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Modern Slavery Statement

Adopted by the Board of Directors of Extreme Networks, Inc.
Effective August 12, 2026

In compliance with the California Transparency in Supply Chains Act of 2010 (SB657), the United Kingdom Modern Slavery Act 2015, and other applicable law, Extreme Networks Inc. ("Extreme" or "Company"), together with its subsidiaries, provides the following statement to inform its customers and other stakeholders of Extreme's commitment to uphold human rights and abide by applicable laws prohibiting forced labor; debt bondage; indentured, child, slave, or involuntary labor; and human trafficking (collectively, "Modern Slavery").

Organizational Structure, Business Model, Supply Chain Relationships

Extreme is a leader in providing software-driven networking solutions for enterprise customers. Providing a combined end-to-end solution from enterprise edge to the cloud, Extreme designs, develops and manufactures wired and wireless network infrastructure equipment and develops the software for network management, policy, analytics, security and access controls. Our hardware includes access points, switches, and routers.

Extreme products are sold on a worldwide basis through a channel that utilizes distributors, resellers and our field sales organization. In addition, we have active alliance, OEM and strategic relationships with global industry technology leaders.

We utilize a global sourcing strategy that emphasizes procurement of materials and product manufacturing in competitive geographies. We rely upon third-party contract manufacturers and original design manufacturers ("ODMs") to manufacture, support and ship our products. Our arrangements with these Tier 1 suppliers generally provide for quality, cost, and delivery requirements, as well as manufacturing process terms, such as continuity of supply; inventory management; flexible capacity, quality, and cost management; oversight of manufacturing; and conditions for use of our intellectual property that allows us to adjust more quickly to changing end-customer demand. We also leverage and depend on the strong corporate and social responsibility policies and standards of our Tier 1 suppliers.

Our Supply Chain team manages the relationships with these third parties and holds them accountable to Extreme's policies regarding forced labor.

Relevant Policies

Extreme's Code of Business Conduct and Ethics requires all employees to conduct business in an ethical and legal manner, including compliance with applicable law. Our Code of Business Conduct and Ethics and Supplier Code of Conduct each provide instructions for reporting violations of the respective codes.

In addition, Extreme is a member of the Responsible Business Alliance ("RBA"), and as such, requires our suppliers to adhere to the RBA Code of Conduct. Extreme's Corporate Social Responsibility Policy and Supplier Code of Conduct are applicable to all third-party suppliers. Our Tier 1 suppliers are also subject to our Supplier Expectations and Guidelines, which require adherence to our Code of Business Conduct and Ethics. These policies prohibit Modern Slavery. These policies also require suppliers to abide by local labor and health and safety laws and recognize freedom of association. Extreme requires suppliers to sign off on these policies.

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Actions

Extreme uses a worldwide network of suppliers to manufacture its products. In some localities, where factors such as local laws (or lack thereof), economic conditions, or corruption permit it, there is a higher likelihood of Modern Slavery.

Certify

Extreme requires Tier 1 suppliers to certify that the materials incorporated into products manufactured for Extreme comply with applicable local laws related to Modern Slavery. Extreme maintains internal accountability standards for employees and contractors who fail to meet Extreme's standards in this regard.

Audit, Follow Up, and Accountability

As a tool to assess compliance and mitigate risks associated with modern slavery, all manufacturers of Extreme's products complete the Slavery & Trafficking Risk Template ("STRT") declaration of their business profile and labor practices. The STRT is developed by the Social Responsibility Alliance (sraglobal.org) and is aligned with compliance efforts under all major supply chain–related Modern Slavery regulations.

To further mitigate these risks and hold suppliers accountable, Extreme audits its Tier 1 suppliers to the Supplier Expectations and Guidelines document, which includes requirements related to Modern Slavery. It sets Key Performance Indicators ("KPIs") for those suppliers. Tier 1 suppliers who do not achieve passing scores on the KPIs are required to develop action plans, which Extreme monitors. If a Tier 1 supplier does not demonstrate satisfactory progress toward meeting the KPIs, it will be terminated.

Extreme also relies upon RBA's Validated Audit Process ("VAP") to confirm compliance of its Tier 1 suppliers with the RBA Code. The VAP entails an on-site audit of a supplier's facility by an independent third-party auditor to identify the risk of forced labor at a facility. In the event of a complaint or report of a violation of a Tier 1 supplier's obligations related to the prohibition of forced labor, Extreme will work with RBA to initiate a VAP for the facility in question if a current VAP is not available.

Internal Training

All Extreme employees are trained annually on the Code of Business Conduct and Ethics. We require our Tier 1 suppliers to certify that their employees are trained on Modern Slavery issues.

This statement was approved by the Company's Board of Directors on behalf of the Company and its subsidiaries.

Ed Meyercord

Ed Meyercord
President, Chief Executive Officer, and Director
August 12, 2026