

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 <div style="font-size: 24pt; font-weight: bold; text-align: center;">2024</div> This Form is Open to Public Inspection
---	--	---

Part I	Annual Report Identification Information
---------------	---

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A This return/report is for: a multiemployer plan a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan a DFE (specify) _____

B This return/report is: the first return/report the final return/report

an amended return/report a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here.

D Check box if filing under: Form 5558 automatic extension the DFVC program

special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.

Part II	Basic Plan Information —enter all requested information
----------------	--

1a Name of plan <u>ZOOM VIDEO COMMUNICATIONS, INC. 401K PROFIT SHARING PLAN TRUST</u>	1b Three-digit plan number (PN) ▶ <u>001</u>
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>ZOOM VIDEO COMMUNICATIONS, INC.</u> <u>55 ALMADEN BLVD. SUITE 600</u> <u>SAN JOSE, CA 95113</u>	1c Effective date of plan <u>01/01/2012</u> 2b Employer Identification Number (EIN) <u>61-1648780</u> 2c Plan Sponsor's telephone number <u>408-250-9286</u> 2d Business code (see instructions) <u>541990</u>

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2025	MORGAN BRIDGES
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	4952
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	3803
	6a(2)	3593
	6b	1
	6c	1371
	6d	4965
	6e	1
	6f	4966
	6g(1)	4864
6g(2)	4874	
6h	0	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
2E 2F 2G 2J 2S 2T 3D 2R

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) **R** (Retirement Plan Information)
- (2) **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) **DCG** (Individual Plan Information) – Number Attached _____
- (5) **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) **H** (Financial Information)
- (2) **I** (Financial Information – Small Plan)
- (3) **A** (Insurance Information) – Number Attached 0
- (4) **C** (Service Provider Information)
- (5) **D** (DFE/Participating Plan Information)
- (6) **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) Yes No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) Yes No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
--	--	---

For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan ZOOM VIDEO COMMUNICATIONS, INC. 401K PROFIT SHARING PLAN TRUST	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 ZOOM VIDEO COMMUNICATIONS, INC.	D Employer Identification Number (EIN) 61-1648780	

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)... Yes No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65 71	RECORDKEEPER	334724	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

SAGEVIEW ADVISORY GROUP LLC

33-0818667

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISORINVEST MENT ADV	42000	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

STRATEGIC ADVISORS, INC.

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	40653	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
BAIRD AGGR BOND INST - US BANCORP 39-0281260	0.02%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
AMERICAN FDS INFLLINKED BOND CL 3500 WISEMAN BLVD SAN ANTONIO, TX 78251-4321	0.37%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
CALAMOS MARKET NEUTRAL INC CL I 2020 CALAMOS COURT NAPERVILLE, IL 60563	0.15%	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
COHEN & STEERS REAL ESTATE SECURIT 280 PARK AVE 10TH FL NEW YORK, NY 10017	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DOUBLELINE TOTAL RT BOND FD CL N 777 EAST WISCONSIN AVE MILWAUKEE, WI 53202	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
JANUS HENDERSON RESEARCH T 151 DETROIT ST. DENVER, CO 80206	0.35%	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
LOOMIS SAYLES BOND RETAIL SHARES 399 BOYLSTON ST 8TH FL BOSTON, MA 02116	0.35%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MARSICO GROWTH FD 235 WEST GALENA ST MILWAUKEE, WI 53212	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PFG FIDELITY INST AMCORE PLUS BD S 777 108TH AVE NE STE 2100 BELLEVUE, WA 98004	0.40%	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PFG EQUITY INDEX FOCUSED STRATEGY 777 108TH AVE NE STE 2100 BELLEVUE, WA 98004	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PFG SECTOR EQUITY BUS CYCLE STRAT 777 108TH AVE NE STE 2100 BELLEVUE, WA 98004	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PERMANENT PORTFOLIO 600 MONTGOMERY ST STE 4100 SAN FRANCISCO, CA 94111-2702	0.38%	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
AKRE FOCUS FD RETAIL 777 E. WISCONSIN AVE. 4TH FL MILWAUKEE, WI 53202	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
TCW SECURITIZED BONDFD CL N 865 S FIGUERA ST 22ND FL LOS ANGELES, CA 90071	0.35%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
THOMPSON BOND FD 1255 FOURIER DR STE 200 MADISON, WI 53717	0.25%	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
---	--	---

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>ZOOM VIDEO COMMUNICATIONS, INC. 401K PROFIT SHARING PLAN TRUST</u>	B Three-digit plan number (PN)	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>ZOOM VIDEO COMMUNICATIONS, INC.</u>	D Employer Identification Number (EIN) <u>61-1648780</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
---------------	--

a Name of MTIA, CCT, PSA, or 103-12 IE:	<u>INVESCO STABLE VAL I</u>	
b Name of sponsor of entity listed in (a):	<u>INVESCO TRUST COMPANY</u>	
c EIN-PN <u>84-1142974-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1452789</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
--	--	---

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan ZOOM VIDEO COMMUNICATIONS, INC. 401K PROFIT SHARING PLAN TRUST	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 ZOOM VIDEO COMMUNICATIONS, INC.	D Employer Identification Number (EIN) 61-1648780

Part I	Asset and Liability Statement
---------------	--------------------------------------

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	8467	500
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	3504393	4486102
(2) U.S. Government securities	1c(2)	0	19869
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	39487	945502
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	2759741	3124584
(9) Value of interest in common/collective trusts	1c(9)	1405965	1452789
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	274596905	368944826
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	9570

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	282314958	378983742
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	282314958	378983742

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	9822308	
(B) Participants.....	2a(1)(B)	60015900	
(C) Others (including rollovers).....	2a(1)(C)	10535653	
(2) Noncash contributions.....	2a(2)	0	80373861
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	197287	432745
(B) U.S. Government securities.....	2b(1)(B)	0	
(C) Corporate debt instruments.....	2b(1)(C)	0	
(D) Loans (other than to participants).....	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	235458	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		432745
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	8548178
(B) Common stock.....	2b(2)(B)	3795	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	8544383	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		8548178
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	2207286	5502
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	2201784	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)	0	83279
(B) Other.....	2b(5)(B)	83279	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)	38786
(7) Net investment gain (loss) from pooled separate accounts	2b(7)	0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)	0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)	0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)	39963262
c Other income	2c	0
d Total income. Add all income amounts in column (b) and enter total.....	2d	129445613

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	32353626
(2) To insurance carriers for the provision of benefits	2e(2)	0
(3) Other.....	2e(3)	0
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)	32353626
f Corrective distributions (see instructions)	2f	0
g Certain deemed distributions of participant loans (see instructions).....	2g	7617
h Interest expense.....	2h	0
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	0
(2) Contract administrator fees	2i(2)	0
(3) Recordkeeping fees	2i(3)	332933
(4) IQPA audit fees	2i(4)	0
(5) Investment advisory and investment management fees	2i(5)	82653
(6) Bank or trust company trustee/custodial fees	2i(6)	0
(7) Actuarial fees	2i(7)	0
(8) Legal fees	2i(8)	0
(9) Valuation/appraisal fees	2i(9)	0
(10) Other trustee fees and expenses	2i(10)	0
(11) Other expenses.....	2i(11)	0
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)	415586
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j	32776829

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k	96668784
l Transfers of assets:		
(1) To this plan.....	2l(1)	0
(2) From this plan	2l(2)	0

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: HOOD & STRONG, LLP

(2) EIN: 94-1254756

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) This form is filed for a CCT, PSA, DCG or MTIA. (2) It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? Yes No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined
 If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
--	---	---

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>ZOOM VIDEO COMMUNICATIONS, INC. 401K PROFIT SHARING PLAN TRUST</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>ZOOM VIDEO COMMUNICATIONS, INC.</u>	D Employer Identification Number (EIN) <u>61-1648780</u>	

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....

1	
---	--

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 04-6568107

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....

3	
---	--

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline?..... Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? Yes No N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... Increase Decrease Both No

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? Yes No

11 a Does the ESOP hold any preferred stock? Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? Yes No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
 Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
 High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? Yes No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? Yes No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A.

**Zoom
Communications, Inc. 401(k)
Profit Sharing Plan Trust**

December 31, 2024 and 2023

Financial Statements and
Supplemental Schedule

Plan Sponsor: Zoom
Communications, Inc.
Plan Sponsor EIN: 61-1648780
Plan Number: 001

**Zoom Communications, Inc.
401(k) Profit Sharing Plan Trust**

Table of Contents

Independent Auditors' Report	1 - 4
 Financial Statements	
Statement of Net Assets Available for Benefits	5
Statement of Changes in Net Assets Available for Benefits	6
Notes to the Financial Statements	7 - 16
 Supplemental Schedule	
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)	17

Independent Auditors' Report

THE BOARD OF TRUSTEES
ZOOM COMMUNICATIONS, INC.
401(k) PROFIT SHARING PLAN TRUST
San Jose, California

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of **ZOOM COMMUNICATIONS, INC. 401(k) PROFIT SHARING PLAN TRUST (the Plan)**, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2024 and 2023, the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023 and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section:

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year from the date of this report.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- exercise professional judgment and maintain professional skepticism throughout the audit.
- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with U.S. GAAP.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter – Supplemental Schedule Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Hood & Strong LLP

San Jose, California
October 9, 2025

Zoom Communications, Inc.
401(k) Profit Sharing Plan Trust

Statement of Net Assets Available for Benefits

<i>December 31,</i>	2024	2023
Assets:		
Investments, at fair value	\$ 375,859,158	\$ 279,555,218
Receivables:		
Participant contribution	4,220,957	2,968,722
Employer contribution	1,365,341	1,139,420
Notes receivable from participants	3,148,078	2,759,741
Total receivables	8,734,376	6,867,883
Total assets	384,593,534	286,423,101
Net Assets Available for Benefits	\$ 384,593,534	\$ 286,423,101

See accompanying notes to the financial statements.

Zoom Communications, Inc.
401(k) Profit Sharing Plan Trust

Statement of Changes in Net Assets Available for Benefits

<i>Years Ended December 31,</i>	<i>2024</i>
Additions to Net Assets Attributed to:	
Contributions:	
Participant	\$ 61,268,135
Rollover	10,535,653
Employer	10,048,228
Investment income:	
Net appreciation in fair value of investments	40,053,358
Interest and dividends	8,782,936
Interest income on notes receivable from participants	237,707
Total additions	130,926,017
Deductions from Net Assets Attributed to:	
Benefits paid to participants	32,339,998
Administrative expenses	415,586
Total deductions	32,755,584
Net Increase	98,170,433
Net Assets Available for Benefits:	
Beginning of year	286,423,101
End of year	\$ 384,593,534

See accompanying notes to the financial statements.

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

Note 1 - Description of the Plan:

The following description of the Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan was established January 1, 2012 by Zoom Communications, Inc., formerly Zoom Video Communications, Inc. (the Sponsor). Effective October 18, 2021, the Plan adopted a non-standardized pre-approved defined contribution plan sponsored by Fidelity Management & Research Company, an affiliate of Fidelity Management Trust Company (the Trustee). The Plan was designed to provide participants with a means to defer a portion of their compensation for retirement. The Plan Administrator believes that the Plan is currently designed and operated in compliance with the applicable requirements of the Internal Revenue Code (IRC) and the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Effective June 30, 2022, the Plan was amended to include certain revisions related to vesting for nonelective employer contributions.

On December 29, 2022, the SECURE Act 2.0 was signed into law. The new law makes changes to include provisions intended to expand coverage, increase retirement savings, increase the age at which retirees must begin taking RMDs, change catch-up contributions, and simplify and clarify retirement plan rules. Most of the provisions in the SECURE Act 2.0 legislation are optional and many require regulatory guidance prior to implementation. The Plan continued to be operated based on required legislative and regulatory requirements. Written amendments to the Plan to reflect these operational changes will be adopted at a later date in accordance with applicable law and Internal Revenue Service guidance. In 2024, consistent with SECURE 2.0, the threshold for mandatory small account distributions increased from \$5,000 to \$7,000.

Effective January 1, 2023, the Plan was amended to add on call and sign on bonuses as excluded compensation.

Effective March 31, 2023, the Plan was amended to include certain revisions related to the payment of participant loans upon termination.

Effective January 1, 2024, the Plan was amended to allow non-deductible, after-tax employee contributions, subject to an annual limit of \$10,000. On April 18, 2025, this limit was increased to \$20,000. As of the reporting date, no formal written amendment has been executed to reflect the updated contribution limit.

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

Effective August 12, 2024, the Plan was amended to specify the sources available for in-service hardship withdrawals.

Effective December 31, 2024, the Plan was amended to change the Plan name to Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust and Plan Sponsor name to Zoom Communications, Inc.

Eligibility

All employees with a minimum age of 18, except those covered by a collective bargaining agreement, nonresident aliens, and interns, are eligible to enroll in the Plan immediately after date of hire for employee deferrals. There is no service requirement for discretionary matching employer contributions or nonelective employer contributions. There is also no requirement for employees to be employed by the Sponsor on the last day of the Plan year to be eligible for employer contributions.

Contributions

Participants may elect to contribute annually up to the maximum under Internal Revenue Service (IRS) regulations of \$23,000 for 2024. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants are also allowed to make Roth deferral contributions and rollover contributions from other tax-qualified, employer-sponsored retirement plans. Such contributions are deposited in the appropriate investment funds in accordance with the participant's directives and the Plan's provisions.

For all newly hired and rehired employees, the Sponsor automatically defers 3% of eligible compensation on a pre-tax basis.

The Sponsor may make discretionary matching employer contributions and nonelective employer contributions to employees that meet the eligibility requirements. Starting July 1, 2022, the discretionary matching employer contribution is equal to 50% of each participant's deferral contribution but not exceeding 3% of the participant's Plan compensation. The Plan Sponsor did not make any nonelective employer contributions during the 2024 Plan year.

Payment of Benefits

Upon termination of employment, retirement, total disability, death or reaching age 59 1/2, a participant may elect to receive an amount equal to his or her vested account interest in a lump sum or partial/installment payments. The Plan allows for automatic distributions of the terminated participants' entire vested account balances not exceeding \$7,000. None of the terminated participants at December 31, 2024 and 2023 have requested to withdraw from the Plan as of those dates.

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

Participant Accounts

Each participant's account is credited with the participant's contributions, the participant's qualified rollover contributions, allocation of the employer contributions, if any, an allocation of the Plan earnings or losses based on the ratio of the participant's balance to all participants' account balances and is charged with an allocation of administrative expenses.

Participant Investment Options

Upon enrollment in the Plan, participants are auto enrolled into a target retirement fund based on their age. Participants are allowed to change the allocation of their contributions to any of the investment options offered by the Plan once their account is set up. Participants may change their investment options any time throughout the year (subject to specific limitations placed by certain investment funds) via direct access to Fidelity Management Trust Company.

Vesting

Participants vest immediately in their employee contributions, including rollovers of funds from other qualified retirement plans and earnings thereon. Participants vest immediately in the discretionary matching employer contributions. The portion of the participants' accounts attributable to the nonelective employer contributions becomes 25% vested after one year of credited service and gradually increases to 100% after 4 years. Effective June 30, 2022, participants vest immediately in the nonelective employer contributions. Participants become fully vested upon the occurrence of death, disability, or plan termination in the nonelective employer contributions.

Forfeitures

Forfeitures are the nonvested portion of a participant's account that is lost upon termination of employment. Forfeitures are retained in the Plan and may first be used to pay Plan administrative expenses, with any remaining amounts used to reduce future Sponsor contributions. At December 31, 2024 and 2023, forfeited accounts totaled approximately \$43,700 and \$45,100, respectively. For the year ended December 31, 2024, forfeitures used to offset employer contributions amounted to \$945.

Notes Receivable from Participants

A participant may borrow from the Plan to the extent that such a loan, when added to the outstanding balance of all other loans, would not exceed the lesser of \$50,000 or 50% of the present value of the participant's vested interest in his/her account. The interest rate shall be fixed throughout the duration of the loan at a rate determined by the Administrator. The loans are secured by the remaining balance of the respective participant's account.

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

Plan Trustee

Fidelity Management Trust Company is the Trustee of the Plan. Substantially all of the Plan's assets are held by the Trustee.

Note 2 - Significant Accounting Policies:

Basis of Accounting

The financial statements of the Plan are prepared under the accrual method of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires the Plan Administrator to make estimates and assumptions that may affect certain reported amounts of disclosures. Accordingly, actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments of the Plan are invested based solely upon instructions received from participants. The Plan's investments are reported at fair value as of the last day of the Plan year. Fair value is the price that would be received to sell assets or paid to transfer liabilities in an orderly transaction between market participants at the measurement date. The Plan's oversight committee determines the Plan's valuation policies utilizing information provided by the Plan's investment advisors and the Trustee. See Note 4 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. The net appreciation (depreciation) in fair value of investments in the Statement of Changes in Net Assets Available for Benefits includes both the unrealized appreciation (depreciation) in the aggregate current value of investments and realized gains and losses on sale of investments bought and sold as well as held during the year.

The market volatility of equity-based investments may substantially impact the value of such investments at any given time. It is likely that the value of the Plan's investments; both in total and in individual participant accounts, has fluctuated since December 31, 2024.

Management fees and operating expenses charged to the Plan for investments are deducted from the participant's account as a reduction of income and are not separately reflected. Consequently, management fees and operating expenses are reflected as an adjustment to net appreciation (depreciation) in fair value of investments.

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent loans are treated as distributions based upon the terms of the plan document. The balances as of December 31, 2024 and 2023 were \$3,148,078 and \$2,759,741, respectively. As of December 31, 2024, the rates of interest on outstanding notes ranged from 4.25% to 9.50% per annum.

Contributions

Contributions from Plan participants and the matching contributions from the employer are recorded in the year in which the employee contributions are withheld from compensation.

Benefits to Participants

Benefits to participants are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Sponsor. Expenses that are paid by the Sponsor are excluded from these financial statements. Investment control expenses are included in net appreciation (depreciation) in fair value of investments.

Subsequent Events

The Plan Administrator evaluated subsequent events from December 31, 2024 through October 9, 2025, the date these financial statements were available to be issued, and has determined that, except as disclosed in Note 1, there were no other material subsequent events that required recognition or additional disclosure in these financial statements.

Note 3 - Information Certified by Fidelity Management Trust Company (Trustee):

Certain information related to investments disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments and notes receivable from participants held at December 31, 2024 and 2023, and net appreciation in fair value of investments, interest and dividends income, and interest income on notes receivable from participants for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by the Trustee.

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

Note 4 - Fair Value Measurements:

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described below:

Level 1: Inputs to the valuation methodology are quoted prices (unadjusted) in active markets for identical assets or liabilities that the Plan can access at the measurement date.

Level 2: Inputs other than quoted prices included within Level 1 that are observable for asset or liability, either directly or indirectly, such as:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs that are unobservable inputs for the asset or liability.

Following is a description of the valuation methodology used for assets measured at fair value and recognized in the accompanying Statement of Net Assets Available for Benefits, as well as the general classification of such assets pursuant to the valuation hierarchy. There have been no changes in the methodology used at December 31, 2024 and 2023.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Stable value collective trust fund: A stable value fund that is composed primarily of fully benefit-responsive investment contracts that are valued at the net asset value of units of the bank collective trust. The net asset value is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the collective trust, the issuer reserves the right to require 12 months' notification in order to ensure that securities liquidation will be carried out in an orderly business manner.

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

Self-Directed Brokerage Accounts: Accounts primarily consist of mutual funds, common stocks, exchange traded funds, and interest-bearing cash that are valued on the basis of readily determinable market prices.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023. Classification within the fair value hierarchy table is based on the lowest level of any input that is significant to the fair value measurement.

<u>December 31, 2024</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Investments:				
Mutual funds	\$ 366,647,409	\$ -	\$ -	\$ 366,647,409
Self-directed brokerage Accounts	7,758,960			7,758,960
<hr/>				
Total investments in the fair value hierarchy	\$ 374,406,369	\$ -	\$ -	374,406,369
<hr/>				
Investments measured at net asset value (or its equivalent) using the practical expedient (a)				<u>1,452,789</u>
Investments at fair value				<u>\$ 375,859,158</u>
<u>December 31, 2023</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Investments:				
Mutual funds	\$ 273,630,096	\$ -	\$ -	\$ 273,630,096
Self-directed brokerage Accounts	4,519,157			4,519,157
<hr/>				
Total investments in the fair value hierarchy	\$ 278,149,253	\$ -	\$ -	278,149,253
<hr/>				
Investments measured at net asset value (or its equivalent) using the practical expedient (a)				<u>1,405,965</u>
Investments at fair value				<u>\$ 279,555,218</u>

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

- (a) Certain investments that were measured at net asset value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line item presented in the Statement of Net Assets Available for Benefits. There were no unfunded commitments as of December 31, 2024 and 2023.

Note 5 - Plan Termination:

Although it has not expressed any intent to do so, the Sponsor has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. The participants become fully vested upon plan termination.

Note 6 - Tax Status:

The Plan adopted a non-standardized pre-approved profit sharing plan sponsored by Fidelity Management & Research Company, an affiliate of the Trustee. The non-standardized pre-approved profit sharing plan received a favorable opinion letter, dated June 30, 2020, from the IRS stating that the form of the plan is acceptable under Section 401 of the IRC. This opinion on the acceptability of the form of the plan is not a ruling or determination as to whether the Plan qualified under Code section 401(a). The Plan Administrator believes the Plan has been, and continues to be, designed and operated in compliance with the applicable requirements of the IRC.

Management evaluated the Plan's tax positions and concluded that the Plan had maintained its tax-exempt status and had taken no uncertain tax positions that require recognition or disclosure in the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements.

Note 7 - Risks and Uncertainties:

The Plan provides for various investment options in any combination of the investment securities offered by the Plan. Investment securities are exposed to various risks, such as interest rates, market fluctuations and credit risks. Due to the nature of risks associated with certain investment vehicles, it is at least reasonably possible that changes in the level of risk in the near term would materially affect participants' account balances and the amounts reported in the Statement of Net Assets Available for Plan Benefits and the Statement of Changes in Net Assets Available for Plan Benefits.

The Vanguard Target Retirement 2050 Fund Investor Shares investment represented approximately 14% of Plan assets as of both December 31, 2024 and 2023.

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

The Vanguard Target Retirement 2055 Fund Investor Shares investment represented approximately 11% and 12% of Plan assets as of December 31, 2024 and 2023, respectively.

The Vanguard Target Retirement 2045 Fund Investor Shares investment represented approximately 10% and 11% of Plan assets as of December 31, 2024 and 2023, respectively.

The Fidelity 500 Index investment represented approximately 14% and 11% of Plan assets as of December 31, 2024 and 2023, respectively.

Note 8 - Related Party and Party-in-Interest Transactions:

Certain Plan investments are managed by the Trustee of the Plan. Any purchases and sales of these funds are open market transactions at fair value. Such transactions, while considered party-in-interest transactions under ERISA regulations, are permitted under the provisions of the Plan and are specifically exempt from the prohibition of party-in-interest transactions under ERISA.

Certain administrative functions are performed by officers or employees of the Sponsor. No such officers or employees receive compensation from the Plan.

Note 9 - Reconciliation to Form 5500:

The following is a reconciliation of net assets available for plan benefits per these financial statements to Form 5500 as of December 31:

	2024	2023
Net assets available for benefits per these financial statements	\$ 384,593,534	\$ 286,423,101
Less:		
Participant contribution receivable	(4,220,957)	(2,968,722)
Employer contribution receivable	(1,365,341)	(1,139,420)
Loan deemed distributed	(23,494)	
Rounding off		(1)
Net assets per Form 5500	\$ 378,983,742	\$ 282,314,958

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

The following is a reconciliation of net increase in net assets per these financial statements to Form 5500 for the year ended December 31, 2024:

	2024
Increase in net assets available for benefits per these financial statements	\$ 98,170,433
Add:	
Participant contribution receivable - prior year	2,968,722
Employer contribution receivable - prior year	1,139,420
Less:	
Participant contribution receivable - current year	(4,220,957)
Employer contribution receivable - current year	(1,365,341)
Loan deemed distributed	(23,494)
Rounding off	1
<hr/>	
Net income per Form 5500	<hr/> \$ 96,668,784

Additionally, the Form 5500 has certain items that differ from amounts shown on the accompanying financial statements. These differences related to classification only and have no effect upon net assets available for either period.

Supplemental Schedule

Zoom Communications, Inc.

401(k) Profit Sharing Plan Trust

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)

Plan Sponsor: Zoom Communications, Inc.

Plan Sponsor EIN: 61-1648780

Plan Number: 001

(See Independent Auditors' Report)

December 31, 2024

- (a) Identity of issue, borrower, lessor or similar party
 (b) Description of investment including maturity date, rate of interest, collateral, par, or maturity value
 (c) Cost
 (d) Current value

	(a)	(b)	(c)	(d)
Mutual Funds:				
Vanguard Target Retirement Income Investor Shares		Mutual Fund	^	\$ 952,839
Vanguard Target Retirement 2020 Fund Investor Shares		Mutual Fund	^	1,014,637
Vanguard Target Retirement 2025 Fund Investor Shares		Mutual Fund	^	5,101,398
Vanguard Target Retirement 2030 Fund Investor Shares		Mutual Fund	^	13,225,953
Vanguard Target Retirement 2035 Fund Investor Shares		Mutual Fund	^	22,713,514
Vanguard Target Retirement 2040 Fund Investor Shares		Mutual Fund	^	30,434,821
Vanguard Target Retirement 2045 Fund Investor Shares		Mutual Fund	^	39,380,523
Vanguard Target Retirement 2050 Fund Investor Shares		Mutual Fund	^	53,452,355
Vanguard Target Retirement 2055 Fund Investor Shares		Mutual Fund	^	43,441,989
Vanguard Target Retirement 2060 Fund Investor Shares		Mutual Fund	^	22,822,659
Vanguard Target Retirement 2065 Fund Investor Shares		Mutual Fund	^	5,694,537
Vanguard Target Retirement 2070 Fund Investor Shares		Mutual Fund	^	486,902
Vanguard Cash Reserves Federal Money Market Fund Admiral Shares		Mutual Fund	^	2,723,895
Vanguard Inflation-Protected Securities Fund Admiral Shares		Mutual Fund	^	945,368
* Fidelity International Index Fund - Premium Class		Mutual Fund	^	6,990,005
* Fidelity 500 Index		Mutual Fund	^	52,822,076
* Fidelity Emerging Markets Index		Mutual Fund	^	2,924,157
* Fidelity Mid Cap Index		Mutual Fund	^	10,832,456
* Fidelity Small Cap Index		Mutual Fund	^	6,577,376
* Fidelity Blue Chip Growth K6		Mutual Fund	^	30,672,098
American Beacon Large Cap Value Fund Class R6		Mutual Fund	^	5,563,862
Baird Aggregate Bond Institutional Fund Class		Mutual Fund	^	3,132,090
DFA Commodity Strategy Portfolio Institutional Class Shares		Mutual Fund	^	489,750
DFA International Small Company Portfolio Institutional Class		Mutual Fund	^	990,342
Cohen & Steers Real Estate Securities Fund		Mutual Fund	^	1,361,246
JPMorgan Income Fund Class R6		Mutual Fund	^	1,900,561
Stable Value Collective Trust Fund:				
Invesco Stable Value Trust Class I		Stable Value Collective Trust Fund	^	1,452,789
Self-Directed Brokerage Account:				
Brokerage link		Self-Directed Brokerage Account	^	7,758,960
** Notes Receivable from Participants:		4.25% to 9.50%	^	3,148,078
				\$ 379,007,236

- * Managed by Party-in-Interest.
 ** Party-in-Interest as defined by ERISA.
 ^ Cost information omitted for participant-directed investments.

**Zoom
Communications, Inc. 401(k)
Profit Sharing Plan Trust**

December 31, 2024 and 2023

Financial Statements and
Supplemental Schedule

Plan Sponsor: Zoom
Communications, Inc.
Plan Sponsor EIN: 61-1648780
Plan Number: 001

Zoom Communications, Inc.
401(k) Profit Sharing Plan Trust

Table of Contents

Independent Auditors' Report	1 - 4
-------------------------------------	-------

Financial Statements

Statement of Net Assets Available for Benefits	5
--	---

Statement of Changes in Net Assets Available for Benefits	6
---	---

Notes to the Financial Statements	7 - 16
-----------------------------------	--------

Supplemental Schedule

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)	17
--	----

Independent Auditors' Report

THE BOARD OF TRUSTEES
ZOOM COMMUNICATIONS, INC.
401(k) PROFIT SHARING PLAN TRUST
San Jose, California

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of **ZOOM COMMUNICATIONS, INC. 401(k) PROFIT SHARING PLAN TRUST (the Plan)**, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2024 and 2023, the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023 and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section:

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year from the date of this report.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- exercise professional judgment and maintain professional skepticism throughout the audit.
- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with U.S. GAAP.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter – Supplemental Schedule Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Hood & Strong LLP

San Jose, California
October 9, 2025

Zoom Communications, Inc.
401(k) Profit Sharing Plan Trust

Statement of Net Assets Available for Benefits

<i>December 31,</i>	2024	2023
Assets:		
Investments, at fair value	\$ 375,859,158	\$ 279,555,218
Receivables:		
Participant contribution	4,220,957	2,968,722
Employer contribution	1,365,341	1,139,420
Notes receivable from participants	3,148,078	2,759,741
Total receivables	8,734,376	6,867,883
Total assets	384,593,534	286,423,101
Net Assets Available for Benefits	\$ 384,593,534	\$ 286,423,101

See accompanying notes to the financial statements.

Zoom Communications, Inc.
401(k) Profit Sharing Plan Trust

Statement of Changes in Net Assets Available for Benefits

<i>Years Ended December 31,</i>	<i>2024</i>
Additions to Net Assets Attributed to:	
Contributions:	
Participant	\$ 61,268,135
Rollover	10,535,653
Employer	10,048,228
Investment income:	
Net appreciation in fair value of investments	40,053,358
Interest and dividends	8,782,936
Interest income on notes receivable from participants	237,707
Total additions	130,926,017
Deductions from Net Assets Attributed to:	
Benefits paid to participants	32,339,998
Administrative expenses	415,586
Total deductions	32,755,584
Net Increase	98,170,433
Net Assets Available for Benefits:	
Beginning of year	286,423,101
End of year	\$ 384,593,534

See accompanying notes to the financial statements.

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

Note 1 - Description of the Plan:

The following description of the Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan was established January 1, 2012 by Zoom Communications, Inc., formerly Zoom Video Communications, Inc. (the Sponsor). Effective October 18, 2021, the Plan adopted a non-standardized pre-approved defined contribution plan sponsored by Fidelity Management & Research Company, an affiliate of Fidelity Management Trust Company (the Trustee). The Plan was designed to provide participants with a means to defer a portion of their compensation for retirement. The Plan Administrator believes that the Plan is currently designed and operated in compliance with the applicable requirements of the Internal Revenue Code (IRC) and the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Effective June 30, 2022, the Plan was amended to include certain revisions related to vesting for nonelective employer contributions.

On December 29, 2022, the SECURE Act 2.0 was signed into law. The new law makes changes to include provisions intended to expand coverage, increase retirement savings, increase the age at which retirees must begin taking RMDs, change catch-up contributions, and simplify and clarify retirement plan rules. Most of the provisions in the SECURE Act 2.0 legislation are optional and many require regulatory guidance prior to implementation. The Plan continued to be operated based on required legislative and regulatory requirements. Written amendments to the Plan to reflect these operational changes will be adopted at a later date in accordance with applicable law and Internal Revenue Service guidance. In 2024, consistent with SECURE 2.0, the threshold for mandatory small account distributions increased from \$5,000 to \$7,000.

Effective January 1, 2023, the Plan was amended to add on call and sign on bonuses as excluded compensation.

Effective March 31, 2023, the Plan was amended to include certain revisions related to the payment of participant loans upon termination.

Effective January 1, 2024, the Plan was amended to allow non-deductible, after-tax employee contributions, subject to an annual limit of \$10,000. On April 18, 2025, this limit was increased to \$20,000. As of the reporting date, no formal written amendment has been executed to reflect the updated contribution limit.

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

Effective August 12, 2024, the Plan was amended to specify the sources available for in-service hardship withdrawals.

Effective December 31, 2024, the Plan was amended to change the Plan name to Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust and Plan Sponsor name to Zoom Communications, Inc.

Eligibility

All employees with a minimum age of 18, except those covered by a collective bargaining agreement, nonresident aliens, and interns, are eligible to enroll in the Plan immediately after date of hire for employee deferrals. There is no service requirement for discretionary matching employer contributions or nonelective employer contributions. There is also no requirement for employees to be employed by the Sponsor on the last day of the Plan year to be eligible for employer contributions.

Contributions

Participants may elect to contribute annually up to the maximum under Internal Revenue Service (IRS) regulations of \$23,000 for 2024. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants are also allowed to make Roth deferral contributions and rollover contributions from other tax-qualified, employer-sponsored retirement plans. Such contributions are deposited in the appropriate investment funds in accordance with the participant's directives and the Plan's provisions.

For all newly hired and rehired employees, the Sponsor automatically defers 3% of eligible compensation on a pre-tax basis.

The Sponsor may make discretionary matching employer contributions and nonelective employer contributions to employees that meet the eligibility requirements. Starting July 1, 2022, the discretionary matching employer contribution is equal to 50% of each participant's deferral contribution but not exceeding 3% of the participant's Plan compensation. The Plan Sponsor did not make any nonelective employer contributions during the 2024 Plan year.

Payment of Benefits

Upon termination of employment, retirement, total disability, death or reaching age 59 1/2, a participant may elect to receive an amount equal to his or her vested account interest in a lump sum or partial/installment payments. The Plan allows for automatic distributions of the terminated participants' entire vested account balances not exceeding \$7,000. None of the terminated participants at December 31, 2024 and 2023 have requested to withdraw from the Plan as of those dates.

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

Participant Accounts

Each participant's account is credited with the participant's contributions, the participant's qualified rollover contributions, allocation of the employer contributions, if any, an allocation of the Plan earnings or losses based on the ratio of the participant's balance to all participants' account balances and is charged with an allocation of administrative expenses.

Participant Investment Options

Upon enrollment in the Plan, participants are auto enrolled into a target retirement fund based on their age. Participants are allowed to change the allocation of their contributions to any of the investment options offered by the Plan once their account is set up. Participants may change their investment options any time throughout the year (subject to specific limitations placed by certain investment funds) via direct access to Fidelity Management Trust Company.

Vesting

Participants vest immediately in their employee contributions, including rollovers of funds from other qualified retirement plans and earnings thereon. Participants vest immediately in the discretionary matching employer contributions. The portion of the participants' accounts attributable to the nonelective employer contributions becomes 25% vested after one year of credited service and gradually increases to 100% after 4 years. Effective June 30, 2022, participants vest immediately in the nonelective employer contributions. Participants become fully vested upon the occurrence of death, disability, or plan termination in the nonelective employer contributions.

Forfeitures

Forfeitures are the nonvested portion of a participant's account that is lost upon termination of employment. Forfeitures are retained in the Plan and may first be used to pay Plan administrative expenses, with any remaining amounts used to reduce future Sponsor contributions. At December 31, 2024 and 2023, forfeited accounts totaled approximately \$43,700 and \$45,100, respectively. For the year ended December 31, 2024, forfeitures used to offset employer contributions amounted to \$945.

Notes Receivable from Participants

A participant may borrow from the Plan to the extent that such a loan, when added to the outstanding balance of all other loans, would not exceed the lesser of \$50,000 or 50% of the present value of the participant's vested interest in his/her account. The interest rate shall be fixed throughout the duration of the loan at a rate determined by the Administrator. The loans are secured by the remaining balance of the respective participant's account.

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

Plan Trustee

Fidelity Management Trust Company is the Trustee of the Plan. Substantially all of the Plan's assets are held by the Trustee.

Note 2 - Significant Accounting Policies:

Basis of Accounting

The financial statements of the Plan are prepared under the accrual method of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires the Plan Administrator to make estimates and assumptions that may affect certain reported amounts of disclosures. Accordingly, actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments of the Plan are invested based solely upon instructions received from participants. The Plan's investments are reported at fair value as of the last day of the Plan year. Fair value is the price that would be received to sell assets or paid to transfer liabilities in an orderly transaction between market participants at the measurement date. The Plan's oversight committee determines the Plan's valuation policies utilizing information provided by the Plan's investment advisors and the Trustee. See Note 4 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. The net appreciation (depreciation) in fair value of investments in the Statement of Changes in Net Assets Available for Benefits includes both the unrealized appreciation (depreciation) in the aggregate current value of investments and realized gains and losses on sale of investments bought and sold as well as held during the year.

The market volatility of equity-based investments may substantially impact the value of such investments at any given time. It is likely that the value of the Plan's investments; both in total and in individual participant accounts, has fluctuated since December 31, 2024.

Management fees and operating expenses charged to the Plan for investments are deducted from the participant's account as a reduction of income and are not separately reflected. Consequently, management fees and operating expenses are reflected as an adjustment to net appreciation (depreciation) in fair value of investments.

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent loans are treated as distributions based upon the terms of the plan document. The balances as of December 31, 2024 and 2023 were \$3,148,078 and \$2,759,741, respectively. As of December 31, 2024, the rates of interest on outstanding notes ranged from 4.25% to 9.50% per annum.

Contributions

Contributions from Plan participants and the matching contributions from the employer are recorded in the year in which the employee contributions are withheld from compensation.

Benefits to Participants

Benefits to participants are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Sponsor. Expenses that are paid by the Sponsor are excluded from these financial statements. Investment control expenses are included in net appreciation (depreciation) in fair value of investments.

Subsequent Events

The Plan Administrator evaluated subsequent events from December 31, 2024 through October 9, 2025, the date these financial statements were available to be issued, and has determined that, except as disclosed in Note 1, there were no other material subsequent events that required recognition or additional disclosure in these financial statements.

Note 3 - Information Certified by Fidelity Management Trust Company (Trustee):

Certain information related to investments disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments and notes receivable from participants held at December 31, 2024 and 2023, and net appreciation in fair value of investments, interest and dividends income, and interest income on notes receivable from participants for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by the Trustee.

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

Note 4 - Fair Value Measurements:

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described below:

Level 1: Inputs to the valuation methodology are quoted prices (unadjusted) in active markets for identical assets or liabilities that the Plan can access at the measurement date.

Level 2: Inputs other than quoted prices included within Level 1 that are observable for asset or liability, either directly or indirectly, such as:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs that are unobservable inputs for the asset or liability.

Following is a description of the valuation methodology used for assets measured at fair value and recognized in the accompanying Statement of Net Assets Available for Benefits, as well as the general classification of such assets pursuant to the valuation hierarchy. There have been no changes in the methodology used at December 31, 2024 and 2023.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Stable value collective trust fund: A stable value fund that is composed primarily of fully benefit-responsive investment contracts that are valued at the net asset value of units of the bank collective trust. The net asset value is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the collective trust, the issuer reserves the right to require 12 months' notification in order to ensure that securities liquidation will be carried out in an orderly business manner.

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

Self-Directed Brokerage Accounts: Accounts primarily consist of mutual funds, common stocks, exchange traded funds, and interest-bearing cash that are valued on the basis of readily determinable market prices.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023. Classification within the fair value hierarchy table is based on the lowest level of any input that is significant to the fair value measurement.

<u>December 31, 2024</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Investments:				
Mutual funds	\$ 366,647,409	\$ -	\$ -	\$ 366,647,409
Self-directed brokerage Accounts	7,758,960			7,758,960
<hr/>				
Total investments in the fair value hierarchy	\$ 374,406,369	\$ -	\$ -	374,406,369
<hr/>				
Investments measured at net asset value (or its equivalent) using the practical expedient (a)				<u>1,452,789</u>
Investments at fair value				<u>\$ 375,859,158</u>
<u>December 31, 2023</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Investments:				
Mutual funds	\$ 273,630,096	\$ -	\$ -	\$ 273,630,096
Self-directed brokerage Accounts	4,519,157			4,519,157
<hr/>				
Total investments in the fair value hierarchy	\$ 278,149,253	\$ -	\$ -	278,149,253
<hr/>				
Investments measured at net asset value (or its equivalent) using the practical expedient (a)				<u>1,405,965</u>
Investments at fair value				<u>\$ 279,555,218</u>

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

- (a) Certain investments that were measured at net asset value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line item presented in the Statement of Net Assets Available for Benefits. There were no unfunded commitments as of December 31, 2024 and 2023.

Note 5 - Plan Termination:

Although it has not expressed any intent to do so, the Sponsor has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. The participants become fully vested upon plan termination.

Note 6 - Tax Status:

The Plan adopted a non-standardized pre-approved profit sharing plan sponsored by Fidelity Management & Research Company, an affiliate of the Trustee. The non-standardized pre-approved profit sharing plan received a favorable opinion letter, dated June 30, 2020, from the IRS stating that the form of the plan is acceptable under Section 401 of the IRC. This opinion on the acceptability of the form of the plan is not a ruling or determination as to whether the Plan qualified under Code section 401(a). The Plan Administrator believes the Plan has been, and continues to be, designed and operated in compliance with the applicable requirements of the IRC.

Management evaluated the Plan's tax positions and concluded that the Plan had maintained its tax-exempt status and had taken no uncertain tax positions that require recognition or disclosure in the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements.

Note 7 - Risks and Uncertainties:

The Plan provides for various investment options in any combination of the investment securities offered by the Plan. Investment securities are exposed to various risks, such as interest rates, market fluctuations and credit risks. Due to the nature of risks associated with certain investment vehicles, it is at least reasonably possible that changes in the level of risk in the near term would materially affect participants' account balances and the amounts reported in the Statement of Net Assets Available for Plan Benefits and the Statement of Changes in Net Assets Available for Plan Benefits.

The Vanguard Target Retirement 2050 Fund Investor Shares investment represented approximately 14% of Plan assets as of both December 31, 2024 and 2023.

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

The Vanguard Target Retirement 2055 Fund Investor Shares investment represented approximately 11% and 12% of Plan assets as of December 31, 2024 and 2023, respectively.

The Vanguard Target Retirement 2045 Fund Investor Shares investment represented approximately 10% and 11% of Plan assets as of December 31, 2024 and 2023, respectively.

The Fidelity 500 Index investment represented approximately 14% and 11% of Plan assets as of December 31, 2024 and 2023, respectively.

Note 8 - Related Party and Party-in-Interest Transactions:

Certain Plan investments are managed by the Trustee of the Plan. Any purchases and sales of these funds are open market transactions at fair value. Such transactions, while considered party-in-interest transactions under ERISA regulations, are permitted under the provisions of the Plan and are specifically exempt from the prohibition of party-in-interest transactions under ERISA.

Certain administrative functions are performed by officers or employees of the Sponsor. No such officers or employees receive compensation from the Plan.

Note 9 - Reconciliation to Form 5500:

The following is a reconciliation of net assets available for plan benefits per these financial statements to Form 5500 as of December 31:

	2024	2023
Net assets available for benefits per these financial statements	\$ 384,593,534	\$ 286,423,101
Less:		
Participant contribution receivable	(4,220,957)	(2,968,722)
Employer contribution receivable	(1,365,341)	(1,139,420)
Loan deemed distributed	(23,494)	
Rounding off		(1)
Net assets per Form 5500	\$ 378,983,742	\$ 282,314,958

Zoom Communications, Inc. 401(k) Profit Sharing Plan Trust

Notes to the Financial Statements

The following is a reconciliation of net increase in net assets per these financial statements to Form 5500 for the year ended December 31, 2024:

	2024
Increase in net assets available for benefits per these financial statements	\$ 98,170,433
Add:	
Participant contribution receivable - prior year	2,968,722
Employer contribution receivable - prior year	1,139,420
Less:	
Participant contribution receivable - current year	(4,220,957)
Employer contribution receivable - current year	(1,365,341)
Loan deemed distributed	(23,494)
Rounding off	1
<hr/>	
Net income per Form 5500	<hr/> \$ 96,668,784

Additionally, the Form 5500 has certain items that differ from amounts shown on the accompanying financial statements. These differences related to classification only and have no effect upon net assets available for either period.

Supplemental Schedule

Zoom Communications, Inc.

401(k) Profit Sharing Plan Trust

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)

Plan Sponsor: Zoom Communications, Inc.

Plan Sponsor EIN: 61-1648780

Plan Number: 001

(See Independent Auditors' Report)

December 31, 2024

- (a) Identity of issue, borrower, lessor or similar party
 (b) Description of investment including maturity date, rate of interest, collateral, par, or maturity value
 (c) Cost
 (d) Current value

	(a)	(b)	(c)	(d)
Mutual Funds:				
	Vanguard Target Retirement Income Investor Shares	Mutual Fund	^	\$ 952,839
	Vanguard Target Retirement 2020 Fund Investor Shares	Mutual Fund	^	1,014,637
	Vanguard Target Retirement 2025 Fund Investor Shares	Mutual Fund	^	5,101,398
	Vanguard Target Retirement 2030 Fund Investor Shares	Mutual Fund	^	13,225,953
	Vanguard Target Retirement 2035 Fund Investor Shares	Mutual Fund	^	22,713,514
	Vanguard Target Retirement 2040 Fund Investor Shares	Mutual Fund	^	30,434,821
	Vanguard Target Retirement 2045 Fund Investor Shares	Mutual Fund	^	39,380,523
	Vanguard Target Retirement 2050 Fund Investor Shares	Mutual Fund	^	53,452,355
	Vanguard Target Retirement 2055 Fund Investor Shares	Mutual Fund	^	43,441,989
	Vanguard Target Retirement 2060 Fund Investor Shares	Mutual Fund	^	22,822,659
	Vanguard Target Retirement 2065 Fund Investor Shares	Mutual Fund	^	5,694,537
	Vanguard Target Retirement 2070 Fund Investor Shares	Mutual Fund	^	486,902
	Vanguard Cash Reserves Federal Money Market Fund Admiral Shares	Mutual Fund	^	2,723,895
	Vanguard Inflation-Protected Securities Fund Admiral Shares	Mutual Fund	^	945,368
*	Fidelity International Index Fund - Premium Class	Mutual Fund	^	6,990,005
*	Fidelity 500 Index	Mutual Fund	^	52,822,076
*	Fidelity Emerging Markets Index	Mutual Fund	^	2,924,157
*	Fidelity Mid Cap Index	Mutual Fund	^	10,832,456
*	Fidelity Small Cap Index	Mutual Fund	^	6,577,376
*	Fidelity Blue Chip Growth K6	Mutual Fund	^	30,672,098
	American Beacon Large Cap Value Fund Class R6	Mutual Fund	^	5,563,862
	Baird Aggregate Bond Institutional Fund Class	Mutual Fund	^	3,132,090
	DFA Commodity Strategy Portfolio Institutional Class Shares	Mutual Fund	^	489,750
	DFA International Small Company Portfolio Institutional Class	Mutual Fund	^	990,342
	Cohen & Steers Real Estate Securities Fund	Mutual Fund	^	1,361,246
	JPMorgan Income Fund Class R6	Mutual Fund	^	1,900,561
Stable Value Collective Trust Fund:				
	Invesco Stable Value Trust Class I	Stable Value Collective Trust Fund	^	1,452,789
Self-Directed Brokerage Account:				
	Brokerage link	Self-Directed Brokerage Account	^	7,758,960
** Notes Receivable from Participants:		4.25% to 9.50%	^	3,148,078
				\$ 379,007,236

- * Managed by Party-in-Interest.
 ** Party-in-Interest as defined by ERISA.
 ^ Cost information omitted for participant-directed investments.