

WHEREAS: Zoom Video Communications, Inc. is required to furnish an EEO-1 Report — a comprehensive breakdown of its workforce by race and gender according to 10 employment categories — to the United States Equal Employment Opportunity Commission annually.

As intangible assets increasingly drive corporate value creation, investors seek a better understanding of human capital management strategy and performance. A lack of consistent disclosure of human capital practices makes it difficult for investors to evaluate corporate performance.

Detailed workforce diversity data is one critical component of transparency regarding human capital management. Diverse and inclusive teams are associated with greater employee engagement, increased attraction and retention of talent, and a sense of purpose in the workforce.

Disclosure of the EEO-1 Report would enable the company to provide a more complete picture of its workforce without additional burdens on the company to collect data. Such disclosure would provide a platform for the company to describe the connection between human capital management and corporate strategy. It would also facilitate informed engagement with investors.

Information about a company's diversity must be complete, comparable and consistent. Investors need annual disclosure of demographic data in order to know whether efforts to increase diversity have resulted in more diversity at different levels of the company. It also facilitates comparison across firms.

Zoom states it is, "committed to making diversity, equity and inclusion...central to Zoom's culture and organization as it is a critical embodiment of our core value of care," but provides minimal information to investors in the way of data and/or policies concerning its workforce. Publishing the EEO-1 document would help to fill in the gaps for investors, as well as for current and prospective employees.

RESOLVED: Shareholders request that the Board of Directors adopt a policy requiring Zoom to disclose on its website the annual Consolidated EEO-1 Report. The company shall disclose its EEO-1 Report no later than 60 days after the date of its submission to the EEOC. Shareholders also request disclosure of all of Zoom's diversity, equity and inclusion policies, on its website or another public filing or report.

SUPPORTING STATEMENT: The global coronavirus pandemic and police brutality against Black Americans have heightened public concern regarding racial equity. The longstanding case for prioritizing workplace diversity has been strengthened by rising expectations of employees and other stakeholders that companies will make a meaningful commitment to racial equity in the workplace. In particular, companies that signal their commitment to racial diversity through workforce transparency may be better positioned to attract and retain talent.

The Conference Board's *DNA of Engagement* initiative argues that the synergy between employee engagement and inclusion is a key component of overall employee productivity. Deloitte highlights diversity as an important element in building and sustaining a strong sense of corporate purpose.

We urge Zoom's shareholders to support this proposal to bring transparency to the diversity of the company's workforce.