



2020–2021 Environmental, Social and Governance Executive Global Impact Summary

workiva

How ESG Drives Workiva

Our world is complex. Doing the right thing shouldn't be.

Society expects more from the business community: **authenticity, trust, truth, transparency**. These expectations lie at the heart of what Workiva does for customers and ourselves.

At Workiva, we power our customers' transparent financial and environmental, social and governance (ESG) reporting to help create a better world. Workiva delivers a cloud-native platform that transforms the way people manage and report business data with various collaborators, data sources, documents, presentations, and spreadsheets. The Workiva platform modernizes how people work at thousands of organizations across the globe.

When it comes to our company's ESG responsibilities, Workiva tracks a course for consistent progress and excellence. This executive summary outlines our ESG strategy and ensures that we:

- advance **trust and belonging** in our workforce and industry
- stand for **truth** in our customer and partner interactions and in marketing practices
- stay **consistently transparent** about our impact with society and our employees

This executive summary highlights Workiva's meaningful efforts during 2020–2021, including the creation of our guiding ESG strategy, ESG governance structure, materiality approach, stakeholder engagement process, and alignment with United Nations Sustainable Development Goals (UN SDGs).

To learn more about Workiva's ESG efforts, track our progress in developing forward-looking commitments and key performance indicators after reading this report, go to workiva.com/sustainability.



Workiva is on the cutting edge of ensuring data is driving good decisions for companies, as they work towards creating a stronger company—and ultimately a better world.

—Marty Vanderploeg,
Workiva President and CEO

We used the Workiva platform to streamline our entire reporting process: automate data collection, align to frameworks, and connect our ESG reports, data center, and webpages.

Key ESG Developments

Advancing Trust & Belonging



We take pride in building trusting relationships with our employees—holding ourselves accountable to do the right thing, supporting and celebrating one another, and helping each other succeed. When our employees can be their authentic, best selves, anything is possible.

- 100% Retention: Retained all employees with full pay/benefits, regardless of work status, throughout the COVID-19 pandemic
- 42% of our seven-member board identify as Women, Black, Latin, Asian, Indigenous or People of Color
- Inclusive Leadership Training: 500 leaders have completed training, with plans to roll out to the entire company
- Employee Resource Groups (ERGs): Support an inclusive company culture through seven active ERGs
- Mental Wellness: Launched a comprehensive, global mental wellbeing benefit, Modern Health

Standing for Truth



Truth matters. So when it comes to truthful, honest data, we hold ourselves to a higher standard. Like, really high. We take our job seriously, helping our customers uphold those same standards in support of their own impacts.

- In 2020: 95% customer subscription and support revenue retention rate
- In 2020 and 2021: Launched a socially responsible product each year—Federal Energy Regulatory Commission (FERC) and environmental, social and governance (ESG) reporting
- In 2021: Participated in the preparation and submission of two letters to the SEC from nonprofit industry groups

Powering Transparent Impact



We believe a transparent world is a better world. That means enabling and promoting transparency for ourselves, for our employees and for our customers—around both the good and the not good enough.

- In 2020: Employees volunteered 1,714 hours of service through paid volunteer time off
- In 2021: Creating a baseline for sustainable operations regarding scope 1, 2, 3 greenhouse gas emissions, water usage, and waste
- By 2035: 100% clean cloud operations with third-party server providers in our supply chain



Noteworthy Awards & Recognition



United Nations
Global Compact

First SaaS company to join
the UN Global Compact
CFO Task Force



Named a FORTUNE 100 Best
Companies to Work For® in
2019, 2020 and 2021

MSCI
ESG RATINGS



Named a SaaS Industry Leader

Workiva's Governance

Commitment to responsibility and change in ESG begins at the top at Workiva. Our president and CEO, Marty Vanderploeg, appointed an ESG Task Force with two important objectives:

- Support the Workiva Board of Directors Nominating & Governance Committee in its oversight of our long-term ESG strategies and goals.
- Create and follow a comprehensive approach to align the company's business values, decisions, and ethics with the most cutting-edge ESG strategies, goals, regulations, and standards, including the following frameworks:
 - The Sustainability Accounting Standards Board (SASB)
 - Global Reporting Initiative (GRI)
 - United Nations Sustainable Development Goals
 - Task Force on Climate-Related Financial Disclosures (TCFD)

The Workiva ESG Task Force is made of company leaders who each lead a key ESG workstream:



Jill Klindt
SVP, Chief Financial Officer, and Task Force Executive Chair



David Haila
SVP, Head of Product



Mitz Banarjee
EVP, Chief Customer Officer



Mandi McReynolds
Senior Director, ESG



Darcie Brossart
VP, Corporate Communications



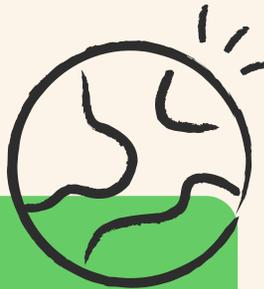
Mike Rost
SVP, Investor Relations & Corporate Development



Emily Forrester
SVP, Human Resources



Brandon Ziegler
EVP, Chief Legal Officer & Corporate Secretary



Workiva has years of experience ... managing and reporting financial, non-financial, and ESG data and meeting changing regulations head-on.

—Julie Iskow, Workiva COO and Board Director



Workiva Board members played crucial roles throughout 2020/2021 in advancing ESG efforts in the company and marketplace:

- Bob Herz serves as a SASB board member. He is also a frequent presenter on ESG topics.
- Julie Iskow championed Workiva's ESG go-to-market reporting solution and shared her insights in our ESG investor survey.
- Marty Vanderploeg hosted a vlog giving a corporate leader's perspective on ESG and an Amplify conference session on what investors should value in sustainability reporting.
- Michael M. Crow, Ph.D. serves on the Directors of the Global Institute of Sustainability and Innovation Board. He launched the nation's first School of Sustainability and is the author of books and articles related to sustainable development and the "New American University," which advocates for inclusivity representative of the ethnic and socioeconomic diversity of the United States.

Engaging Stakeholders in ESG

In 2021, Workiva conducted an ESG Engagement and Materiality Assessment with our internal and external stakeholders. Our goals:

- Identify, define, and prioritize the ESG issues that matter most to our stakeholders
- Fortify Workiva’s ESG strategies and decision-making
- Pinpoint areas of opportunity to increase our ESG efforts
- Uncover areas of potential ESG risk to Workiva

Workiva’s ESG Task Force reviewed the stakeholder assessment report in July 2021. Our Board of Directors Nominating & Governance Committee reviewed and assessed it in August 2021.

Key findings from the Materiality Assessment’s stakeholder engagement:

- Stakeholders feel ESG priorities must guide Workiva’s top management decisions every day and play an important role in our company’s story
- Employees insist that diversity, equity, and inclusion (DE&I) efforts are non-negotiable in Workiva’s award-winning culture
- Customers and partners expect Workiva to follow rigorous governance best practices given the company’s business offering of transparent reporting



Workiva’s ongoing ESG stakeholder dialogue will drive continuous change. We do this through the solicitation of input from all stakeholders in the form of surveys, meetings, interviews, and special requests. Workiva will conduct a deep-dive review of its materiality assessment every three years, and adjust its ESG priorities accordingly.

Internal Stakeholders



Employees



Founders

External Stakeholders



Suppliers



Government



Customers and Partners



Communities



Investors

How Workiva Assesses ESG Materiality

Workiva’s ESG Task Force conducts a full company ESG engagement and materiality assessment every three years. It is a valuable tool to help us identify ESG-related risks to our reputation and finances, and spot potential business opportunities.

Our Process:

Planning

- 1 Assess existing Workiva materials, including materials on business operations and current ESG efforts
- Review reporting standards and frameworks to uncover disclosure expectations for the industry
- Conduct landscape analysis across industry peers / competitors to set the stage for ESG efforts and disclosures

Gather Internal & External Input

- 2 Interview internal stakeholders to uncover insights, priorities, opportunities and risks as it relates to ESG
- Interview external stakeholders (customers and / or partners) to identify the key topics that impact decisions regarding work with Workiva

Define & Prioritize Issues

- 3 Develop initial list of material issues based on aggregate findings from Steps 1 + 2
- Prioritize issues based on importance, including ESG risks and opportunities
- Define each issue and its relevance to Workiva

Importance to the Business		
Internal Stakeholders	External Stakeholders	Business Strategy & Drivers
Importance to Society		
Peers & Industry Leaders	Societal Trends & Ratings	Connection to SDGs

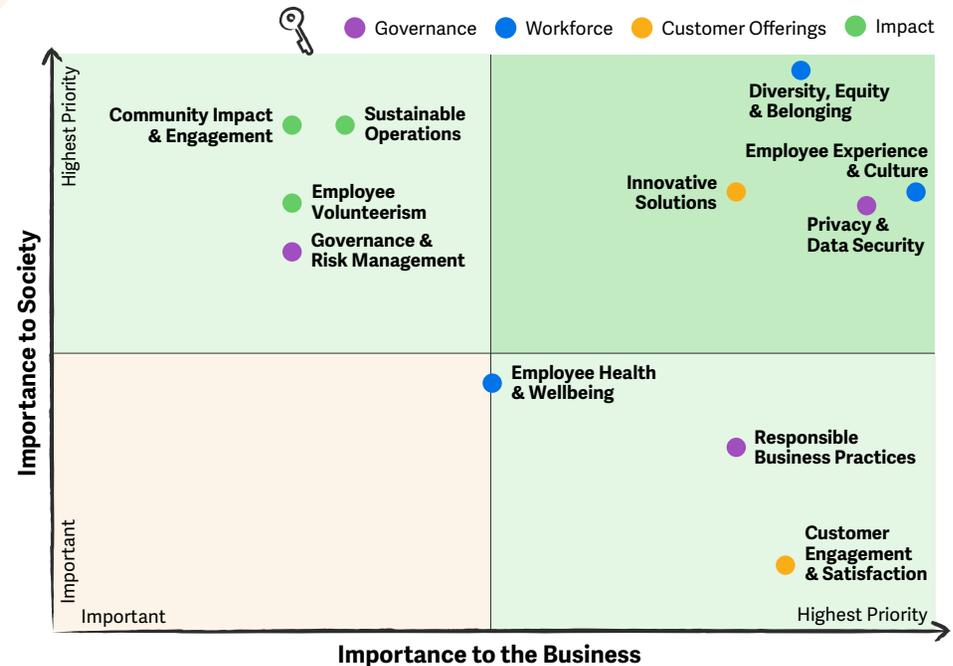
Note: Because these topics are interrelated they should not be viewed in isolation. Improvements in one area could lead to improvements in another.

Our materiality assessment approach follows these bedrock principles:

- Engage and listen to our stakeholders, as well as to our industry peers
- Align Core Principles with the UNSDGs

Our materiality matrix is vital in that process. It serves as a visual tool showing the importance of Workiva’s ESG priority topics to our business and to society.

To create our materiality matrix, we start with interviews and secondary research. That feedback enables us to sub-categorize and score each ESG priority topic, based on its importance to our business and society. Finally, we average the sub-category scores and map the priority topics in our materiality matrix.



Workiva's ESG Strategy

Workiva's overall ESG strategy binds our governance, stakeholder engagement, and materiality assessment together. That strategy is founded upon three Core Principles, supported by an unwavering commitment to our corporate values.



Advancing Trust & Belonging



- Diversity, Equity & Belonging
- Employee Experience & Culture
- Employee Health & Wellbeing

Standing for Truth



- Customer Engagement & Satisfaction
- Innovative Products

Powering Transparent Impact



- Community Engagement & Impact
- Employee Volunteerism
- Sustainable Operations

Governance & Risk Management • Responsible Business Practices • Privacy & Data Security

OUR VALUES

Customer Success • Trust • Integrity • Collaboration • Innovation • Inclusion • Accountability

Our Core Principles uphold the strongest governance and business ethics and are essential to Workiva's corporate values and role as a trusted partner. Why?

- Our customers and business partners put their trust in Workiva every day. Maintaining that trust demands more than the correct policies and practices. It requires a mindset of accountability at every level of our company.
- As Workiva grows, we encounter new regulations and business standards in our key markets and those of our customers. We must greet those regulations and standards with compliance and transparency.
- Particularly in the tech industry, Workiva must meet the highest standards for data security and privacy at all times.

To show real action behind those goals, we publish our ESG policies, framework and standard for reporting indexes, and initiatives for public view. They can be found in our ESG Data Center at workiva.com/sustainability.



Supporting Responsible Governance and Practices

An unwavering commitment to sound governance for society's benefit helps drive Workiva's Core Principles throughout our company. And we constantly refine our governance strategy. Our Board of Directors and management regularly review best corporate, governance, and business practices and modify our approach as necessary.

Governance Practices

Workiva's current best practices include:

- A Board of Directors led by an independent chair and comprising primarily of independent directors
- Fully independent Audit Committee, Compensation Committee, and Nominating & Governance Committee
- Disclosure of executive compensation policy and the CEO-to-employee compensation ratio
- An anti-corruption/export controls/economic sanctions policy

Our continuous training program ensures that 100% of employees complete:

- Information security and securities trading training within 48 hours of starting work
- Code of conduct training each year
- Anti-corruption and bribery training annually
- Data security training each year
- Workplace harassment training annually

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



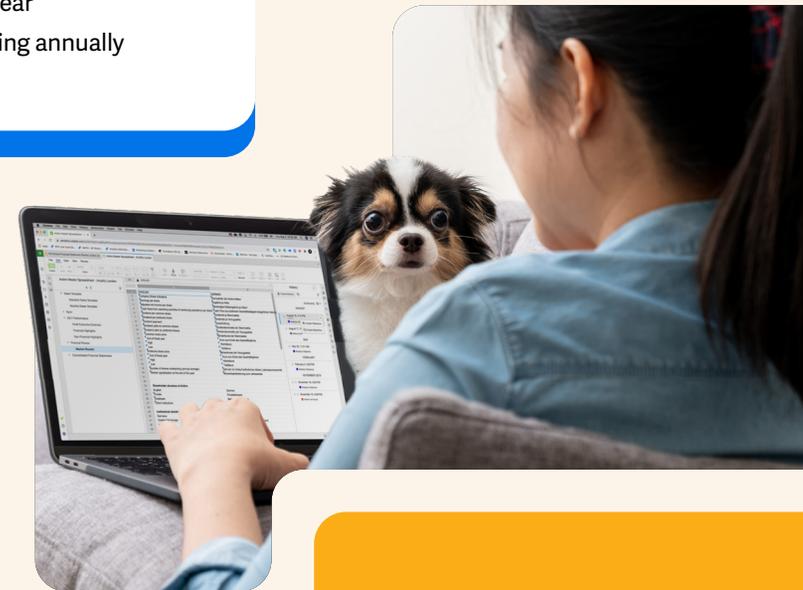
Business Practices

Our [Code of Conduct](#), [Supplier Code of Conduct](#), and [Anti-Corruption Policy](#) each supports best sustainability practices and is available online for inspection.

Our board has made cybersecurity and data privacy threats a top priority at Workiva. Reports on our efforts against these threats are delivered at every board and audit committee meeting, and a comprehensive cybersecurity report is considered annually by the board.

The board is supported by a global CyberSecurity working group that includes experts from privacy, legal, compliance, and other functions who strategize how we should deal with cybercrime. The task force's efforts helped Workiva get authorization as a Moderate Impact Cloud Service Provider under the FedRAMP program.

Workiva also uses third-party auditors to evaluate our controls against the SOC1 and SOC2 compliance frameworks. We regularly conduct supplier risk reviews to make sure confidential, sensitive, and proprietary data are accessed and handled properly. And in August 2021, Workiva achieved ISO 27001 certification for a comprehensive and effective information security management system and best practices.

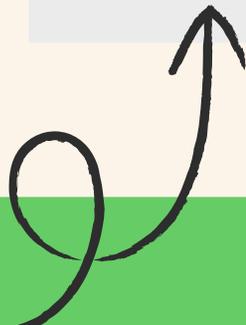
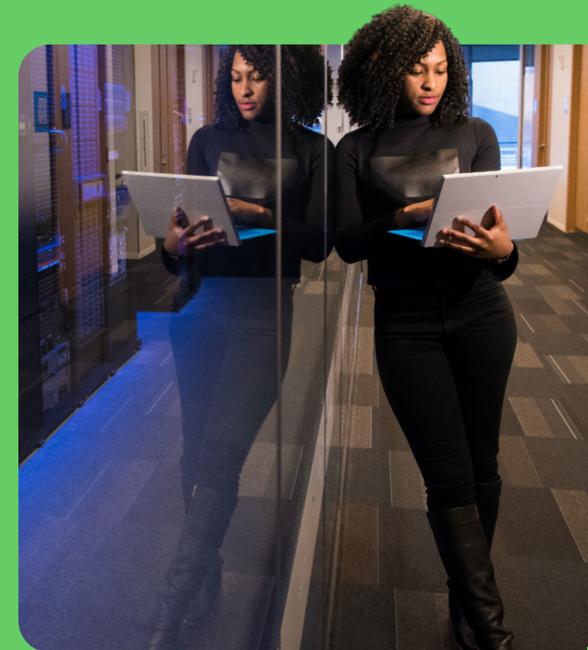


Managing ESG Risks

As part of our ESG risk and mitigation program, Workiva conducted our first climate risk scenario test in 2021. In 2022, our ESG Task Force will hire a third-party agency to test three other risk scenarios and share outcomes with our Board of Directors.



Risk or Vulnerability	Area of Risk	Key Risk Mitigation Initiatives
Environment	Physical risk of climate change Transitional risk of climate change Environmental risk of supply chain	Conducting climate risk scenario testing case studies in 2021
Social	Human capital Social risk of supply chain Human rights Insuring digital access and opportunity	Reviewing supply chain requirements and on-going evaluation
Governance	Corporate Governance Ethics Anti-bribery and Corruption Data privacy Cybersecurity	Annual Cyber Security incident response exercise. Continued employee training on key areas of risk such as anti-bribery, cybersecurity, and data privacy

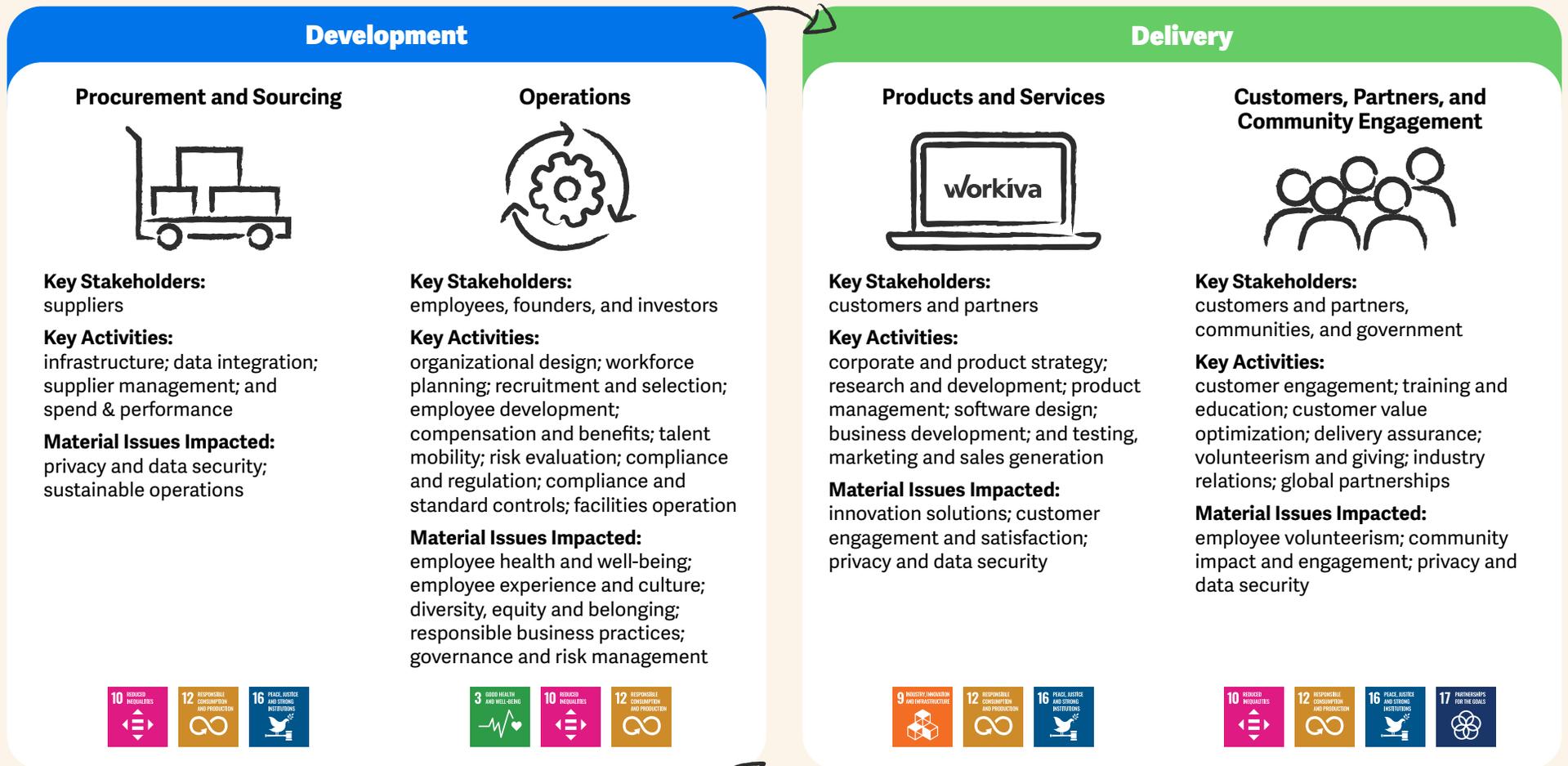


How ESG Fits with Workiva's Value Chain

As a cloud-based platform provider, Workiva has a straightforward value chain. We have married our ESG efforts with that value chain in the following ways:

- Aligned the ESG priority topics from our materiality assessment with key business activities
- Identified where our business practices can create value for our stakeholders and society, in alignment with the UN SDGs

In 2021, we became the first software as a service (SaaS) company to join the United Nations CFO Taskforce, which is helping companies develop credible sustainability commitments. The Taskforce urges its members to champion a company value chain that aligns to the UN SDGs. Workiva agrees and uses our value chain as an essential element in our ESG strategy.



Workiva's Employee Diversity and Collaboration

Employee Listening, Experience, and Culture

Workiva's commitment to a positive experience for all employees starts at the top of our organization. Our president and CEO, Marty Vanderploeg, hosts companywide, bi-weekly and quarterly all-company meetings plus town hall gatherings at each office. These interactions cement our "always listening" approach with our employees.

We encourage open communication channels so our teams can express their thoughts, collaborate, and innovate. Our secure and collaborative technologies like our own Workiva platform help foster collaboration regardless of where an employee works. Through our Slack communities, Workiva employees shared 19 million Slack messages across nearly 2,000 channels. Our Ideation to Incubation (I2I) process helps take new products from the idea stage to market faster. Our COO chairs a task force and forum that let employees pitch ideas to leverage our compliance platform and generate additional revenue.

The quality of Workiva's facilities plays a key role in our strategy to establish rewarding employee culture. Our facilities are designed to be open and inviting, to both stimulate productivity and constantly nurture our employees psychologically and physically. Amenities include fitness centers, dining facilities, game and relaxation rooms, and outdoor gathering spaces.

Our benefits package is yet another crucial element in a positive employee experience. The company offers comprehensive health, dental, and vision care plans plus life and disability insurance and 12 weeks of paid parental leave. Each full-time employee starts Day One with vacation days, eight hours of volunteer time off, parental leave for biological and adoptive parents, stock options, and an opportunity to enroll in a discounted employee stock purchase plan.

Given all these efforts, our goal is to consistently appear on the annual "Great Place to Work®" and Fortune "100 Best Companies to Work For®" lists, which we have done for three consecutive years. Our bi-annual employee engagement survey already shows Workiva scores 95% as a great place to work and between 95% and 97% in these areas:

- Facilities create a good working environment
- Employees feel welcome upon joining
- Honest and ethical management
- Proud to tell others I work here
- Employees care about one another



Diversity, Equity, and Belonging

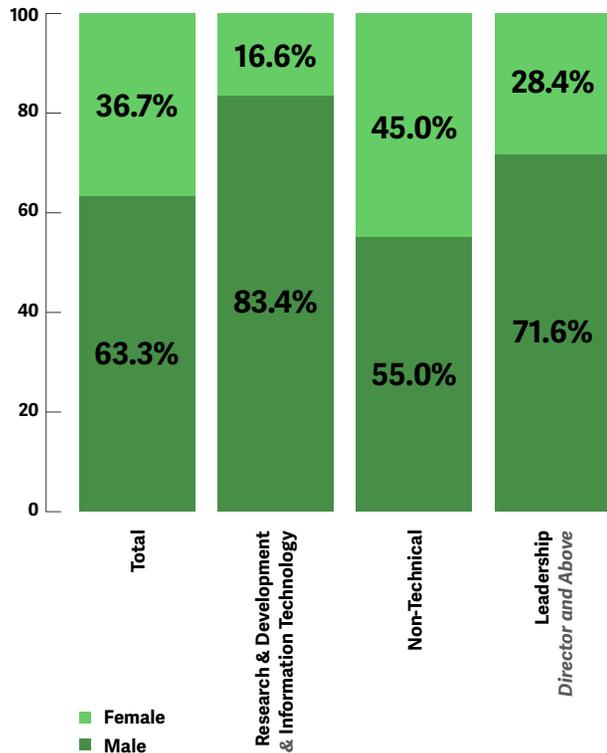
Workiva is building a culture in which all employees enjoy fairness, teamwork, and respect. We achieve that culture as we make meaningful progress in these areas:

- Cultivating a workplace where all employees feel comfortable bringing their best, authentic selves to work
- Integrating diversity, equity, and inclusion (DE&I) into all aspects of work life, so that each employee feels empowered to contribute to Workiva’s success
- Putting accountability behind words by tracking and analyzing DE&I data and comparing against metrics

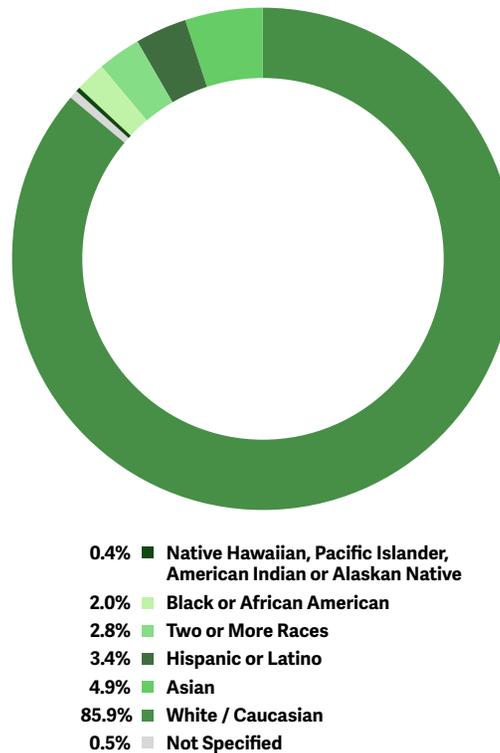
However, we recognize there is room for improvement. Following are some Workiva diversity data as of June 30, 2020 (1,626 full-time employees worldwide and 1,401 in the U.S. at that time).



Global Gender



U.S. Race / Ethnicity



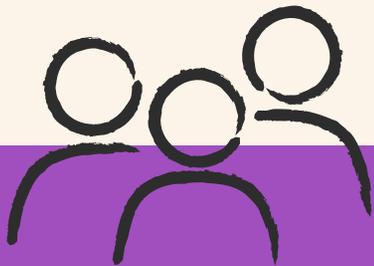
How our employees identify*

- 6.1%** identify as having a disability
- 4.3%** identify as LGBTQ+
- 27.6%** are remote employees
- 3.2%** have military experience
- 30.7%** are 39 years or older
- 52.6%** are caregivers of children, elderly, or other family members

*April 2020 employee survey, with an 81% response rate

Our leadership recognizes Workiva must continue to climb higher—not only with racial and age diversity but also in diversity in sexual orientation, disabilities, and other DEI factors. Workiva’s efforts to climb higher with DEI are producing meaningful results:

- Since we started reporting diversity demographics in Q3 2020, gender diversity has improved 1% companywide and 3% in leadership positions.
- Numbers of Workiva U.S. employees from under-represented minority groups have increased 2% across the workforce and 5% in leadership, under our refined reporting methods.
- In our last bi-annual employee engagement survey, 98% of Workiva teammates said they are treated fairly regardless of sexual orientation. Comparable stats are 97% for race, 95% for gender, and 96% for age.
- In that same survey, 94% said DE&I is a Workiva priority, and 96% said their manager supports a culture of diversity and inclusion.



Enhancing DE&I through employee training:

- Nearly 500 employees at the manager level and above have participated in an interactive Inclusive Leader Training program that focuses on unconscious bias and creating a culture of belonging.
- In 2021, we launched interview training certification to give U.S. hiring managers best practices within anti-discrimination laws and regulations.
- DE&I is the headline topic for numerous intranet, Slack, and virtual events led by employee resource groups (ERGs) and of weekly shared micro-lessons.
- Each ERG has a site on our Connect intranet dedicated to employee education, connection, and celebrations.
- Our companywide Voices of Change Advancing Leadership (VOCAL) program advances conversations on gender diversity through quarterly, multi-part seminars.



Building a more diverse talent pipeline:

- Seven Workiva employee resource groups (ERGs) provide safe spaces for connections and resource-sharing. Examples are the Ethnic Diversity in Tech and Rainbow ERGs.
- Our ERGs have strong followings; in the 12 months ending in February 2021, membership shot up between 47% and 83% in the seven groups.
- Our Leader Sponsor Program highlights the efforts by high-performing women and minority professionals at Workiva to help equip others to move up our organizational ladder.
- The Women of Workiva Leadership Academy brings senior-level women together in an academy setting to help prepare a pipeline for senior leadership succession.
- We have broadened our university recruitment program to partner with historically black colleges and universities (HBCUs) and other minority-serving institutions (MSIs), women's colleges, and tribal colleges and universities (TCUs). Our 2021 summer intern class was the most diverse in Workiva history (49% self-identifying as females, 43% as underrepresented minorities).
- In 2021, we co-sponsored a "Candidate Sourcing Jam" that identified 42 female candidate leads for senior software engineering jobs.



Supporting equitable and transparent compensation:

- Workiva's core workplace principles include an inclusive work environment where each employee is compensated fairly.
- Our Human Resources department uses third-party market data to help ensure the base salary we offer are competitive around the world.
- We launched a company-wide performance and annual compensation review to link compensation decisions to performance in a consistent way.
- To ensure compensation decisions are equitable, we align position in job range to long-term, consistent performance, capabilities, internal equity, and analyze statistically significant compensation gaps.

Employee Health and Well-Being

Workiva commits to helping take care of our employees' physical and mental health with both actions and programs. COVID offers a case in point. Our support actions included paying 100% of employees during the pandemic, offering a remote work allowance to cover home office and furniture expenses, providing vaccination clinics at our headquarters office for employees and their families, and adding more company-wide holidays and paid vacation days as stress breaks.

A few of our programs focused on employee mental and emotional well-being include:

- Our Modern Health plan that covers all costs of therapy and coaching sessions on emotional, professional, social, physical, and financial health
- Monday Meditation sessions led by a member of our Total Rewards team
- Wellbeing Wednesday weekly blog posts on physical and mental health, lifestyle, and social habits topics
- Free mental health counseling through Workiva's Employee Assistance Program
- Additional articles and resources on mental health added to our Degreed learning platform
- Two care packages sent to all employees, and a separate mental wellness kit sent to our European employees, during pandemic lockdowns

3 GOOD HEALTH AND WELL-BEING



Supporting Workiva’s Customers and Partners

Customer Engagement and Satisfaction

Workiva also does its utmost to promote social responsibility among our customers and partners—to help them advance environmental, social and governance (ESG) efforts and improvements. Following our “Transparent Reporting for a Better World” mission statement, we offer technology that lets our customers provide the level of business transparency their stakeholders demand.

Workiva is uniquely qualified to deliver innovative technology solutions that enable global organizations to make sense of the complex ESG ecosystem and achieve greater transparency and accountability.

—Julie Iskow, Workiva COO

An example of this includes our 2021 product launch of that transparency technology is our 2021 release of an end-to-end ESG solution. It helps organizations capture, manage, and organize financial and non-financial data that must be reported to agencies like the Sustainability Accounting Standards Board, Global Reporting Initiative, and Task Force on Climate-Related Financial Disclosures; as well as to rating agencies and shareholders.

Another example includes our 2020 expansion of customer support is our 2020 expansion of our compliance reporting platform to specially serve the vertical market of electric utility, hydropower, and pipeline companies that report to the Federal Energy Regulatory Commission (FERC). These companies have an enormous impact on the environment, so helping them provide transparent and effective ESG reports serves a strong public interest.

Just a few of the ways Workiva’s ESG solution integrates employees, datasets, and data sources to deliver high-quality disclosures are:

- Automate collection of data from anywhere and connect directly to source systems
- Build an ESG strategy with any and all frameworks
- Work in the same audit-ready environment as financial reporting teams do

17 PARTNERSHIPS FOR THE GOALS



Innovation

Just inside the entrance to Workiva’s corporate headquarters building, a “Patent Wall of Fame” showcases our 62 patents (a 63rd to be issued Oct. 26, 2021). Each quarter, our COO and her senior leadership team award a Workiva employee an Innovate Everywhere Award and \$1,000.

The point being, Workiva prizes innovation throughout the enterprise. How does this affect ESG? As a cloud-based collaboration software provider, Workiva’s innovations help customers and our own company achieve clarity and transparency in ESG reporting, with fewer resources consumed. And when our employees are urged to suggest innovations, they feel respected and become willing to share ideas.

The Workiva team’s commitment to continual innovation is embodied by our flagship Workiva platform. We continually refine our cloud-based solution to offer organizations new ways to aggregate and transform their data in one place, and to let their teams from around the world collaborate in real time to make smart business decisions with connected data.

But Workiva takes a number of other approaches to jump-start innovation in our processes and products. Two worth noting are:



Ideation to Incubation (I2I)

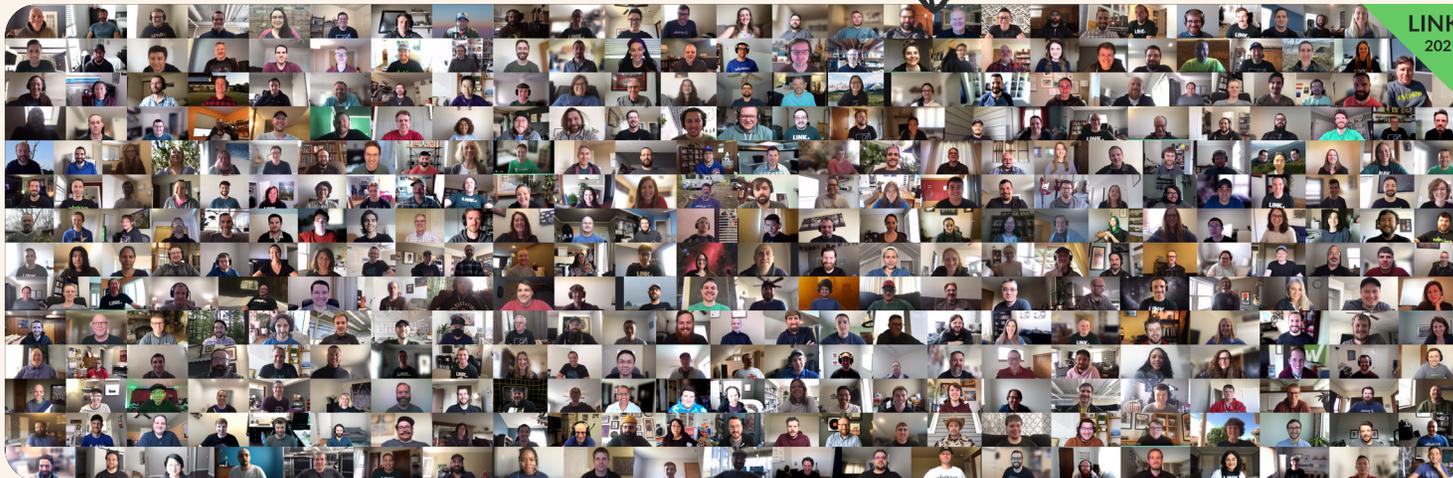


Ideation to Incubation (I2I) is our formalized internal process designed to take new products from the idea stage to market faster. Our COO chairs the task force and forum where employees pitch ideas to leverage our compliance platform and generate additional revenue.

LINK



LINK is a two-week, internal effort that connects our global R&D teams to help drive Workiva’s future innovation and development work. More than 450 people attended our 2021 LINK Conference.



At Workiva, we always strive to be a part of the solution for creating a better tomorrow.

—Jill Klindt,
Workiva CFO and
ESG Task Force Chair

Employee Volunteerism, Community Impact, and Engagement

Workiva recognizes that active engagement by our company and individual employees in our communities, and responsible innovation with our products and policies are vital to our planet’s health.

Employee Voluntarism

Every Workiva employee receives eight hours of paid volunteer time off (VTO) each year, to use at any time to support a community cause. In 2020, our employees logged 1,714 VTO hours. Workiva’s goal is to exceed that number in 2021.

We have invested in Benevity social purpose software. It enables employees to donate to charities of choice and to identify local and virtual volunteering opportunities.

Community Impact and Engagement

Just a couple of Workiva’s 2020-2021 donations worth noting included:

1 During our annual Week of Giving in October 2020, we set a companywide donation goal of \$50,000, with a dollar-for-dollar match by corporate. We soared past that goal with nearly \$82,000 of donations that corporate matched. And our senior executives graciously accepted pies smashed in their faces (on camera for all to see) to raise an additional \$12,000.

2 In 2020, Workiva donated \$25,000 each to the NAACP, and Equal Justice Initiative. In 2021, Workiva donated \$25,000 to UNICEF to help COVID efforts in India, where we employ nearly 150 contractors.



Sustainable Operations

Workiva intently focuses on reducing our company's own carbon footprint and resource waste. But we help our customers do the same thing as well.

For example, in our product design, our cloud-based collaboration platform helps customers reduce their carbon footprint by slashing employee travel and eliminating document printing and delivery.

In our supplier choices, our cloud providers include:

- Amazon, which aims for 100% renewable energy usage for its global operation over the long term
- AWS, whose services enable Workiva to avoid data centers and significant electricity consumption
- Google, which targets a carbon-neutral infrastructure by 2030

Workiva has committed to:

- 1** Meeting all applicable environmental laws and regulations
- 2** Establishing science-based targets to reduce our environmental impact
- 3** Reporting regularly on environmental performance to stakeholders
- 4** Creating a culture where employees think about others first with our environmental actions

Examples of our positive sustainability impacts in 2020-2021 are:

- A Commuting Green program that includes bike sharing, carpooling, and siting offices near public transportation
- Supporting bird, plant, and butterfly habitats around our corporate headquarters complex
- Using energy-efficient windows and insulation, locally sourced and environmentally friendly building materials, and furnishings in our headquarters offices
- While our offices were open, we held electronic device recycling efforts that recovered 908 devices from two offices, and 1,284 pounds of waste from two others. Those recycling efforts began anew when offices reopened in early 2021 after COVID shutdowns
- In 2021, we hired a senior ESG leader and hired an outside agency to help us set environmental goals and create benchmarks. That information will be published on our sustainability web page by the end of 2021



About This Summary

Workiva began publishing a Corporate Social Responsibility (CSR) report in 2014.

In creating the “2020-2021 Workiva Environmental, Social and Governance Global Impact Summary,” we used our Workiva platform to streamline our entire ESG process: automate data collection, align to frameworks, and connect our ESG reports, data center, and webpages.

Please note that this report includes data and activities from our global operations for calendar year 2020. Unless otherwise noted, all data is accurate as of December 31, 2020.

All of our reporting will be prepared in accordance with the Global Reporting Initiative (GRI) and the Sustainable Accounting Standards Board (SASB) standards; and in alignment with United Nations Sustainable Development Goals (UN SDGs) and the Task Force on Climate-Related Financial Disclosures (TCFD).

Indexes will be available in our ESG Data Center later in 2021.

For full further information and reporting resources, visit:
workiva.com/sustainability.

Or, contact:

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