RingCentral

RingCentral Environmental, Social, and Governance (ESG) Policy

November 2026

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, which, unless otherwise specified, will be referred to jointly as RingCentral. We also require our vendors to meet the standards in our Vendor Code of Conduct, which supports the commitments in this policy.

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 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

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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 characteristic 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 Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations' Universal Declaration of 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.

Data Privacy and Security

Respect for customer data privacy and security is central to our products and operations. Our privacy principles include data security, accountability, transparency, data minimization, privacy by design and default, protection of data subject rights, and safeguards for data transfers, and the product development lifecycle includes privacy and security reviews. RingCentral maintains certifications and independent attestations for applicable services, including ISO/IEC 27001 (with ISO/IEC 27017 and 27018), ISO 22301, SOC 2, SOC 3, C5, HITRUST, UK Cyber Essentials and Cyber Essentials Plus, and PCI DSS, and in 2026 renewed its self-certification to the EU-U.S. Data Privacy Framework. Additional information is available in our Trust Center at https://www.ringcentral.com/trust-center.html.

Trustworthy AI

RingCentral's use of artificial intelligence is overseen by a cross-functional AI governance council of executive leaders and guided by our Artificial Intelligence Policy and Artificial Intelligence Use Standards. We design and use AI-enabled systems to be safe, secure, transparent, explainable and interpretable, privacy-enhanced, and fair. AI tools must be reviewed and approved by cross-functional stakeholders, including security, before use on

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company systems and with company data. AI literacy is included in our employee compliance training annually and for new hires. In 2025, we completed a gap assessment in preparation for ISO/IEC 42001, the international standard for AI management systems.

Responsible Supply Chain

We hold our vendors to the same high standards of ethics and compliance that we set for ourselves. Our Vendor Code of Conduct, updated in 2025, requires vendors to act with integrity, uphold human rights, and provide safe and healthy work environments. It also requires vendors to designate a senior executive to oversee cybersecurity risk and maintain appropriate third-party security certifications, to provide greenhouse gas emissions data upon request, and to implement policies or procedures to reduce their environmental impact regarding energy, water, and waste. Our Vendor Code of Conduct is available at https://www.ringcentral.com/legal/vendor-code-of-conduct.html.

Climate Disclosure and Regulatory Readiness

RingCentral calculates its greenhouse gas inventory in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, with support from an independent energy and sustainability consultant, and our 2024 and 2025 Scope 1, 2, and 3 emissions have been verified by a third party with limited assurance. We publish these results in our Emissions Report and annual ESG Impact Report, describe our climate-related governance, strategy, risk management, and metrics in our Climate-Related Financial Risk Disclosures, and share our progress through CDP, EcoVadis, and other ESG reporting agencies.

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 following initiatives to mitigate and account for our environmental impact:

- Measuring and reporting our Scope 1, 2, and 3 greenhouse gas emissions, with third-party verification, 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.

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- Tracking the renewable energy share of our electricity use, and considering carbon impact, energy efficiency, and proximity to public transportation when selecting and designing office locations.
- Working toward our goal of net-zero emissions for our UK operations by 2050.
- Reducing waste and resource use in our workplaces through reusable dishware and bulk beverage dispensers, recycling and composting programs, food-waste reduction, and responsible reuse and e-recycling of IT equipment.
- Including environmental criteria in our vendor selection, procurement, and data center decisions, where possible.

Social

People and Workplace

RingCentral is committed to a people-centric workplace that supports the professional and personal well-being of our employees. We conduct pay equity audits with the assistance of a specialized third-party vendor before approving merit-based salary adjustments, and we make changes where discrepancies are identified. Our nine Employee Resource Groups connect employees worldwide and help shape policies that better serve our employees, customers, and communities; our RingTerns internship program creates early-career pathways; and our global benefits program supports employee health, mental well-being, family-building, and financial security. All employees complete annual training that, in 2025, covered business conduct and ethics, anti-bribery and anti-corruption, conflicts of interest, information security and cybersecurity, privacy, insider trading, workplace harassment, and AI literacy.

Product Responsibility and Accessibility

Our approach to corporate responsibility extends to the social impact of our products. We design our products with the Web Content Accessibility Guidelines (WCAG) 2.1 Level A and AA in mind, test them with assistive technologies, evaluate them using Voluntary Product Accessibility Templates (VPATs), and build accessibility features such as screen reader support, keyboard navigation, closed captioning, high-contrast display options, and voicemail-to-text into the RingCentral app by default. More information is available at https://www.ringcentral.com/product-accessibility.html.

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Policy Communication

RingCentral will promote 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 toward our ESG goals. Our Emissions Report and Climate-Related Financial Risk Disclosures provide additional information on our environmental data and climate-related risks and opportunities.

Policy Oversight

The Nominating and Corporate Governance Committee of the RingCentral Board of Directors has oversight of RingCentral's ESG strategy and performance. The Board receives semiannual updates on RingCentral'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 a perceived violation, 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 will be reviewed on an annual basis by RingCentral's ESG team. This review process will take current and emerging regulations (including climate and sustainability disclosure requirements), stakeholder input, and other concerns into consideration.

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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
3.0	November 5, 2026	Jessica Crowther	Annual Review; added data privacy, Trustworthy AI, supply chain, climate disclosure, and social sections

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