

## Supplier Diversity Program Policy

### **Purpose**

Extreme Networks is committed to creating an environment that promotes, supports and advances equity and inclusion throughout the organization. Ensuring the inclusion of diverse suppliers as part of the strategic sourcing and procurement process moves us closer to fulfilling that pledge.

### **Responsibilities**

We strive to establish an internal procurement culture that promotes partnership development with diverse suppliers. Extreme's supplier diversity programs assist in the cultivation of more strategic relationships with diverse suppliers that enhance supply chain capabilities, increase vendor competition, foster innovation, and strengthen the business ecosystem.

Extreme commits our resources, mentorship, and relationships to empower diverse businesses across our supply base as well as, associations and groups focused on the support and development of supplier diversity.

### **Diverse Classification**

Extreme's Supplier Diversity Program recognizes a "diverse supplier" as a business that is at least 51% owned, operated, and controlled and falls within any of the classifications listed below:

- Minority Business Enterprise (MBE)
- Women Business Enterprise (WBE)
- Veteran Business Enterprise (VBE)
- Small Disadvantaged Business (SDB)
- Lesbian, Gay, Bi-sexual and Transgender Queer (LGBTQ+)
- Disabled Business Enterprise (DSABLE)

### **Procedures**

As new suppliers, subcontractors, and service providers join Extreme Networks' supply base, they become a part of the Extreme Networks sourcing pipeline. This enables us to track trends and metrics on diverse supplier spend and set goals each year for the growth of our Supplier Diversity Program. As we progress towards increasing the number of diverse suppliers working with Extreme and our spend with diverse suppliers, we employ a robust implementation strategy driven by stakeholder feedback and supplier diversity best practices.

Our objectives include:

- Partnering with leading organizations in business diversity to continually identify and engage potential diverse suppliers while remaining aware of current initiatives and developments.
- Establishing a strategic team of partners and collaborators internally and externally to communicate the value of a supplier diversity program.

- Leveraging diversity spend results to further engrain supplier diversity as a part of Extreme Networks' culture.
- Building a pipeline of diverse suppliers that meet our business qualifications.
- Encouraging our employees, partners and suppliers to actively seek out diverse businesses to include in our sourcing and procurement processes.
- Ensuring our Supplier Diversity Program targets incorporate our customers' requirements and that we maintain regulatory compliance.
- Monitoring and reporting diversity spend and utilization results on a quarterly and annual basis.

As we advance towards normalizing our supplier diversity efforts, we commit to continue to embrace diversity in all aspects of our organization; from our employees to our business partners to the suppliers we work with to deliver quality products and services to our customers.