

Modern Slavery Statement

*Adopted by the Extreme Networks, Inc. Board of Directors
Effective August 16, 2023*

In compliance with the California Transparency in Supply Chain Act of 2012 (SB657), the United Kingdom Modern Slavery Act 2015, and other applicable law, Extreme Networks and its subsidiaries (“Extreme” or “Company”) 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, child labor, modern slavery 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 manufacturers 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 manufacturers.

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. The Company maintains a whistleblower hotline for employees or others to report instances of violations of the Code of Business Conduct and Ethics.

Extreme’s [Corporate Social Responsibility Policy](#) and [Supplier Code of Conduct](#) are applicable to all third party suppliers. Our ODMs are also subject to our Supplier Expectations and Guidelines, which also incorporates 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.

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 ODMs to certify that the materials incorporated into products manufactured for Extreme comply with applicable with 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

To attempt to 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 progress satisfactorily to the KPIs, it will be terminated.

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 Board of Directors of Extreme Networks, Inc. on behalf of Extreme Networks, Inc. and its subsidiaries.



Ed Meyercord
President and CEO
August 16, 2023