

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**

Washington, D.C. 20549

FORM 8-K

**CURRENT REPORT
Pursuant to Section 13 or 15(d)
of the Securities Exchange Act of 1934**

Date of Report (Date of earliest event reported): March 24, 2026

Twilio Inc.

(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction
of incorporation)

001-37806
(Commission
File Number)

26-2574840
(IRS Employer
Identification No.)

**101 Spear Street, Fifth Floor
San Francisco, California 94105**
(Address of principal executive offices) (Zip Code)

(415) 390-2337
(Registrant's telephone number, including area code)

Not applicable
(Former name or former address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading symbol(s)	Name of each exchange on which registered
Class A Common Stock, par value \$0.001 per share	TWLO	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

Appointment of New Director

On March 24, 2026, the Board of Directors (the “Board”) of Twilio Inc. (the “Company”), upon the recommendation of its Nominating and Corporate Governance Committee, appointed Doug Robinson to the Board, effective immediately. Mr. Robinson will serve as a Class I director until the Company’s 2026 Annual Meeting of Stockholders (the “2026 Annual Meeting”) or until his successor has been duly elected and qualified, or until his earlier death, resignation or removal. The Board has also appointed Mr. Robinson to serve as a member of the Compensation and Talent Management Committee. In connection with Mr. Robinson’s appointment, the Company increased the size of the Board from nine to ten directors and the size of Class I from three to four directors. Accordingly, at the 2026 Annual Meeting, the Company expects to nominate a total of four Class I directors for election, including Mr. Robinson, Charles Bell, Jeffrey Immelt and Erika Rottenberg.

There is no arrangement or understanding between Mr. Robinson and any other persons pursuant to which Mr. Robinson was appointed as a director. Furthermore, there are no family relationships between Mr. Robinson and any other director or executive officer of the Company, and there are no transactions between Mr. Robinson and the Company that would be required to be reported under Item 404(a) of Regulation S-K.

Mr. Robinson will receive the standard compensation available to the Company’s non-employee directors pursuant to the Company’s non-employee director compensation policy, which has been filed as Exhibit 10.1 to the Company’s Quarterly Report on Form 10-Q for the period ended March 31, 2025, filed with the Securities and Exchange Commission (the “SEC”) on May 2, 2025. In addition, the Company will enter into its standard form of indemnification agreement with Mr. Robinson.

Item 7.01 Regulation FD Disclosure.

A copy of the press release issued on March 24, 2026, announcing the appointment of Mr. Robinson to the Board is furnished herewith as Exhibit 99.1 and is incorporated herein by reference.

The information in this Item 7.01 of this Current Report on Form 8-K and the accompanying Exhibit 99.1 shall not be deemed “filed” for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”) or otherwise subject to the liabilities of that section, nor shall it be deemed incorporated by reference in any filing under the Securities Act of 1933, as amended, or the Exchange Act, regardless of any general incorporation language in such filing, unless expressly incorporated by reference in such filing.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits.

<u>Exhibit No.</u>	<u>Exhibit Description</u>
99.1	Press Release, dated March 24, 2026
104	Cover Page Interactive Data File (embedded within the Inline XBRL)

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

March 24, 2026

TWILIO INC.

By: /s/ Juliana Chen
Name: Juliana Chen
Title: Corporate Secretary

Twilio Appoints Doug Robinson to Board of Directors

SAN FRANCISCO – March 24, 2026 – Twilio (NYSE: TWLO), the customer engagement platform that drives real-time, personalized experiences for today’s leading brands, today announced that Doug Robinson has been appointed to the Twilio Board of Directors, effective immediately. Robinson is a seasoned executive, previously holding the position of Co-President of Workday. He brings decades of experience in scaling global organizations, specifically overseeing GTM efforts, allowing him to provide a unique perspective as Twilio focuses on expanding its platform and retaining customers.

“Doug has a proven track record of scaling global organizations with immense rigor and discipline,” said Khozema Shipchandler, CEO of Twilio. “During his tenure at Workday, he was instrumental in transforming the business from its early stages into a multibillion-dollar industry leader. As Twilio focuses on becoming a foundational infrastructure platform for the age of AI, Doug’s expertise in driving operational excellence at scale will be invaluable. I’m confident his unique perspective will help us accelerate growth and further transform our GTM organization, all while ensuring we’re powering amazing digital interactions for our customers.”

Robinson recently spent 15 years at Workday, most recently serving as Workday’s Co-President. In this role, he was responsible for overseeing Workday’s GTM efforts across the globe and all industries, and for driving Workday’s continued revenue growth in new and emerging markets. Prior to Workday, he held various positions at Peoplesoft and Oracle. He currently sits on the board of Varicent and also serves as an advisor for Ema AI, Guild Education, and Savo.

“Watching Twilio’s transformation over the last few years has been a masterclass in business execution,” said Robinson. “The best companies know how to stay disciplined while making smart, bold bets, and that is exactly what Twilio has done. It’s an honor to be on the front lines as a board member as Twilio cements itself as a foundational infrastructure layer in every company’s tech stack.”

“Robinson is a proven leader with an impressive track record of elevating the execution and operations of global enterprise businesses,” said Jeff Epstein, Chair of the Board for Twilio. “We look forward to his perspective as we continue to focus on realizing the growth potential of the Twilio platform.”

Forward-Looking Statements

This press release contains forward-looking statements, including, but not limited to, statements regarding Twilio’s expectations regarding our expansion, growth and go-to-market transformation, and market leadership in the AI era. These forward-looking statements are based on Twilio’s current expectations and inherently involve significant risks and uncertainties. Actual results and the timing of events could differ materially from those anticipated in such forward-looking statements as a result of these risks and uncertainties, which include those described in Twilio’s filings with the United States Securities and Exchange Commission. Forward-looking statements speak only as of the date of this press release and Twilio does not undertake any obligation to update or revise these statements, except as may be required by law.

About Twilio

Today's leading companies trust Twilio's Customer Engagement Platform (CEP) to build direct, personalized relationships with their customers everywhere in the world. Twilio enables companies to use communications and data to add intelligence and security to every step of the customer journey, from sales to marketing to growth, customer service and many more engagement use cases in a flexible, programmatic way. Across 180 countries, millions of developers and hundreds of thousands of businesses use Twilio to create magical experiences for their customers. For more information about Twilio (NYSE: TWLO), visit: www.twilio.com.

Contacts

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