



8x8 Anti-Slavery & Human Trafficking Statement

This statement is made on behalf of 8x8, Inc. and its wholly-owned subsidiaries, including 8x8 UK Limited and Fuze Europe (UK) Limited (“8x8”), pursuant to Section 54(1) of the Modern Slavery Act 2015, the Modern Slavery Act 2018 (Cth) (Australia), and the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada). It outlines the actions we have taken to prevent slavery, human trafficking, forced labour, and child labour within our business operations and supply chain. This statement was prepared in consultation with 8x8’s relevant subsidiaries.

Our Commitment

At 8x8, we are committed to operating with honesty, accountability, and integrity. We uphold the highest ethical standards and expect the same from our employees, suppliers, and channel partners. We do not tolerate any form of forced or compulsory labor, human trafficking, or slavery in any part of our operations or supply chain. To the contrary, we are committed to preventing slavery and human trafficking in our corporate activities.

Our Business

8x8 is a global provider of cloud-based communication and collaboration services for businesses. As a software-as-a-service (SaaS) company, our primary assets are our people and our intellectual property. While we engage external suppliers for services such as facilities management (e.g., catering, cleaning, waste disposal) and technology procurement (e.g., hardware, software, network services), our supply chain remains relatively small and focused. 8x8 also works with authorized channel and resale partners who deliver our services to end customers. As a SaaS business with no manufacturing operations, our principal modern slavery risk areas are facilities management and hardware procurement (phones, headsets, and networking equipment), where supply chains may involve greater labor intensity or geographic exposure to labor risk. The remainder of our supply chain—software, professional services, and cloud infrastructure—carries a lower inherent risk profile.

Relevant Policies and Governance

We implement a framework of clear policies to uphold ethical conduct and prevent modern slavery across our business:

- Supplier Code of Conduct: 8x8's Supplier Code of Conduct states the Company's commitment to human rights and fair labor and its policy against slavery and human trafficking. The policy gives workers, contractors, and other business partners guidance on slavery and human trafficking and the measures taken by 8x8 to address the risk of slavery and human trafficking in its business and supply chains. As part of our supplier onboarding program, we assess suppliers for potential risks and require them to confirm alignment with our values and applicable policies.
- Compliance Reporting Policy: The Company encourages its employees, customers, and other business partners to report concerns related to unethical or unlawful practices within our operations or supply chains. We provide secure and anonymous channels to do so.
- Employee Code of Conduct: 8x8's Code of Business Conduct and Ethics is the compass by which directors, officers, and employees of 8x8 are always expected to conduct themselves. All 8x8 business is to be conducted with the highest standard of integrity and in compliance with all applicable laws and regulations. This Code applies to 8x8 and all its subsidiaries worldwide.

Minimizing Risk

We actively assess and mitigate risk within our supply chain by:

- Conducting third-party risk analyses on new and existing suppliers.
- Requiring suppliers to complete due diligence questionnaires tailored to their services, country of operation, and supply chain exposure.
- Assigning a risk score based on responses and requesting additional documentation from higher-risk suppliers.
- Requiring suppliers with elevated risk to demonstrate they have effective policies and controls to mitigate modern slavery before continuing or establishing a business relationship.
- Reviewing and updating supplier status as needed, including considering alternative providers where risk remains unaddressed.

We assess the effectiveness of these measures through periodic supplier re-assessments and by monitoring whether flagged suppliers address identified gaps. To date, we have not identified any instances of forced labour, child labour, or human trafficking in our operations or supply chain.

Training and Awareness

We incorporate modern slavery awareness training into our compliance program. Employees learn how to recognize red flags, understand reporting protocols, and uphold 8x8's ethical standards.

Reporting Concerns

We empower all employees and stakeholders to take responsibility for identifying and reporting potential incidents of modern slavery or human trafficking. Any concerns must be reported pursuant to our Compliance Reporting Policy and its procedures. Reports are treated seriously and investigated promptly and thoroughly. If an instance is identified, 8x8 will take corrective action, which may include requiring a remediation plan, suspending or terminating the supplier relationship, and cooperating with relevant authorities.

Board Approval

This Board of Directors has approved this statement and remains committed to reviewing and updating it annually to reflect improvements, updated risks, and best practices.

The Board of Directors approved this Statement on April 23, 2026.

Jaswinder Pal Singh

Chairman, Director