Extreme Networks Corporate Environmental, Health and Safety Policy

At Extreme Networks we believe that it is in the best interest of our customers, shareholders, employees, partners, and society to conduct our business in a responsible manner that minimizes impact to the environment, and human health and safety.

We utilize our Environmental, Health and Safety (EHS) management system to assess the environmental impact associated with aspects of our business operations, and products and services to focus our goals and actions on the areas of highest significance. Additionally, we conduct a hazard assessment to eliminate hazards and reduce occupational health and safety risks.

Our EHS objectives are published in our annual Corporate Responsibility (CR) report located on our public website… https://www.extremenetworks.com/about-extreme-networks/company/csr

Extreme is committed to:

- Preventing pollution and conserving resources by responsibly managing our business operations and our products' impact to the environment throughout its entire lifecycle. This includes implementing circular design principles to affect impact from raw materials, manufacturing, distribution of goods, use of product, and end of life dispositioning.

- Maintain or exceed compliance with all relevant environmental, health and safety laws, regulations, and other obligations.

- Promoting employee involvement in environmental, health and safety.

- Continually assess and improve our environmental, health and safety performance by setting goals and targets and tracking our progress.

- Providing safe and healthy working conditions for our employees to prevent work-related injuries and illness.

- Eliminating workplace hazards and reducing occupational health and safety risks.