



Modern Slavery Transparency Statement

Fiscal Year Ended January 31,
2026

We are publishing this statement as a demonstration of our commitment to anti-slavery practices and an affirmation of the values we hold and adopt across our business. This statement describes the steps that Dialpad, Inc. is taking to improve its practices to combat modern slavery, including slavery, forced labor, servitude, human trafficking, debt bondage, forced marriage deceptive recruiting for labor or services, and the worst forms of child labor (collectively, “modern slavery”) and to ensure that its operations and supply chains remain free of modern slavery. Dialpad is built on the notion that we must all do the right thing. For more information on Dialpad’s culture and values, please visit <https://www.dialpad.com/about-us/>.

Dialpad is determined to ensure that the way in which we operate and manage our business is consistent with the highest standards of social and ethical conduct. We are committed to demonstrating that our practices combat modern slavery, and working with and encouraging our partners, sub-processors, and suppliers as they uphold the principles in this statement, including ensuring that those involved in our business and supply chain are treated with respect and dignity.

Who We Are

Dialpad is an AI-powered cloud communications platform that turns conversations into opportunities and helps teams make smart calls.

Dialpad offers native, real-time AI transcription, note-taking, live sentiment, and voice analytics. By unifying every form of communication in one application, Dialpad allows companies to make the most out of every call, regardless of what device is being used.

Dialpad operates globally with employees, customers, and data centers located around the world. Dialpad is headquartered in San Ramon, California, is incorporated in Delaware and has subsidiaries in Australia, Canada, France, India, Japan, Norway, the Philippines, Singapore, the United Kingdom, and the United States. As of its fiscal year ended January 31, 2026, Dialpad had approximately 1,300 full-time employees worldwide.

Dialpad, Inc. meets the reporting threshold under the Australian Modern Slavery Act 2018, having an annual consolidated revenue exceeding AUD \$100 million for the fiscal year ended January 31, 2026. This statement is accordingly made in compliance with that Act as well as Section 54 of the UK Modern Slavery Act 2015.

Our Staff

It is fundamental to our business that we operate ethically and openly. We ensure that the manner in which we engage with our staff, and the way they are treated, is consistent with those high standards. We uphold and apply this standard across all our offices and employees across the world.

At the core of our engagement with staff is our belief in diversity, inclusion, transparency and equality. These are well-established company values which apply to everything we do and the way we engage with our staff. Dialpad believes that good ideas come from everywhere and that success depends on our ability to respect every voice.

When we say everyone should feel included at work, we mean every single person. We are stronger when we are diverse, which means our business relies on having different voices and perspectives at

the table. All backgrounds, national origins, races, religions, sexual orientations, ages, abilities, and family structures are welcome at Dialpad.

We are also committed to equal pay across the organization as well as advocating for equality in the communities where we live and work. This is the kind of work that is never “done,” and we believe we should be vocal about the progress we still need to make.

Our Supply Chain

As a business specializing in software solutions, we do not have a traditional supply chain and our reliance on suppliers of tangible goods is limited. Our suppliers generally fall into the following categories:

- Hosting and cloud infrastructure providers that host our data and our customers’ data;
- Third-party consultants and professional services providers (including accounting, legal, IT applications, security, and marketing services);
- Service providers offering facilities management, office services (including cleaning and catering), travel, employee payroll, and maintenance; and
- Hardware suppliers providing equipment such as laptops and office technology.

Based on our business and our industry, we implement a risk-based approach to evaluate suppliers to ensure safeguards are in place to protect against modern slavery.

We take a zero-tolerance stance against any form of modern slavery in our business operations and supply chain, and we are fully committed to preventing and detecting such practices.

Our Due Diligence and Remediation Processes

It is imperative to us that our partners, sub-processors, and suppliers uphold the same high standards as we do, ensuring that all employees and workers are treated with dignity and respect in a fair and ethical environment.

Our methods of engaging with suppliers provide us with confidence that we remain fully compliant with the law. We remain vigilant and periodically monitor risks regarding our suppliers. Our due diligence processes include:

- Verification of information provided by suppliers prior to engagement;
- Where appropriate, review of supplier representations regarding compliance with applicable laws, including through contractual terms requiring adherence to relevant legal standards;
- Risk-based screening, including consideration of geographic and sector-specific risk factors; and
- Periodic monitoring of existing supplier relationships to identify any emerging concerns.

Any identified or suspected risk or incident of modern slavery in our business or supply chain will be investigated and addressed in line with our internal policies, with responses ranging from remediation to termination of the relationship to ensure appropriate corrective action is taken. We are not aware of any incidents of modern slavery in our operations or supply chain during the fiscal year ended January 31, 2026.

We encourage Dialpad employees to raise concerns about ethical issues, including modern slavery risks, through internal reporting channels, including their manager, People Operations, or our Legal and Compliance team. Concerns raised in good faith are treated seriously, reviewed promptly, and handled as confidentially as possible, with protection against retaliation. We also require personnel who work with our suppliers to report any unlawful or unethical behavior, and any identified or suspected modern slavery risks in our supply chain are investigated and addressed in line with our internal policies, which may include remediation or termination of the supplier relationship. We will

continue to evaluate whether additional reporting mechanisms, such as a dedicated hotline or third-party reporting platform, would further strengthen our ability to identify and respond to modern slavery risks.

Assessing and Managing Risk

We work to identify, assess, and monitor any potential areas of risk of modern slavery across our own operations and those of all entities we own or control. We assess modern slavery risks by analyzing our operations and supply chains across several factors, including the geographic location of our operations and suppliers, the nature of the services provided (for example, data center operations, professional services, facilities management), and the industry sector.

We recognize that our global footprint introduces varying levels of risk across different jurisdictions. In particular, we have considered the following:

- Philippines and India: Our operations in these jurisdictions involve employees in technology and support functions. We recognize that labor market conditions in these regions can present elevated modern slavery risk, including risks related to recruitment practices, debt bondage, and deceptive labor arrangements. We have implemented additional oversight of employment practices in these locations, including review of our direct employment terms and, where applicable, screening of third-party staffing providers.
- Facilities management and cleaning suppliers: Across all our global offices, services such as cleaning, catering, and building maintenance are contracted to third-party providers. These sectors are recognized as carrying a higher risk of modern slavery, and we apply closer scrutiny to suppliers in these categories regardless of location.
- Hardware supply chains: Our hardware suppliers, including providers of laptops and office technology, operate in global supply chains that may include higher-risk manufacturing regions. We focus particular attention on the practices of our hardware suppliers and their upstream supply chains.
- Australia, UK, Canada, and other developed-market operations: We assess the risk of modern slavery in our operations and supply chains in these jurisdictions to be low, reflecting the strength of applicable legal frameworks. Notwithstanding this, we continue to apply standard due diligence and monitoring measures.

In evaluating the overall risk of modern slavery within our operations, our supply chains, and those of entities we own or control, we consider the risk of modern slavery to be low. We will continue to manage any identified risks and to work to uphold the highest ethical standards across all of our operations. Should we become aware of any issues of modern slavery in our supply chain, we will immediately take appropriate action, including terminating the supplier relationship and contacting the proper authorities.

Our Policies and Culture

The way that we engage with our partners and the public as a whole is central to the way we operate as an organization. Our internal policies reflect our commitment to acting ethically and with integrity in all our business relationships.

Key policies include:

Procurement and Expenditure Policy

Dialpad's Procurement and Expenditure Policy (the "Policy") establishes the framework governing how we engage and transact with vendors and suppliers across our global operations. The Policy requires that all new vendor relationships undergo a structured intake and assessment process before any purchase commitment is made, including review by our Legal, Security, and Business Technology teams. All vendor contracts must be reviewed and executed by Dialpad's Legal team,

and requestors are required to ensure that appropriate non-disclosure agreements are in place when sensitive information is involved. The Policy further requires that any non-arm's length vendor relationships be disclosed and receive written pre-approval from our Chief Financial Officer and General Counsel before engagement proceeds. These controls help ensure that our supplier relationships are established with appropriate scrutiny, supporting our broader commitment to ethical and lawful supply chain practices, including our efforts to identify and mitigate modern slavery risks.

Equal Employment Opportunity

Dialpad treats all applicants and employees equally regardless of race, religion, gender, sexual orientation, age, disability, or any other protected characteristic. We think this makes for a great workforce and we will not tolerate any behavior that is inconsistent with this.

Anti-Harassment Policy

Dialpad does not allow harassing behavior in any way. We do not tolerate harassment of employees by managers, supervisors, or co-workers, nor do we tolerate harassment by our employees of non-employees with whom we have a business, service, or professional relationship.

Harassment includes verbal, physical, and visual conduct that creates an intimidating, offensive, or hostile work environment.

Commitment to Diversity & Inclusion

At Dialpad, we live by our core values, including “do the right thing” and “respect every voice.” In every aspect of our business we want to embody these values and we are committed to fostering a culture of diversity and inclusion, where everyone has a sense of belonging. We strive to attract, develop, and retain a diverse workforce and to foster an inclusive environment that embraces the strength of our differences.

Training

It is important to us that our employees are aware of the issues surrounding modern slavery and that they support our values. During the fiscal year ended January 31, 2026, Dialpad's legal and compliance team completed awareness training on the requirements of the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018, including the mandatory reporting criteria applicable to Dialpad and its subsidiaries.

Looking ahead, we are committed to expanding our training program. In the next reporting period, we intend to implement a structured e-learning module on modern slavery awareness for all employees in legal, compliance, and procurement roles globally, and to extend targeted training to managers and business partners with supplier-facing responsibilities. This training will reinforce our policies and provide practical guidance on identifying and escalating concerns.

Assessing Effectiveness

We are committed to the continuous improvement of our efforts to combat modern slavery. During the fiscal year ended January 31, 2026, we assessed the effectiveness of our actions through the following measures:

- Supplier screening rate: All new suppliers onboarded during the fiscal year were subject to our standard due diligence process.
- Incident reporting: We are not aware of any incidents of modern slavery in our operations or supply chain during the reporting period.

- **Training completion:** Members of our Legal and Compliance function completed modern slavery awareness training. In the next reporting period, we will track completion rates for the expanded training program described above.

We recognize that our effectiveness measurement framework is at an early stage of maturity. In the next reporting periods, we plan to evaluate and expand our measurement framework to include additional metrics, for example, measuring the number of concerns raised through internal reporting channels and the completion rate of employee training.

Looking Ahead

We recognize that compliance with the Acts (as defined below) is an ongoing commitment and we will continue to develop our practices to minimize any risk of modern slavery occurring anywhere in our business. Dialpad does not knowingly engage with any supplier involved in modern slavery. In the coming year, our priorities include evaluating the following: expanding our training program; implementing a formal supplier compliance assessment process to evaluate supplier adherence to applicable laws and ethical standards, beginning with higher-risk supplier categories such as facilities management and hardware providers; reviewing and, where appropriate, updating our Procurement and Expenditure Policy to incorporate more explicit modern slavery risk considerations into our vendor intake and assessment processes; enhancing our supplier due diligence framework; evaluating the introduction of a dedicated reporting mechanism, such as a hotline or third-party whistleblower platform, to strengthen our ability to identify and respond to modern slavery risks; and further developing our measurement framework to enable more robust measurement of our effectiveness.

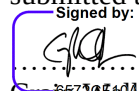
Consultation and Approval

This statement was prepared by Dialpad’s Legal and Compliance team and covers the operations of Dialpad, Inc. and all entities it owns or controls, including Dialpad UK Limited, Surfboard Technology Limited, Highfive Technologies Inc., and Dialpad Australia Pty Ltd. In preparing this statement, Dialpad, Inc. consulted with operational representatives at each entity to ensure that the risks, processes, and effectiveness measures described are representative of our entire global business. For the purposes of the Australian Modern Slavery Act 2018, Dialpad Australia Pty Ltd. is the Australian reporting entity; our other entities, including Dialpad UK Limited, Surfboard Technology Limited, and Highfive Technologies Inc. are included in this joint statement on a voluntary basis as entities owned or controlled by Dialpad, Inc. This collaborative approach ensures a consistent and unified approach to identifying and addressing modern slavery risks across our global operations.

Statement Sign-Off

This statement is made on behalf of Dialpad, Inc. and its subsidiaries, including Dialpad UK Limited, Surfboard Technology Limited, Highfive Technologies Inc., and Dialpad Australia Pty Ltd., in respect of the fiscal year ended January 31, 2026. It is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and Section 14 of the Australian Modern Slavery Act 2018 (collectively the “Acts”). It was approved by the Board of Directors of Dialpad, Inc. on June 18, 2026.

In accordance with Section 14 of the Australian Modern Slavery Act 2018, this statement will be submitted to the Australian Border Force Modern Slavery Register following board approval.

Signed by:


 Craig Walker, Chief Executive Officer and Director
 Dialpad, Inc.
 June 18, 2026