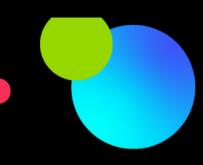
8x8





March 10, 2023 Nasdaq MarketSite at Times Square



## Welcome

Lisa Walker, VP Brand Fabio Ramos, VP Product Marketing

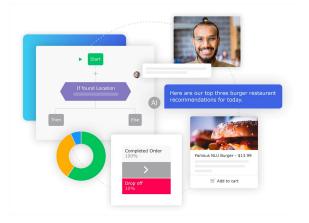


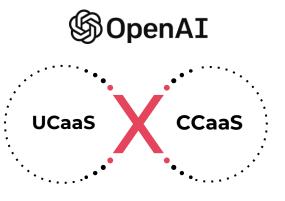




## Today's product announcements







8x8 Supervisor Workspace

8x8 Intelligent Customer Assistant

OpenAl Integration



## Today's agenda (webcast version)

9:00 – 9:05	Welcome	Lisa Walker, VP Brand	
		Fabio Ramos, VP Product Marketing	
		- Tubio Rumos, VI Troduct Marketing	
9:05 – 9:25	Business Update	Samuel Wilson, Interim CEO	
9:25 – 10:25	Platform Innovation & Vision	Hunter Middleton, Chief Product Officer	
		<ul> <li>Mehdi Salour, SVP Global Network and DevOps</li> </ul>	
10:25 – 11:00	Product Announcements	Dhwani Soni, GVP, Product, Design & Operations	
		Patrick Russell, Director, Product Management	
11:00 – 1:00	Lunch Break		
1:00 – 2:00	Update for Financial Analysts (South Room)	Kevin Kraus, Interim CFO	
		Samuel Wilson, Interim CEO	
		Kate Patterson, GVP, Finance	
2:00 – 3:00	Networking Break		
3:00 – 4:15	Closing Bell Ceremony		
4:15 – 6:00	Cocktails		



### Safe Harbor

This presentation includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 and Section 21E of the Securities Exchange Act of 1934. These statements relate to our future operating performance and outlook, financial outlook, revenue growth, and profitability, including whether we will achieve sustainable growth and profitability, cash and investments, our debt including a secured senior term loan facility and senior convertible notes due in 2024 and 2028, interest rates, foreign currency exchange rates and inflationary pressures, the release of new products, market demand for products, impact of the Fuze, Inc. acquisition, changing industry trends and competition and business strategies. These forward-looking statements are predictions only, and actual events or results may differ materially from such statements depending on a variety of factors. These factors include, but are not limited to:

- Customer adoption and demand for our products may be lower than we anticipate.
- A reduction in our total costs as a percentage of revenue may negatively impact our revenues and our business.
- Impact of economic downturns and political instability on us and our customers, including from the COVID-19 pandemic, the war in Ukraine, rising interest rates and other inflationary pressures.
- Risks related to our new secured term loan due 2027 and new convertible senior notes due 2028, including the impact of increased interest expense and timing of any future repayments or refinancing on our stock price;
- Risks related to our remaining convertible senior notes due 2024 and the related capped call transactions, including the timing of any future repayment;
- We may not achieve our target service revenue or total revenue growth rates, or the revenue and other amounts we forecast in our guidance, for a particular quarter or for the full fiscal year of 2023.
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# **Business Update**

Samuel Wilson, Interim CEO



## Where we are: By the numbers (Q3 FY23)

\$698M

Total ARR(1)

~3M

Paid business users

60K+

Customers

>25%

YoY XCaaS ARR growth(1)

>30%

YoY Enterprise ARR growth<sup>(1)(2)</sup>

>60%

YoY Channel-driven ARR growth<sup>(1)</sup>

One platform



Single, all-in-one platform for UCaaS, CCaaS, and CPaaS Global coverage



Full PSTN replacement in 58 countries/

8x8 Voice for MS Teams

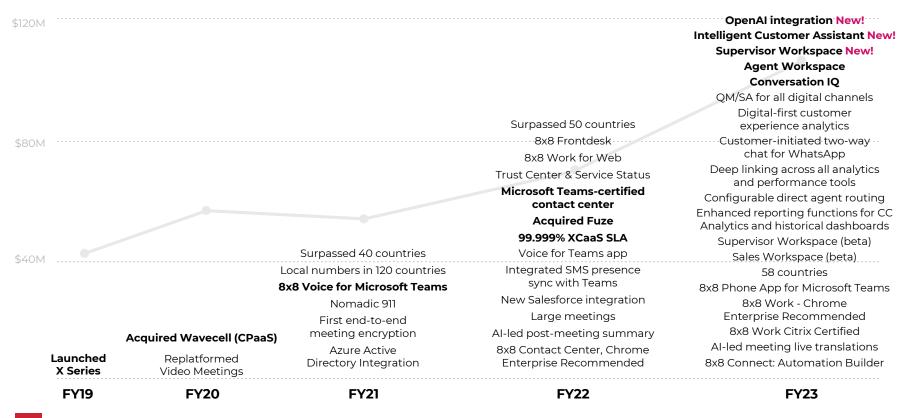
300K+

Industry-leading integration for Microsoft Teams: >300K+ licenses sold

- 1. Annualized Recurring Subscriptions and Usage ("ARR") equals the sum of the most recent month of (i) recurring subscription amounts and (ii) platform usage charges for all CPaaS customers (subject to a minimum billings threshold for a period of at least six consecutive months), multiplied by 12.
- 2. Enterprise ARR is defined as ARR from customers that generate >\$100,000 ARR..



## R&D spending up ~4X since FY18





# Customer Obsessed Communications



# XCaaS brings customer obsession to life



## Contact center and AI/ML at a crossroads

#### The Hyperscalers

R&D: \$75B+







#### Applied Al Innovators (1,000+)

R&D: \$100B+





















































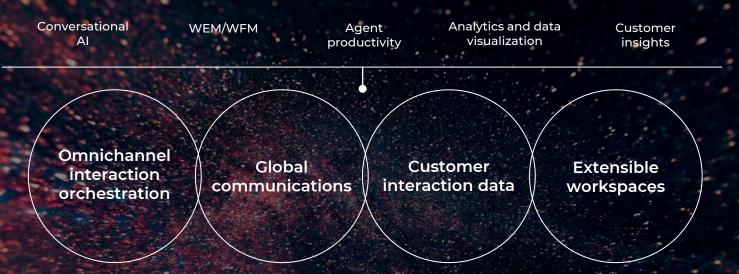








#### **THE 8x8 ECOSYSTEM**



## **The 8x8 XCaaS Platform**

## On our way: 14 partners already in the ecosystem











Conversational Al CRM, sales, and marketing

Workforce engagement management **Automation** 

**Enterprise** collaboration







## We have the foundation in place



We're non-GAAP profitable and cash flow positive



Accelerating the pace of innovation



Broadest IP portfolio



## We use this technology in house

Customer Support Journey Map — Monitor and optimize end-to-end process ada higher logic **Support**Logic 8x8 mindtouch qualtrics COGNIGY mindtouch **SUPPORT AGENT ESCALATION CASE CLOSE RESOLUTION** COMMUNITY **CHATBOT KNOWLEDGE** ASSIST / KCS **PREDICTION AFTER ACTION BASE** Mindtouch Higher Logic Ada Chatbot Mindtouch SFDC CSAT/OA Support Logic **Oualtrics KB** articles Yext Jira Videos Cognigy Mindtouch AI OA Yext Agent Assist (Fed. Search) **Digital Support Resolution Customer Support Organization** (Self-Service)



## 8x8

#### **OUR STRATEGY**

Become the leading AI/ML-driven customer experience platform

#### **OUR PLATFORM**

Modern XCaaS platform across UCaaS, CCaaS, and CPaaS with investment in Al/ML ecosystem

#### **OUR CORE**

Combining UC and CC offerings in the XCaaS platform provides unique benefit to customers



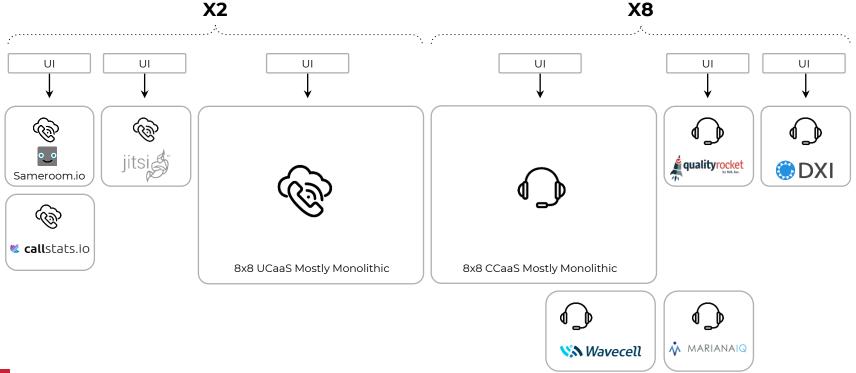
# Platform Innovation & Vision

Hunter Middleton, Chief Product Officer Mehdi Salour, SVP Global Network and DevOps

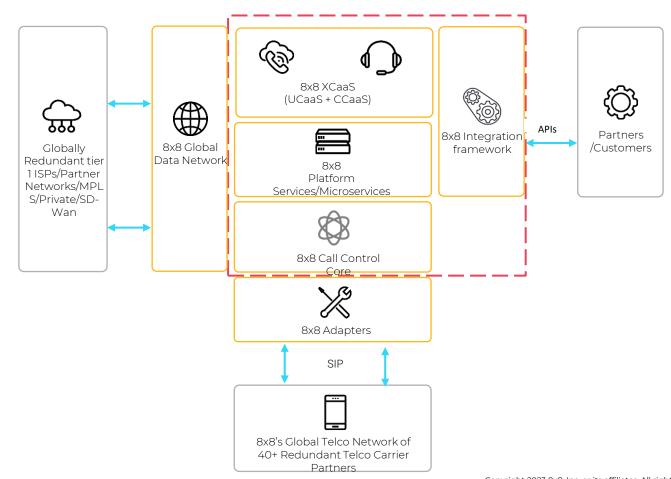




# Separate UIs and platforms, significant old architecture 2016-19



## 8x8 Platform Building Blocks



## Speed, simplicity, security, and scalability

#### **CLOUD8**

An ecosystem for delivering robust microservices

Cloud agnostic and worldwide

Extremely resilient and scalable

Developers should not worry about complexity of microservices, high availability, scale, K8s, etc.

#### **INFRA8**

An ecosystem of infrastructure resources as a service to internal teams

Automated, fast, self-served with robust security, governance and controls

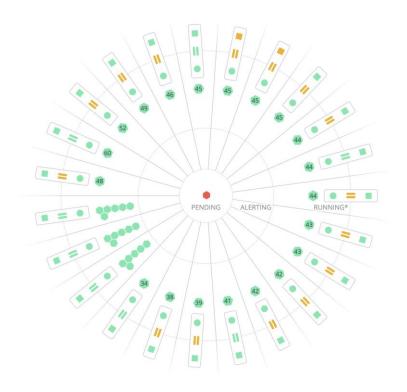
Developers should not worry about the complexities of infrastructure (hiding the complexities of multi-cloud)



## Microservices (Cloud8/Kubernetes(K8s))

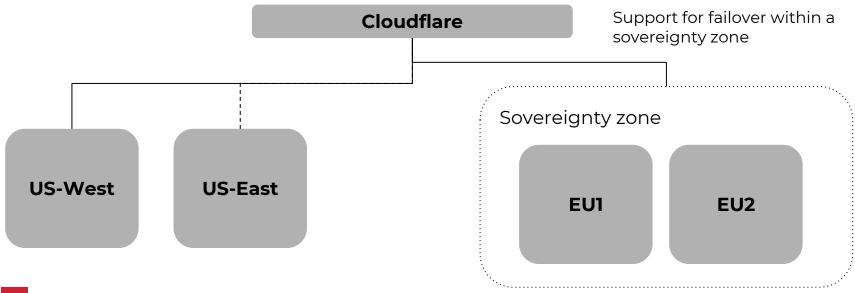
#### Over **300** microservices on this framework:

- Directory Services
- Chat
- Presence
- TTS
- Cloud Storage Service
- Co-browsing
- Do Not Call
- Email Pull Service
- Etc.



## Microservices Cloud8/K8s Active-Active failover

- Geographic LB
- Active/active DR



### Performance at 8x8

#### **PREVENTATIVE**

High Availability (HA) architecture and platform plus autoscaling

Organization focus and rigor on change control – Automation/review process

Service Health Reviews: Over 400 microservices/services

#### **PROACTIVE**

Predictive alerts based on metrics (1M unique metrics – 18K points per second)

Chaos engineering – Fault injection by E2E team

Failover and DR testing

#### **REACTIVE**

Monitoring at all layers

Incident management and formal weekly RCA meetings



## Foundations of the 8x8 XCaaS platform

#### **RELIABILITY**

**100% cloud.** 36 cloud agnostic locations/regions worldwide

**Redundancy at four layers:** infrastructure, platform, data and geographic

Transparent, public Service Status site 24/7 NOC with proactive monitoring

#### **QUALITY**

the platform

Global Reach™ patented routing

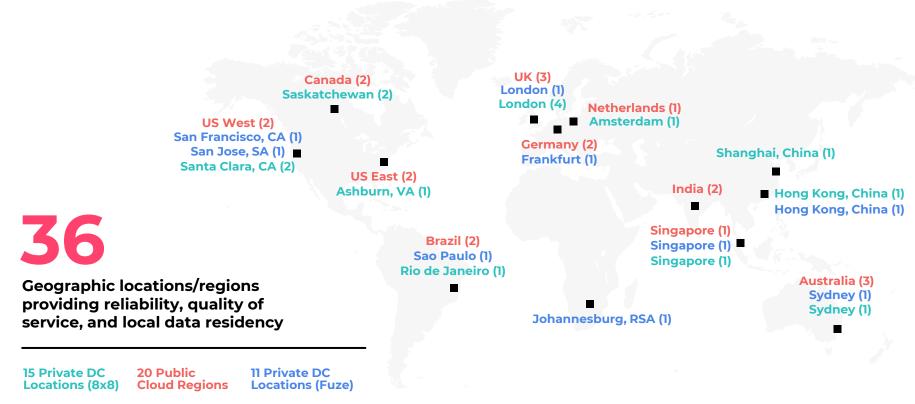
The art and science of network engineering

Superior audio stack

Highest voice quality across the globe

Advanced quality metrics/analytics across

## Global Reach® for HA, quality of service, and data residency



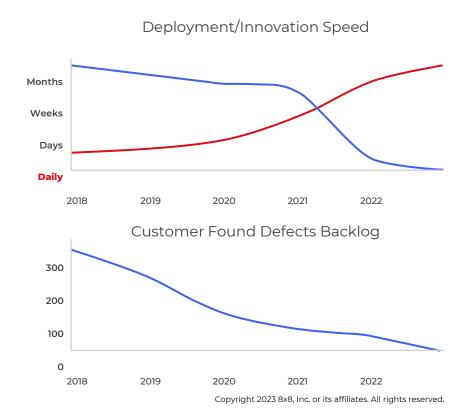




## 8x8 engineering outcomes

## Decreasing time to market, reducing friction in our processes, promotes innovation

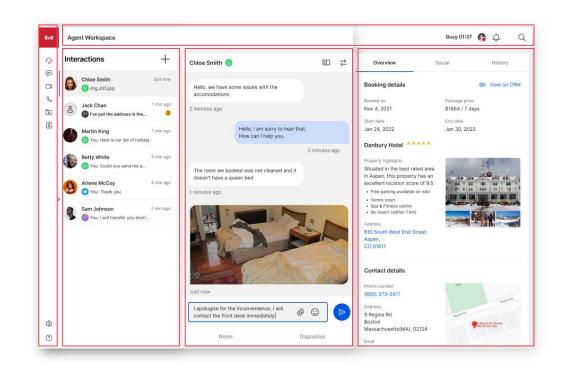
- Going fast is exciting but requires guardrails and strong automation
- To be able to move rapidly, means breaking down applications into independent components
- Rapid deployment "farm to fork" improves morale, customer satisfaction and innovation
- Continuous Validation / Integration / Deployment are at the heart of our "little but often" mantra



## Microservices approach to front end composition

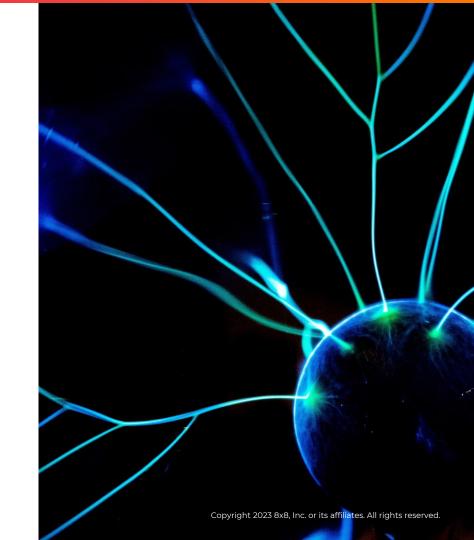
## Customizable workspaces powered by modularized components approach

- Each component is entirely independent, deliverable on its own cadence (weekly, daily, hourly)
- Seamless upgrades/downgrades, browser refresh only
- "Little but Often" changes lowers risk, training overhead, improves user engagement and drives customer satisfaction



### **Constant evolution**

- Workspaces for rapid product development, harnessing 8x8 and 3rd-party resources
- Ability for customers/partners to bring their own features and functionality
- Open Integration delivering an engineering platform that others can harness:
  - Rich standard APIs
  - Events via webhooks
  - o Composable custom UI
  - Data enrichment



## Security

#### **Processes**

- Production CI/CD system
   Enforces dynamic and static
   code scans
- Built-in security in frameworks (Cloud8 and Infra8)
- Architecture reviews
- Mandatory trainings
- SLAs, reporting and rigor
  - SLAs on security bugs and vulnerabilities
  - Weekly reports
  - Continuous tracking/reporting

#### **Tools**

- Security insights:
   OS, middleware, application
   vulnerability & patch
   management of all assets
- Next gen endpoint protection: detection and prevention
  - Intelligent system hardening + behavioral prevention of emerging threats
- DDoS protection

#### People

#### • 8x8 Security Team

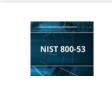
Under 8x8 CISO

- SecOps, Security
   Architecture, Cyber
   Governance Risk
   Compliance (GRC),
   Product Security
- Key focus areas
  - Product security,
     Security certifications &
     compliance, Fraud
     protection, and Sales
     enablement
- Third-parties

Pen testing, external audits, and certifications

## Keeping business users safe and secure

































Dedication to reliability

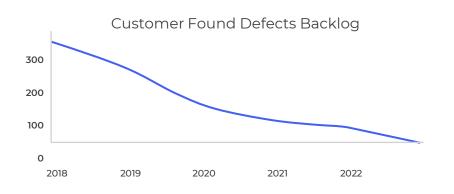
Simple design principles

Speed of innovation

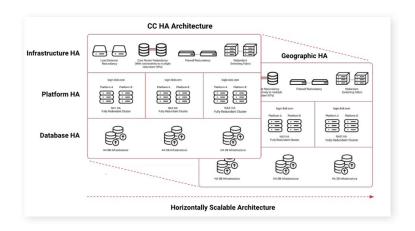
Constant evolution

# Modernization requires constant evolution Copyright 2023 8x8, Inc. or its affiliates. All rights reserved.

### Quality



### Reliability

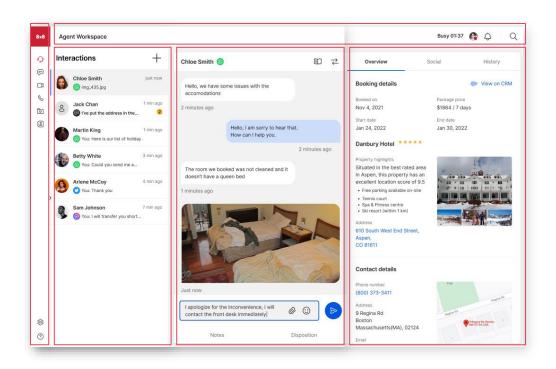


99.999%

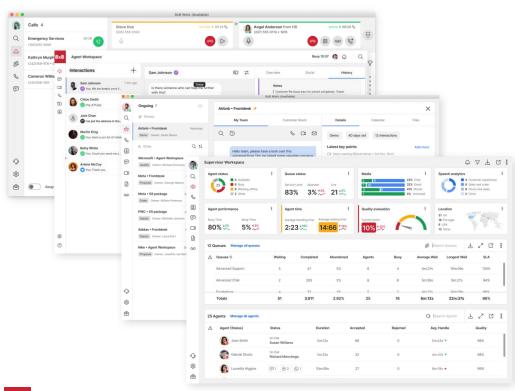
Platform-wide uptime SLA



### Usability – Microservice front ends



### The pace of innovation at 8x8



Frontdesk 2021



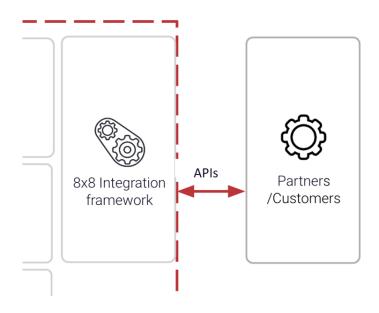
**Agent Workspace** 2022



Sales Workspace BETA! 2022

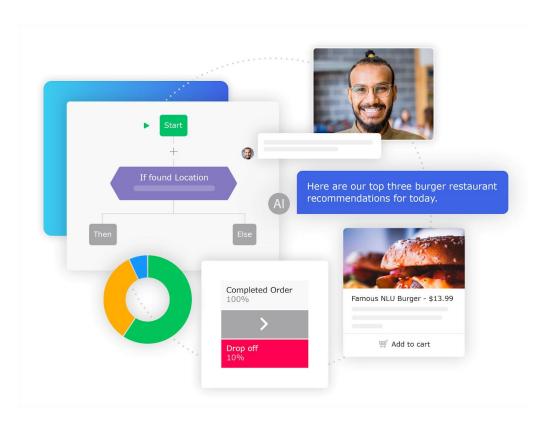
**Supervisor Workspace NEW!** 2023

### New integration framework

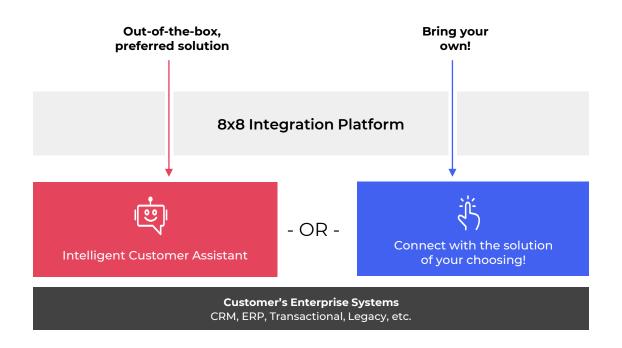




### Intelligent Customer Assistant – Partnership with Cognigy



### With 8x8, you've got options







### Customer Obsessed Communications



**Account** managers

Billing specialists

Customer success

**User research** 

TAMs

Renewals

Developer relations

Beta programs Shipping managers

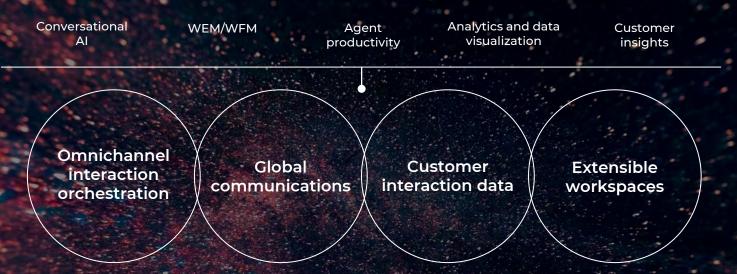
**Channel** managers



### Customer Obsessed Communications



#### **THE 8x8 ECOSYSTEM**



### **The 8x8 XCaaS Platform**

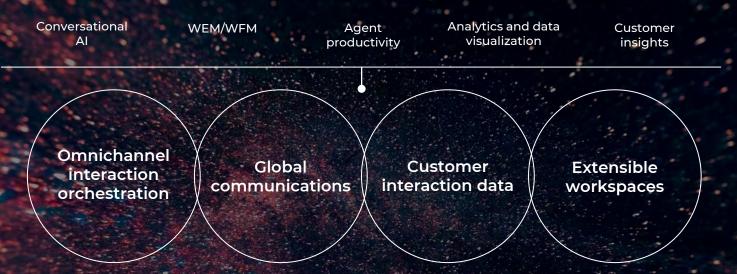
Leading AI/MLdriven CX platform

Investment in CC GTM

Build out app ecosystem

Market Leading Omni CC for midsize and enterprise segments

#### THE 8x8 ECOSYSTEM



### **The 8x8 XCaaS Platform**

### XCaaS Announcements

Dhwani Soni, GVP, Product Management, Design & Operations Patrick Russell, Director, Product Management

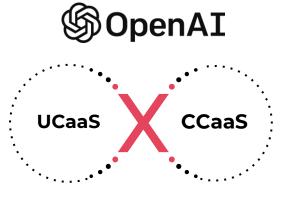


One platform.
Every communications experience.

### Today's product announcements







8x8 Supervisor Workspace

8x8 Intelligent Customer Assistant

OpenAl Integration



# The average Contact Center supervisor switches between

**Ticketing** 

CRM

**ERP** 

**Analytics** 

**Administration** 

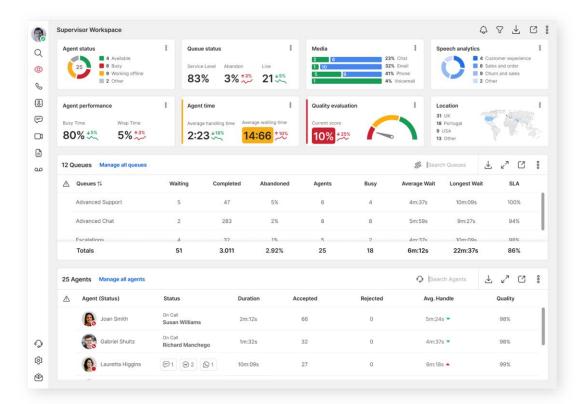
Scheduling

**Quality Management** 

**Customer Journey** 

How might we provide coherent data access from multiple sources, drive proactive monitoring and actions to deliver high performance of their agents and organization.

### The modern, dynamic, one app Supervisor Workspace





# 8x8

### Key product goals











One app

Single-click actions

Extensible

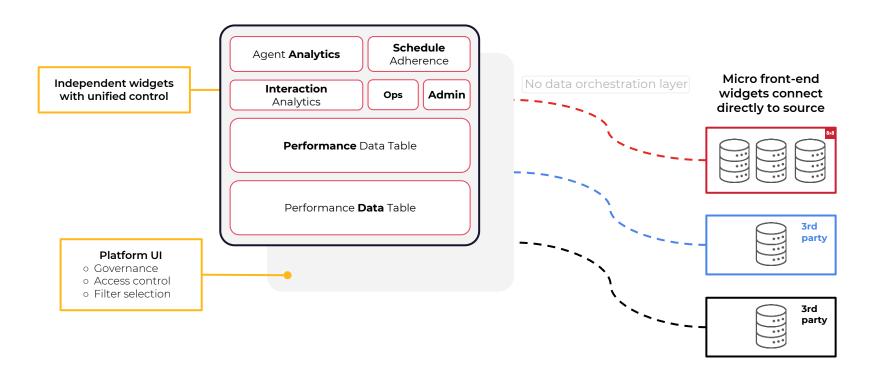
Performance driven

Flexible front and back architecture



### **Composable Supervisor Experiences**

Flexible & fast architecture



### What launch customers are saying



"The new Supervisor Workspace provides a good overall view of what my teams are doing and how my queues are performing."

- Charlotte Beaumont, Southwark Council



"This new dashboard enables me to close multiple applications and declutter my workspace."

- Rohena Sharma, Brent Council



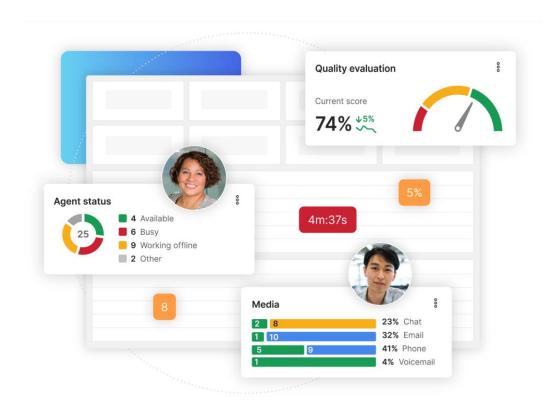
"Supervisor Workspace delivers a live wallboard that allows me to really stay connected to what's going on."

- Mark Weingarten, Affiliated Physicians



### 8x8 Supervisor Workspace -key takeaways

- 1. Modern, coherent, dynamic, yet personalized, unified UI leads to saved time and supervisor efficiency
- 2. Increased Supervisor <> agent span of controls
- 3. Proactive monitoring and tailored performance-based alerts
- 4. Best in class speed to resolution



# **Evolution of Self-Service** in the Contact Center





89%

of consumers will spend more with companies that allow them to find answers online without having to contact anyone

### Advances have changed self-service

Natural language understanding

Natural language processing

Natural language generation

Dialogue management

Sentiment analysis

### The building blocks of conversation AI have experienced significant improvements.

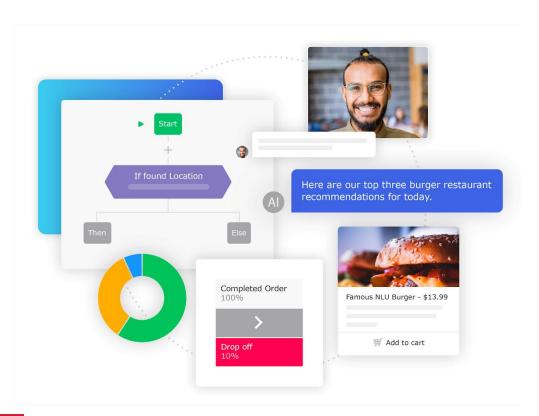
- Interaction automation is becoming a standard expectation among CCaaS prospects
- Saturated provider landscape
- Native CCaaS self-service options do not lead the market

# Contact center leaders struggle to keep up with CX demands

Legacy self-service is limited

Poor experience when automation fails

### 8x8 Intelligent Customer Assistant



### A simple, proven solution for results-driven conversations

Al-driven self-service interactions improving first contact resolution and customer satisfaction

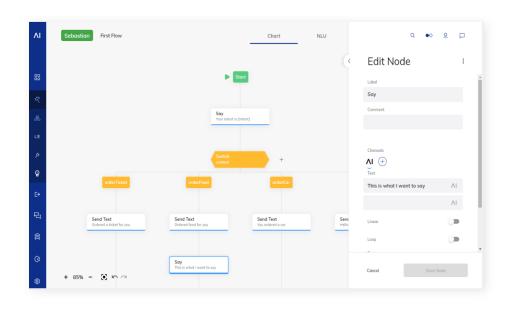
# 8x8

### IT independence with user-friendly, no-code designer

Click to add/edit scripting functions

One flow applied to any channel

Out-of-box conversation templates

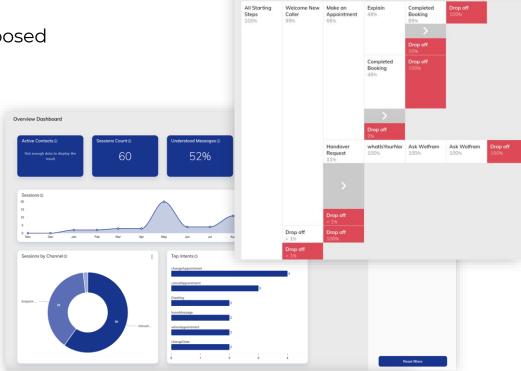


### Actionable insights for 360° performance optimization

 Comprehensive analytics to be exposed through Supervisor Workspace

Al guidance for bot improvement

Rich conversation insights



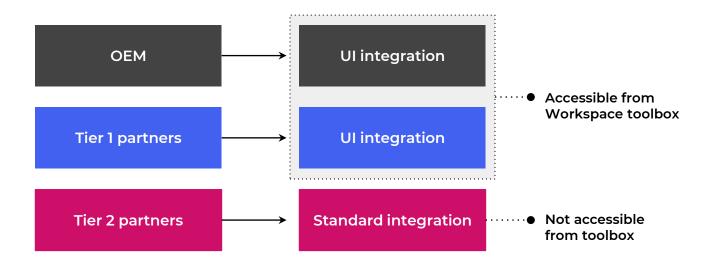
Step Explorer

Starting Step: All

Direction: Forward

### You've got options

Our competitive advantage comes within our ability to orchestrate and build the connective tissue between bot providers while also offering an impactful solution off the shelf.



#### Our customers see the value

"We chose 8x8 Intelligent Customer Assistant over other vendors because of its robust feature and ease of use. The overall simplicity belies its complexity on the back end. Additionally, it offers us the option to escalate to live assistance, when necessary, with a seamless handoff from the automated interaction to the contact center agent."

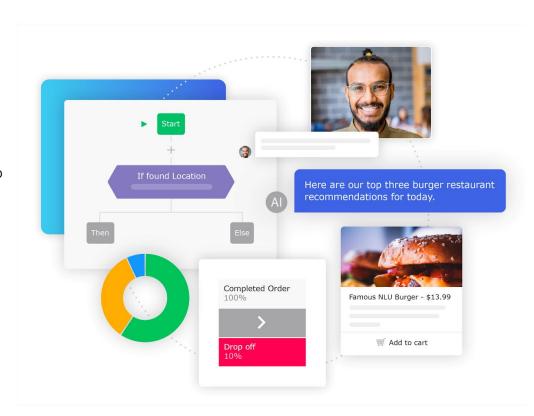


- Gary Boucher, Acer Program Manager



#### 8x8 Intelligent Customer Assistant - key takeaways

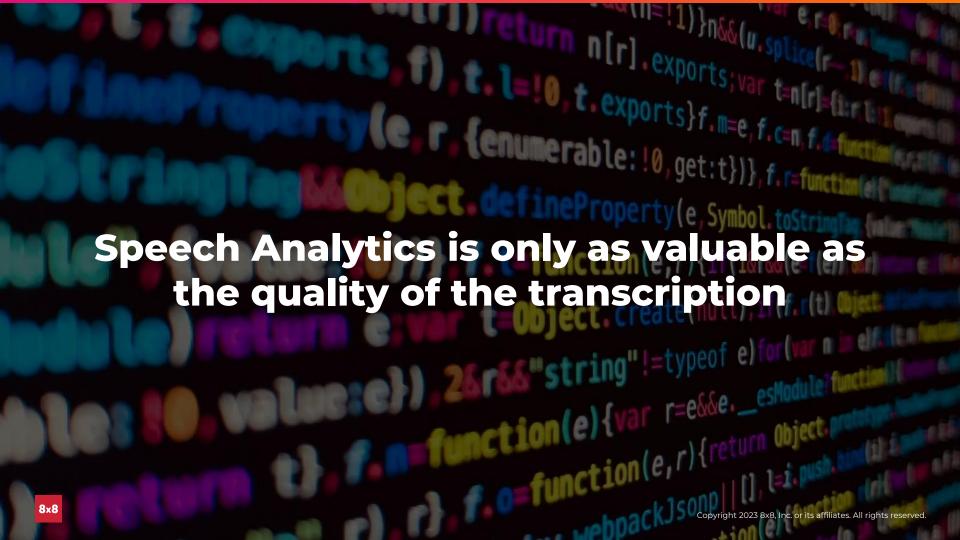
- 1. Automate any channel
- 2. Reduce human interaction by 30%
- 3. Increase CSAT by +20%

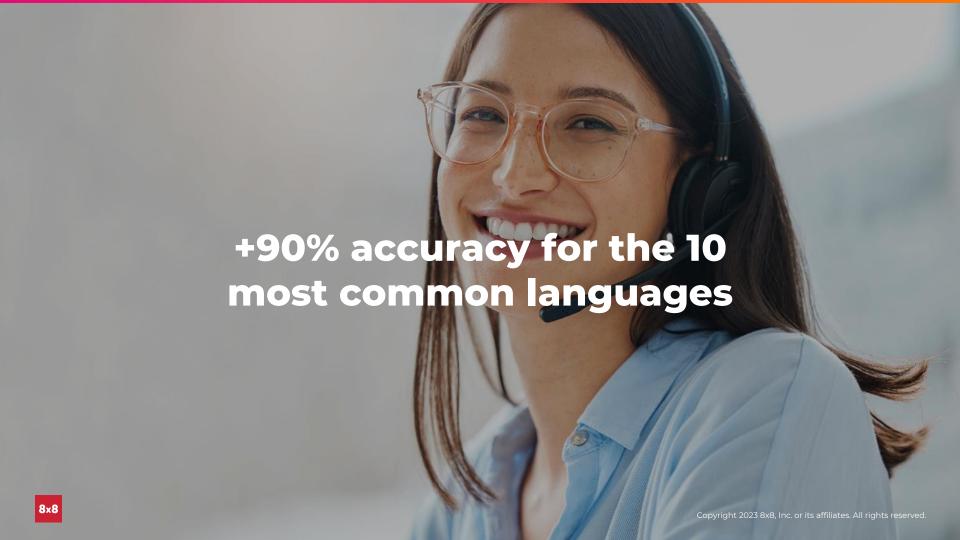


## **OpenAl**









#### OpenAI will become a foundational platform service



Open AI ChatGPT for interaction summarization



Open AI ChatGPT for automated conversation categorization



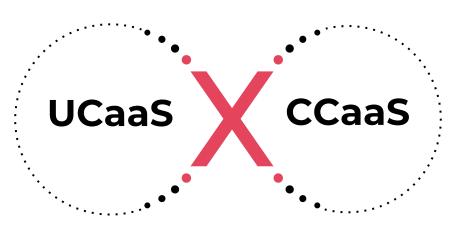
OpenAl Whisper for transcription & translation



#### 8x8 OpenAl integration - key takeaways

- 1. **Improved transcription accuracy**, with 8x8 Speech Analytics & OpenAl Whisper
- 2. **Greater insights with less effort**, with 8x8 Speech Analytics & OpenAI ChatGPT
- 3. **Automated quality evaluations**, with 8x8 Quality Management & OpenAl ChatGPT



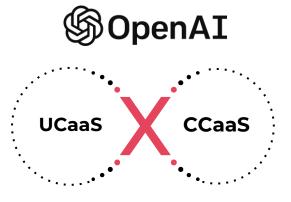




#### **Product Q&A**







8x8 Supervisor Workspace

8x8 Intelligent Customer Assistant

OpenAl Integration



8x8

**Lunch Break** 

## Welcome to the Financial Review & Q&A

Kevin Kraus, CFO



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#### **Key Messages From Today's Sessions**

- We address a large market opportunity
- We have a differentiated platform and product strategy
- We are investing in R&D to accelerate innovation while simultaneously improving non-GAAP operating margins and cash flow



#### Innovation Drives Durable Growth, Operating Leverage

### **Durable revenue** growth High customer satisfaction and retention Expanded usage New logo acquisition MNOVATE

## Improving unit economics and sales efficiency

Operating leverage and Free cash flow generation

Debt reduction Share repurchases Opportunistic M&A

#### Increased investment in innovation

Platform capabilities Generative AI integration Applied AI ecosystem

#### **8x8 Value Creation Priorities**



Increase profitability and free cash flow



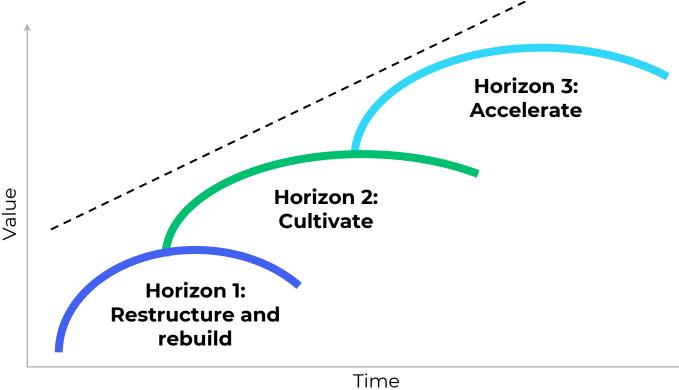
Reduce debt and moderate dilution



Drive durable, long-term growth through innovation









#### **8x8 Value Creation Priorities**



Increase profitability and free cash flow

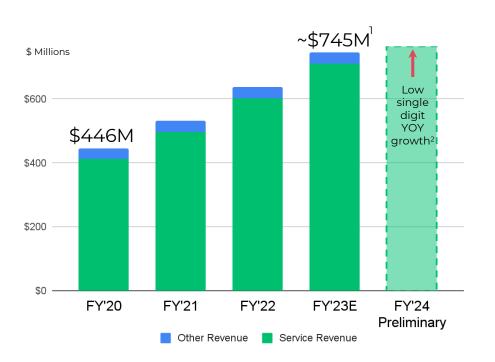


Reduce debt and dilution



Drive durable, long-term growth through innovation

#### **Revenue Growth**

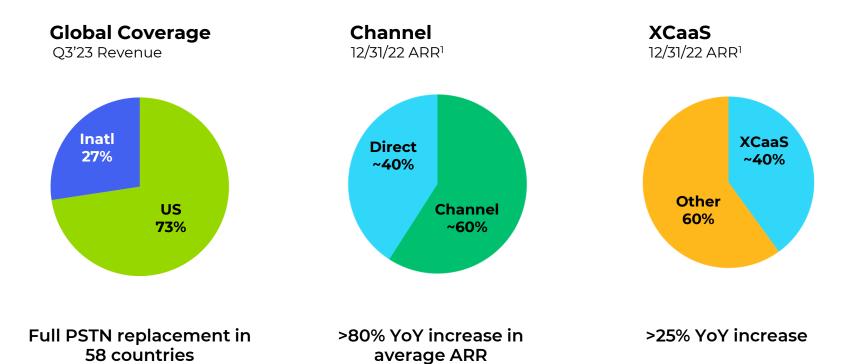


- Growth trajectory in FY'24 reflects anniversary of Fuze acquisition and decision in early FY'23 to prioritize profitability and cash flow.
- Expect continued growth in "high quality" enterprise XCaaS revenue, offset by lower growth in Small Business.

- 1. Based on Q1'23 Q3'23 Actuals and midpoint Q4'23 guidance range, as of 2/3/23.
- 2. Preliminary commentary on FY'24 revenue, as of 2/3/23.



#### Revenue Base is Diversified by Geography and Channel





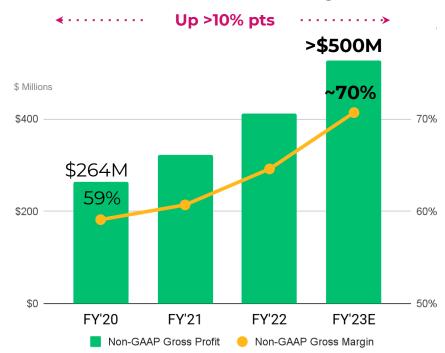
#### Fuze Acquisition - One Year Later

- Revenue better than expected
- Customer retention better than expected
- Profit contribution better than expected
- Employee retention in line with expectations
- Cross sell of contact center remains an opportunity

#### **Improving Unit Economics**

Non-GAAP Gross profit margin improvement from "worst in class" to above industry average in 3 years.<sup>1</sup>

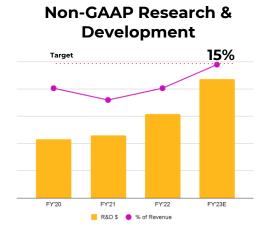
#### Non-GAAP Gross Profit Margin<sup>2,3</sup>

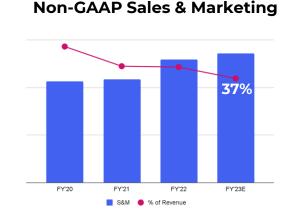


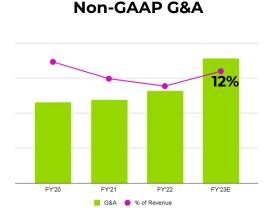
- 1. Peer group average of EGHT, RNG, FIVN, TWLO, and ZM.
- See Appendix for reconciliation of Non-GAAP metrics to the nearest GAAP metrics. Reconciliation of non-GAAP to GAAP metrics
  is not available for forward looking metrics.
- 5. Fiscal 2023 estimated amounts reflects Q1'23 Q3'23 actuals plus midpoint of guidance range for Q4'23 and commentary as of 2/3/2023.



#### Non-GAAP Operating Expenses<sup>1,2</sup>







Invest in innovation

Focus on sales efficiency

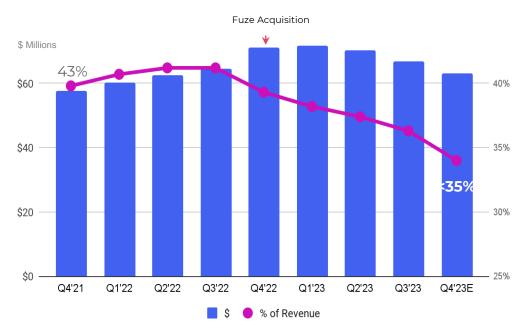
Leverage with scale

<sup>1.</sup> See Appendix for a reconciliation of Non-GAAP metrics to the nearest GAAP metric. Reconciliation of Non-GAAP metrics to nearest GAAP metrics are not available for forward looking metrics.



#### Closer Look at Sales and Marketing Expense Trends by Quarter

Q4'21 - Q4'23 Non-GAAP Sales and Marketing Expense<sup>1,2</sup>



Sales and marketing spending trending down as a % of revenue and in absolute dollars as we focus on improving sales efficiency.

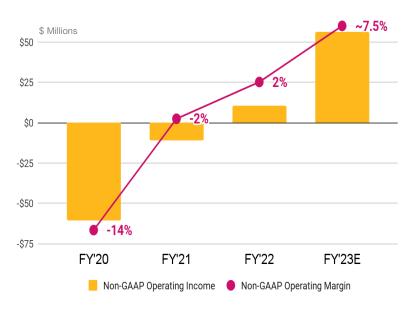
- 1. See Appendix for reconciliation of non-GAAP to nearest GAAP metrics. Reconciliatino of Non-GAAP metrics to nearest GAAP metrics are not available for forward looking metrics.
- 2. Fiscal 2023 estimated amounts reflect Q1'23 Q3'23 actuals plus midpoint of guidance range for Q4'23 and commentary as of 2/3/2023. Copyright 2023 8x8, Inc. or its affiliates. All rights reserved.

#### **Increasing Non-GAAP Profitability**

## 12

Consecutive quarters with Total YoY revenue growth > total YoY expense growth<sup>3</sup>

#### Non-GAAP Operating Profit and Margin<sup>1,2</sup>



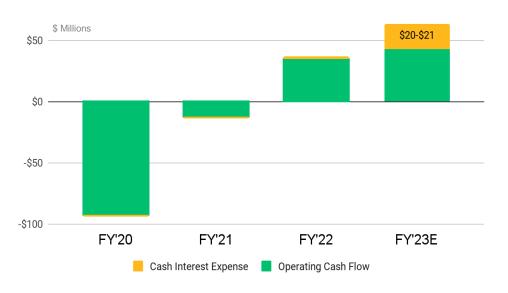
- 1. See Appendix for a reconciliation of Non-GAAP metrics to the nearest GAAP metric. Reconcilation of non-GAAP metrics to nearest GAAP metrics are not available for forward looking metrics.
- 2. Fiscal 2023 estimated amounts reflect Ql'23 Q3'23 actuals and Q4'23 midpoint of guidance range and commentary as of 2/3/2023
- 3. Q1'21 Q3'23 Actuals and mid-point of Q3'24 guidance range, as of 2/3/23



#### Margin Expansion Drives Higher Cash Flow

### Cash Flow from Operations & Cash Interest Expense<sup>1,2</sup>

High quality of operating earnings is reflected in operating cash flow



<sup>1.</sup> Fiscal 2023 estimated amounts based on guidance and commentary as of 2/3/2023

Cash interest expense reflects exchange transaction of August 3, 2022, resulting in approximately 7.5 months of interest expense related to 202M of 4% 2028 convertible notes and \$250M term loan at SOFR + 6.6%. Copyright 2023 8x8, Inc. or its affiliates. All rights reserved

#### **8x8 Value Creation Priorities**



Increase profitability and free cash flow



Reduce debt and dilution

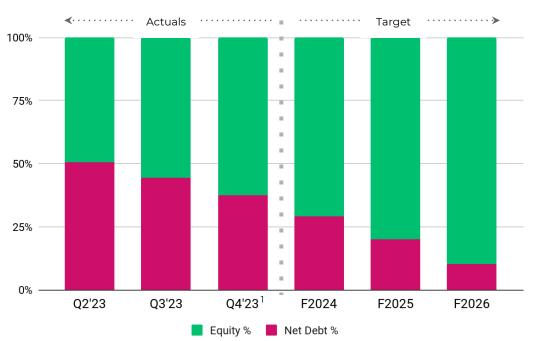


Drive durable, long-term growth through innovation

#### **Debt Reduction is a Top Priority**

#### Target Debt as a % of Enterprise Value

(assuming constant enterprise value of ~\$1B)

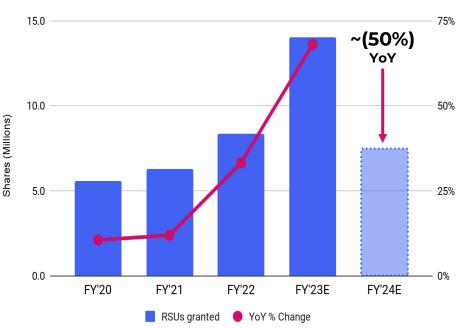


#### **Assumptive Plan**:

- Maintain >\$100M in cash and investments
- Expect remaining ~\$63M¹ of 2024 converts to be repaid from cash upon maturity in Feb 2024
- Excess cash flow used to pre-pay principal on \$250M Term Loan
- \$202M 2028 convertible notes remain outstanding until conversation at \$7.15 per share

#### Limiting Future Dilution by Reducing New RSU Grants

#### **RSUs Granted in Employee Equity Programs**



Increased profitability and cash flow allows shift to a higher mix of cash in employee compensation

#### **8x8 Value Creation Priorities**



Increase profitability and free cash flow



Reduce debt and dilution



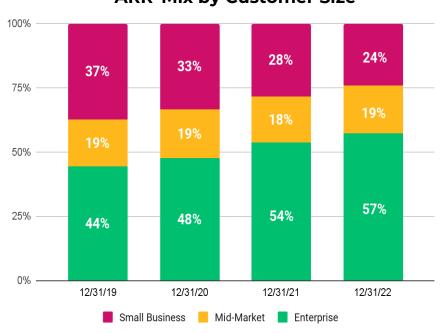
Drive durable, long-term growth through innovation

## Target Customer Segments Increasing as % of ARR as Innovation Accelerates

Mid-Market + Enterprise as a % of Total ARR<sup>1</sup>

63% → 76%
2019 2022

#### ARR<sup>1</sup> Mix by Customer Size<sup>2</sup>



<sup>1.</sup> Annualized Recurring Subscriptions and Usage ("ARR") equals the sum of the most recent month of (i) recurring subscription amounts and (ii) platform usage charges for all CPaaS customers (subject to a minimum billings threshold for a period of at least six consecutive months), multiplied by 12.

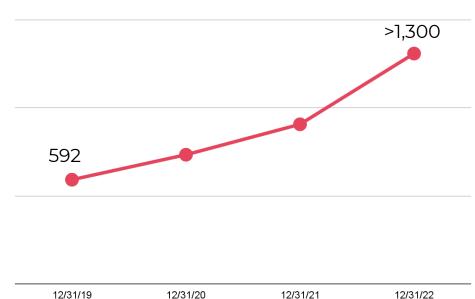


#### **XCaaS Resonating with Enterprise Customers**

>50%

Enterprise Customers
With XCaaS
(UCaaS + CCaaS subscriptions)

#### Enterprise Customers 1

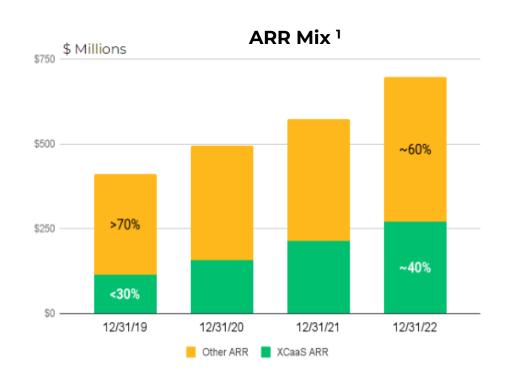




#### XCaaS Increasing as % of Total ARR<sup>1</sup>

**33**%

CAGR 2019 → 2022



<sup>1.</sup> Annualized Recurring Subscriptions and Usage ("ARR") equals the sum of the most recent month of (i) recurring subscription amounts and (ii) platform usage charges for all CPaaS customers (subject to a minimum billings threshold for a period of at least six consecutive months), multiplied by 12.

<sup>2.</sup> XCaaS ARR is defined as ARR from customers with UCaaS and CCaaS subscriptions

#### 8x8

#### **OUR STRATEGY**

Become the leading AI/ML-driven customer experience platform

#### **OUR PLATFORM**

Modern XCaaS platform across UCaaS, CCaaS, and CPaaS with investment in Al/ML ecosystem

#### **OUR CORE**

Combining UC and CC offerings in the XCaaS platform provides unique benefit to customers



# Thank you

8x8

## Q8A



## **Appendix**

#### Non-GAAP to GAAP Reconciliation

	FY 2020	FY 2021	FY 2022	FY 2023YTD
GAAP gross profit	245,009	302,194	390,572	373,187
Amortization of acquired intangible assets	6,727	5,117	5,127	6,634
Stock-based compensation expense and related employer payroll taxes	8,571	13,969	14,209	10,288
Acquisition and integration costs	6			-
Legal and regulatory costs	_	290	-	85
Severance, transition, and contract termination costs	3,460	1,666	2,609	2,820
Non-GAAP gross profit	263,773	323,236	412,517	393,014
% of total revenue	59.1%	60.7%	64.6%	70.3%

#### Non-GAAP to GAAP Reconciliation

	FY 2020	FY 2021	FY 2022	FY 2023YTD
GAAP research and development	77,790	92,034	112,387	109,765
Stock-based compensation expense and related employer payroll taxes	(20,173)	(33,261)	(34,113)	(23,148)
Acquisition and integration costs	(225)	(1)	- "	-
Legal and regulatory costs	- "	(295)	- "	-
Severance, transition, and contract termination costs	(3,559)	(888)	(1,054)	(5,039)
Non-GAAP research and development	53,833	57,589	77,220	81,576
% of total revenue	12.1%	10.8%	12.1%	43.7%
GAAP sales and marketing	240,013	256,231	314,223	243,035
Amortization of acquired intangible assets	(2,115)	(1,769)	(3,190)	(9,319)
Stock-based compensation expense and related employer payroll taxes	(20,534)	(35,529)	(49,060)	(21,817)
Acquisition and integration costs	(11)		•	-
Legal and regulatory costs	- "	(369)	- "	-
Severance, transition, and contract termination costs	(4,437)	(1,232)	(3,315)	(3,072)
Non-GAAP sales and marketing	212,916	217,332	258,658	208,828
% of total revenue	47.7%	40.8%	40.5%	37.3%
GAAP general and administrative	87,025	100,078	118,103	90,212
Amortization of acquired intangible assets	- "	- "	- "	-
Stock-based compensation expense and related employer payroll taxes	(22,818)	(29,746)	(40,844)	(19,039)
Acquisition and integration costs	(2,371)	(197)	(9,717)	(2,733)
Legal and regulatory costs	730	(3,683)	2,722	212
Severance, transition, and contract termination costs	(4,661)	(7,030)	(2,333)	(3,579)
Non-GAAP general and administrative	57,905	59,422	66,051	65,072
% of total revenue	13.0%	11.2%	10.4%	11.6%

#### Non-GAAP to GAAP Reconciliation

	FY 2020	FY 2021	FY 2022	FY 2023YTD
GAAP income (loss) from operations	(159,819)	(146,149)	(154,141)	(69,825)
Amortization of acquired intangible assets	8,842	6,886	8,317	15,953
Stock-based compensation expense and related employer payroll taxes	72,096	112,505	138,226	74,292
Acquisition and integration costs	2,613	198	9,717	2,733
Legal and regulatory costs	(730)	4,637	(2,722)	(127)
Severance, transition and contract termination costs	16,117	10,816	11,191	14,511
Non-GAAP operating profit	(60,881)	(11,107)	10,588	37,537
% of total revenue	-13.6%	-2.1%	1.7%	6.7%