency fluctuations.

Growth in Large ACV Customers



Subscription Revenue From Multi-Solution Customers



The value of our **platform** continued to **gain momentum** with new and existing customers.

Foreign Currency Fluctuations Impact On Metrics

Q4 2025	Actual	Foreign currency impact on actuals
Total revenue growth rate Y/Y	20%	~ 1 point positive impact
Subscription revenue growth rate Y/Y	21%	~ 1 point positive impact
Net retention rate	113%	~ 1 point positive impact
Remaining performance obligations	22%	~ 3 point positive impact
Current remaining performance obligations	21%	~ 3 point positive impact

FY 2025	Actual	Foreign currency impact on actuals
Total revenue growth rate Y/Y	20%	~ 1 point positive impact
Subscription revenue growth rate Y/Y	22%	~ 1 point positive impact

Share Repurchase Program

Share Repurchase Program

Increased by **\$250M** in Feb 2026

Total authorization of **\$350M**

Amount repurchased as of Dec 31, 2025: **\$72M**

Return
Capital

Manage
Dilution

2026 Guidance Summary

Q1 2026

Quarterly Guidance

Comments

Total revenue	\$244M – \$246M	18% – 19% Y/Y growth
Non-GAAP operating margin	15.5% – 16.0%	Focusing on profitable growth
Non-GAAP EPS	\$0.64 – \$0.67	Based on diluted shares of 63.8M

FY 2026

Full Year Guidance

Comments

Total revenue	\$1.036B – \$1.040B	17% – 18% Y/Y growth
Non-GAAP operating margin	15.0% – 15.5%	Focusing on profitable growth
Non-GAAP EPS	\$2.66 – \$2.76	Based on diluted shares of 63.0M
Non-GAAP free cash flow margin	~19%	Due primarily to operating margin expansion

Non-GAAP FY 2026 Model Assumptions

For the full year 2026:

Revenue assumptions:

- Subscription revenue is expected to grow approximately 19% Y/Y.
- Professional services revenue is expected to be relatively flat Y/Y as the decline in set-up and consulting revenue is expected to be offset by higher XBRL services.
- Q1 is seasonally our smallest bookings quarter of the year. Therefore, we expect Q/Q sequential revenue growth will be smallest in Q2.

Operating margin assumptions:

- We expect Q1 operating margin to be higher than Q2, representing a departure from historical seasonality, driven by headcount-related expenses.
- We expect operating margin in H2 to be higher than H1, in line with historical trends.

FCF margin assumptions:

- Q1 is expected to be our lowest cash flow quarter of the year.
- Q4 2025 benefitted from the timing of some customer payments and tax impacts that were previously anticipated to positively impact Q1 2026. With this in mind, we still expect positive free cash flow in Q1 2026.

Medium- and Long-Term Non-GAAP Operating Model

Percentage of Revenue	2024A	2025A	2027 MT Target	2030 LT Target
Total revenue	\$739M	\$885M	\$1.1 – 1.2B	\$1.8 – 2.0B
Gross margin	78%	81%	~83%	~85%
Research & development	23%	21%	~19%	~17%
Sales & marketing	42%	41%	~39%	~38%
General & administrative	9%	9%	~7%	~6%
Operating margin	4%	10%	~18%	~24%
Stock-based compensation	14%	14%	~12%	~12%

Refer to Non-GAAP Reconciliation slides for additional information.

Medium- and long-term target operating models have not been changed since they were updated on September 9, 2025.

Figures have been rounded for presentation purposes. Discrepancies may occur due to rounding.

Non-GAAP Reconciliation

Reconciliation of GAAP to non-GAAP, as a % of Revenue

	2024	2025
Gross margin	77%	78%
Add back: Stock-based compensation	2%	2%
Gross margin, non-GAAP	78%	81%
Research and development	26%	24%
Less: Stock-based compensation	3%	3%
Research and development, non-GAAP	23%	21%
Sales and marketing	47%	46%
Less: Stock-based compensation	5%	5%
Sales and marketing, non-GAAP	42%	41%
General and administrative	14%	13%
Less: Stock-based compensation	5%	4%
General and administrative, non-GAAP	9%	9%
Loss from operations	(10)%	(5)%
Add back: Stock-based compensation	14%	14%
Add back: Amortization of acquisition-related intangibles	1%	1%
Income from operations, non-GAAP	4%	10%

Figures have been rounded for presentation purposes. Discrepancies may occur due to rounding.

Reconciliation of GAAP to non-GAAP Guidance

	Q1 2026 low end	Q1 2026 high end	FY 2026 low end	FY 2026 high end
GAAP operating margin	2.7%	3.3%	2.6%	3.2%
Add back: Stock-based compensation	12.2%	12.1%	11.8%	11.7%
Add back: Amortization of acquisition-related intangibles	0.6%	0.6%	0.6%	0.6%
Non-GAAP operating margin	15.5%	16.0%	15.0%	15.5%
Net income per diluted share, GAAP	\$0.17	\$0.20	\$0.70	\$0.80
Add back: Stock-based compensation	0.51	0.51	2.11	2.11
Add back: Amortization of acquisition-related intangibles	0.03	0.03	0.10	0.10
Effect of potentially dilutive securities	(0.07)	(0.07)	(0.25)	(0.25)
Net income per diluted share, Non-GAAP	\$0.64	\$0.67	\$2.66	\$2.76

Figures have been rounded for presentation purposes. Discrepancies may occur due to rounding.