

**RingCentral**



**Impact report '24**

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# Introduction

## A message from our CEO

RingCentral made significant progress in its Environmental, Social, and Governance (ESG) initiatives in 2024. Our environmental goals were furthered by moving our London operations to an office using 100% renewable energy, publicly disclosing our environmental metrics, and earning a Bronze recognition for Electric Vehicle Adoption. RingCentral allocated \$18.9 million to diverse suppliers, actively championed Employee Resource Groups (ERGs), and provided comprehensive employee training programs to support strict ethical policies and whistleblower protocols. RingCentral's solutions continue to emphasize accessibility, data security, and trustworthy Artificial Intelligence (AI). As we move forward, we remain committed to integrating corporate social responsibility into the core of our operations. Thank you for taking the time to review our 2024 Impact Report, which highlights these sustainability initiatives and achievements.



### **Vlad Shmunis**

Founder, Chairman, and Chief Executive Officer



# Our commitment to Corporate Responsibility

We are proud to continue our commitment to sustainability. 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. By prioritizing sustainability in our business operations, we aim to create a positive impact that extends far beyond our immediate sphere of influence, fostering a more sustainable and responsible business landscape for generations to come.

As of Dec 31, 2024. For current leadership, see our [leadership page](#).



**Vlad Shmunis**

Founder, Chairman, and Chief Executive Officer



**Kira Makagon**

President & Chief Operating Officer



**John Marlow**

Chief Administrative Officer



**Vaibhav Agarwal**

Chief Financial Officer



**Carson Hostetter**

Executive Vice President & General Manager, CX & AI



**Alex Shteyngolts**

EVP, Systems and Technology



**Akshay Srivastava**

Executive Vice President & General Manager, SME



**Vlad Vendrow**

Co-Founder & Chief Technology Officer



**Tarun Arora**

Chief Accounting Officer



**Homayoun Razavi**

Executive Vice President & General Manager, Global Service Providers

# 2024 highlights

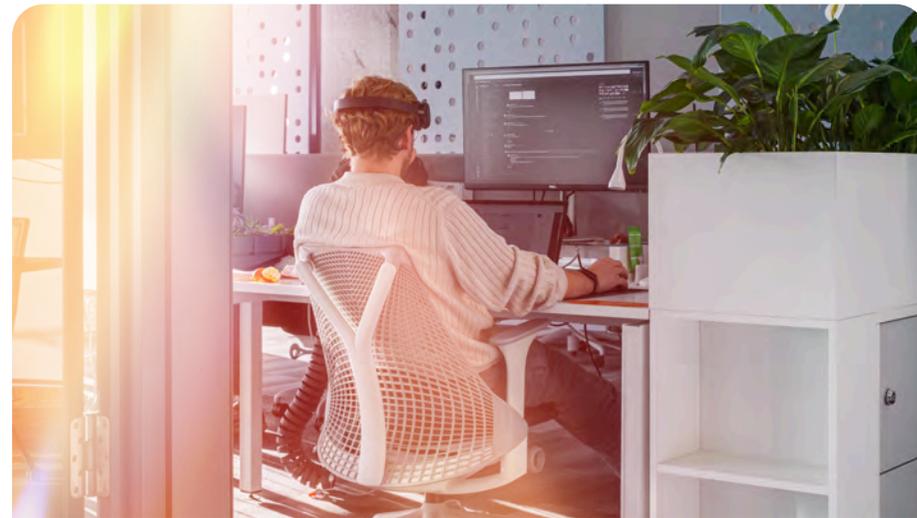
In 2024, we focused on strengthening our ESG programs.

\*



Disclosed our **Environmental Impact**

Improved & maintained **ESG ratings** from industry-leading agencies



Improved our sustainability program for **RingCentral workplaces**

Achieved the Bronze Level of the **Electric Vehicle Adoption Leadership Certification**



\$18.9M invested in **Diverse Suppliers**

**21 awards** recognizing our partnerships, philanthropy, and culture

# What is RingCentral?

**As the #1 cloud communications and contact center, we make it easy to call, message, and meet with employees, customers, and everyone in between.**

Built on a trusted foundation of world-class global security, privacy, compliance, and industry-leading reliability, we unify calling, messaging, and meeting with employees and customers. We make it easy and affordable to introduce AI communications tools to employees, customers and everyone in between – so you can run your business efficiently and do more with less.



## 2024 Numbers at a Glance

Annualized Exit Monthly Recurring Subscriptions was

**\$2.5B in 2024**

**10**

**offices around the world** and on three continents as of December 31, 2024

RingCentral defines its offices as locations owned by RingCentral through a direct lease, and RingCentral real estate manages and supports the site.

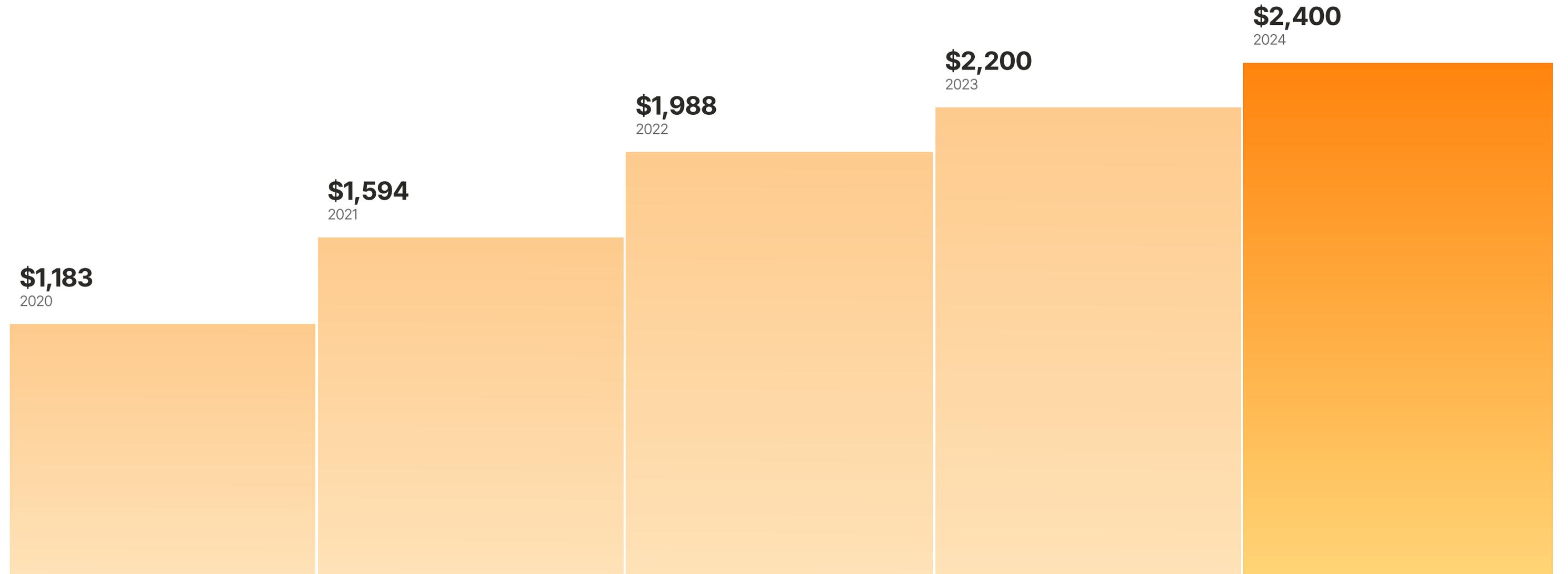


Headquarters:

**Belmont, California**

As of December 31, 2024, we had **4,260 full-time employees and 3,140 contractors** located in over 29 countries.

# Our revenue growth (in Millions)



## A note from our Corporate Responsibility team

In 2024, RingCentral expanded its ESG initiatives through a comprehensive assessment of our office facilities and their environmental impact. As a result, we have implemented several substantial measures, including the consolidation of our operations through the closure of two offices. Our team has been working diligently to reduce our environmental impact, implementing changes ranging from small-scale initiatives like switching from individually bagged snacks to bulk snack stations, to larger-scale projects such as relocating our London office to a building that utilizes 100% renewable energy.

**We're proud of the strides we made in 2024, embedding ESG principles into our operations and initiatives. We extend our heartfelt gratitude to our employees, partners, and customers for their invaluable contributions to our vision.**



**Katherine Bastianelli**

VP, Operations – Legal, Global Real Estate & ESG/CSR

# Our Journey



# Our ESG roadmap

## Our guides

### Environment

Lower the environmental impact of our operations and those of our customers with virtual solutions.

### Social

Aid underserved communities through innovation and thoughtful partnerships.

### Governance

Prioritize ethics and compliance in our business and our partnerships.

## Our priorities

### Environment

Carbon reduction  
Energy efficiency .  
Waste management and recycling.

### Social

Data privacy and security.

### Governance

Ethical business practices throughout our supply chain  
Trustworthy AI.



# We support the UN Sustainable Development Goals (SDGs)

RingCentral is committed to implementing a comprehensive environmental sustainability plan across all operations. We're integrating eco-friendly practices in supply chain management, product development, and office operations. Our approach includes energy conservation, waste reduction, sustainable sourcing, and green technologies.

Sustainability at RingCentral offices. We provide several programs for office sustainability:

- Recycling and composting options
- Electric vehicle charging stations at select office locations
- Locally sourced foods in our office cafes
- Automatic faucets in bathrooms and kitchen/breakrooms

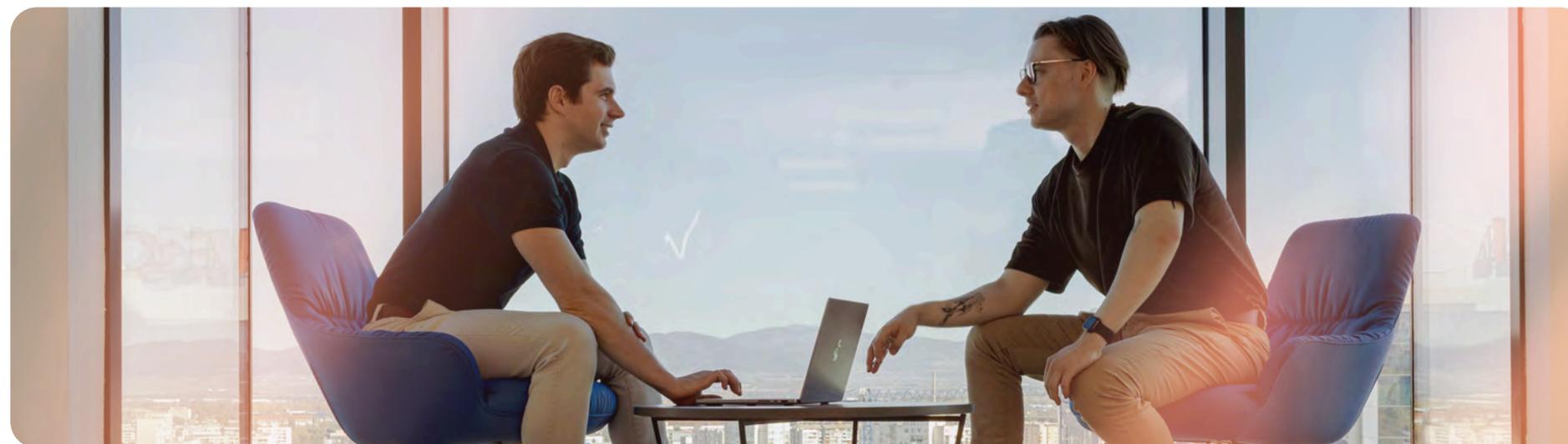
[Read more](#) →

Inclusivity is the foundation of our culture. We prioritize equal pay, equal opportunity, and empowerment across all genders.

[Read more](#) →

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.

[Read more](#) →



# ESG 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 updates at least annually on the company's corporate responsibility and ESG strategies, priorities, and accomplishments.

## 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, policies, management, and documentation and align them with SASB, GRI, and SBTi standards.

### Board of Directors by tenure



As of December 31, 2024, the Board of Directors consisted of 6 directors, 5 of whom are independent, based on the rules for director independence. We aim to maintain a well-distributed blend of director tenure, understanding that longer-serving directors have invaluable institutional knowledge of our company while new directors can bring a fresh outlook and approach.

For a list of our current directors, please see our [leadership site](#) →

# Privacy and transparency

At RingCentral, our respect for customers' data privacy is paramount. Our teams work year-round to ensure the following principles are upheld:

- Data Security
- Accountability
- Transparency
- Data Minimization
- Privacy by Design and Default
- Protection of Data Subject Rights
- Safeguards of Data Transfers

Our products are designed with robust features to keep data and information private and secure. Every stage of the product development process includes a rigorous privacy and security review, and our enterprise IT security operations implement the highest security standards to protect the confidentiality and integrity of our customers' data. In 2024, RingCentral renewed the self-certification of compliance with the EU-US Data Privacy Framework. We also completed our library of product privacy data sheets which helps customers and partners understand the privacy impact of our services.

## Trustworthy AI

At RingCentral, trustworthy AI means protecting our customers and their data while maintaining our commitment to privacy, security, and transparency. In 2024, the cross-functional AI governance counsel continued to operate with a broad representation of executives to ensure collaboration, communication, and transparency. Our team continued to maintain the Artificial Intelligence Policy and the Artificial Intelligence Standards, identifying risks and mitigation strategies and determining how best to increase the trustworthiness of our AI use and capabilities. We also created additional resources about trustworthy AI which are publically available on our [Trust Center](#).

### Secure

AI-enabled systems should maintain confidentiality, integrity, and availability through protection mechanisms that prevent unauthorized access and use.

### Fair

The development and use of AI-enabled systems at RingCentral should consider equality and equity by addressing issues such as harmful bias and discrimination.

### Privacy enhanced

AI-enabled systems should be developed and used in compliance with privacy laws and RingCentral privacy policies.

For more details, visit our [Trust Center](#).

### Safe

At RingCentral, we believe AI-enabled systems should not endanger human life, property, privacy, or the environment.

### Transparent

Information about AI-enabled systems and their outputs should be available to users interacting with the systems.

### Explainable and interpretable

AI-enabled systems should enable the provision of information that describes how they function.

## Data security

From product design to business operations, we employ rigorous security and data best practices in everything we do. We provide our customers with a robust security platform by integrating security principles into the development process, and have obtained the following certifications:



### ISO 27001/27017/27018 (ISMS) for RingEX and RingCX ISO 27001 Certificate

The ISO/IEC 27001 standard is widely known, providing requirements for an information security management system (ISMS). ISO 27001 certification demonstrates a robust security program, with rigorous management activity and technical controls in place to meet the confidentiality, integrity, and availability (CIA) principles of information security.

RingCentral's ISO/IEC 27001:2022 certification also extends to the additional requirements described within both ISO/IEC 27017:2015 and ISO/IEC 27018:2019.



### ISO 27017 Certificate

ISO/IEC 27017 gives guidelines for information security controls applicable to the provision and use of cloud services by providing additional implementation guidance for relevant controls specified in ISO/IEC 27002 and additional controls with implementation guidance that specifically relate to cloud services.

This international standard provides controls and implementation guidance for both cloud service providers and cloud service customers.

Read more about [security at RingCentral](#) →



### ISO 27018 Certificate

ISO/IEC 27018 establishes commonly accepted control objectives, controls, and guidelines for implementing measures to protect personally identifiable information (PII) in accordance with the privacy principles in ISO/IEC 29100 for the public cloud computing environment. In particular, it takes into consideration the regulatory requirements for the protection of PII, which might be applicable within the context of the information security risk environment(s) of a provider of public cloud services. It is applicable to all types and sizes of organizations, including public and private companies, government entities, and not-for-profit organizations, which provide information processing services such as PII processors via cloud computing under contract to other organizations.



### ISO 22301 (BCMS) for RingEX and RingCX

ISO 22301 is the international standard for Business Continuity Management (BCM). ISO 22301 is designed to help organizations prevent, prepare for, respond to and recover from unexpected and disruptive incidents. To do so, the standard provides a practical framework for setting up and managing an effective business continuity management system. ISO 22301 aims to safeguard an organization from a wide range of potential threats and disruptions.



### SOC2/SOC3/C5 Reports for RingEX and RingCX

These reports validate the effectiveness of operating controls as a service organization against the criteria set forth by the American Institute of Certified Public Accountants (AICPA) Trust Services Principles. RingCentral annually undergoes a third-party audit to certify our services against this standard. The reports cover controls around the availability, security, and confidentiality of customer data.



### HITRUST Certification for RingEX and RingCX

This report verifies RingCentral's compliance with implementing the necessary controls and safeguards required by the HITRUST CSF to protect sensitive health information. This would include measures related to data security, privacy, risk management and regulatory compliance. Compliance with HITRUST CSF standards aligns with regulations such as the Health Insurance Portability and Accountability Act (HIPAA) Security Rule and the Health Information Technology for Economic and Clinical Health (HITECH) Act.



### UK Cyber Security Essentials and UK Cyber Security Essentials Plus certification

The certification is designed to help continue to improve our cybersecurity posture and reduce the risk of cyber attacks by implementing recommended cybersecurity measures to safeguard sensitive data and assets.



### PCI - DSS certification for RingCX and EU Contact Center (EUCC)

This Attestation of Compliance (AoC) confirms that RingCentral has undergone a Payment Card Industry Data Security Standard (PCI DSS) assessment and is compliant with the standard. The PCI DSS is a set of security standards developed by the major credit card companies to ensure the protection of credit card data.

# Business ethics and compliance

At RingCentral, we hold ourselves and our vendors to high standards when it comes to business ethics and compliance. We operate under a clear and actionable "see something, say something, zero tolerance for retaliation" policy, which is actively promoted and enforced across all our global operations.

This policy is designed to empower every single team member to identify and report any potential ethical concerns or compliance breaches without fear of reprisal.

To ensure the effectiveness of this policy, we invest significantly in comprehensive education and awareness programs for all our employees. These programs are designed to:

- Educate team members on the specifics of our Code of Conduct, internal policies, and relevant external regulations.
- Empower them with the knowledge and confidence to recognize potential issues and understand the appropriate channels for reporting.
- Reinforce the message that reporting ethical concerns is not only encouraged but expected, and that all reports will be taken seriously and investigated thoroughly.

- Assure them of our strict zero-tolerance stance on any form of retaliation against individuals who raise legitimate concerns in good faith.

Our dedication to these standards is a continuous process. We regularly review and update our policies and training materials to adapt to evolving regulatory landscapes and best practices. By fostering a culture of transparency, accountability, and ethical responsibility, we aim to uphold the highest standards of integrity in all our business dealings, protecting our reputation, our stakeholders, and our values.

In 2024, all employees engaged in (on average) 2.3 hours of training and managers engaged in (on average) 4.3 hours of training, covering:

- Anti-Bribery & Anti-Corruption
- Business Conduct and Ethics
- Conflict of Interest
- Diversity, Equity & Inclusion
- Export Compliance
- Information Security & Cybersecurity
- Insider Trading
- Privacy
- Workplace Harassment

Each module included information on available resources for asking questions and reporting non-compliant activity in a safe environment.

## Whistleblower policy

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.

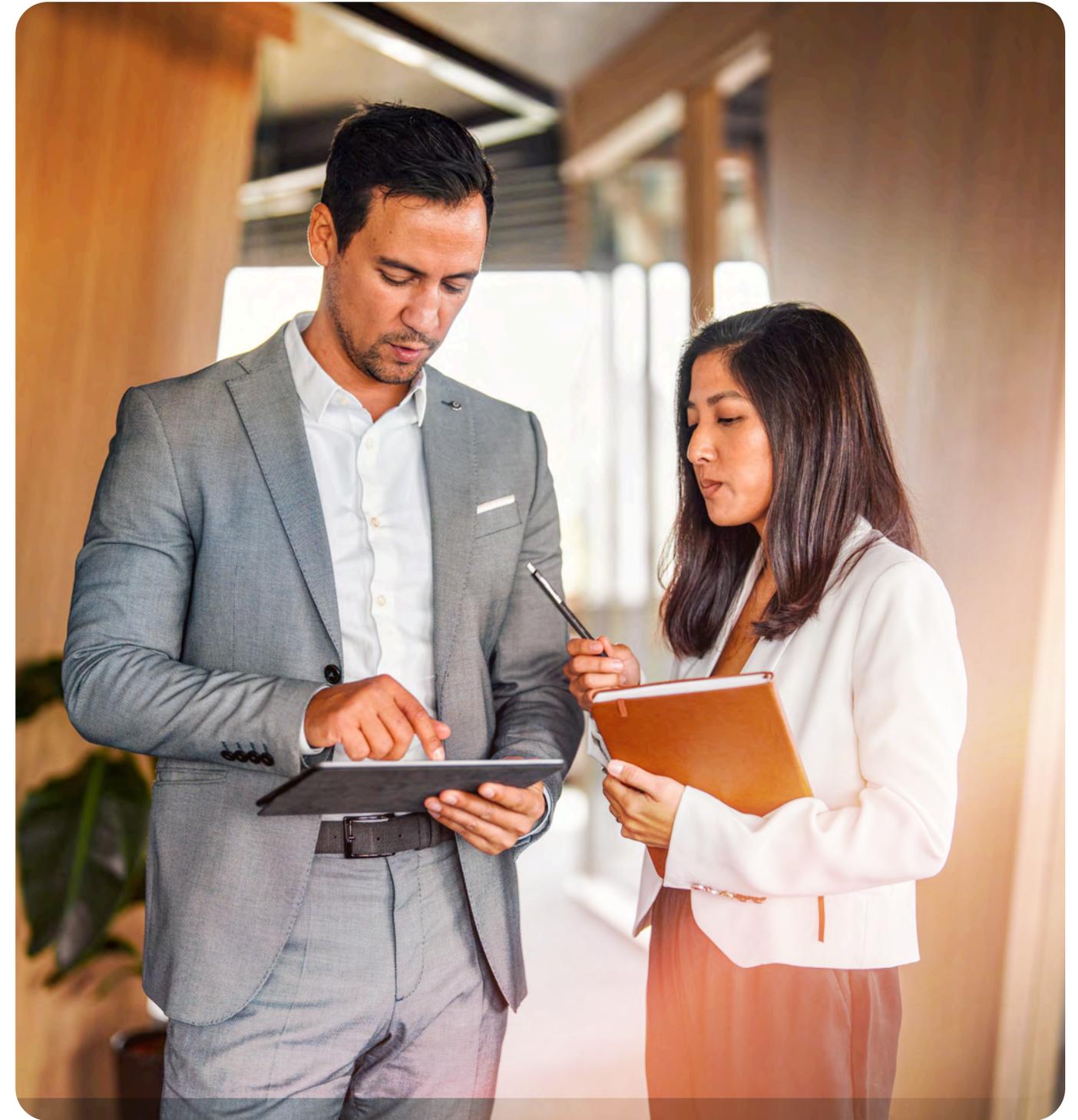
**Our talent development program trains employees annually on how to file reports, and our full policy has been in our Employee Handbook for nearly a decade.**

## Vendor code of conduct

Vendors must conduct their business interactions and activities with integrity and must, without limitation:

- Honestly and accurately record and report all business information and comply with all applicable laws regarding their completion and accuracy.
- Treat workers with the utmost dignity and respect and uphold the highest standards of human rights. RingCentral believes all workers in our supply chain deserve a fair and ethical workplace.
- Provide a safe and healthy work environment and fully comply with all safety and health laws, regulations, and practices, including those applicable to occupational safety, emergency preparedness, occupational injury and illness, industrial hygiene, physically demanding work, machine safeguarding, sanitation, food, and housing.
- Avoid giving gifts to RingCentral employees because even a well-intentioned gift might be considered a bribe in certain situations or create conflicts of interest. Gifts, meals, or entertainment must comply with applicable law, must be consistent with local custom and practice, and must not violate the giver's and/or recipient's policies on the matter.
- Avoid the appearance of actual improprieties or conflicts of interest. Vendors must not deal directly with any RingCentral employee whose spouse, domestic partner, or other family member or relative holds a significant financial interest in the Vendor.
- Avoid insider trading by not buying or selling RingCentral or another company's securities when in possession of information about RingCentral or another company that is not available to the investing public and that could influence an investor's decision to buy or sell the security.

Read our [full code of conduct](#) →



# Our Impact



# Our people

RingCentral is a place for everyone. We are committed to a people-centric workplace that supports the professional and personal well-being of our entire RingCentral family. By embracing a variety of perspectives we are empowered to be our best at every level.

**In 2024, we took these key actions toward improving our work experience.**

## 1. U.S. Interns

RingCentral's RingTerns Program is an innovative internship initiative designed to provide aspiring professionals with hands-on experience in the telecommunications and cloud communications industry. Participants in the RingTerns Program are exposed to various aspects of RingCentral's operations, including software development, product management, marketing, and customer support. The program aims to foster creativity, encourage professional growth, and potentially lead to full-time employment opportunities within the company. Through mentorship, challenging projects, and networking events, RingTerns participants can develop their technical and soft skills while contributing to real-world solutions in the rapidly evolving field of business communications. Of our eligible interns (seniors or already graduated), we converted 50% to FTE.



## 2. Pay Equity

We conduct pay equity audits with the assistance of a specialized third-party vendor to ensure fair compensation. These audits are performed before approving merit-based salary adjustments, and if any discrepancies are identified, we make changes based on the recommendations received. The updated numbers are then reevaluated to confirm there are no statistically significant differences in proposed compensation between different groups who perform substantially similar work.

## 3. Progression

We focus on assisting employees in charting a clear career path and giving them the tools needed to accomplish their goals.

### Performance appraisals and feedback

Employees conduct quarterly self-assessments that help align goals to manager expectations and rapidly changing business conditions. We encourage managers to provide real-time feedback to their teams.

## 4. Leadership

RingCentral is committed to fostering an inclusive work environment that promotes opportunities for all employees to ascend to leadership positions. Our organization places a strong emphasis on inclusion, recognizing the immense value that varied perspectives and experiences bring to our leadership team. To ensure we're meeting our goals in this area, we conduct annual reviews and maintain meticulous tracking of this crucial metric. These assessments have consistently demonstrated that the composition of our leadership roles aligns proportionally with the overall demographic makeup of our employee base. This alignment serves as a testament to our ongoing efforts to create a fair and equitable workplace.

## 5. Belonging and allyship

RingCentral's nine Employee Resource Groups (ERGs) connect our employees worldwide to take action on issues that are important to them and contribute to building communities where we all belong. Our ERGs champion belonging, allyship, and professional growth for all members and allies. We encourage our ERGs to shape policies that better serve our employees, customers, and communities.

In 2024, we hosted over 60 events with nearly 6,000 total attendees. Some notable events include Earth Day volunteering events, Women's Equality Day events, and Spread AAPI Love featuring Ly Nguyen, the Director of Development for Stop AAPI Hate.

Our ERGs have also established partnerships with the Global ERG Network, "a learning ecosystem that encompasses connection, research, best practices, tools and training to support both individual and organizational development".



# Awards

In 2024, we are humbled to have won the following awards for our programs:



## Our community

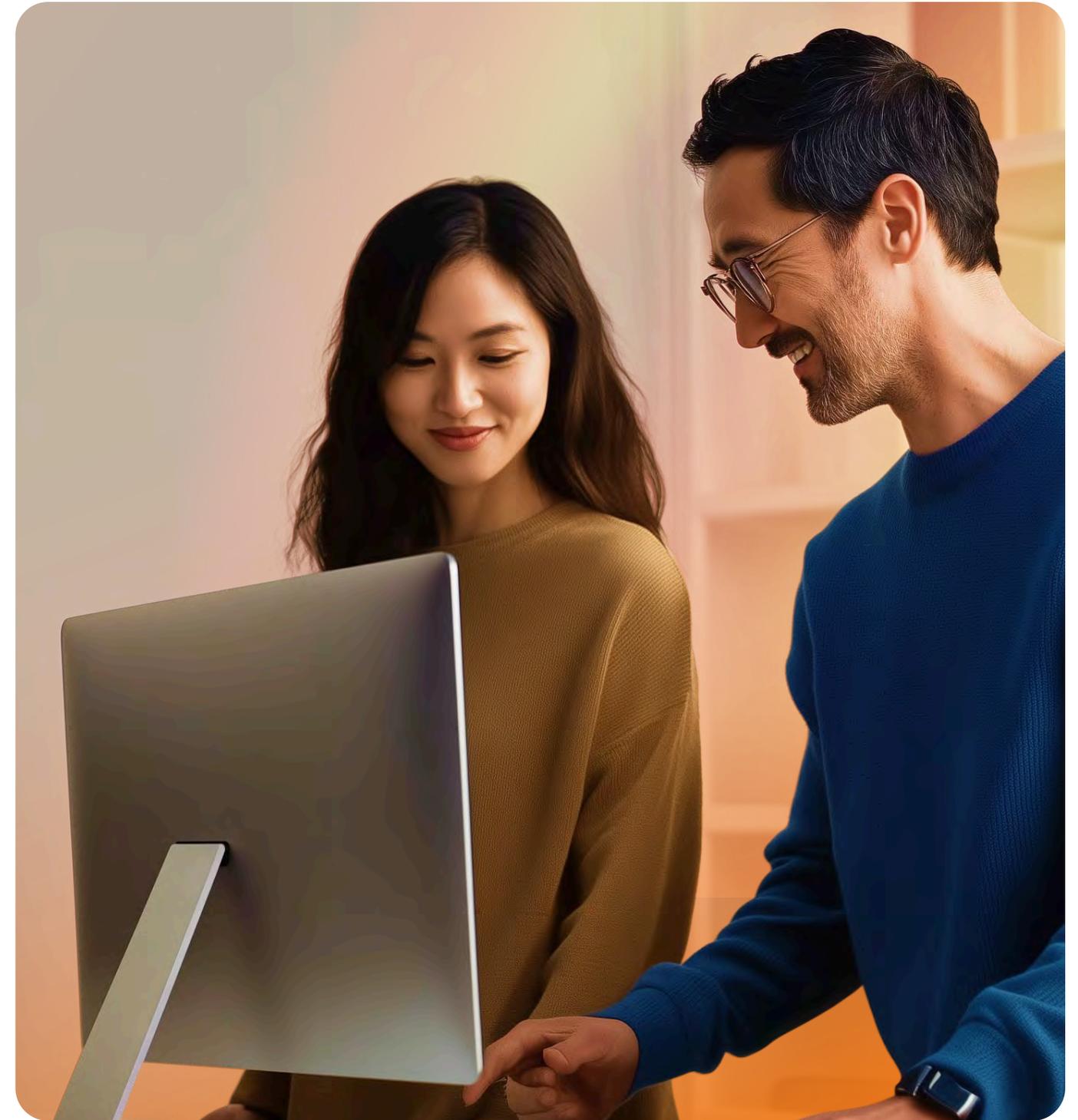
The RingCentral Foundation champions social impact by aligning RingCentral's commitment to philanthropy with its community engagement goals. A key part of this strategy is the RingCentral Relief Fund, which offers financial assistance to employees experiencing hardship.

# \$645K

Provided directly to employees in need via the RingCentral Relief Fund **since its founding in 2022.**

### RingCentral Relief Fund in Action

In 2024, the RingCentral Relief Fund provided immediate relief via direct grants to those directly affected by a Super Typhoon in the Philippines and China. Additional assistance for workers in affected areas included food allowances for those who were stranded, extended shuttle service, accommodations for those stranded in the office or whose homes were flooded, and care packages.





# Our Commitment to the Environment

RingCentral is committed to advancing environmental sustainability across all aspects of its global operations, encompassing its business practices, sourcing procedures, and product offerings.

- 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 and reduce physical infrastructure, which creates the potential for a significantly lower environmental impact.

## Green Building Ratings

RingCentral is proud to announce three of our offices have received best-in-class certifications for environmental efficiency:



LEED Silver: Tollway Center, Texas



LEED Gold: Space Tower, Bulgaria, with a spectacular 11/11 rating for Water Efficiency



BREEAM-Certified "Good": 5 Aldermanbury Sq, London

## The following highlights our efforts to manage environmental impacts across key areas of our business.

### Real Estate

- Prioritize site selection with better environmental profiles, such as specific amenities to help reduce environmental impacts and proximity to public transportation. In 2024, RingCentral moved its London operations to an office which sources its energy through 100% renewable sources
- Consider environmental sustainability in the design of workspaces to minimize environmental impacts.
- Evaluate the environmental profile of the materials, furniture, and fixtures we buy, favoring suppliers and products with better environmental performance (if they meet our business requirements)
- Work with property management teams to influence the reduction of environmental impact where we do not have operational control over environmental factors

### Facilities Management

- Procure environmentally preferable office products such as recycled paper and sustainable cleaning products
- Increase our sourcing of local, sustainable, healthier foods and beverages for our offices; minimize packaging in the sourcing of our food and beverages, where possible

### Data Centers

- Procure the most energy-efficient servers and equipment that meet our business requirements
- Include environmental criteria in the consideration of new co-location facilities and in renegotiated leases through the RFP process, where possible
- Responsibly reuse, recycle, and properly dispose of all leased and owned IT equipment
- Prioritize data centers that can be managed remotely and/or with the support of locally-based personnel, when such arrangements meet performance requirements

### Travel & Events

- Engage our travel and event suppliers (hotels, conference centers, rental car agencies) to identify greener choices for our travel and events
- Reduce business travel where feasible through the use of technologies such as videoconferencing
- Look to minimize the environmental impacts of our events by including environmental considerations in RFPs and contracts, where possible, and show preference to those suppliers that can meet our business requirements in environmentally preferable ways

### Sourcing

- Include environmental criteria in our vendor selection process, giving preference to vendors with better environmental performance, where possible
- Include our environmental expectations in master service agreements and contracts with vendors, where relevant

### Waste Management

- Replaced single-use plastic beverage containers with reusable cups and bulk beverage dispensers
- Replaced plasticware with reusable dishware
- Reusing all IT equipment until they reach end of life, properly disposing via e-recycling
- Reduce office waste through reduction, recycling, and composting programs

### RingCentral Solutions

- Our digital communications solutions enable customers to become more sustainable, thus reducing travel and physical infrastructure needed for their businesses.

# Approach

The numerical values and calculations contained in this report were derived from data collected on the energy usage in RingCentral's offices during the calendar year 2024. Data was obtained from one or more of the following sources:

- Data exported from building energy systems
- Utility invoices for natural gas and electricity usage
- Account statements from property managers

At most sites, RingCentral occupies a portion of the building or floor and shares utility meters with other building tenants. In those instances, account statements from property managers, which contained utility and operating expense charges on a "pro rata share" percentage (as defined in RingCentral's lease), were used as the data sources.

This report includes 12 sites (14 buildings) within RingCentral, Inc.'s operational boundary.

**Some of these locations were not in operation for the entire 2024 calendar year. These calculations include only the portion of 2024 when offices were in operation. Other sites from RingCentral subsidiaries or co-working vendors are not included. Calculations followed guidelines from the World Resources Institute's (WRI) GHG Protocol. If exact data did not exist, reasonable estimations were made. Calculations and data sources are documented for each site.**

## 2024 energy usage and emissions

# 5,648,008.73 kWh

across RingCentral, Inc.'s operational boundary

Scope 1 (MTCO<sub>2e</sub>)  
**108.02**

Scope 2 (MTCO<sub>2e</sub>)  
**1,596.30**

Scope 3 (MTCO<sub>2e</sub>)  
**64,846.07**

Total (MTCO<sub>2e</sub>)  
**66,550.39**

Gas (Therms)  
**20,226.78**

Electricity (kWh)  
**5,648,008.73**

RingCentral has partnered with an external consultant to assist us in calculating our energy and emissions footprint. McArthur Independent, a management consulting firm specializing in energy and sustainability solutions, worked closely with RingCentral teams across the globe to gather the necessary data and develop the reporting processes.



## The environmental benefits of cloud-based solutions

RingCentral provides software as a service (SaaS). Our solutions allow customers to reduce or eliminate on-premises hardware, which increases the opportunities to reduce environmental impact. Great news for the environment, our customers, and users.

We're working to make remote or hybrid just as meaningful as in-office collaboration through tireless innovation designed to bring virtual communication closer to the in-person experience.

**As a result, companies can reduce travel, office space, and physical infrastructure, which creates the potential for a significantly lower environmental impact.**

# Product

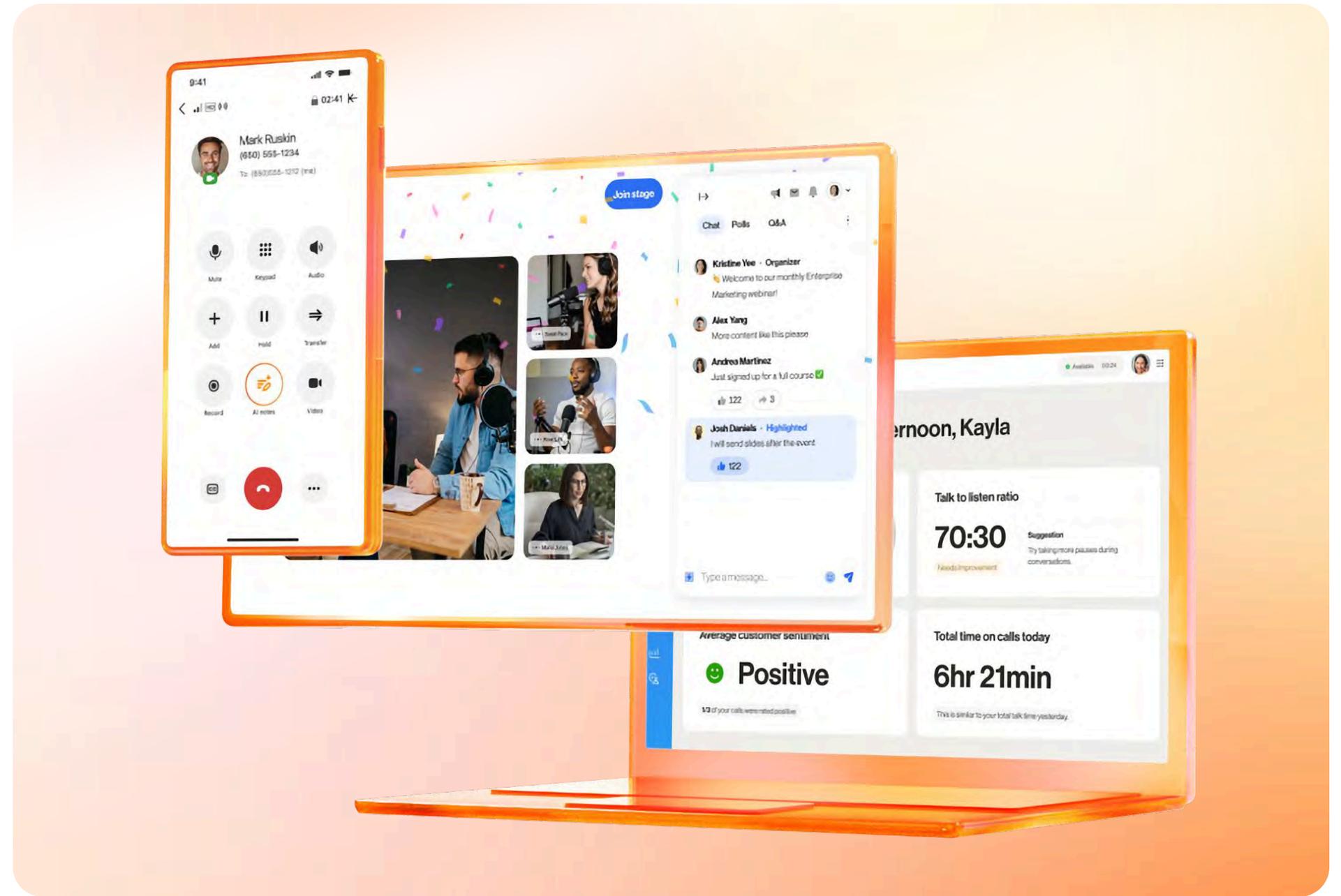


# Product Responsibility

Our approach to corporate responsibility extends through to our product's social impacts.

**Our products are thoroughly tested with advanced human assistive technologies, which meet or exceed accepted / market / general digital accessibility standards. Our multi-year mission is to ensure that everyone can effortlessly communicate and collaborate with one another, no matter their language or way of communicating.**

We also offer industry-specific solutions designed for the best customer experiences in education, healthcare, and nonprofit organizations.



# Product accessibility features

RingCentral is committed to designing for accessibility compliance. We use an independent third party to perform assessments and validations for major releases of all our products. In addition, RingCentral uses self-assessment tools to evaluate accessibility when designing our products. We use Voluntary Product Accessibility Templates (VPATs) to evaluate our products against WCAG 2.0 AA and GSA 508.



## Accessibility settings

Quickly customize font size for easier legibility.



## Keyboard accessibility

Navigate all major workflows with common keyboard keys and customizable shortcuts.



## Screen reader support

Enable quick navigation for those with vision limitations.



## Color and high contrast

Improve readability for everyone, including those impaired with poor eyesight.



## TRS 711 service

Our products generally adhere to the TRS 711 communications assistance service.



## Voicemail-to-text

Visual voice messages for everyone, including the hearing impaired.



## Active speaker highlights

Automatically highlight interpreter and speaker videos or create a custom view.



## Closed captioning

Automatically transcribe meetings in real time to make meetings more accessible for everyone, including those with language or hearing impairments.



## Custom video layouts

Create your own custom video gallery with several options to choose from.



**As the #1 cloud communications and contact center,  
we make it easy to call, message, and meet with  
employees, customers, and everyone in between.**

Questions? We'd love to hear from you. Email us: [corporateresponsibility@ringcentral.com](mailto:corporateresponsibility@ringcentral.com)

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