

MODERN SLAVERY STATEMENT

ZOOM COMMUNICATIONS, INC., FOR FISCAL YEAR ENDED JANUARY 31, 2025

1. Introduction

Zoom's values are rooted in caring for our company, customers, community, teammates and selves. Our culture is incredibly important to us and our expressed priority in that regard is to care for and deliver happiness to people, including to our employees, contractors and those in our supply chain. We are committed to treating everyone who works at or with Zoom with dignity and respect, and we oppose all forms of modern slavery and human trafficking. This statement describes Zoom's efforts in respect of modern slavery and human trafficking, as well as related human rights issues.

This Modern Slavery Statement is a joint modern slavery statement including for the purposes of (a) section 16 of the Modern Slavery Act 2018 (Cth) ("AU Act"), and is made on behalf of ZVC Australia Pty Ltd. and (b) Section 54(1) of the UK Modern Slavery Act 2015 and is made on behalf of ZVC UK Ltd.

2. Zoom's Structure and Business Operations

Founded in 2011, Zoom Communications, Inc. is a multinational company incorporated under the laws of the state of Delaware and headquartered in San Jose, California, United States of America. ZVC Australia Pty Ltd and ZVC UK Ltd are two wholly owned subsidiaries of Zoom Communications, Inc., and engage in sales and marketing support services. References in this Modern Slavery Statement to "Zoom", "we", "us" and "our" refer to Zoom Communications, Inc. and its subsidiaries, including ZVC Australia Pty Ltd and ZVC UK Ltd., as we embrace the same values and adhere to the same core policies and procedures globally.

Zoom conducts business operations globally, with employees, customers and data center providers located around the world. Zoom's offices are principally located in the United States; but also internationally, in Asia-Pacific and Europe. Zoom has subsidiaries incorporated in Australia, Canada, China, France, Germany, India, Ireland, Japan, Kingdom of Saudi Arabia, the Netherlands, the United Kingdom, the United States, Korea, and Singapore. As of the date of Zoom's Annual Report for the fiscal year ending January 31, 2025, Zoom had 7,412 full-time employees globally.

Zoom provides an open, AI-first work platform for human connection. All of our product innovation has a unified goal: to help streamline the workday through effective communication and collaboration tools. The Zoom platform makes teamwork more meaningful, drives impact with intelligence, strengthens customer relationships, and enables seamless workflows. Trust is a cornerstone of the Zoom platform. We equip customers with a comprehensive set of tools to make their interactions safe, secure, and private. We believe that strong security should never compromise a great user experience. Our core products are grouped under the following categories: AI (Zoom AI Companion), Zoom Workplace (Zoom Meetings, Zoom Phone, Zoom Team Chat, Zoom Mail and Calendar, Zoom Workflow Automation, Zoom Docs, Zoom Whiteboard and Zoom Clips), Zoom Business Services (Zoom Contact Center, Zoom Revenue Accelerator, Zoom Events, Zoom Sessions and Zoom

Webinars), Employee Experience (Workvivo, Zoom Rooms and Workspace Reservation), and Developer Ecosystem (Zoom Developer Platform and App Marketplace and Zoom Apps). We also provide other services, including professional services, consulting services and online event hosting.

Our customers vary in size, from individuals to global Fortune 500 organizations. They also span numerous sectors, including education, entertainment/media, enterprise infrastructure, finance, government, health care, manufacturing, nonprofit/not-for-profit and social impact, retail/consumer products, and software/internet. We sell our products through our direct sales workforce, online sales, channel sales (e.g., resellers), and strategic partners.

3. Risk of Modern Slavery in Zoom and Zoom's Supply Chain

Given the nature and location of Zoom's business and operations, our globally applicable company compliance policies and training--including global training on our Speak Up policy requiring employees to report any human rights violations, requirement for employees and business partners to adhere to human rights principles, and self assessments that address human rights--we consider the risk of modern slavery arising in our operations to be low.

For Zoom's supply chains, Zoom has active relationships with suppliers globally, including in Europe, the Americas and Asia, however the vast majority are based in the United States. About 90% of our supply chain expenditure is on software and services, such as marketing, technology and professional services. The remaining 10% of our supply chain expenditure is mainly allocated to hardware, such as servers and computers that support Zoom's business and operations. Our hardware supply is sourced from large multinational corporations and approximately 95% of the spend is with United States headquartered companies, whose own policies frequently already require ethical and legally compliant business conduct, including human rights commitments. We consider the risk of modern slavery arising in our supply chains is low.

Nevertheless, we realize that modern slavery risk exists everywhere. We take a zero-tolerance stance against any form of modern slavery in its business operations and supply chain, and we are fully committed to preventing and detecting such practices. We have adopted the policies and actions as described in section 4 and 5 to prevent and detect modern slavery risk in Zoom's organization and Zoom's supply chains.

4. Zoom's Culture and Policies Prohibiting Modern Slavery

Zoom is an intelligent, secure collaboration platform that makes connecting easier, more immersive, and more dynamic for businesses and individuals. We're committed to evolving our platform in ways that empower limitless human connection and solve real business problems. Our mission and vision ("mission") is to provide an AI-first work platform for human connection. Our core value is "Care" - We care for our customers, company, communities, teammates, selves. Our culture of delivering happiness drives our mission and values and is fundamental to everything we do at Zoom.

Zoom's Code of Business Conduct and Ethics (available [here](#)) sets forth Zoom's commitment to respecting and promoting fundamental human rights across its business operations and supply chain. Ethical business conduct and decision-making sits at the heart of our

organization and we expect it of all Zoom employees. Zoom is against human trafficking and any form of modern slavery, involuntary labor, or unethical or abusive conduct. Zoom's Code of Business Conduct and Ethics is the primary mechanism used to promote firm-wide ethical conduct within Zoom and applies to all directors, executives and employees of Zoom, Zoom's subsidiaries, and joint ventures in which Zoom owns a 50% or greater interest or has managerial control.

The Code of Business Conduct and Ethics also details our commitment to fostering a workplace culture that values different perspectives, promotes innovation, and empowers employees to thrive. Zoom does not tolerate discrimination against any individual on the basis of any non-performance-related characteristics, such as race, religion, gender, age, marital status, national origin, sexual orientation, citizenship status, disability, and other protected characteristics.

In addition to Zoom's Code of Business Conduct and Ethics, all Zoom employees are required to read and sign the Employee Handbook. The Handbook strictly prohibits violence, discrimination, retaliation or harassment in the global workplace and details Zoom's commitment to provide equal employment opportunity for applicants and employees.

Zoom's Business Partner Code of Conduct (available [here](#)) requires compliance with the law and ethical business conduct by all of our business partners (including but not limited to vendors/suppliers), regardless of location or type of work. Our Business Partner Code of Conduct requires and sets our expectations that our business partners should do business ethically and comply with the letter and spirit of applicable laws. Zoom's Business Partner Code of Conduct requires Zoom's business partner must:

- Treat their employees with dignity and respect, and act in accordance with the standards set out in the International Labor Organization's Declaration on the Fundamental Principles and Rights at Work;
- Comply with the letter and the spirit of all applicable laws and regulations, including in relation to working conditions, employee compensation, and working hours;
- Not use any forced labor, involuntary labor (including prison labor), or unlawful child labor, and comply with all applicable labor and child labor laws and regulations;
- Not hold employee identity documents and not require employees to pay recruitment fees;
- Make work-related documents accessible to employees;
- Exercise fairness when making hiring, firing, and evaluation decisions for all employees and allow all employees to terminate their employment freely, with reasonable notice;
- Respect employees' right of free association and collective bargaining in accordance with applicable laws and regulations; and
- Encourage workers' open communication with management and provide a grievance procedure, so that employees can raise workplace concerns. This procedure should be accessible, culturally appropriate, and include the option to report anonymously where appropriate and lawful. Any form of retaliation against a worker for appropriately raising a good-faith workplace concern is strictly prohibited.

If a Zoom's business partner becomes aware of any such issue or the risk of it, they must report concerns to Zoom immediately. To enable reporting, the Business Partner Code of Conduct provides information about how to report such concerns to Zoom via our Speak Up process. Ethical business conduct and decision-making sit at the heart of Zoom, and we expect the same from our business partners.

5. Measures to Prevent Modern Slavery at Zoom and in Zoom's Supply Chain

Zoom takes the following measures to prevent modern slavery in Zoom and Zoom's supply chain.

- **Respect Zoom employees' legal rights and interests**

Zoom respects the legal rights and interests of all employees and ensures that employees enjoy the rights they are entitled to under applicable laws. Zoom is also committed to creating a safe, clean, and violence-free workplace for employees. Zoom has dedicated resources to track and execute regulatory obligations and stay current with any changes in employment regulations.

Amongst others, Zoom prohibits the use of any forced labor, involuntary labor (including prison labor), or unlawful child labor; Zoom employees are free to lawfully resign their employment without restriction or penalty; Zoom employees are not required to lodge any security deposits or pay any recruitment fees including for mandatory health exam; Zoom does not retain any original identity related documents of its employees (e.g. passports, birth certificates, national identity cards); Zoom respects the legal minimum wage for the location where it employees work in; and Zoom doesn't provide any employee education relating to subjects of religious, ideological or cultural transformation.

- **Training**

At Zoom, we routinely train our employees on a range of topics including speaking up, anti-discrimination and anti-harassment, human rights and how to comply with the Code of Business Conduct and Ethics. In addition to regular online training sessions, we consider additional training opportunities on an ongoing basis.

- **Due Diligence**

Zoom's due diligence process includes screening of prospective vendors/suppliers against watchlists and conducting media searches in order to capture negative media or allegations of human rights concerns such as forced labor, corruption, illegal trafficking of human resources and allegations of complicity in human rights abuse. The nature and scope of due diligence will depend on the perceived risk level of the potential vendor. Concerns identified as part of Zoom's diligence process are raised with internal stakeholders or prospective vendors prior to contracting.

Technology and service vendors comprise the majority of Zoom's suppliers, as noted in Section 3 above. Zoom's technology vendors (including software vendors) are also subject to a selection process with committee oversight, and to due diligence in respect of data privacy, security and other legal and compliance matters.

While we expect the risk of modern slavery in our supply chain to be low, given the vendor due diligence we carry out and our vendor selection process, we recognize such risks may exist for organizations across the globe and we continue to review our supply chain selection and management processes with that in mind.

- **Contractual Clauses**

Zoom has adopted human rights clauses in purchase order terms and conditions globally, obligating vendors: (i) not to tolerate any form of human rights abuses; (ii) to comply with human rights legislation; (iii) to maintain policies and procedures reasonably designed to ensure respect for human rights; and (iv) to require that vendors apply the same standards with their suppliers, partners and subcontractors.

- **ESG**

In addition to protecting human rights and preventing modern slavery, Zoom is also committed to executing a sustainability program. Aligned with our value of Care, we address sustainability holistically across Zoom and in a way that extends beyond our carbon footprint. We use the term ‘ESG’ to broadly represent sustainable business practices and subsequent reporting metrics across environmental, social and governance programs and processes. We continue to build a program that represents our culture, is responsive to customer needs, minimizes our impact on the environment, and executes upon regulatory reporting.

6. Assessment of Effectiveness of Actions Taken to Address Modern Slavery Risks and Remediation

Zoom has in place a third-party hosted hotline called “Speak Up”, where business partners and Zoom employees can raise concerns about compliance with the law, the Business Partner Code of Conduct, our Code of Business Conduct and Ethics or a Zoom policy, including any modern slavery and human trafficking concerns. Persons reporting may report online through a third-party website or via telephone, and may choose to identify themselves or remain anonymous. The report will then be reviewed by Zoom’s Compliance function, with input or assistance from other subject matter expert teams, as appropriate, and if the concern is substantiated, appropriate remediation will be taken. We routinely train our employees globally about the importance of speaking up. We require all employees to report any concerns about human rights violations to our Speak Up line. During the past fiscal year Compliance has not received any Speak Up report on modern slavery or human trafficking that necessitated remediation.

7. Moving Forward

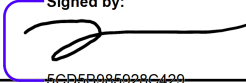
Tackling modern slavery and human trafficking is a complex challenge. Our efforts are ongoing to combat these practices. We continue to keep under review the processes and policies at Zoom, including how best to identify and describe the risks of modern slavery practices in our operations and supply chains, assess and address these risks and how best to assess and monitor the effectiveness of our existing policies and procedures in addressing those risks across our operations and supply chains.

8. Relationship with Zoom Subsidiaries

Risks of modern slavery are assessed at a global level, taking into consideration local operations including ZVC Australia Pty Ltd and ZVC UK Ltd. Zoom policies including the Code of Business Conduct and Ethics apply to all subsidiaries and entities controlled by Zoom. All directors and employees of all subsidiary entities are trained routinely on Zoom policies and the importance of speaking up.

9. Conclusion

This statement is made pursuant to the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 and constitutes Zoom Communications, Inc and its subsidiaries' modern slavery and human trafficking statement for the fiscal year ended January 31, 2025. This statement was prepared by Zoom's Compliance team, in consultation with key areas of Zoom's business, and each of the reporting entities covered by this statement. It was approved by the Board of Directors of Zoom Communications, Inc., on May 15, 2025.

Signature:  Signed by:
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Eric Yuan, Chairman of the Board