

RingCentral Environmental, Social, and Governance (ESG) Policy

November 2025



Purpose

RingCentral threads purpose and sustainability into the fabric of our business practices. We are proud to continue our commitment to sustainability and corporate social responsibility. Being a strong corporate citizen is imperative for our employees, the customers we serve, our planet, the communities in which we operate, and our business.

The purpose of this ESG Policy is to detail RingCentral's ongoing commitment to environmental and social progress through its business activities.

Scope

This ESG Policy applies to RingCentral, Inc., and all of its subsidiaries, who, unless otherwise specified, will be referred to jointly as RingCentral.

Commitments

RingCentral is committed to integrating ESG into our operations and initiatives. Please see below for our current areas of focus.

Governance

We have identified the areas of our business that are material to track, develop governance for, and to report. We intend to expand our governance processes, management, policies, and documentation and align them with SASB, GRI, and SBTi standards.

Business ethics and codes of conduct

Honest and ethical conduct is critical to our business. All employees, agents and contractors have a duty to comply with applicable laws and to act in an honest and ethical manner. RingCentral is committed to providing a work environment that is free of discrimination and harassment. As an equal opportunity employer, RingCentral makes employment decisions on the basis of merit and business needs. In addition, we strictly prohibit harassment of any kind, including harassment on the basis of race, color, veteran

status, religion, gender, sex, sexual orientation, age, mental or physical disability, medical condition, national origin, marital status or any other characteristics protected under federal or state law or local ordinance. For additional information on our commitment to proper business conduct and ethics, please see our Code of Business Conduct and Ethics found at this link: <https://ir.ringcentral.com/governance>

Human Rights

RingCentral is committed to standards of conduct that respect and uphold global human rights. We are aligned with and guided by international instruments that protect human rights, including the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations' Universal Declaration on Human Rights. RingCentral focuses its efforts on the salient human rights issues of Freedom of Association, Promoting a Safe & Healthy Work Environment, Providing a Fair & Inclusive Work Environment, and Combating Forced & Underage Labor. Each of our employees undergoes annual training and has the resources they need to report suspicious or unethical activity in a safe environment.

Environmental Management

At RingCentral, our goal is to promote environmental sustainability throughout our business globally, including our operations, our sourcing practices, and our products. We are taking the below initiatives to mitigate and account for our environmental impact:

- Measuring major greenhouse gas emissions from our operations to inform emission-reduction strategies.
- Engaging employees, customers, partners, and suppliers in our efforts to reduce our environmental impacts.
- Complying with or exceeding the requirements of environmental legislation and regulations where we do business.
- Building and enhancing digital communications so that our customers can reduce travel, close office locations, and reduce physical infrastructure, which creates the potential for a significantly lower environmental impact.

Policy Communication

RingCentral will promote the knowledge of and compliance with this policy by making this policy available to all via our website. Also, we will conduct regular evaluations to ensure our processes and this policy are aligned. Our annual ESG Impact Report, which details many of the commitments outlined in this policy, will serve as an additional external communication of our progress towards our ESG goals.

Policy Oversight

The Nominating and Corporate Governance Committee of the RingCentral Board of Directors has oversight of the Company's ESG strategy and performance. The Board receives semiannual updates on the company's corporate responsibility and ESG strategies, priorities, and accomplishments.

Non-Compliance Management

We require directors, officers, and employees to observe high standards of business and personal ethics in the conduct of their duties. Employees and representatives must practice honesty and integrity in fulfilling RingCentral's responsibilities and comply with all applicable laws and regulations. We forbid retaliation of any kind against any employee for reporting any perceived violation of law or for participating in an investigation of a possible violation. Several mechanisms are in place to allow for reporting such a complaint, including on a confidential and anonymous basis via a service outside of RingCentral's systems and servers.

Policy Review

To ensure accuracy and promote improvement, this policy shall be reviewed on an annual basis by RingCentral's ESG team. This review process will take current regulations, stakeholder input, and other concerns into consideration.

Document Owner:

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Approved By:

Katherine Bastianelli, VP of Operations, Legal, Global RE & ESG

Version History:

Version	Revision Date	Version Author	Details
1.0	September 23, 2024	Jessica Crowther	Initial policy documentation
2.0	November 24, 2025	Jessica Crowther	Annual Review