

CHARTER FOR THE GOVERNANCE AND NOMINATING COMMITTEE OF THE BOARD OF DIRECTORS OF 8X8, INC.

(as amended on September 10, 2024)

I. PURPOSE

The purpose of the Governance and Nominating Committee (the “Committee”) of the Board of Directors (the “Board”) of 8x8, Inc. (the “Company”) shall be:

- to identify and to recommend to the Board individuals qualified to serve as directors of the Company;
- to advise the Board with respect to the composition of the Board and Board committees;
- to oversee the evaluation of the Board;
- to oversee and advise the Board on management of the Company’s strategy, policies, initiatives, risks, opportunities and reporting on material environmental, social and governance (“ESG”) matters; and
- to oversee matters of corporate governance.

II. COMPOSITION

The Committee shall consist of two or more directors, as determined from time to time by the Board. Each member of the Committee shall be qualified to serve on the Committee pursuant to the requirements of The Nasdaq Stock Market (the “Nasdaq”) that may be in effect from time to time and any other applicable law, rule or regulation, and any additional requirements that the Board deems appropriate.

The chairperson of the Committee may be designated by the Board; provided, that if the Board does not so designate a chairperson, the members of the Committee, by a majority vote, may designate a chairperson. Any vacancy on the Committee shall be filled by majority vote of the Board. No member of the Committee shall be removed except by majority vote of the Board.

III. MEETINGS AND PROCEDURES

The Committee shall meet as often as it determines necessary to carry out its duties and responsibilities, but no less frequently than once annually. The Committee, in its discretion, may ask members of management or others to attend its meetings (or portions thereof) and to provide pertinent information as necessary.

The Committee may form subcommittees for any purpose that the Committee deems appropriate and may delegate to such subcommittees such power and authority as the Committee deems appropriate; provided, however, that (i) no subcommittee shall consist of fewer than two

members and (ii) the Committee shall not delegate to a subcommittee any power or authority required by any law, regulation or listing standard to be exercised by the Committee as a whole.

A majority of the members of the Committee present in person or by means of a conference telephone or other communications equipment by means of which all persons participating in the meeting can hear each other shall constitute a quorum.

The Committee shall maintain written minutes of its meetings and records relating to those meetings and shall report regularly to the Board on its activities, as appropriate.

The Committee shall review and evaluate the provisions of this Committee Charter (the “Charter”) periodically and make such recommendations to the Board for changes as the Committee considers necessary or appropriate.

IV. DUTIES AND RESPONSIBILITIES

The Committee shall have full power and authority to carry out the responsibilities set forth below, and may perform any other duties as may be requested or deemed necessary or appropriate by the Board.

A. Board Candidates and Nominees

The Committee shall have the following specific duties and responsibilities with respect to Board candidates and nominees:

- (a) To assist in identifying, recruiting and, if appropriate, interviewing candidates to fill positions on the Board, including persons suggested by stockholders or others.
- (b) To review the background and qualifications of individuals being considered as director candidates, including those recommended by stockholders. Among the qualifications considered in the selection of candidates, the Committee shall consider the following attributes and criteria of candidates: experience, skills, expertise, diversity, personal and professional integrity, character, business judgment, time availability in light of other commitments, dedication, conflicts of interest and such other relevant factors that the Committee considers appropriate in the context of the needs of the Board.
- (c) To recommend to the Board the director nominees for election by the stockholders or appointment by the Board, as the case may be, pursuant to the Company’s bylaws, which recommendations shall be consistent with the criteria for selecting directors established by the Board from time to time.
- (d) To review the suitability for continued service as a director of each Board member when his or her term expires and when he or she has a change in status, including but not limited to an employment change, and to recommend whether or not the director should be re-nominated or request the Board to consider and accept resignation if necessary.

- (e) To establish procedures for the submission of recommendations by stockholders for director nominees as the Committee deems appropriate.

B. Board Composition

The Committee shall review annually with the Board the composition of the Board as a whole and recommend, if necessary, measures to be taken so that the Board reflects the appropriate balance of knowledge, experience, skills, expertise and diversity required for the Board as a whole and contains at least the minimum number of independent directors required by the Nasdaq and any other applicable law, rule or regulation.

C. Board Committee Composition

The Committee shall, after consultation with the Chairman and Chief Executive Officer and after taking into account the experiences and expertise of individual directors, make recommendations to the Board regarding the composition of each standing committee of the Board, including the identification of individuals qualified to serve as members of a committee, including the Committee, and recommend individual directors to fill any vacancy that might occur on a committee, including the Committee.

D. Corporate Governance

The Committee shall, subject to determinations made by the Board, be responsible for monitoring, reviewing and recommending corporate governance practices, including the following matters:

- (a) Developing and recommending a set of governance principles or guidelines for approval by the Board and thereafter periodically reviewing and recommending any changes thereto as the Committee considers necessary or appropriate for approval by the Board.
- (b) Identifying and evaluating trends, best practices and developments in corporate governance, including ESG matters, which may include sustainability, energy and natural resources conservation, human rights and diversity and inclusion.
- (c) Reviewing and overseeing management of the Company's strategy, initiatives, policies, risks, opportunities and related reporting with respect to material ESG matters and providing recommendations and guidance on the Company's approach to ESG matters, as needed.
- (d) Reviewing the Company's certificate of incorporation and bylaws and making proposals for amendments to be approved by the Board or the stockholders, as the case may be, which the Committee considers to be in the interests of the Company and the stockholders.
- (e) Reviewing and proposing a succession plan for the CEO for approval by the Board.

- (f) Adopting procedures for periodically evaluating the performance of the Board and committees of the Board and reviewing the results of performance evaluations and making recommendations to the Board for improvements in such manner as the Committee considers appropriate.
- (g) Evaluating on an annual basis the performance of the Committee.

V. AUTHORITY; OUTSIDE ADVISORS

The Committee may conduct or authorize investigations into or studies of matters within the Committee's scope of responsibilities, and may retain, at the Company's expense, such independent counsel or other consultants or advisors as it deems necessary. The Committee shall have the sole authority to retain or terminate any search firm to be used to identify director candidates, including sole authority to approve the search firm's fees and other retention terms, with such fees to be borne by the Company.

While the members of the Committee have the duties and responsibilities set forth in this Charter, nothing contained in this Charter is intended to create, or should be construed as creating, any responsibility or liability of members of the Committee, except to the extent otherwise provided under applicable federal or state law.