



workiva

Anti-Corruption, Export Controls and Economic Sanctions Policy

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Workiva has a reputation for integrity and responsible conduct. That reputation has been, and will continue to be, the heart of our company and its success. Workiva will conduct its business in compliance with all applicable laws and regulations. Our reputation has a significant impact on every relationship our company maintains. It influences how customers regard our products and services, how our investors perceive us as an investment and how our employees, consultants and agents treat each other. Each of us is required to conduct business internationally with respect for local conditions and follow the Workiva Anti Corruption, Economic Sanctions, and Export Controls Policy.

Enforcement

This Policy applies to all of us - directors, officers, employees, consultants and agents, no matter where we work. Together, all of us are responsible for sustaining Workiva's reputation and for doing what is right.

Everyone associated with Workiva must understand and comply with all applicable laws and regulations in the countries in which we operate, as well as this policy and any other Workiva policies and procedures.

The United States and other countries in which Workiva does business, such as the UK and European Union member states, maintain controls on the export, reexport, or transfer of goods, software, technology, and services ("export controls") as well economic sanctions on transactions with sanctioned countries and individuals. Violations of these laws can result in severe civil and criminal penalties, as well as denial of participation in government contracts and other administrative and civil penalties. To avoid potential violations, it is critical that everyone associated with Workiva to take reasonable precautions when circumstances suggest a customer or a transaction may be subject to these laws. If you have any concerns work with legal@workiva.com before proceeding.

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Since 1977, the United States' Foreign Corrupt Practices Act makes it illegal to offer or provide money or anything of value to officials of foreign governments or foreign political parties with the intent to obtain or retain business. This law applies to Workiva and all of its employees and independent agents acting on our behalf. In 1999, Canada passed the Corruption of Foreign Public Officials Act making it illegal to give or offer to give any kind of benefit or advantage to a foreign official for the benefit of the foreign official. In 2011, the United Kingdom adopted the UK Bribery Act that has dramatically expanded anti-corruption enforcement by not only outlawing bribery of government officials, but also outlawing active and passive commercial bribery regardless of location. Anticorruption laws have also expanded world-wide and enforcement of those laws against both companies and individuals has dramatically increased over the last several years.

If you have any questions concerning compliance with this policy, immediately contact the General Counsel. Together we are responsible for sustaining Workiva's reputation and for doing what is right. Together we will maintain Workiva's reputation for integrity and responsible conduct.