



ADVANCING FOR GOOD

FISCAL YEAR 2024 CORPORATE RESPONSIBILITY REPORT



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ABOUT THIS REPORT

Extreme Networks' (Extreme) fiscal year 2024 Corporate Responsibility Report, "Advancing for Good," offers a comprehensive overview of our dedication to ethical business practices, community engagement, environmental stewardship, and workforce development. This report is designed to outline our future goals and inform our stakeholders about the progress, highlights, and achievements of fiscal year 2024.

REPORTING SCOPE AND BOUNDARIES

This report covers Extreme's fiscal year 2024. Unless otherwise specified, it encompasses all activities from July 1, 2023, through June 30, 2024, and includes all entities referenced in our financial reports. The report includes both qualitative and quantitative details regarding our approach and updates on nonfinancial issues.



STANDARDS AND FRAMEWORKS

This report references the Global Reporting Initiative's (GRI) Sustainability Reporting Guidelines (2021) and draws from the sector-specific indicators set forth by the Sustainability Accounting Standards Board (SASB, now part of the International Financial Reporting Standards Foundation) for Software and IT Services and Hardware.

ASSURANCE

While we have made reasonable efforts to verify the data and metrics presented in this report, unless otherwise noted, they have not been subject to third-party auditing. Some numbers have been provided by other sources such as vendors. The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information.

A MESSAGE FROM OUR PRESIDENT AND CEO

At Extreme, we believe true leadership extends beyond technological innovation as we exemplify care for our planet, our people, and our communities. Our 2024 Corporate Responsibility Report highlights our achievements and reaffirms our commitment to driving sustainable and responsible growth across all areas of our business. I'm proud of our accomplishments and optimistic about our future.

Delivering shareholder value and meeting business goals is critical to our success. However, our duty to employees, customers, partners, suppliers, communities, and the planet is equally vital. Sustainability, DE&I, and philanthropy are core to Extreme's culture, driving innovation, attracting top talent, and propelling our growth.

This year marks the fifth anniversary of our sustainability reporting, and I'm excited to share the progress we've made to date. We continue to reduce our global real estate footprint and have significantly consolidated our labs and data centers across the United States. This has resulted in a 28% reduction in water usage and a 27% reduction in electricity usage from base year 2021. We've also made significant strides in reducing our carbon footprint, cutting Scope 1 emissions by 11% since base year 2021.

Sustainability is not just about reducing our environmental footprint; it's also about driving innovation that leads to positive change. Earlier this year, we introduced the AP5020, a cloud-managed Wi-Fi 7 access point designed to support bandwidth-intensive applications and IoT devices. This new technology not only enhances connectivity

but optimizes energy efficiency, while reducing the need for extensive infrastructure in high-density environments.

I'm proud to lead a company that values and promotes diversity in our workforce and is committed to creating an inclusive culture. Our commitment to our people is reflected in our recognition as of the "Best Places to Work" by the Triangle Business Journal and reflected in our 5% voluntary turnover rate, which is well below the industry average. Our "flex first" culture enables our employees to work where they are most effective, fostering a better work-life balance and driving results through trust. We also have ten active Employee Resource Groups – which are designed to provide a platform for employees from diverse backgrounds to come together to share their experiences, develop leadership skills and build community throughout the organization.

I'm confident our continued focus on innovation and sustainability will drive us toward a future where technology and environmental stewardship go hand in hand, as we push boundaries of innovation while ensuring our growth contributes to a healthier, more equitable world.

Thank you,



Ed Meyercord

President and CEO



PLANET

11%

REDUCTION IN SCOPE 1 EMISSIONS
SINCE 2021

28%

REDUCTION IN WATER USAGE IN
2023

50%

REDUCTION IN OFFICE SPACE
SINCE 2020

27%

REDUCTION IN ELECTRICITY
CONSUMPTION SINCE 2021

21%

REDUCTION IN SCOPE 1 AND 2
EMISSIONS SINCE 2021

PRODUCT

100%

OF NEW PACKAGING IS FSC
CERTIFIED AND RECYCLABLE

50%

OF FORTUNE 50 COMPANIES USE
EXTREME PRODUCTS AND SOLUTIONS

\$15 MILLION+

SPENT WITH DIVERSE SUPPLIERS

158,392 KG

OF E-WASTE RECYCLED IN 2023

ESTABLISHED

BASELINE AND GOAL FOR RECYCLABLE
MATERIAL IN THE MANUFACTURING OF
EXTREME'S PRODUCTS

PEOPLE

35%

OF U.S. WORKFORCE COMES
FROM DIVERSE BACKGROUNDS

10

DEI FOCUSED EMPLOYEE
RESOURCE GROUPS

50%

REDUCTION IN VOLUNTARY
TURNOVER SINCE FY 2023

30+

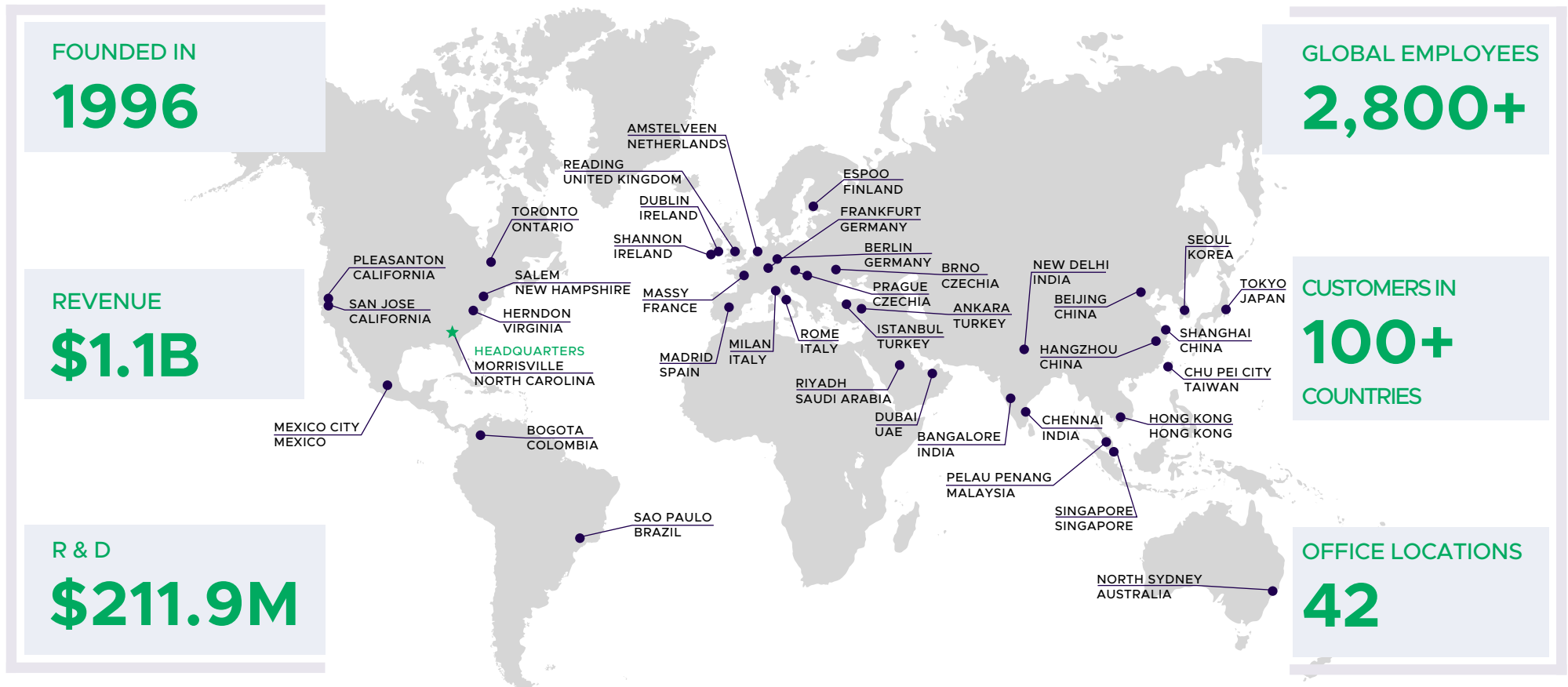
CHARITY ORGANIZATIONS
RECEIVED DONATIONS

12.5

AVERAGE HOURS OF TRAINING AND
EDUCATION PER EMPLOYEE

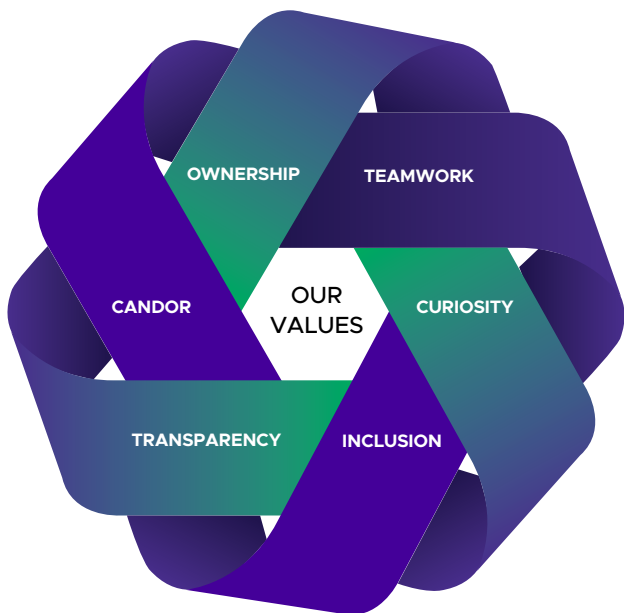
OUR BUSINESS







Headquartered in Morrisville, North Carolina, Extreme serves as a pioneer of cloud networking innovation, providing customized and advanced networking solutions and services to its global customer base. For over 30 years, the company has transformed networks into strategic advantages for businesses by leveraging technologies like machine learning, artificial intelligence, analytics, and automation to simplify networking complexities and drive superior outcomes for businesses worldwide.



OUR VALUES

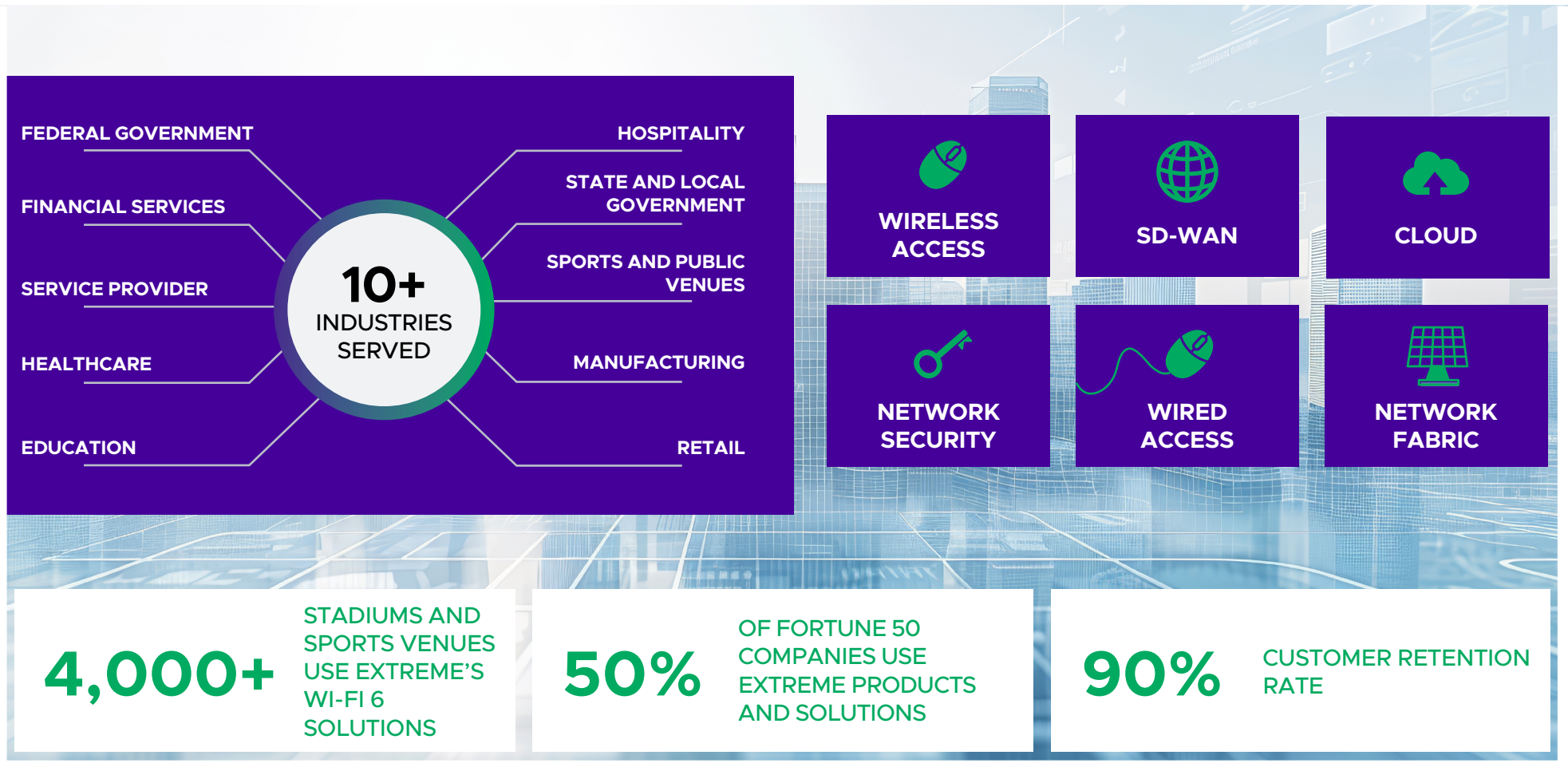
At Extreme, we are driven by our core values of teamwork, transparency, candor, curiosity, ownership, and inclusion, which are essential to our culture and growth. Our leaders embody these values and encourage their practice throughout the organization as a fundamental part of our daily operations. These principles not only guide our interactions, but also fuel our innovation and commitment to excellence.



| | | |
|--------------|---|---|
| TEAMWORK |  | <p>We collaborate to drive improved performance, ensuring everyone contributes and succeeds together. We acknowledge each other's efforts, motivate our peers to elevate their performance, and celebrate our collective achievements.</p> |
| TRANSPARENCY |  | <p>We ensure transparency by sharing our observations and information openly, never assuming others already know. We make sure to highlight and communicate key details to keep everyone informed and aligned.</p> |
| CANDOR |  | <p>We maintain authenticity and embrace difficult conversations constructively. We communicate directly and address tough or controversial topics with a respectful and truthful approach.</p> |
| CURIOSITY |  | <p>Embracing best practices is at the heart of the Extreme way. We actively seek knowledge and ask questions to continually improve. Our intelligence surpasses the competition and drives higher performance and superior results.</p> |
| OWNERSHIP |  | <p>This is our company, and we have skin in the game. We are accountable and invested in the time and energy to achieve the best outcomes for our customers, shareholders, and ourselves.</p> |
| INCLUSION |  | <p>We encourage dominant voices to listen and empower underrepresented voices to speak up. By embracing diversity across gender, ethnicity, sexual orientation, age, and religion, we gain valuable perspectives that lead to smarter decisions and drive better business outcomes.</p> |

CUSTOMERS AND PRODUCTS

Extreme pushes boundaries of networking technology by delivering cutting-edge, people-first solutions to some of the world’s most vexing business challenges. Driven by a vision of making it simpler, faster, more agile, and secure, we help customers connect beyond the network, strengthening their relationships with those they serve and finding new ways to drive better outcomes across their organization. Our solutions enable secure and reliable connectivity across all locations, helping organizations achieve better outcomes and drive digital transformation.



SUSTAINABILITY AT EXTREME



LETTER FROM CHIEF SUSTAINABILITY OFFICER

As we reflect on an eventful 2024, I am pleased to share the progress we've made since Extreme embarked on its sustainability journey in fiscal year 2021. From the outset, this journey has been more than just a series of initiatives; it's part of the fabric of our culture. By integrating sustainability into every aspect of our operations—from product design and delivery to supply chain management and community support—we have positioned ourselves to better navigate the complexities of today's global landscape while making a positive impact on both the environment and society.

I'm proud to share we achieved a majority of the phase one sustainability goals we set in 2021, ahead of our fiscal year 2025 completion target, including a 20% improvement in power efficiency and a 21% reduction in Scope 1 and 2 emissions from the base year 2021.

This year, we surveyed internal and external stakeholders to update our materiality assessment and established a new set of sustainability goals to ensure they remain closely aligned with industry standards and the evolving expectations of employees, customers, suppliers, and community partners.

Key initiatives include:

- Developing new products in line with ISO14024 Type¹ ecolabels.
- Introducing power management features in our software.
- Using ≥80% recycled content in paper and ≥30% plastic and sheet metal.

By fiscal year 2030, we aim to:

- Cut Scope 1 and Scope 2 emissions by 50% from base year 2021.
- Reduce Scope 3 emissions for transportation and sold products by 30%.
- Ensure ≥ 90% of e-waste is reused or recycled and ≤2% sent to landfills.
- Source 50% of our electricity from renewables.

We're also enhancing our commitment to diversity and inclusion by:

- Implementing formal social policies, including a Human Rights, Pay Equity, and Health & Safety Policy.
- Increasing recruitment practices and initiatives for underrepresented groups.
- Bridging the digital divide by expanding opportunities and enhancing human

OUR SUSTAINABILITY JOURNEY

2020

Released first sustainability report

2022

Began Auditing and Reporting Emissions

2024

Updated Materiality Assessment and established phase two of sustainability goals.

2021

Established phase one of sustainability goals including a baseline for targets

2023

Created Corporate Responsibility Council

experiences.

- Increasing Annual Giving Day contributions by 15% each year.

From a governance perspective, we achieved SOC 2 certification for ExtremeCloud IQ for the third consecutive year, and beginning in fiscal year 2025, we will provide board and executive training on sustainability.

As we look ahead, we recognize we remain determined to lead by example—not just within our industry, but across the broader business landscape. Together, we are building a more sustainable future—one that benefits both our business and the planet we share.

Thank You,



Katayoun (“Katy”) Motiey
Chief Legal, Administrative & Sustainability Officer



SUSTAINABILITY GOVERNANCE

Sustainability governance is a cornerstone of our corporate strategy, deeply embedded throughout our business to ensure that environmental, social, and governance practices are central to both our decision-making and operational frameworks. Guided by a strong Corporate Social Responsibility policy, this comprehensive framework enables us to address immediate challenges and leverage future opportunities, driving long-term growth and resilience in a rapidly evolving global landscape.

NOMINATING, GOVERNANCE AND ENVIRONMENTAL & SOCIAL RESPONSIBILITY COMMITTEE

The Board of Directors Nominating, Governance and Environmental and Social Responsibility Committee focuses on providing critical oversight of sustainability initiatives to ensure that our efforts align with not only industry best practices but also our stakeholder expectations and broader business strategy.

CORPORATE RESPONSIBILITY COUNCIL

Guided by our [Corporate Social Responsibility Policy](#), the Corporate Responsibility Council (Council), made up of leaders from across the organization, steers our sustainability and social impact efforts by setting strategic direction and aligning them with our core values and business objectives. The Council fosters collaboration across departments and with external stakeholders, overseeing policies and programs that promote ethical practices, environmental stewardship, and community engagement to drive continuous improvement and innovation.

GHG TASK FORCE

Our GHG Task Force consisting of six groups dedicated to tracking emissions from specific corporate activities like facilities, freight, travel, supply chain, and leased equipment, is responsible for meticulously calculating and documenting our carbon footprint.

DIVERSITY, EQUITY, & INCLUSION (DEI) COUNCIL

The Extreme Diversity, Equity & Inclusion (DEI) Council oversees our DEI efforts, supports Employee Resource Groups (ERGs), and plays a crucial role in fostering an inclusive culture while aligning DEI initiatives with our broader business strategy and goals.

MATERIALITY ASSESSMENT

Our approach to sustainability is holistic and strategic, driven by the needs of our clients, investors, regulatory requirements, and the dedication of our employees. A key element of our strategy is to continually evaluate our goals by conducting a materiality¹ assessment to identify the sustainability topics most important to our stakeholders. We conduct a comprehensive assessment every three years, with interim internal reviews to evaluate our priorities in relation to business risks and opportunities and ensure our sustainability efforts align with both internal and external expectations. In fiscal year 2024, we completed an updated materiality assessment. Guided by industry research from SASB, MSCI, and S&P, this process involved gathering input from a diverse group of stakeholders, including our employees, customers, communities, and board of directors, and analyzing the results to identify and prioritize the most valued topics.

¹ "Materiality" in this sense refers to the priority we give to various corporate responsibility issues and does not carry the same meaning as it does under securities, accounting, and other laws or regulations in the United States and other jurisdictions.

ENVIRONMENTAL

-  Pollution & Waste
-  Responsible Resource Consumption
-  Energy Management
-  GHG Emissions
-  Sustainable Products & Services

SOCIAL

-  Community Impact
-  Diversity, Equity & Inclusion
-  Human Rights & Labor Practices
-  Health & Safety
-  Human Capital Development

GOVERNANCE

-  Supply Chain Management
-  Risk Management
-  Legal & Regulatory Compliance
-  Privacy & Security
-  Business Ethics

EXTERNAL VIEW



INTERNAL VIEW

EXTREME SUSTAINABILITY GOALS

This year, as part of our effort to further enhance our commitment to sustainability and social impact, Extreme closed out phase 1 of its sustainability goals. Building on our previous successes, the Council has set ambitious targets from phase one, to reduce our carbon footprint, promote an inclusive workforce, and deepen our community engagement efforts. These phase two goals, set to be achieved by fiscal year 2030, are informed by our recent materiality assessment and focus on high-priority issues critical to both our long-term success and the well-being of the communities we serve.

In fiscal year 2024, we successfully achieved most of our phase one goals established in 2021, including the following:

| GOALS | TARGET | ACTUAL |
|---|--------------------|--------|
| Percentage of Tier 1 suppliers with Science Based Targets (SBTi) | 30% | 80% |
| Reduce absolute Scope 1 GHG emissions | 25% | 11% |
| Reduce absolute direct and indirect emissions | 12% | 25% |
| Reduce global office footprint by FY 2030 | 76% | 50% |
| Maintain best in class employee turnover | 14% | 5% |
| | YEAR OF COMPLETION | |
| Establish Annual Day of Giving | 2019 | |
| Receive SOC2 certification for Extreme Cloud IQ | 2022 | |
| Establish baseline & goal for use of recyclable material in manufacturing of Extreme’s products | 2023 | |
| Establish baseline and goal for the reuse, refurbishment & recycling of obsolete products | 2022 | |





All phase one goals have a FY 2025 target date unless otherwise noted.

PHASE TWO: FY 2030 SUSTAINABILITY GOALS

All phase two goals have an FY 2030 target date and a baseline year of 2021 unless otherwise noted.







PLANET

-  Achieve Net Zero Emissions by FY 2050
-  Source 50% of electricity from renewable sources
-  30% reduction in absolute Scope 3 emissions for transportation and use of sold products
-  50% reduction in absolute Scope 1 and 2 emissions



PRODUCT

-  Develop new products in accordance with ISO14024 Type¹ ecolabels (EPEAT) by FY 2026
-  Develop, plan, and implement power management features in software
-  Ensure $\geq 90\%$ of e-waste gets reused or recycled and $\leq 2\%$ goes to landfill
-  Ensure Extreme's products use recyclable materials and prioritize responsibly sourced materials during selection by FY 2025:

Paper: $\geq 80\%$ recycled content

Plastic: $\geq 30\%$ recycled content

Sheet Metal: $\geq 30\%$ recycled content

PHASE TWO: FY 2030 SUSTAINABILITY GOALS

All phase two goals have a 2030 target date and a baseline year of 2021 unless otherwise noted.



PEOPLE

- ☒ Create and implement formal social policies and commitments, including a Human Rights Policy, Pay Equity Policy, and Health and Safety Policy by FY 2026
- ☒ Enhance recruitment efforts to increase representation of underrepresented groups, including racial and ethnic minorities, women, veterans, and individuals with disabilities
- ☒ Bridge the digital divide by expanding opportunities and enhancing human experiences, including donating 100% of laptop computers that are no longer viable for high-end corporate tasks to community-based organization
- ☒ Increase Annual Day of Giving contributions by 15% annually
- ☒ Increase volunteer participation to 80%



GOVERNANCE

- ☒ Provide sustainability training for board of directors by FY 2026
- ☒ Identify opportunities to maintain and increase the diversity of the board
- ☒ Conduct a thorough review and gap analysis of all governance policies by FY 2028
- ☒ Achieve ISO 14001 certification for additional sites by FY 2027
- ☒ Include non-bias and inclusion training in the regular training calendar by FY 2026

PLANET



OUR STRATEGY

At Extreme, we believe that conducting our business in an environmentally responsible manner is essential for the well-being of our customers, shareholders, employees, partners, and society. We prioritize reducing our environmental impact by managing emissions, optimizing resource use, and designing sustainable products. Additionally, we implement circular design practices to reduce waste and extend the lifecycle of our products, from sourcing raw materials to end-of-life disposal. Our Environmental Management System (EMS) evaluates the environmental impact of our operations, products, and services, allowing us to focus on the areas of greatest significance. By aligning our efforts with initiatives like the Science Based Targets (SBTi), we are committed to meeting global environmental goals and driving meaningful change.

FOUR PILLARS OF OUR COMMITMENT



REDUCING OUR CARBON FOOTPRINT

We are committed to reducing our carbon footprint through sustainable practices, energy efficiency, and innovative solutions by establishing both internal and external long-term and short-term goals to continually reduce our environmental impact.



SUSTAINABLE PRODUCT MANAGEMENT

We aim to prevent pollution and conserve resources by responsibly managing our operations and implementing circular design principles that reduce environmental harm across the entire product lifecycle, from raw materials to end-of-life disposition.



RESPONSIBLE RESOURCE CONSUMPTION

We are dedicated to implementing practices such as optimizing efficiency, reducing waste, and conserving energy to preserve resources and promote sustainability across our operations.



PRODUCT COMPLIANCE

We comply with global standards and regulations to reduce the environmental impact throughout the product lifecycle.

OUR PATH TO ACHIEVING NET ZERO

Phase two of our sustainability goals includes our commitment to achieving net-zero emissions by fiscal year 2050. This target is central to our sustainability strategy, driving us to reduce emissions across all aspects of our business. By focusing on renewable energy, improving efficiency, and working with our manufacturing and supply chain partners, we are taking decisive steps toward reducing our carbon footprint.

SCOPE 1

Direct emissions from Extreme’s owned facilities and controlled resources

Reduce total global office footprint by 76% by 2030

Phase out GHG emitting fuels in all facilities

Transition to sensor driven lighting

Adopt low or zero emissions systems to power, cool, heat all facilities

SCOPE 2

Indirect emissions related to the consumption of purchased energy including electricity, steam, heating, and cooling.

Source 50% of electricity from renewable sources by 2030

50% reduction in Scope 1 and 2 emissions by 2030

21%

REDUCTION IN ABSOLUTE SCOPE 1 AND 2 EMISSIONS SINCE BASELINE 2021

SCOPE 3

Indirect emissions with our supply chain, products, leased assets, operations waste and employee commuting and travel.

Partner with suppliers who align with our emission reduction goal

Reduce emissions for business travel and employee commuting

Develop new products in accordance with EPEAT

30% emissions reduction for transportation and use of sold products

ACHIEVE NET ZERO EMISSIONS BY 2050

REDUCING OUR CARBON FOOTPRINT

Extreme is committed to reducing our Scope 1 and 2 emissions. Extreme’s operational (Scope 1 and 2) emissions have decreased 21% from our 2021 baseline, putting us well ahead of schedule for our 2030 target. This significant progress has been driven by a series of initiatives, the most impactful being a 50% reduction in the square footage of commercial real estate used for our operations. Prioritizing energy management combined with the consolidation of commercial office space, labs and equipment, we have systemically reduced our energy consumption and carbon footprint. In fiscal year 2025, we will continue to work towards our goal of sourcing 50% renewable energy for our business operations and also engage our suppliers in increasing their use of renewable energy.

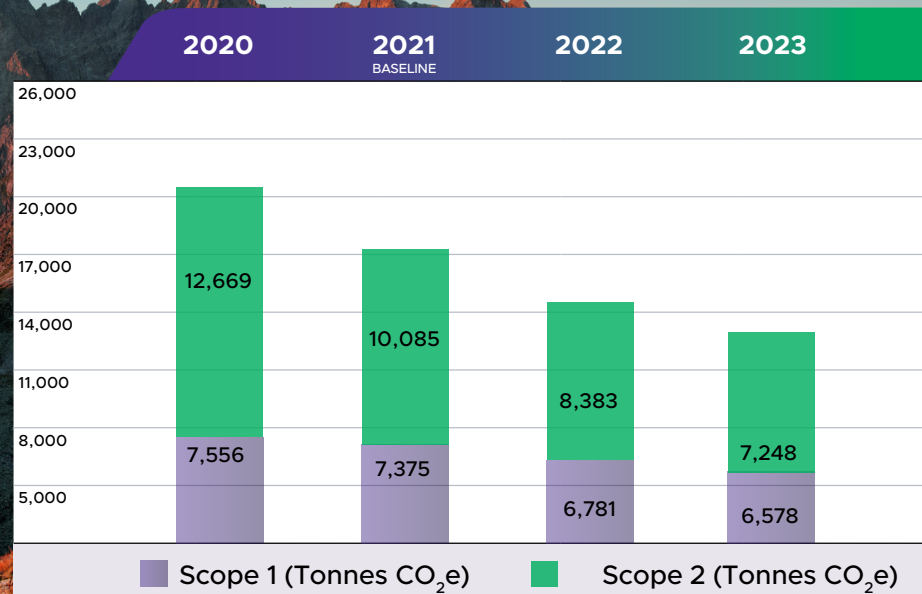
SCOPE 1 AND 2 EMISSIONS

11% REDUCTION IN SCOPE 1 EMISSIONS FROM BASE YEAR 2021

50% REDUCTION IN COMMERCIAL REAL ESTATE USED FOR OPERATIONS

21% REDUCTION IN SCOPE 1 AND 2 EMISSIONS FROM BASE YEAR 2021

EXTREME SCOPE 1 AND 2 CARBON FOOTPRINT

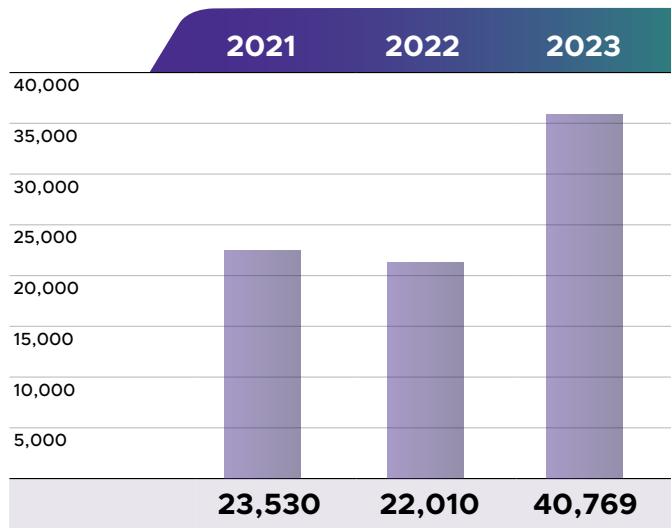


SCOPE 3 EMISSIONS

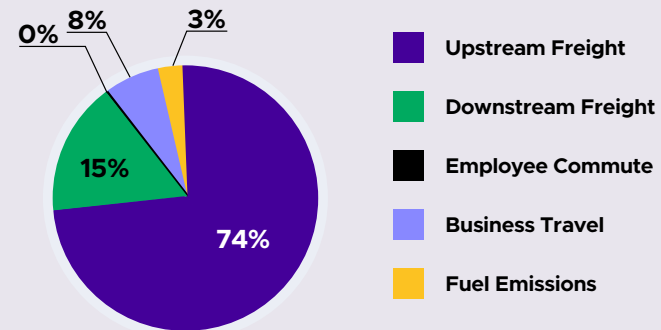
Scope 3 emissions increased from 22,010 tons to 40,769 tons, an 85% rise compared to the previous year. This increase is primarily due to expanded reporting, which now includes the categories of employee commuting and downstream freight. Additionally, in 2023, we saw a notable rise in freight activity compared to our 2021 baseline, as global supply chain constraints eased, allowing our original design manufacturers (ODMs) to clear backlog orders. Both upstream and downstream freight activity increased due to higher EPA emission factors for certain transport modes and a rise in company sales. Additionally, business travel resumed to pre-COVID levels in 2023, resulting in an increase of 3,035 tonnes of CO₂e, reflecting the current travel patterns essential for business operations. While our hybrid work policy has reduced commuting emissions, the necessity of in-person meetings and business activities has led to increased travel.

In 2023, total corporate carbon emissions (market-based) increased by 33%, rising 40,990 tons CO₂e from base year 2021 to 54,596 tons CO₂e.

SCOPE 3 EMISSIONS
(in CO₂e tons)



SCOPE 3 EMISSIONS BREAKDOWN BY CATEGORY
(in CO₂e Tons)



In fiscal year 2024, our methodology and carbon inventory for calendar year 2023 were successfully audited and certified by SGS, an independent third party, confirming our compliance with ISO 14064-1 standards. Additionally, in fiscal year 2024, we expanded our Scope 3 emissions reporting beyond upstream emissions and business travel to include downstream transport to customers and resellers, employee commuting, and emissions associated with the electricity lifecycle.

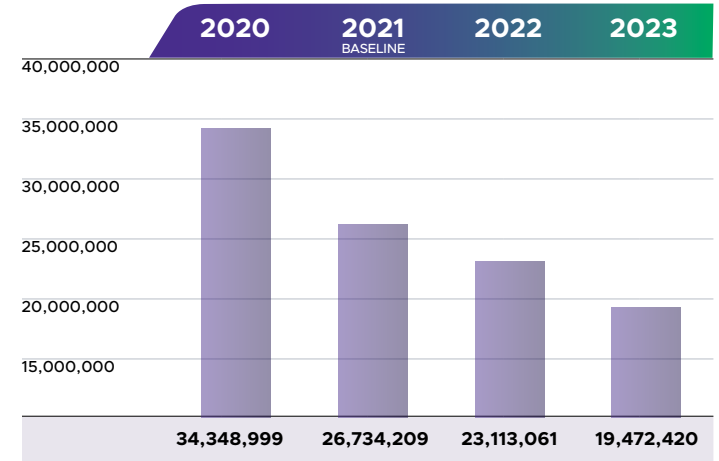
RESPONSIBLE RESOURCE CONSUMPTION

Extreme is dedicated to optimizing energy use across our operations to ensure we reduce our environmental impact while maintaining efficiency and innovation. Real estate consolidation and internal focus on the efficiency of our lab and data center operations resulted in an overall 27% reduction in electricity usage from base year 2021.

To supplement electricity for our operations in San Jose, we deployed the Bloom Hydrogen Fuel Cell, which operates as a microgrid, ensuring an uninterrupted electricity supply to critical engineering and IT activities that support Extreme’s global business, even in the event of a grid failure.

Relocating the majority of our engineering equipment from San Jose, CA to Salem, NH has dramatically reduced our natural gas consumption in San Jose, where we previously used around 90,000 Therms per month to power our labs. After the relocation, these labs in San Jose were shut down, further enhancing our energy efficiency efforts. In Salem, we achieved a 45% reduction in energy usage due to our conservation efforts.

TOTAL ELECTRICITY USAGE (KWH)



14% REDUCTION IN NATURAL GAS FROM BASE YEAR 2021

27% REDUCTION IN ELECTRICITY USAGE FROM BASE YEAR 2021

\$17M+ IN ESTIMATED COST SAVINGS FROM POWER REDUCTIONS OVER THE NEXT FIVE YEARS



WASTE

Extreme has implemented a comprehensive waste management policy across all of its offices, including clearly defined procedures for managing and reducing waste, as well as initiatives to promote recycling and minimize the resource consumption in office operations. Additionally, Extreme has established systematic tracking processes to monitor and measure water usage and waste streams at its facilities to identify areas for improvement and implement strategies to further reduce its environmental footprint.

9,184

KILOGRAMS OF OFFICE REFUSE IN FY 2024

7,101

KILOGRAMS OF RECYCLED WASTE IN FY 2024



WATER

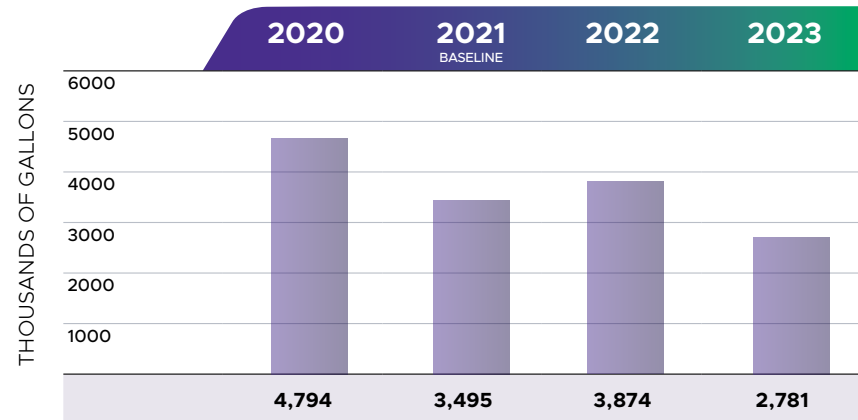
We have seen a dramatic decrease in water consumption due to our lab consolidation efforts. Over the past six months, we migrated over 150 racks of equipment from our San Jose, CA facility to Salem, NH. The old infrastructure in San Jose relied heavily on water-based cooling systems, consuming up to ~ 397,000 gallons of water per month during peak operations. Since the move, water consumption has dropped to just around 17,000 gallons per month, and we anticipate further reductions.

14%

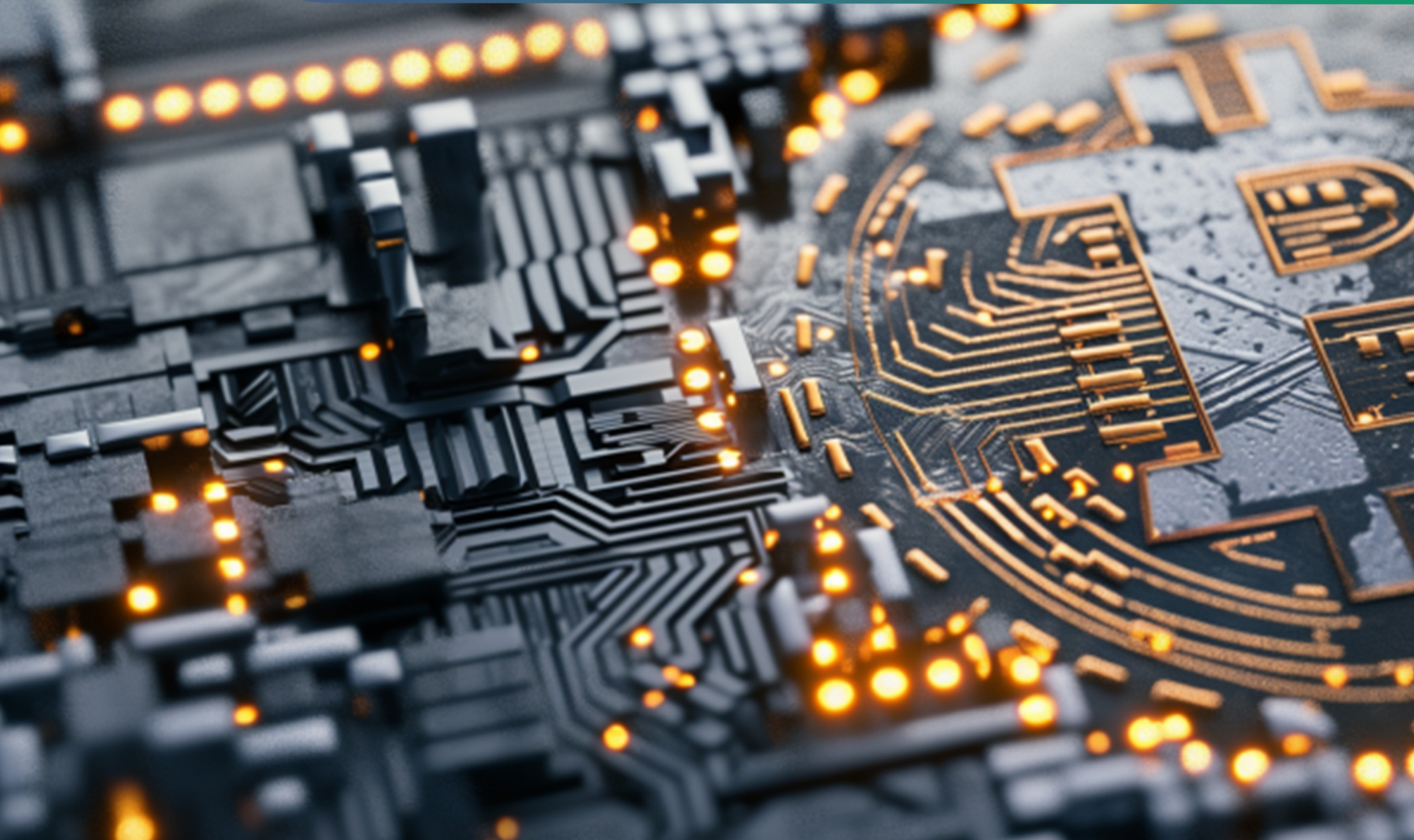
REDUCTION IN OVERALL WATER CONSUMPTION IN 2023

TOTAL WATER USAGE

(Thousands of gallons, % of metered sites)



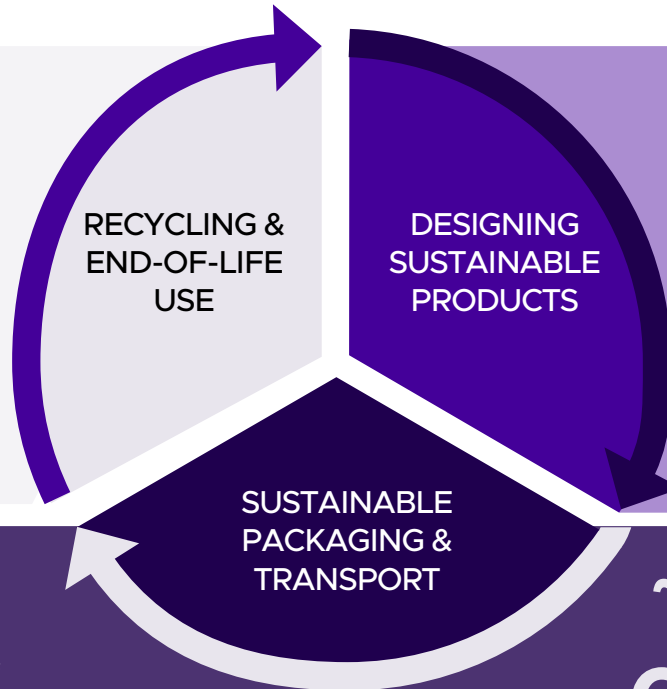
PRODUCT



SUSTAINABLE PRODUCT MANAGEMENT

By integrating sustainability into every stage of the product lifecycle, from design and manufacturing to distribution and end-of-life management, Extreme ensures that its products not only meet the highest performance standards but also contribute to a healthier planet.

End-of-life products are decommissioned, processed as e-waste, and recycled. This year, Extreme launched its first Environmental Take-Back Program, providing customers with a secure and easy way to recycle their end-of-service equipment. By selecting the “Return for Environment” option when requesting a Return Material Authorization (RMA), customers ensure their used equipment is responsibly recycled. Additionally, by refurbishing returned products to an “Equivalent to New” state, we extend their lifecycle and prevent 138 metric tons of e-waste from entering the market.



Extreme’s commitment to delivering sustainable products is evident in its latest products, like the AP5020 wireless access point designed to deliver exceptional performance with a minimized environmental footprint. The AP5020, a first- to -market cloud-managed Wi-Fi 7 access point is built to support bandwidth-intensive applications and increase the proliferation of IoT devices. This new technology not only enhances connectivity, but optimizes energy efficiency, while reducing the need for extensive infrastructure in high-density environments.

In fiscal year 2024, Extreme launched its plastic bag initiative aimed at removing virgin plastic from its products. As a result, approximately 50 tons of plastic per year and 62% of foam usage is expected to be reduced each year by transitioning to recycled plastic or switching to paper alternatives.

~50 TONS OF PLASTIC IS REDUCED EACH YEAR
62% OF FOAM USAGE REDUCED EACH YEAR
100% OF NEW PACKAGING IS FSC CERTIFIED AND RECYCLABLE

22% OF SERVICE INVENTORY, EACH YEAR, IS REFURBISHED EQUIPMENT

158,392 KILOGRAMS OF E-WASTE RECYCLED IN 2023

EXTREME LABS

Extreme Labs is Extreme's innovation and research arm, dedicated to driving cutting-edge advancements in networking and technology. Spanning 31,000-square-feet, the lab serves as a hub for experimentation, development, and collaboration, focusing on creating innovative solutions that address the evolving needs of the digital world and our customers.

Extreme Labs have made significant progress in promoting sustainability through the development of energy-efficient networking solutions and sustainable product design. By reducing energy consumption in data centers and network infrastructures, the lab has helped lower the overall carbon footprint of these critical systems. In fiscal year 2024, the entire lab facility from San Jose, consisting of nearly 330 racks, was relocated to Salem. Despite this significant addition, Salem's overall power usage remained unchanged, indicating that the decommissioning of old equipment offset the increased load from San Jose's migration.

The team integrates sustainable practices into its network infrastructures to support the transition to greener energy usage in the tech industry. This year, Extreme implemented an algorithm in the HVAC system at our Salem location to replace electrical energy with outside air for cooling on days when the temperature drops below 50°F. With 18 units, each consuming enough power to support 16 average homes, we save the equivalent electrical energy usage of approximately 288 homes for every day the temperature is below 50°F.

~15 SEMI-TRUCKS OF RETIRED GEAR RESULTED FROM EXTREME'S E-WASTE PROGRAM

18 HVAC UNITS CONSUME POWER EQUIVALENT TO THE ENERGY REQUIRED TO POWER APPROXIMATELY 288 HOMES

4,446,576 KW OF POWER ARE SAVED PER YEAR DUE TO THE FUEL-COOLING HVAC SYSTEM

12,182 KW OF POWER IS SAVED EACH DAY THE TEMPERATURE IS BELOW 50°F



SUPPLY CHAIN MANAGEMENT

Supply chain management is a top priority, overseen by the Global Operations team, who manage and mitigate supply chain risks through a comprehensive risk register that covers various supply chain aspects such as suppliers, logistics, warehouses, and more. This register assesses risk levels related to natural disasters, wars, pandemics, regulations, tariffs, and IT infrastructure, with appropriate mitigation plans selected and reviewed to ensure supply chain resilience. Additionally, all Tier 1 suppliers are audited by a third party and provided with a risk and safety assessment to ensure they meet our high standards for sustainability and safety. Tier 1 suppliers, currently representing more than 90% of our spending, must maintain ISO 9001, ISO 14001, and ISO 45001 certifications.

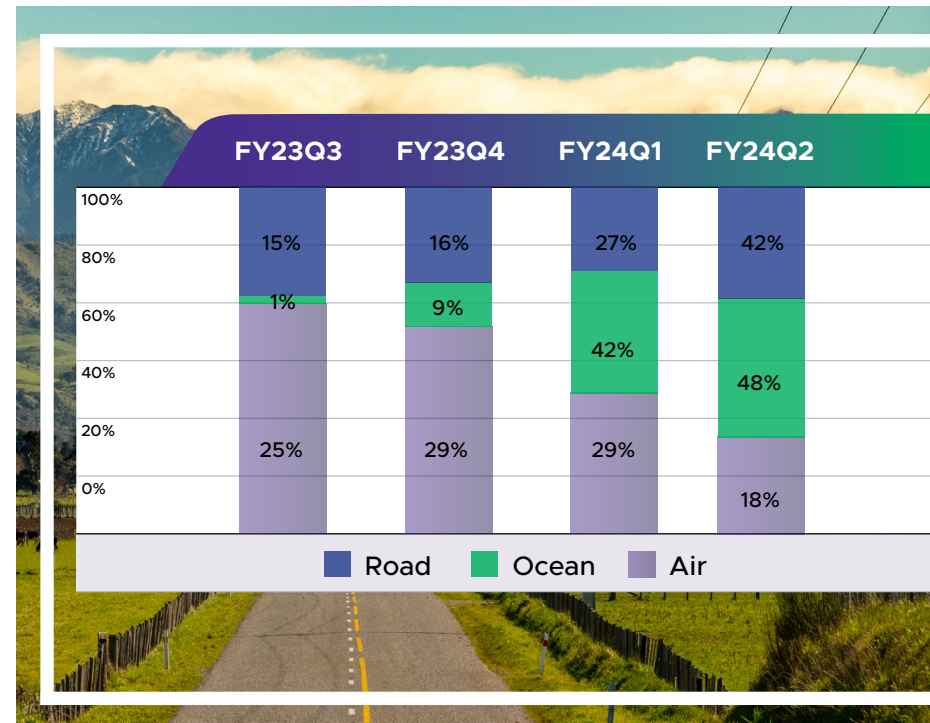
ALL TIER 1 SUPPLIERS ARE REQUIRED TO REPORT THEIR GHG EMISSIONS AND PROVIDE STATUS UPDATES ON PLANS TO REDUCE THEIR CARBON FOOTPRINT.

ETHICAL SOURCING:

Extreme is deeply committed to ethical sourcing, which includes a strict [Conflict Minerals Policy](#). We work diligently with our suppliers to ensure that the raw materials used in our products are sourced responsibly, free from conflict, and in compliance with all regulatory requirements. Extreme is a proud member of the Responsible Business Alliance (RBA) and utilizes the Responsible Minerals Initiative for conflict minerals reporting and auditing to ensure compliance with various supply chain standards.

REDUCING EMISSIONS IN OUR SUPPLY CHAIN

We actively encourage our downstream suppliers to adopt science-based carbon reduction targets and regularly monitor their progress through audits and quarterly executive reviews. As part of our commitment to reducing operational costs and carbon emissions, we are transitioning more freight from air to sea and working with logistics partners to optimize shipping schedules and ensure that products can be transported by sea without disrupting delivery timelines.



PEOPLE



DIVERSITY, EQUITY, AND INCLUSION

At Extreme, diversity, equity, and inclusion (DEI) are integral to who we are and how we operate. A key factor in Extreme's success in fostering a more diverse and inclusive company is the active commitment of our executives, who are dedicated to truly "walking the walk" in advancing these values. As we grow our portfolio and expand our organization, we remain committed to hiring and partnering with a diverse workforce and supplier base to enrich our perspectives and foster the exchange of ideas. Inclusion is embedded in our DNA; by encouraging dominant voices to listen and empowering non-dominant voices to speak up, we gain valuable insights that lead to smarter decisions and better business outcomes.

Our passion for innovation extends beyond building the industry's best enterprise networks; it encompasses creating a workplace where every individual feels valued, can do their best work, and can reach their potential. We promote a culture that embraces diversity across gender, ethnicity, sexual orientation, disability, age, and religion, ensuring that every employee can thrive because of their differences, not despite them. This commitment also includes broadening our talent pipeline with resources that align with our diversity goals, making DEI a core part of our values and beliefs at Extreme.

"Building a culture that prioritizes inclusion and diversity should be a goal for every organization. A more diverse and inclusive culture leads to happier, more productive employees and leaders, ultimately giving the organization a competitive advantage in the marketplace."

Kimberley Basnight, SVP and Chief Diversity Officer, Extreme Networks



We are dedicated to strategically aligning with our partner community to advance Diversity, Equity, and Inclusion (DEI) across all areas of our business. The DEI Partner Badge initiative allows for collaboration with Extreme on community-based projects, offering tools and support to better identify, measure, and enhance DEI efforts within participating organizations. This program also aims to build a talent pipeline through education with Extreme Academy Certified instructors and supports the effective implementation of DEI strategies within our partner organizations.

56

DEI PARTNER BADGES WERE OFFERED IN FY 2024

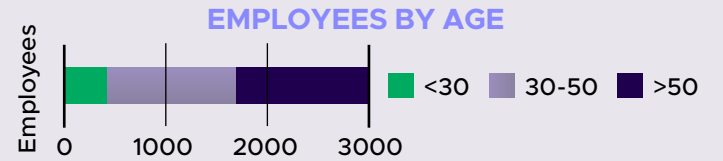
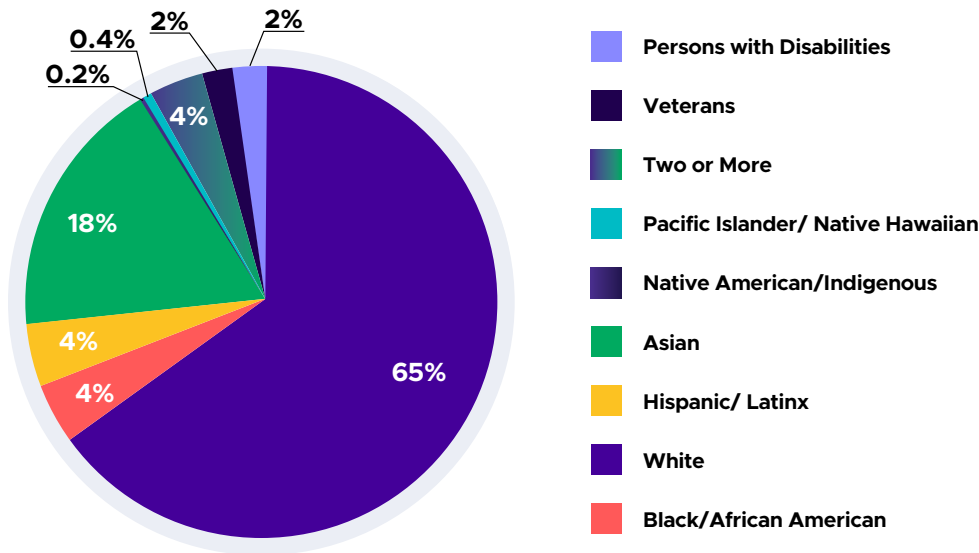
35%

OF U.S. WORKFORCE COMES FROM DIVERSE BACKGROUNDS

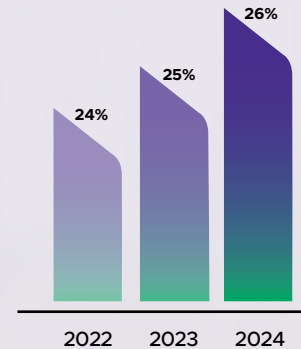
INCLUSIVE WORKFORCE

We are committed to fostering an inclusive culture where every employee feels valued, respected, and empowered to contribute. A diverse workforce is key to maintaining our competitive edge, and ensuring we meet the evolving needs of our customers. The combination of our employees' diverse talents, cultures, and skills amplifies our potential to design and deploy innovative technology, promote teamwork in problem-solving, and drive forward-thinking solutions.

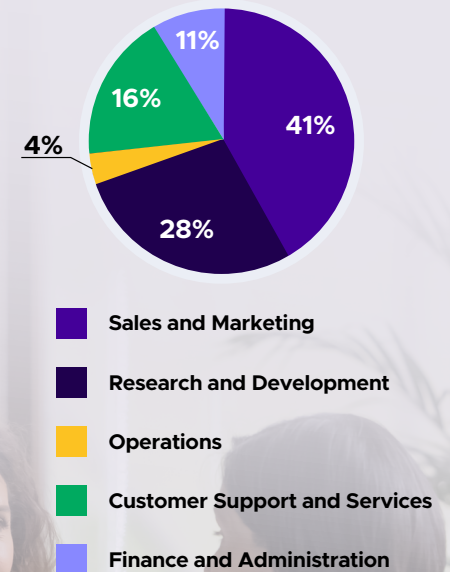
EMPLOYEE DIVERSITY
(% of U.S. representation)



FEMALE REPRESENTATION



EMPLOYEE BREAKDOWN BY ROLE



22% OF LEADERSHIP AND TOP MANAGEMENT IS WOMEN

ATTRACTING TALENT

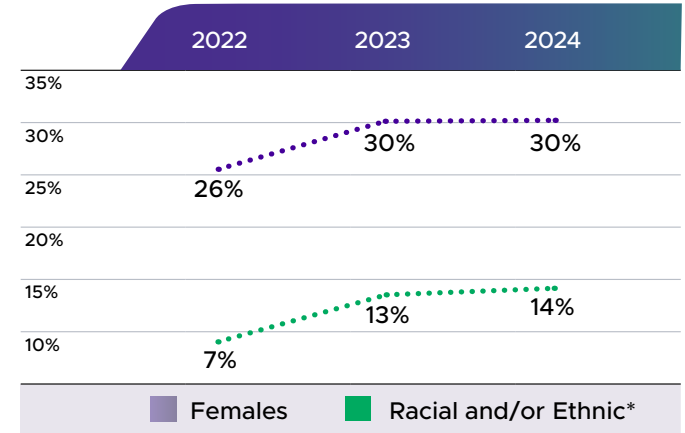
We are committed to attracting and retaining the most qualified employees for each role within the company. To achieve this, we leverage various recruiting channels, including employee referrals and platforms that promote diverse candidates. Our onboarding process through the New Hire Academy sets the foundation for success, while ongoing skill development is supported by role-specific training programs, career development tools, manager training, coaching, and mentorship. By prioritizing diversity in our recruitment efforts and actively participating in and hosting events that engage underrepresented groups, we aim to build a more inclusive workforce that drives innovation and helps us achieve our strategic goals.

INTERNSHIP PROGRAM

To build the next generation of Extreme employees, the company brings on interns throughout the year who actively contribute to projects that have a significant impact on the company during their internships. Since fiscal year 2022, our internship program has doubled in size. From redesigning web pages and working on messaging to planning events and developing training curriculum, interns are involved in every facet of the business. They are encouraged to join meetings, network with industry professionals, and share their unique perspectives.

In fiscal year 2024, Extreme received over 5,000 applications for 60 internship positions.

NEW HIRE DIVERSITY



*As a percentage of U.S. employees

330+ NEW HIRES IN FY 2024

35 INTERNS HAVE RETURNED AS FULL-TIME HIRES

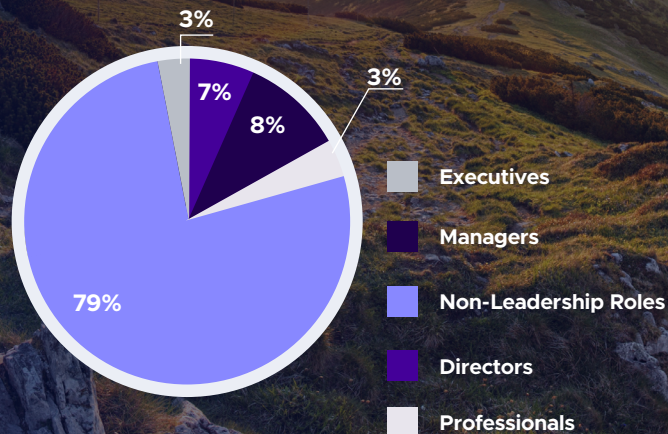
14% OF U.S. NEW HIRES CAME FROM DIVERSE BACKGROUNDS

RETAINING TALENT

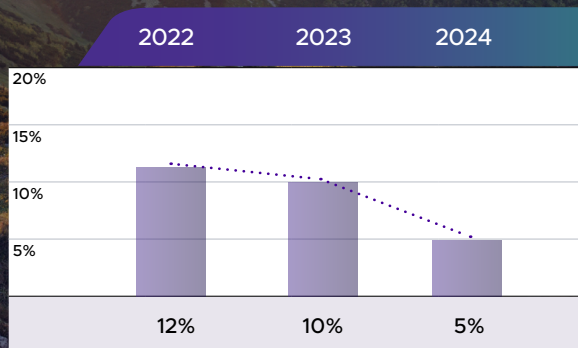
Extreme places a strong emphasis on internal promotions and the development of its leadership team, recognizing that cultivating talent from within is key to the company’s continued success. By identifying and promoting individuals who demonstrate exceptional leadership qualities, technical expertise, and a deep understanding of the company’s culture and goals, Extreme ensures that its leadership is well-prepared to navigate the challenges of the industry. Through these internal promotions, we build a dynamic and resilient leadership team that is poised to lead the company into the future.

Extreme is proud to have one of the lowest turnover rates in the industry. In fiscal year 2024, our voluntary turnover rate was 5%, which is 38% lower than the industry average. Our focus on fostering a positive and inclusive environment, combined with opportunities for growth and innovation, helps us retain top talent and maintain a dedicated, highly skilled workforce while also enhancing our ability to deliver consistent, high-quality service to our customers.

LEADERSHIP POSITIONS



EMPLOYEE TURNOVER



286 INTERNAL PROMOTIONS SINCE FY 2022

21% OF EMPLOYEES IN LEADERSHIP POSITIONS

50% REDUCTION IN VOLUNTARY TURNOVER SINCE FY 2023

TALENT DEVELOPMENT

Extreme is committed to fostering continuous learning and professional development for all employees. We provide access to LinkedIn Learning, a comprehensive platform that empowers employees to explore and develop the skills they need to advance in their careers. LinkedIn Learning also offers an AI Coach, allowing employees to receive personalized guidance on skill development and career exploration. For our managers, we extend access to FranklinCovey content, further equipping them with tools to lead effectively. Our Talent Development department hosts workshops for both employees and managers, covering essential topics such as career development and performance management. For product and technical training, the Extreme Academy Development team offers internal technical training that can be self-paced or instructor-led, ensuring our team remains at the forefront of industry advancements. Employees are evaluated twice a year and receive a performance descriptor, with managers encouraged to discuss career development at least twice annually.

LEADERSHIP DEVELOPMENT PROGRAMS

Our Leadership Live Program, offered quarterly to 60 directors, focus on inclusive leadership through one-hour sessions on topics such as managing change, building trust, strengthening teams, and developing employees.

CUSTOM MANAGER TRAINING

Managers are provided with custom-built training tailored to their specific needs, such as addressing particular challenges within their teams. These programs utilize FranklinCovey materials and assessments to ensure targeted and effective development for our leaders.

MENTORING PROGRAM

Extreme offers a company-wide mentoring program available to any employee who seeks to grow their career through guidance from internal mentors. In fiscal year 2024, this program had 264 total users, and saw a match rate of 40% between mentor and mentee, resulting in 70 connections, and over 400 mentoring activities.

264 EMPLOYEES PARTICIPATED IN THE FY 2024 EXTREME MENTORING PROGRAM

22,000+ LINKEDIN LEARNING HOURS WITH AN AVERAGE OF **12.5** HOURS PER EMPLOYEE

FOSTERING INCLUSION THROUGH EMPLOYEE RESOURCE GROUPS

We believe that we gain valuable perspective that drives better decision-making when we listen to diverse voices. Extreme has launched ten Employee Resource Groups (ERGs) to support our employees. Our Employee Resource Groups (ERGs) are open to everyone and have been highly effective in enhancing both retention and recruitment efforts. Board members and executive leaders are deeply involved, supporting ERG initiatives and events as DEI advisors and active participants. These groups provide employees from diverse backgrounds with valuable opportunities to develop leadership skills, gain greater visibility within the organization, and share their unique perspectives.

- **Women in Networking**
- **Black @ Extreme (Black/African American)**
- **LaRaza (Hispanic)**
- **Maitri (employees in India)**
- **Pride Alliance (LGBTQ+)**
- **Global Veterans Council**
- **Asian Pacific Islanders (API)**
- **Aspiring Professionals @ Extreme (APEX)**
- **Abilities Alliance (employees with disabilities)**
- **Parents @ Extreme**



ABILITIES ALLIANCE



ASPIRING PRO @ EXTREME (APEX)



ASIAN PACIFIC ISLANDERS



BLACK @ EXTREME (BEX)



LA RAZA



MAITRI



PRIDE ALLIANCE



VETERANS COUNCIL



WOMEN IN NETWORKING



PARENTS AT EXTREME

This year, Extreme took a significant step towards creating a workplace where working parents can thrive both personally and professionally by launching the Parents at Extreme Affinity Group. Through this group, we aim to provide a platform for parents to share resources, experiences, and advice to help each other navigate the challenges of achieving work-life harmony.

35% OF ALL EMPLOYEES PARTICIPATE IN ONE OR MORE ERGS

50+ EVENTS AIMED AT EDUCATING AND ENGAGING ALL EMPLOYEES ACROSS THE ORGANIZATION

BRIDGING THE DIGITAL DIVIDE

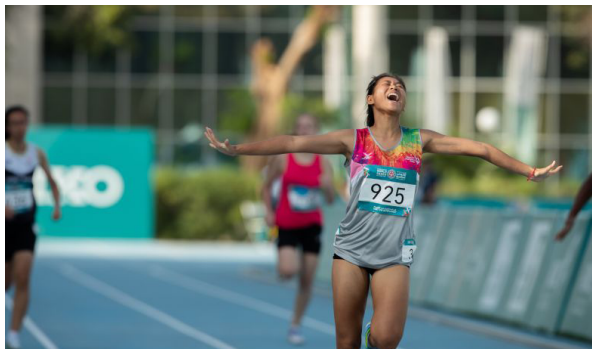
SPECIAL OLYMPICS PARTNERSHIP



Special Olympics

Extreme is dedicated to bridging the digital divide and has partnered with the Special Olympics to support athletes in communities worldwide. The Special Olympics is a global movement promoting inclusion and community, where everyone is accepted and welcomed, regardless of ability. People with intellectual disabilities often have their talents and abilities undervalued, limiting their potential, and technology is vital in helping them connect, communicate, learn, and train.

This year, Extreme made a corporate donation to the Special Olympics to support athletic programs across North America, Europe-Eurasia, Latin America, and the Asia-Pacific. The funds will also support unified leadership training through a partnership between the Special Olympics and our Abilities Employee Resource Group.



SMART START TRANSITION YEAR PROGRAM

For the second consecutive year, Extreme hosted the Smart Start Transition Year program for school students, designed to create a valuable learning experience for the next generation of talent. This program exposed students to potential career paths through demonstrations, first-hand knowledge, and opportunities to build connections. During the two-day event, 17 students gained insights into how a global tech company operates and explored various career options for their future.



17 STUDENTS PARTICIPATED
IN FY 2024 SMART START
TRANSITION PROGRAM

SUPPLIER DIVERSITY

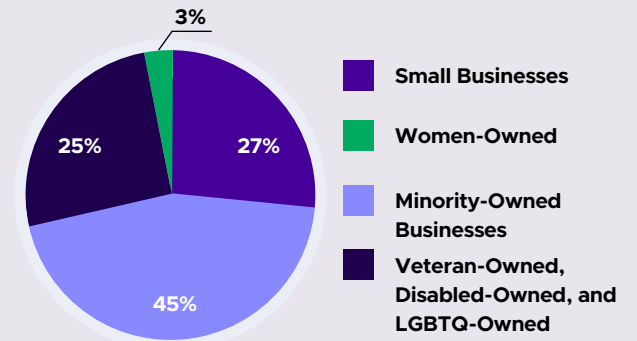
Our [Supplier Diversity Program](#) includes a series of initiatives designed to empower our employees and strengthen our relationships with diverse suppliers. We conduct training sessions on diverse supplier engagement tailored specifically for procurement and to equip our team with the knowledge and tools needed to identify, engage, and collaborate effectively with diverse suppliers, ensuring that inclusion is at the forefront of our procurement strategy.

Our comprehensive database and tracking system facilitate connections with diverse suppliers and allow us to monitor and report on our diverse spending, maintaining transparency and accountability to consistently strive to meet our diversity goals.

Extreme’s Supplier Spotlight Program further integrates our diverse supplier base while also providing greater visibility for diverse suppliers both internally and externally. To ensure that we continuously bring new and diverse perspectives into our supply chain, we partner with supplier diversity matchmaking organizations such as the National Minority Supplier Development Council (NMSDC) and the Women’s Business Enterprise National Council (WBENC).

SUPPLIER DIVERSITY BREAKDOWN

(By % spent on diverse suppliers)



“At Extreme, our commitment to supplier diversity goes beyond fostering equitable opportunities; it’s about recognizing that partnering with a diverse range of suppliers infuses our supply chain with unique perspectives, innovative solutions, and the agility needed to thrive in a dynamic industry.”

Peter O’ Flanagan, Senior Director SC Engineering, NPI and Sustainability, Extreme Networks

\$15.5M+

SPENT WITH DIVERSE SUPPLIERS

48%

OF DIVERSE SUPPLIER SPEND ON
MINORITY OWNED BUSINESSES

12%

OF TIER 1 SUPPLIERS COME FROM
DIVERSE BACKGROUNDS

CARING FOR OUR EMPLOYEES

To support employee well-being, we offer a comprehensive and competitive compensation and benefits package that is designed to attract, retain, and develop top talent while recognizing the value of individual contributions. Extreme provides robust, region-specific benefits that include a 401(k) plan, generous parental leave, unlimited flex-time off, and a variety of health, dental, vision, and prescription drug plans to support the well-being and work-life balance of our employees.

COMPENSATION:

Our compensation philosophy centers on providing a competitive package that rewards the achievement of company goals. This includes a short-term bonus plan to motivate employees to meet half-year objectives, and grants of restricted stock units to reward eligible employees with long-term stock price appreciation. Additionally, employees have the opportunity to participate in our employee stock purchase program, further aligning their success with the success of the company.

FIVE PILLARS OF WELL-BEING



SOCIAL



MENTAL



FINANCIAL



PHYSICAL



COMMUNITY

HEALTH AND SAFETY

Extreme is committed to providing a healthy and safe workplace and environment. In fiscal year 2024, we had zero work-related injuries, lost-time incidents, or recordable incidents, which is below the industry average of 0.1. Additionally, we have had no fines or citations for non-compliance with laws and regulations related to environmental, health or safety. This year, Extreme rolled out its global safety program which aims to designate safety representatives at each office, all who are required to complete safety training and work proactively to reduce and eliminate potential workplace hazards.

ZERO

INCIDENTS OF NON-COMPLIANCE
CONCERNING THE HEALTH AND SAFETY
IMPACTS OF PRODUCTS AND SERVICES

Lost Time Incident Rate (LTIR) 0

Recordable Incident Rate (RIR) 0

Work-Related Injuries 0

EMPLOYEE ASSISTANCE PROGRAMS

Employee wellness and mental well-being is always a top priority at Extreme. We are committed to ensuring that our employees worldwide have access to mental health and overall well-being resources in their local language through our Employee Assistance Program and corporate employee portal that provides a wide range of resources focused on stress management, mental and emotional health, self-care, and more. Upon request, we provide modified workstations tailored to meet individual ergonomic needs to reduce strain and improve posture.



MOTIVATEME

U.S. program designed to encourage employees to keep up with preventative care by rewarding positive behavior



HELP@HAND

U.K. program offering well-being services including mental health support and physiotherapy programs

COMMUNITY IMPACT

Extreme supports community development, education, and job training in the communities in which we operate through corporate philanthropy. The Extreme Community and Involvement Team (EXCITe) is driven by leaders in various offices around the world, spanning from San Jose, California, to India. Together, with our Philanthropy Committee, this team works to enhance our employee experience by creating opportunities that contribute to local communities via philanthropic activities across the entire world.

AMERICAS:

- ☒ 546 boxes equating to **16,380** lbs. of food and **13,650** meals at the **Central Texas Food Bank**
- ☒ **34,482** meals to feed **94** kids a daily meal for a year to **Feed My Starving Children**
- ☒ **885+** educational kits for **Resource Area for Teachers (RAFT)** to benefit **7,000+** students



EMEA:

- ☒ Connected promising and underprivileged citizens with **ArmenTeKort** in Belgium
- ☒ Collected clothing donations for the **French Red Cross**
- ☒ Collected non-perishable food for **The Tafel** network in Germany
- ☒ Supported the **Guide Dogs** mission in England



APAC:

- ☒ Assembled **100** care packages for seniors at the **Kreta Ayer Community Center** in Singapore
- ☒ Established STEM Lab with audio-visual equipment with the **American India Foundation (AIF)**
- ☒ Volunteered at “**Our Big Kitchen**” in Australia
- ☒ Donated blood to the **Korean Red Cross** in South Korea



ANNUAL DAY OF GIVING

This year, Extreme hosted its 4th Annual Day of Giving, a dedicated day on which our employees, partners, and customers come together to volunteer and give back to their communities. Hundreds of hours were dedicated to over 30 charities to raise funds, serve meals, clean parks, donate blood, and contribute to various global charities. Notable highlights from this year’s annual day of giving include:

\$128,000 IN CASH DONATIONS

750+ TOTAL EMPLOYEE VOLUNTEER HOURS

30+ CHARITIES RECEIVED DONATIONS



HUMAN RIGHTS AND FAIR LABOR PRACTICES

At Extreme, we are deeply committed to upholding human rights and promoting fair labor practices across all areas of our business. We believe that every individual deserves to work in an environment where they are treated with respect, dignity, and fairness. We recognize the rights of employees to freely associate with legally sanctioned organizations and are dedicated to fostering an inclusive and supportive work environment.

To uphold these principles, we have implemented rigorous policies, including our [Code of Business Conduct and Ethics](#), to ensure that both our operations and those of our suppliers adhere to the highest ethical standards. Additionally, our [Supplier Code of Conduct](#) reinforces these values by setting clear expectations for our partners and ensuring that our supply chain aligns with our commitment to human rights and fair labor practices.

As part of our ongoing efforts, we remain vigilant in staying attuned to evolving legal frameworks and regulations, such as the Uyghur Forced Labor Prevention Act, to ensure that our practices consistently reflect our dedication to corporate responsibility. In fiscal year 2024, Extreme formalized its [Modern Slavery Statement](#) to inform customers and stakeholders of our commitment to upholding human rights and complying with laws prohibiting forced labor, child labor, modern slavery, and human trafficking.

“Respecting human rights in the workplace is not just a legal obligation; it’s a fundamental principle that drives a culture of dignity, fairness, and equality for all employees.”

Demetrius Cunningham, Senior Director of DEI Initiatives & Strategic Partnerships, Extreme Networks



HUMAN
RIGHTS
CAMPAIGN

This year, Extreme participated for the first time in the Human Rights Campaign Foundation’s Corporate Equality Index (CEI), earning a score of 90 out of 100 points. The CEI is the leading benchmarking tool that evaluates corporate policies and practices related to LGBTQ+ workplace equality in the United States.

The 2023-2024 CEI results reflect how U.S.-based companies, including Extreme, are advancing LGBTQ+ inclusive workplace policies both domestically and globally, with non-discrimination protections extending to 21 million employees worldwide.

Our participation and high score in the CEI demonstrate our commitment to not just discussing diversity, equity, and inclusion (DEI) initiatives but actively implementing changes that positively impact our employees and make our workplace more inclusive overall.

GOVERNANCE



BOARD OF DIRECTORS

The Board of Directors at Extreme is composed of diverse and experienced leaders who provide strategic oversight to ensure that management’s actions are in the best interests of shareholders, employees, customers, and the broader community. Their collective expertise in areas such as risk management, technology, finance, cybersecurity, and operations helps steer the company toward sustainable growth, while their commitment to ethical practices and transparency ensures that Extreme operates with integrity and accountability.



INGRID BURTON*
Board Member



CHARLES CARINALLI*
Board Member



KATHLEEN M. HOLMGREN*
Board Member



JOHN C. SHOEMAKER*
Board Member



ED MEYERCORD
President and CEO



EDWARD H. KENNEDY*
Board Member



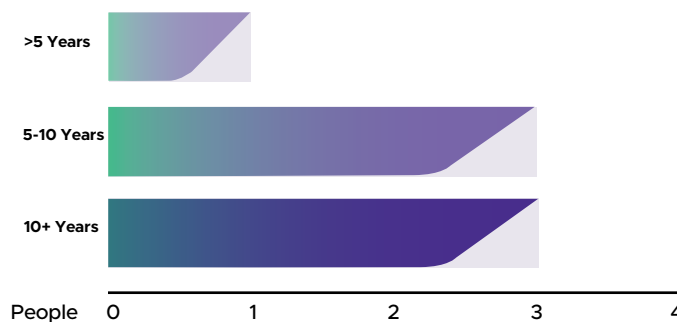
RAJ KHANNA*
Board Member

*Independent Director

7 TOTAL DIRECTORS

6 INDEPENDENT DIRECTORS*

BOARD TENURE



50% DIVERSITY AMONG INDEPENDENT DIRECTORS

33% OF INDEPENDENT DIRECTORS ARE FEMALE

CORPORATE GOVERNANCE

The Board of Directors at Extreme plays a culture role in corporate governance and shaping the company’s strategic direction: The Board of Directors fosters a culture of risk awareness throughout the organization, setting the tone at the top, where risk management is integrated into the company’s culture and decision-making processes. Playing a key role in Enterprise Risk Management (ERM), the Board provides oversight to ensure that risks are effectively identified, assessed, managed, and communicated effectively across all levels of the organization. The Board oversees key areas such as risk management and financial performance, regularly engaging with management to review the company’s strategic direction and associated risks, including financial, operational, and cyber risks.

OWNERSHIP AND BUSINESS PRACTICES

To align the interests of the Company’s directors with those of its stockholders, the Board requires directors to own Company common stock valued at least five times the annual Board retainer within five years of their appointment. Shares acquired on the open market, through option exercises, and vested restricted stock count toward this requirement. The Board may waive this requirement if it would cause undue hardship for a director due to personal circumstances.

BOARD OF DIRECTORS OVERSIGHT

AUDIT COMMITTEE

Primary functions include reviewing and reporting financial reports, assessing the qualifications, independence, and performance of the Company’s internal audit function, and overseeing the Company’s policies and programs related to risk assessment and management.

COMPENSATION COMMITTEE

Primary purpose is to fulfill the Board’s responsibilities concerning the compensation and benefits of the Company’s directors and senior executives, including evaluating management performance and reporting on compensation and benefits plans and programs.

NOMINATING, GOVERNANCE, AND ENVIRONMENTAL & SOCIAL RESPONSIBILITY COMMITTEE

The committee develops criteria for selecting and evaluating Board candidates, committee appointments and removals, recommends governance principles and compliance mechanisms, assists with annual performance reviews, and oversees environmental, social responsibility, philanthropic, and DEI initiatives.

CORPORATE RESPONSIBILITY COUNCIL

Ensures the organization’s commitment to sustainability practices aligns with the company’s strategic direction and objectives, collaborates with internal departments to integrate corporate responsibility into all areas of the business, and provides quarterly reports to the Nominating, Governance and Environmental, & Social Responsibility Committee.

ETHICAL BUSINESS

Ethical business practices are the foundation of our operations and corporate culture. We are committed to conducting business with integrity, transparency, and respect for all stakeholders. This commitment means adhering to the highest standards of honesty and fairness in all interactions, whether with customers, partners, employees, or the communities we serve. We strictly comply with all applicable laws and regulations, actively avoid conflicts of interest, and ensure that our practices promote fair competition. Our dedication to ethical conduct extends to safeguarding data privacy, upholding human rights, and fostering an inclusive workplace where diversity is valued and respected.

96% OF EMPLOYEES COMPLETED BUSINESS CODE OF CONDUCT AND ETHICS TRAINING

30 GLOBAL ETHICS TEAM (GET) CHAMPIONS FROM 9 COUNTRIES AND 13 DEPARTMENTS

GLOBAL ETHICS TEAM

The Global Ethics Team (GET) Champions at Extreme are a dedicated group of ethics advisors who promote ethical behavior and integrity throughout the company. In fiscal year 2024, our GET Champions included 30 volunteers from nine countries and thirteen departments within Extreme. GET Champions act as peer advisors, provide feedback aligned with the Business Code of Conduct and Ethics, promote ethical principles and support local compliance training programs.

\$0 IN POLITICAL CONTRIBUTIONS IN FY 2024

EXTREME CODE OF BUSINESS CONDUCT AND ETHICS

Extreme’s Code of Business Conduct and Ethics requires strict adherence to all laws and regulations, emphasizing integrity and ethical behavior throughout all operations. It serves as a framework that prohibits bribery, corruption, and unethical payments, while ensuring compliance with global anti-corruption laws, fair competition, antitrust laws, and trade regulations.

ANTI-CORRUPTION POLICY

Extreme is committed to adhering to the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act, and all other applicable anti-corruption laws. Our Anti-Corruption Policy applies globally to all interactions with customers, partners, employees, consultants, and any other parties on behalf of Extreme.

CYBERSECURITY


Extreme has implemented a comprehensive suite of cybersecurity policies designed to protect the company’s digital assets, secure sensitive information, and ensure the integrity and reliability of its systems and networks. These policies encompass a wide range of protective measures, including advanced encryption techniques, multi-factor authentication, and rigorous access controls, all aimed at safeguarding against unauthorized access, data breaches, and other cyber threats. The company’s cybersecurity policies are also regularly reviewed and updated to adapt to new challenges and emerging threats, minimizing the risk of cyber incidents, and supporting business continuity.

Extreme aligns its cybersecurity framework with globally recognized standards that are both current and effective in addressing the ever-evolving landscape of cyber threats. As part of our commitment to ensure our practices meet the highest standards, our governance and cybersecurity programs related to our ExtremeCloud IQ product are independently assessed through ISO27001, 27701, 27017, and SOC2 compliance certifications. Moreover, Extreme conducts regular internal and external audits, vulnerability assessments, and penetration testing to proactively identify and mitigate potential risks.

Extreme ensures that every employee understands the critical role they play in protecting the company’s digital ecosystem. Through ongoing training and education programs, employees are equipped with the knowledge and tools needed to recognize and respond to potential threats, further strengthening the company’s overall security posture.



KEY CYBERSECURITY POLICIES INCLUDE:

-  Data Classification Policy
-  Context of the Organization
-  Corporate Password Policy
-  Digital Media Disposal Policy
-  Information Security Governance Charter
-  Information Security Major Incident Process
-  Information Security Policy
-  Physical and Environmental Security Policy
-  Product Security Incident Response Team (PSIRT)
-  Supply Chain and Information Security Policy

DATA PRIVACY AND RISK MANAGEMENT

Our commitment to information security is built on comprehensive security programs, a well-structured governance framework, and strong risk management processes, policies, and training. Extreme is dedicated to protecting data security in a remote workforce by implementing secure remote access protocols, encrypted communication channels, and strict authentication measures, ensuring that employees can safely connect to company resources from anywhere while safeguarding sensitive information. Our Emergency, Disaster, and Business Continuity Plan ensures preparedness, response, and recovery from disruptions, and includes detailed protocols for emergency response, disaster recovery, and maintaining critical business functions to serve our customers and partners with minimal interruption. Regular testing and updates to the plan ensure that we remain resilient and responsive, safeguarding our people, assets, and business operations in the face of unforeseen events.

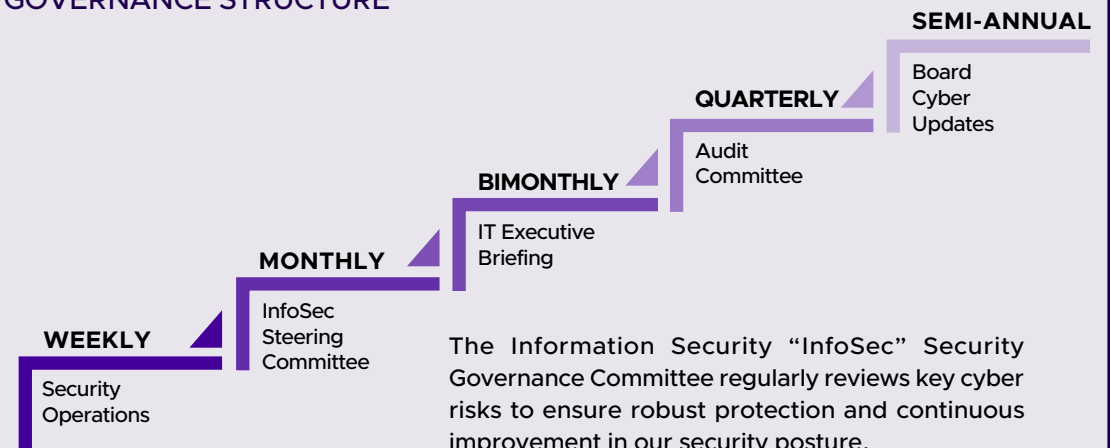
PRIVACY AND COOKIES POLICY

Extreme's Privacy and Cookies Policy details the company's approach to collecting, using, and protecting personal information. The policy ensures that all data is handled securely and complies with relevant laws. It outlines the types of data collected, the use of cookies for tracking and improving user experience, and the specific circumstances under which data may be shared with third parties. Additionally, the policy informs users of their rights to manage their personal information and cookie preferences.

ZERO MATERIAL DATA BREACHES IN FY 2024

INFOSEC GOVERNANCE STRUCTURE

Our multi-layered security governance is continuously improved to ensure clear responsibilities, effective communication, aligned priorities, and strong leadership oversight. Each layer within this structure follows specific schedules for meetings, reporting, and actions, ensuring consistent communication between our security working groups, leadership team, and Board of Directors. We conduct quarterly assessments of our InfoSec control environment against the NIST Cyber Risk Framework and perform semi-annual external maturity assessments to validate our internal processes.



FORWARD LOOKING STATEMENTS

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, which are based on our current assumptions, expectations, forecasts, estimates, and projections regarding our business, our industry, and the general economic environment. All statements, other than statements of historical facts, may be forward-looking statements. Statements that include words such as “may,” “will,” “should,” “expect,” “plan,” “intend,” “anticipate,” “believe,” “estimate,” “predict,” “potential,” “continue,” “goals,” “targets,” and similar expressions are intended to identify these forward-looking statements. These forward-looking statements involve risks and uncertainties. We caution investors that actual results may differ materially and adversely from those projected in the forward-looking statements as a result of certain factors, including, but not limited to availability and accuracy of reporting from third parties, availability of raw materials and other components used within our products, development of new technology and customer response to new products, regulatory factors, and climate-related risk and opportunity. We undertake no obligation to update any forward-looking statements, whether as a result of new information, the occurrence of certain events, or otherwise. For additional information on these and other factors that could impact our financial reports are available in our Annual Report on Form 10-K for the fiscal year ended June 30, 2024, and other filings we have made with the Securities and Exchange Commission.

Standards and metrics used in preparing this report, including any underlying data used in preparing such metrics, continue to evolve and are based on expectations and assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees. We expect methodologies, including regarding the calculation of greenhouse gas emissions and associated reductions, to continue to evolve and we cannot guarantee that our approach will align with the preferences of any particular stakeholder. Moreover, our disclosures based on any standards may change due to revisions in framework requirements, availability of information, changes in our business or applicable governmental policies, or other factors, some of which may be beyond our control. This report also contains matters that may be significant, however, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with the U.S. federal securities laws, even where we use the word “material” or “materiality” in this report or in other materials issued in connection with the matters discussed in this report. The definition of materiality used in this report includes concepts of impact materiality and also includes a broader range of perspectives than customarily included in the definition of materiality for the purposes of U.S. federal securities laws. Moreover, given the uncertainties, estimates and assumptions inherent in the matters discussed in this report, and the timelines involved, materiality is inherently difficult to assess far in advance.

APPENDICES



AWARDS AND RECOGNITIONS



EXTREME NETWORKS SUSTAINABILITY METRICS

ENVIRONMENTAL KEY PERFORMANCE INDICATORS

| Greenhouse Gas Emissions | Unit of Measure | CY 2021 | CY 2022 | CY 2023 |
|---|---|------------|------------|------------|
| Total Carbon GHG Emissions | CO ₂ e | 40,990 | 37,364 | 54,596 |
| Scope 1 and 2 GHG emissions (market-based) | CO ₂ e | 17,460 | 15,164 | 13,826 |
| <i>Percentage Reduction YOY</i> | | 14% | 13% | 9% |
| <i>Percentage Reduction from base year</i> | | 0% | 13% | 21% |
| Scope 1 GHG emissions | CO ₂ e | 7,375 | 6,780 | 6,578 |
| Scope 2 GHG emissions | CO ₂ e | 10,085 | 8,573 | 7,248 |
| Scope 3 GHG emissions | CO ₂ e | 23,530 | 22,010 | 40,769 |
| Scope 3, Category 3: Fuel Emissions | | | | 2,138 |
| Scope 3, Category 4: Upstream Freight | CO ₂ e | 16,325 | 16,649 | 29,471 |
| Scope 3, Category 6: Business Travel | CO ₂ e | 466 | 1,951 | 3,035 |
| Scope 3, Category 7: Employee Commuting | CO ₂ e | - | - | 72 |
| Scope 3, Category 9: Downstream Freight | CO ₂ e | 6,738 | 3,409 | 6,053 |
| Supplier Freight by Mode of Transport | | CY 2022 | CY 2023 | CY 2024 |
| Road | % of total supplier transport miles | 3% | 1% | 88% |
| Ocean | % of total supplier transport miles | 2% | 0% | 10% |
| Air | % of total supplier transport miles | 95% | 99% | 2% |
| Energy | Metric | CY 2021 | CY 2022 | CY 2023 |
| Total Electricity Consumed | kWh | 26,734,209 | 23,113,061 | 19,472,420 |
| <i>Percentage Reduction YOY</i> | | 22% | 14% | 16% |
| Total Natural Gas | Therms | 2,599,656 | 2,310,606 | 2,228,801 |
| Carbon Intensity | Metric | CY 2021 | CY 2022 | CY 2023 |
| Scope 1, 2, and 3 Carbon Intensity | Co ₂ E per million dollar of revenue | 38 | 32 | 41 |
| <i>Scope 1,2, and 3 Intensity YOY Reduction</i> | | 22% | 17% | -29% |
| <i>Scope 1,2 Intensity YOY Reduction</i> | | 28% | 21% | 21% |

| Water | Metric | CY 2021 | CY 2022 | CY 2023 |
|---|--------|---------|---------|---------|
| Total Water Consumption | kgal | 3,495 | 3,874 | 2,781 |
| <i>Percentage Change from Baseline 2021</i> | | | +11% | -21% |
| Waste | | FY 2022 | FY 2023 | FY 2024 |
| Total Non-Hazardous Waste (Refuse) | lbs | - | - | 20,247 |
| Non-Hazardous Waste Recycled or Reused | lbs | - | - | 14,665 |
| Total E-Waste Diverted from Landfill | kgs | - | 116,949 | 158,392 |

SOCIAL KEY PERFORMANCE INDICATORS

| Employees | FY 2022 | FY 2023 | FY 2024 |
|--|---------|---------|---------|
| Total Global Employees | 2,643 | 2,849 | 2,849 |
| Employee Voluntary Turnover | 12% | 10% | 5% |
| Female Representation | FY 2022 | FY 2023 | FY 2024 |
| Total Females | 634 | 661 | 741 |
| <i>Percentage of Female Employees</i> | 24% | 25% | 26% |
| Females in Leadership Roles | 127 | 139 | 163 |
| <i>Percentage of Leadership Roles filled by Females</i> | 20% | 21% | 22% |
| Employee Diversity | FY 2022 | FY 2023 | FY 2024 |
| Total Diversity* | 38% | 38% | 38% |
| White | 65% | 65% | 65% |
| Black/African-American | 4% | 4% | 4% |
| Hispanic/Latino | 4% | 4% | 4% |
| Asian | 18% | 18% | 18% |
| Native American/Indigenous | 0% | 0% | 0% |
| Pacific Islander/Native Hawaiian | 0% | 1% | 0% |
| Two or More | 4% | 4% | 4% |
| Total Employees from Underrepresented Race or Ethnic Backgrounds | 35% | 35% | 35% |
| Persons with Disabilities | 2% | 2% | 2% |
| Veterans | 2% | 2% | 2% |

*Total diversity is defined as U.S. employees from underrepresented race and/or ethnic backgrounds. Veterans and Persons with Disability are mutually inclusive of U.S. ethnic team members.

SOCIAL KEY PERFORMANCE INDICATORS (CONTINUED)

| Leadership | FY 2022 | FY 2023 | FY 2024 |
|--|---------|---------|---------------|
| Total Employees in Leadership Positions | 555 | 598 | 598 |
| Executives | 2% | 2% | 3% |
| Directors | 7% | 7% | 7% |
| Managers | 9% | 8% | 8% |
| Professionals | 3% | 3% | 3% |
| New Hires | FY 2022 | FY 2023 | FY 2024 |
| Total New Hires | 345 | 366 | 332 |
| Females in Leadership Roles | 127 | 139 | 163 |
| New Hires w/Diverse Backgrounds* | 10% | 10% | 11% |
| Volunteerism | FY 2022 | FY 2023 | FY 2024 |
| Total Employees Participating in Volunteerism | - | - | 394 |
| Total Volunteer Hours | - | - | 753 |
| Total Contributions | - | - | \$128,000 |
| Total Number of Charity Organizations Supported | - | - | 30+ |
| Training | FY 2022 | FY 2023 | FY 2024 |
| Total Employees who Completed Code of Conduct Training | - | - | 96% |
| Total Employee Training Hours | - | - | 22,909 |
| Average Hours of Training Per Year Per Employee | - | - | 12.5 |
| Supplier Diversity | FY 2022 | FY 2023 | FY 2024 |
| Total Supplier Spend | - | - | \$504,853,071 |
| Diverse Supplier Spend | - | - | \$15,535,060 |
| Small Businesses (% of Total Diverse Supplier Spend) | - | - | 27% |
| Minority-Owned Businesses | - | - | 45% |
| Veteran-Owned Businesses, Disabled-Owned, LGBTQ-Owned | - | - | 25% |
| Women-Owned | - | - | 3% |

*Total diversity is defined as U.S. employees from underrepresented race and/or ethnic backgrounds. Veterans and Persons with Disability are mutually inclusive of U.S. ethnic team members.

GOVERNANCE KEY PERFORMANCE INDICATORS

| Board of Directors | FY 2022 | FY 2023 | FY 2024 |
|--|---------|---------|---------|
| Total Board Members | 7 | 7 | 7 |
| Total Board Diversity | 43% | 43% | 43% |
| Total Female Representation | 29% | 29% | 29% |
| Independent Directors | 6 | 6 | 6 |
| Total Independent Director Diversity | 50% | 50% | 50% |
| Independent Director Female Representation | 33% | 33% | 33% |

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Extreme has reported the information cited in this GRI content index for the period of July 1, 2023 through June 30, 2024 with reference to the GRI Standards. This index is designed to assist our stakeholders in locating content of interest within Extreme’s comprehensive reporting suite, and does not offer a complete overview of Extreme’s reporting or practices.

| GRI Standard | Location |
|--|---|
| GRI 1: Foundation 2021 | |
| GRI 1: Statement of Use | Extreme has reported the information cited in this GRI content index for the period of July 1, 2023 through June 30, 2024 with reference to the GRI Standards. |
| GRI 1 Used: | GRI 1: Foundation 2021 |
| GRI 2: General Disclosures | |
| 2-1 Organizational details | Extreme Networks, Inc. (EXTR) 2121 RDU Center Drive, Suite 300, Morrisville, North Carolina 27560 Form 10-K for FY 2024, Business, Page 3 2024 Corporate Responsibility Report, Our Business, Page 6 |
| 2-2 Entities included in the organization’s sustainability reporting | Form 10-K for FY 2024, Business, Page 3 2024 Corporate Responsibility Report, Reporting Scope and Boundaries, Page 3 |
| 2-3 Reporting period, frequency and contact point | Annual Fiscal year 2024 (July 1, 2023-June 30, 2024) 2024 Corporate Responsibility Report, Reporting Scope and Boundaries, Page 3 |
| 2-4 Restatements of information | Restatements are included throughout the 2024 Corporate Responsibility Report as required |
| 2-5 External assurance | 2024 Corporate Responsibility Report, Reducing Our Carbon Footprint, Page 20 |
| 2-6 Activities, value chain and other business relationships | 2024 Corporate Responsibility Report, Supply Chain Management, Page 26 Form 10-K for FY 2024, Business, Page 3 |
| 2-7 Employees | 2024 Corporate Responsibility Report, Inclusive Workforce, Page 29, Data Summary, Page 49 |
| 2-8 Workers who are not employees | 870 workers, consultants, and contractors who are not employees. |
| 2-9 Governance structure and composition | 2024 Corporate Responsibility Report, Board of Directors and Corporate Governance, Page 44-45 Corporate Governance Guidelines 2024 Corporate Responsibility Report, Data Summary, Page 49 |

| GRI Standard (Continued) | Location |
|--|---|
| GRI 2: General Disclosures (Continued) | |
| 2-10 Nomination and selection of the highest governance body | 2024 Corporate Responsibility Report, Corporate Governance, Page 45 Corporate Governance Guidelines 2023 Proxy Statement |
| 2-11 Chair of the highest governance body | Corporate Governance Guidelines 2023 Proxy Statement |
| 2-12 Role of the highest governance body in overseeing the management of impacts | Corporate Governance Guidelines 2024 Corporate Responsibility Report, Corporate Governance, Page 45 |
| 2-13 Delegation of responsibility for managing impacts | 2024 Corporate Responsibility Report, Ethical Behavior and Corporate Governance, Page 43, 44 Corporate Governance Guidelines |
| 2-14 Role of the highest governance body in sustainability reporting | Corporate Governance Guidelines |
| 2-15 Conflicts of interest | 2024 Corporate Responsibility Report, Ethical Business and Corporate Governance, Page 43,44 Corporate Governance Guidelines |
| 2-16 Communication of critical concerns | 2023 Proxy Statement |
| 2-17 Collective knowledge of the highest governance body | 2024 Corporate Responsibility Report, Ethical Business, Page 43, Corporate Governance, Page 44 Corporate Governance Guidelines |
| 2-18 Evaluation of the performance of the highest governance body | Corporate Governance Guidelines , Compensation, Page 5 2023 Proxy Statement |
| 2-19 Remuneration policies | Corporate Governance Guidelines , Compensation, Page 5 2023 Proxy Statement |
| 2-20 Process to determine remuneration | 2023 Proxy Statement |
| 2-22 Statement on sustainable development strategy | 2024 Corporate Responsibility Report, Letter from Chief Sustainability Officer, Page 10 |
| 2-23 Policy commitments | 2024 Corporate Responsibility Report : Corporate Governance, Page 43; Ethical Business, Page 44; Modern Slavery Statement, Page 40, Supplier Code of Conduct, Page 40, Business Code of Conduct and Ethics, Page 44 |
| 2-24 Embedding policy commitments | 2024 Corporate Responsibility Report |
| 2-25 Processes to remediate negative impacts | 2024 Corporate Responsibility Report: Human Rights, Page 40 |

| GRI Standard (Continued) | Location |
|--|--|
| GRI 2: General Disclosures (Continued) | |
| 2-26 Mechanisms for seeking advice and raising concerns | 2024 Corporate Responsibility Report: Ethical Business, Page 44 |
| 2-27 Compliance with laws and regulations | 2024 Corporate Responsibility Report: Supply Chain Management, page 26, Corporate Governance, Page 43; Ethical Business, Page 44; Cybersecurity, Page 45; Data Privacy and Risk Management, Page 46; |
| 2-28 Membership associations | 2024 Corporate Responsibility Report: Supply Chain Management, page 26 |
| 2-29 Approach to stakeholder engagement | 2024 Corporate Responsibility Report: Materiality Assessment, Page 12 |
| 2-30 Collective bargaining agreements | Code of Business Conduct and Ethics |
| Topic Standards | Location |
| GRI 3: Material Topics | |
| 3-1 Process to determine material topics | 2024 Corporate Responsibility Report: Materiality Assessment, Page 12 |
| 3-2 List of material topics | 2024 Corporate Responsibility Report: Materiality Assessment, Page 12 |
| 3-3 Management of material topics | 2024 Corporate Responsibility Report: Materiality Assessment, Page 12 |
| GRI 205: Anti-Corruption | |
| 205-2 Communication and training about anti-corruption policies and procedures | 2024 Corporate Responsibility Report: Sustainable Product Management, Page 24 |
| GRI 301: Materials | |
| 301-3 Reclaimed products and their packaging materials | 2024 Corporate Responsibility Report: Sustainable Product Management, Page 24 |
| GRI 302: Energy | |
| 302-1 Energy consumption within the organization | 2024 Corporate Responsibility Report: Energy, Page 43, Data Summary, Page 49 |
| 302-4 Reduction of energy consumption | 2024 Corporate Responsibility Report: Energy, Page 43, Data Summary, Page 49 |
| 302-5 Reductions in energy requirements of products and services | 2024 Corporate Responsibility Report: Energy, Page 43, Data Summary, Page 49 |
| GRI 303: Water and Effluents Energy | |
| 303-5 Water consumption | 2024 Corporate Responsibility Report: Water, Page 22, Data Summary, Page 49 |

| Topic Standards (Continued) | Location |
|--|--|
| GRI 305: Emissions | |
| 305-1 Direct (Scope 1) GHG emissions | 2024 Corporate Responsibility Report: Reducing Our Carbon Footprint, Page 19; Data Summary, Page 49 2023 Corporate Carbon Inventory Report |
| 305-2 Energy indirect (Scope 2) GHG emissions | 2024 Corporate Responsibility Report: Reducing Our Carbon Footprint, Page 19; Data Summary, Page 49 2023 Corporate Carbon Inventory Report |
| 305-3 Other indirect (Scope 3) GHG emissions | 2024 Corporate Responsibility Report: Scope 3 Emissions, Page 20; Data Summary, Page 49 2023 Corporate Carbon Inventory Report |
| 305-5 Reduction of GHG emissions | 2024 Corporate Responsibility Report: Reducing Our Carbon Footprint, Page 19 and 20; Data Summary, Page 49 2023 Corporate Carbon Inventory Report |
| GRI 306: Waste | |
| 306-2 Management of significant waste-related impacts | 2024 Corporate Responsibility Report: Waste, Page 22 2024 Corporate Responsibility Report: Sustainable Product Management, Page 24 |
| 306-3 Waste generated | 2024 Corporate Responsibility Report: Waste, Page 22 2024 Corporate Responsibility Report: Sustainable Product Management, Page 24 |
| GRI 308: Supplier Environmental Assessment | |
| 308-1 New suppliers that were screened using environmental criteria | 2024 Corporate Responsibility Report: Supply Chain Management, Page 26 Supplier Code of Conduct |
| GRI 404: Employment | |
| 401-1 New employee hires and employee turnover | 2024 Corporate Responsibility Report: Retaining Talent, Page 31 |
| 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 2024 Corporate Responsibility Report: Caring for Our Employees, Page 36 |
| 401-3 Parental leave | 2024 Corporate Responsibility Report: Caring for Our Employees, Page 36 |
| GRI 403: Occupational Health and Safety | |
| 403-1 Occupational health and safety management system | 2024 Corporate Responsibility Report: Health and Safety, Page 37 |
| 403-2 Hazard identification, risk assessment, and incident investigation | 2024 Corporate Responsibility Report: Health and Safety, Page 37 |
| 403-3 Occupational health services | 2024 Corporate Responsibility Report: Health and Safety, Page 37 |

| Topic Standards (Continued) | Location |
|---|---|
| GRI 403: Occupational Health and Safety (Continued) | |
| 403-4 Worker participation, consultation, and communication on occupational health and safety | 2024 Corporate Responsibility Report: Health and Safety, Page 37 |
| 403-5 Worker training on occupational health and safety | 2024 Corporate Responsibility Report: Health and Safety, Page 37 |
| 403-6 Promotion of worker health | 2024 Corporate Responsibility Report: Health and Safety, Page 37 |
| 403-9 Work-related injuries | 2024 Corporate Responsibility Report: Health and Safety, Page 37 |
| 403-10 Work-related ill health | 2024 Corporate Responsibility Report: Health and Safety, Page 37 |
| GRI 404: Training and Education | |
| 404-1 Average hours of training per year per employee | 2024 Corporate Responsibility Report: Talent Development, Page 32 |
| 404-2 Programs for upgrading employee skills and transition assistance programs | 2024 Corporate Responsibility Report: Talent Development, Page 32 |
| 404-3 Percentage of employees receiving regular performance and career development reviews | 2024 Corporate Responsibility Report: Talent Development, Page 32 |
| GRI 405: Diversity and Equal Opportunity | |
| 405-1 Diversity of governance bodies and employees diversity | 2024 Corporate Responsibility Report: Inclusive Workforce, Page 29; Board of Directors, Page 42 |
| GRI 413: Local Communities | |
| 413-1 Operations with local community engagement, impact assessments, and development programs | 2024 Corporate Responsibility Report: Community Impact, Page 38; Data Summary, Page 49 |
| GRI 415: Public Policy | |
| 415-1 Political contributions | 2024 Corporate Responsibility Report: Ethical Business, Page 44 |
| GRI 416: Customer Health and Safety | |
| 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | 2024 Corporate Responsibility Report: Health and Safety, Page 37 |

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

| Code | Metric | Location |
|--|--|---|
| Environmental Footprint of Hardware Infrastructure | | |
| TC-SI-130a.1 | 1) Total energy consumed | 2024 Corporate Responsibility Report, Reducing Our Carbon Footprint, Page 26 |
| TC-SI-130a.2 | 2) Total water consumed | GRI 1: Foundation 2021 |
| TC-SI-130a.3 | Discussion of the integration of environmental considerations into strategic planning for data center needs | N/A |
| Data Privacy & Freedom of Expression | | |
| TC-SI-220a.1 | Description of policies and practices relating to targeted advertising and user privacy | 2024 Corporate Responsibility Report: Data Privacy and Risk Management, Page 44 |
| TC-SI-220a.2 | Number of users whose information is used for secondary purposes | 0 |
| TC-SI-220a.3 | Total amount of monetary losses as a result of legal proceedings associated with user privacy | \$0 |
| TC-SI-220a.5 | List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring | N/A |
| Data Security | | |
| TC-SI-230a.1 | (1) Number of data breaches, (2) percentage that are personal data breaches (3) number of users affected | 0 material data breaches , 0%, 0 2024 Corporate Responsibility Report: Data Privacy and Risk Management, Page 44 |
| TC-SI-230a.2 | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards | 2024 Corporate Responsibility Report: Cybersecurity, Page 43; Data Privacy and Risk Management, Page 44 |
| Recruiting & Managing a Global, Diverse & Skilled Workforce | | |
| TC-SI-330a.1 | Percentage of employees that require a work visa | 138 |
| TC-SI-330a.2 | Employee engagement as a percentage | 2024 Corporate Responsibility Report: Attracting and Retaining Talent, Page 30; Talent Development, Page 32; Fostering Inclusion Through Employee Resource Groups, Page 33; Caring for Our Employees, Page 36 |



SASB INDEX (CONTINUED)

| Code | Metric | Location |
|---|--|---|
| TC-SI-330a.3 | Percentage of (1) gender (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees | 2024 Corporate Responsibility Report, Inclusive Workforce, Page 29 |
| Managing Systemic Risk from Technology Disruptions | | |
| TC-SI-550a.1 | Number of (1) performance issues; (2) service disruptions; (3) total customer downtime | 0, 0, none |
| TC-SI-550a.2 | Description of business continuity risks related to disruptions of operations | 2024 Corporate Responsibility Report: Data Privacy and Risk Management, Page 44 |
| Activity Metric | | |
| TC-SI-000.A | 1) Number of licenses or subscriptions | ~3.3M total: 2.9M devices managed by Cloud; ~400K devices air-gapped (not connected) to Cloud. This number is extrapolated based on the number of activations in 2023 and 2024. |
| | | |



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