Extreme networks



Corporate Responsibility Report

Fiscal Year 2026

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About this Report

The Extreme Networks (Extreme) FY 2026 Corporate Responsibility Report offers a comprehensive update 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 our progress, highlights and achievements throughout FY 2026.

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.

Reporting Scope and Boundaries

This report covers Extreme's FY 2026. Unless otherwise specified, it encompasses all activities from July 1, 2025, through June 30, 2026, and includes all entities referenced in our financial reports. The report includes both qualitative and quantitative details regarding our approach and updates on non-financial issues.

Standards and Frameworks

This report references the Global Reporting Initiative's (GRI) Sustainability Reporting Guidelines 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.

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A Message from our President and CEO

At Extreme, we believe innovation and responsibility go hand in hand. As we push enterprise networking forward with Extreme Platform ONE™ and Extreme Agent ONE™, we're applying that same drive to how we design our products, operate our business and reduce our environmental impact.

This year, we made meaningful progress.

Extreme became the first and only networking vendor to achieve EPEAT® Registry status for network equipment, which is an important milestone that validates our approach to designing sustainability into our products from the start. Our ENERGY STAR®–certified switches help customers reduce energy consumption, cooling requirements and operating costs, while our expanded E-Waste Take-Back Program helps extend technology lifecycles and responsibly manage equipment at end of life.

We've brought that same discipline to our operations. We've significantly reduced our global real estate footprint, lowered energy consumption and moved to more efficient facilities, while continuing to invest in the R&D capabilities that will drive our next generation of innovation. We're focused on making smarter use of resources across our business and continually looking for opportunities to operate more efficiently.

Responsibility also extends to how we build and deploy technology. As AI becomes more embedded in critical infrastructure, we continue to strengthen our approach to AI governance, data privacy, cybersecurity, ethics and supply chain responsibility.

We remain committed to achieving Net Zero emissions by 2050, but our responsibility doesn't start with a target that starts in the future. It starts with what we do today: designing more efficient products, reducing our operational footprint, extending technology lifecycles and helping our customers advance their own sustainability goals.

It starts with our people. Our Employee Resource Groups (ERGs) continue to strengthen connection and community across Extreme, while our consistently low voluntary turnover reflects a culture where people choose to build their careers and grow with us.

We've made meaningful progress, but we're not done. At Extreme, we believe leadership means continuing to push forward by innovating ahead of the market, raising the bar for ourselves and proving that performance, efficiency and sustainability aren't competing priorities. They're part of building a stronger business.

We'll continue creating lasting value for our customers, our business and the world around us.



Edward B. Meyercord
President and Chief Executive Officer

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Our Business

Headquartered in Morrisville, NC, Extreme is a leader in AI-powered networking automation, delivering simple, secure solutions that connect users, devices and applications.

Extreme Platform ONE with Extreme Agent ONE combines advanced AI reasoning, real-time network context and operational expertise to enable networks that detect, decide and act autonomously within established guardrails, reducing disruptions, accelerating outcomes and helping networks operate at the speed of business.

FOUNDED IN
1996

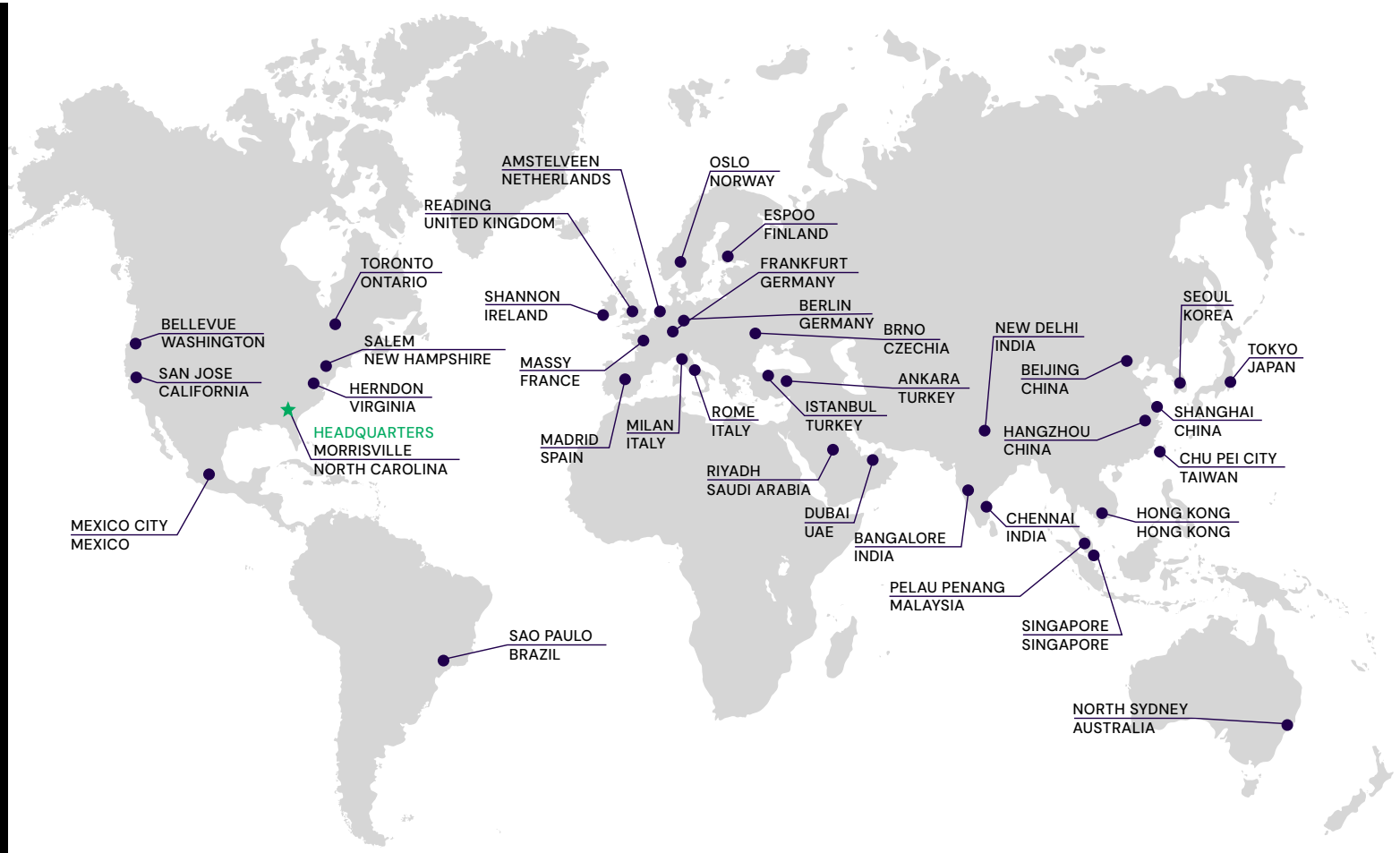
REVENUE
$1.28B

R&D
$233M

GLOBAL EMPLOYEES
2,800+

CUSTOMERS IN
170
COUNTRIES

OFFICE LOCATIONS
42



Sustainability is a cornerstone of our corporate strategy, deeply embedded throughout our business to position responsible business practices as central to both our decision-making and operational frameworks.

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Our Values

At Extreme, we are driven by our core values of transparency, inclusion, candor, teamwork, ownership and curiosity, 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, they also fuel our innovation and commitment to excellence.



The Extreme Networks Executive Team

Transparency

We promote 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.

Inclusion

We encourage dominant voices to listen and empower underrepresented voices to speak up. By embracing inclusion, Extreme promotes access regardless of gender, ethnicity, sexual orientation, age or religion and we gain valuable perspectives that lead to smarter decisions and drive better business outcomes.

Candor

We maintain authenticity and embrace difficult conversations constructively. We communicate directly and address tough or controversial topics with a respectful and truthful approach.

Teamwork

We collaborate to drive improved performance, helping everyone contribute and succeed together. We acknowledge each other's efforts, motivate our peers to elevate their performance and celebrate our collective achievements.

Ownership

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 all our stakeholders and ourselves.

Curiosity

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.

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A Letter from our CSO

I'm pleased to share Extreme Networks' FY 2026 Corporate Responsibility Report, which reflects the measurable progress we continue to make across environmental sustainability, our people and communities, and responsible governance.

Measurable Environmental Progress

In FY 2026, we achieved a 34% overall reduction in corporate carbon emissions, reduced water consumption by 60%, electricity consumption by 10.4%, and natural gas consumption by 93%. Since 2021, we have reduced Scope 1 and 2 emissions by 40%, putting us ahead of schedule toward our FY 2030 goals. We also diverted 446 metric tonnes of e-waste from landfills and achieved 100% FSC certification for new packaging. These efforts contributed to Extreme earning an EcoVadis Silver Rating, placing us in the top 15% of companies globally, and becoming the first and only networking vendor to achieve EPEAT® Registry status.

Investing In Our People and Communities

Today, Extreme has 10 ERGs with participation from 35% of our workforce. Voluntary turnover remains below 6%, which is approximately 2x less than the industry average.

Our employees contributed nearly 1,000 volunteer hours to 60 charitable organizations around the world. Through their time, expertise, and commitment, our teams are making a meaningful impact in the communities where we live and work.

Governance Built On Trust

Extreme supports the networks of some of the world's largest and most complex organizations, including more than half of the Fortune 50. That trust carries significant responsibility. As AI becomes increasingly embedded in enterprise operations, we introduced a new Ethical AI Policy to establish clear principles for its responsible development and use. We also maintained ISO 14001 certification across our design, development, supply chain, and support functions, reinforcing environmental accountability throughout our operations.

The progress reflected in this report is the result of disciplined execution and the commitment of our employees, customers, partners and suppliers around the world. We're proud of these accomplishments but recognize that responsible leadership requires continued progress. We have strong momentum, measurable results, and a clear commitment to raising the bar in the years ahead.

To all our partners, internal and external, thank you for your continued support on our sustainability efforts.



Katy Motiey
Chief Legal, Administrative and Sustainability Officer
Extreme Networks

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Sustainability Goals

Key ● *On Target* ● *Complete* ● *Under Review*

All Goals have an FY 2030 target date and baseline year of 2021 unless otherwise noted.

Product

- Develop new products in accordance with ISO 14024 Type1 ecolabels by FY 2026
- Develop, plan and implement power management features in software
- Reuse or recycle ≥ 90% of e-waste and send ≤ 2% to landfill
- Promote the use of recyclable materials in Extreme's products and prioritize responsibly sourced materials during selection:
  - Paper: ≥ 80% recycled content
  - Plastic: ≥ 30% recycled content
  - Sheet Metal: ≥ 10% recycled content
  - Aluminum: ≥ 25% recycled content

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

People

- Create and implement formal social policies and commitments, including a Human Rights Policy, Pay Equity Policy and Health & Safety Policy
- Bridge the digital divide by expanding opportunities and enhancing human experiences
- Increase Annual Day of Giving contributions by 15% annually
- 80% participation in Annual Day of Giving corporate philanthropy efforts

Governance

- Conduct a thorough review and gap analysis of governance policies by FY 2028
- Achieve ISO 14001 certification for additional sites by FY 2027
- Include voluntary inclusion training in the regular training calendar by FY 2026



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Materiality Assessment

We seek to take a holistic and strategic approach to sustainability, 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 materiality 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 to align our sustainability efforts with both internal and external expectations. Our most recent materiality assessment, conducted in 2024, was guided by industry research from SASB, MSCI and S&P. This process involved gathering input from stakeholders, including our employees, customers, communities and Board of Directors, and analyzing the results to identify and prioritize the most relevant topics[1].

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.

SOCIAL

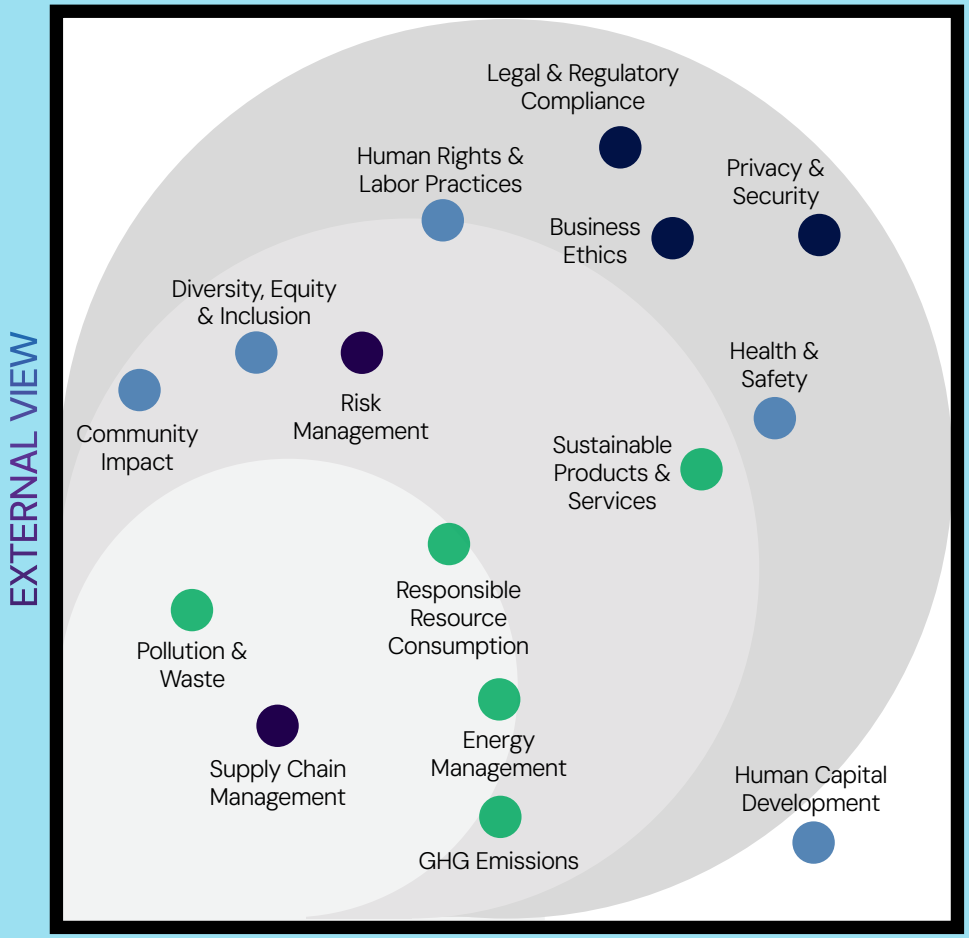
- Community Impact
- Diversity, Equity & Inclusion
- Human Rights & Labor Practices
- Health & Safety
- Human Capital Development

GOVERNANCE

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

ENVIRONMENTAL

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



Sustainable Product



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

We serve tens of thousands of customers worldwide, ranging from large enterprises to service providers, across industries like education, government, healthcare, manufacturing and finance. We help customers simplify and secure their networks, gain end-to-end visibility, streamline operations and gain real-time insights, delivering outcomes that reduce tasks from days and hours to minutes and seconds.

100%	of New Packaging is FSC Certified and Recyclable
54%	of Fortune 50 Companies use Extreme Products and Solutions
$27.9M	Spent with Small, Minority, Veteran or Women-Owned Businesses
9.5	Customer Satisfaction Score
100%	of New Product Offerings Consider Energy Consumption During Development
446	Metric Tonnes of E-Waste Diverted fram Landfills Since 2021

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Product Certifications

EcoVadis

Extreme Networks is proud to have earned an EcoVadis Silver Sustainability Rating, placing us among the top 15% of companies in our product category evaluated globally by EcoVadis, one of the world's leading corporate sustainability and Corporate Social Responsibility (CSR) assessment platforms. This recognition reflects the maturity of our sustainability management system and our ongoing commitment to responsible business practices across environmental stewardship, labor and human rights, ethics, and sustainable procurement.

Achieving a Silver rating demonstrates that Extreme's sustainability programs and governance practices compare favorably against global industry peers and validates our continued focus on driving measurable ESG performance and long-term stakeholder value.

15% EcoVadis Silver Sustainability Rating Top 15% of Global Companies



ENERGY STAR®

Extreme conducts ENERGY STAR® testing and lists qualifying products where applicable, ensuring our products meet or exceed the U.S. Environmental Protection Agency's standards for energy efficiency. These certifications validate that our products consume less power than comparable products during operation and idle states—without compromising performance. Investing in ENERGY STAR®-certified networking can deliver measurable economic benefits to our customers and influence buying decisions:

- Lower energy bills due to reduced power consumption
- Decreased cooling requirements, which further reduces facility energy use
- Extended equipment lifespan thanks to lower thermal stress
- Eligibility for energy-efficiency rebates or incentives in certain regions
- Improved sustainability metrics, supporting ESG goals and reporting
- Click here to view the ENERGY STAR®-certified products from Extreme

41 ENERGY STAR®-Certified Universal Switches



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EPEAT®

As of March 2026, Extreme became the first and only networking vendor to achieve EPEAT® Registry status for network equipment (listing our 5420 Series universal switches and AP4020 access points) providing an additional value add for customers when it comes to their buying decisions. EPEAT® is an internationally recognized United Nations Type 1 Eco-Label for networking equipment. It is the most comprehensive and highest level Eco label framework for electronics globally, which requires products to be independently validated to meet strict sustainability criteria across dozens of requirements spanning the major pillars of Corporate Social Responsibility. See EPEAT® listing here- Product Finder.

EPEAT® criteria Has Been Operationalized into our New Product Development Process Through a DFE (Design For the Environment) Checklist Making Sure Products are Designed to Meet this Criteria

Designing Sustainable Products

Circular Design

Our approach to circular design starts with the selection of sustainable and responsibly sourced materials that help minimize environmental impact while supporting recyclability. Throughout the design and manufacturing process, we prioritize durability, modularity, and ease of disassembly to extend product lifecycles, simplify upgrades and repairs, and improve end-of-life recovery and recycling.

We also encourage our R&D teams to innovate beyond product performance by incorporating energy efficiency and sustainability considerations throughout the product lifecycle. This includes designing for reduced energy consumption during use and supporting responsible end-of-life outcomes through material recovery, reuse, refurbishment, and safe disposal practices.

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Product Carbon Footprint and Lifecycle Assessment

Extreme uses the International Electronics Manufacturing Initiative (iNEMI) Eco-Impact Estimator to calculate product carbon footprint estimates in alignment with the principles and framework of ISO 14040 Life Cycle Assessment (LCA). This methodology provides a comprehensive evaluation of environmental impacts across the entire product lifecycle, including raw material extraction, manufacturing, distribution, product use, and end-of-life management.

Conducting these assessments gives us insights to enable us to identify opportunities within our products and supply chain where sustainability improvements can have the greatest impact. The results help inform product design, sourcing, and operational decisions that reduce greenhouse gas emissions, improve resource efficiency, and enhance overall environmental performance.

By integrating lifecycle assessment into our product development process, we are better positioned to drive continuous improvement, support our sustainability objectives, and deliver products with a lower environmental impact.

This information is readily available upon request. Please email green@extremenetworks.com to find out how Extreme's actions can support your organization's carbon-reduction initiatives and sustainability reporting efforts.

Designed for Energy Efficiency and Performance

At Extreme, our products are engineered to deliver superior energy efficiency compared to previous generations. We incorporate advanced technologies and adhere to stringent efficiency standards to reduce power consumption and environmental impact, including but not limited to the following:

- High-efficiency power supplies: Our modular power supply units (PSUs) for the 7500, 7700, 5720, 5520, 5420, 5120 and 4120 Series are certified to meet 80 PLUS Gold and Platinum standards, promoting high energy conversion efficiency and power factor performance.
- Energy-efficient Ethernet (IEEE 802.3az): Our products support IEEE 802.3az which dynamically reduces power usage during periods of low network activity—helping customers lower operational energy costs without compromising performance.
- Adaptive cooling: We implement intelligent fan control systems that adjust cooling based on real-time thermal needs. This minimizes unnecessary energy use and extends component life.
- Future-ready efficiency standards: Looking ahead, we are committed to making new power supplies that meet or exceed 80 PLUS efficiency requirements, reinforcing our long-term dedication to sustainable product development.

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Recycling & End-of-Life Management

As part of Extreme's commitment to sustainability, we offer a complimentary E-Waste Take-Back Program that provides customers with a convenient, secure, and environmentally responsible way for disposing end-of-life networking equipment. The program reflects our dedication to responsible recycling, waste reduction, and environmental stewardship. Extreme responsibly recycled more than 87 tonnes of electronic waste in calendar year 2025.

Decommissioned products are securely wiped, processed as electronic waste and recycled through certified channels. This year, Extreme continued the expansion of our E-Waste Take-Back Program, making it even easier for customers to recycle equipment that has reached the end of its service life. By selecting the "Return for Environment" option when requesting a Return Material Authorization (RMA), customers can return used equipment for responsible recycling through facilities certified to the R2v3® or e-Stewards® standards.

In addition, Extreme extends the useful life of returned products by refurbishing eligible equipment to an "Equivalent to New" condition for use as service replacement units. This circular approach helps reduce waste, conserve resources, and prevent e-waste from ending up in landfills.



Why it Matters

Keeping electronics out of landfills is crucial for several environmental, health and economic reasons:

- Electronics are loaded with substances (like heavy metals and flame retardants) that are harmful to human health if they are absorbed into the soil and groundwater
- Electronics contain valuable materials like gold, silver, copper and other rare earth elements
- The practice supports the circular economy by maximizing product value and minimizing environmental harm

End-of-Life product disposal information is readily available upon request. Please email green@extremenetworks.com to find out how Extreme's actions can support your organization's carbon-reduction initiatives and sustainability reporting efforts.
GET STARTED – E-Waste Take-Back Program

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Material Compliance and End-of-Life Responsibility

Extreme is committed to ensuring its products comply with applicable global environmental regulations, including RoHS, REACH, and SCIP (Substances of Concern In articles as such or in complex objects (Products)) requirements. Products are designed with end-of-life considerations in mind, supporting efficient disassembly, material recovery, and recycling.

To promote responsible waste management and regulatory compliance, we register applicable products in the EU ECHA SCIP database and support adherence to the WEEE (Waste from Electrical and Electronic Equipment) Directive. These efforts help enable the safe handling, recycling, and disposal of electronic products at the end of their useful life.

Beyond compliance, these practices support Extreme's sustainability goals by reducing environmental impact, advancing circular economy principles, and helping customers meet their own sustainability and regulatory requirements.

- RoHS (Restriction of Hazardous Substances) limits the use of specific hazardous materials—such as lead, mercury, cadmium and certain flame retardants—in electrical and electronic equipment. Compliance helps reduce environmental pollution and health risks associated with toxic substances.
- REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) is a European Union (EU) regulation that requires manufacturers to identify and manage the risks linked to the chemical substances used in their products. It ensures that substances of very high concern (SVHCs) are identified, reported and kept below regulatory thresholds.
- SCIP (Substances of Concern In articles, as such or in complex objects [Products]) is a database managed by the European Chemicals Agency (ECHA). It requires companies to report articles containing SVHCs above 0.1% by weight. This ensures transparency throughout the supply chain and supports safe waste management and recycling practices.



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Planet

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 engaging our supply chain to meet stakeholder expectations.

41% Reduction in Scope 1 and 2 Emissions Since 2021

60% Reduction in Water Usage Since 2021

55% Reduction in Office Space Since 2020

58% Reduction in Total Energy Use Since 2021

Environmental Strategy

Embedding Environmental Responsibility Across Our Ecosystem

Extreme's design, development, supply chain, and support functions are ISO 14001 certified, demonstrating our commitment to environmental management and continuous improvement. This globally recognized standard helps us identify, manage, and reduce the environmental impacts of our operations.

Across our operations, ISO 14001 supports initiatives such as energy and water conservation, waste reduction, pollution prevention, and emissions monitoring. These efforts improve operational efficiency, reduce environmental impact, and help ensure compliance with evolving regulations. Throughout our supply chain, ISO 14001 certification encourages partners to align with our environmental standards, promoting transparency, accountability, sustainable sourcing, cleaner production practices, and lower logistics-related emissions.

See our Environmental Policy here.



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Reducing our Carbon Emissions

Scope 1 and 2 Emissions

Extreme is committed to reducing our Scope 1 and Scope 2 greenhouse gas emissions. Since our 2021 baseline, operational emissions have declined by 41%, positioning us ahead of schedule in achieving our FY 2030 emissions reduction target.

This progress reflects several strategic initiatives, including a 55% reduction in our commercial real estate footprint since 2020. Through focused energy management efforts and the consolidation of office space, laboratories, and equipment, we have significantly reduced energy consumption and lowered our carbon footprint.

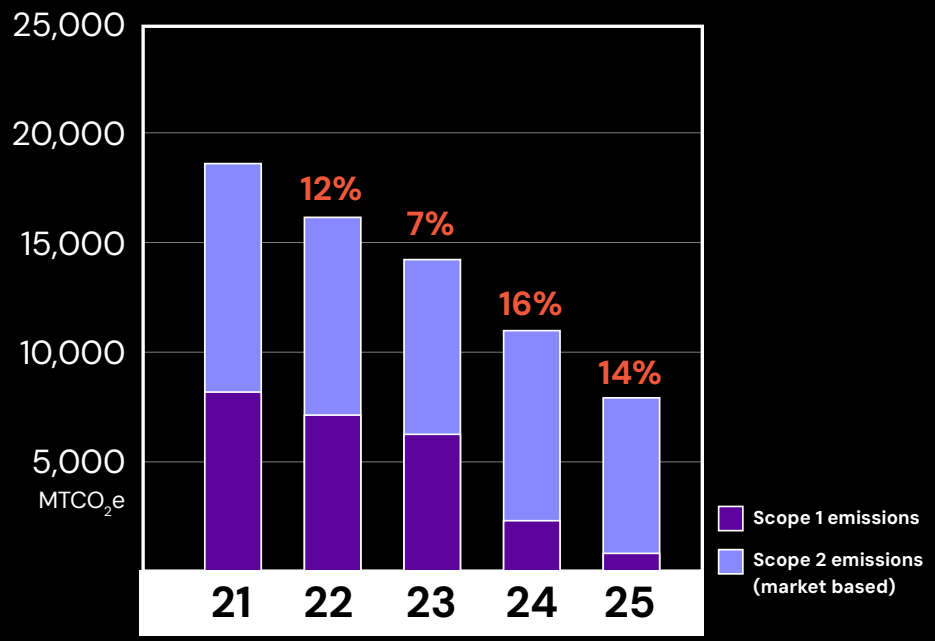
Looking ahead, we remain focused on advancing our sustainability goals by increasing the use of renewable energy across our operations, with a target of sourcing 50% renewable electricity. We will also continue collaborating with suppliers to support greater renewable energy adoption throughout our value chain.

85% Reduction in Scope 1 Emissions from Baseline Year 2021



2021–2025 Scope 1 & 2 GHG Emissions

Percentage reduction per year



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Scope 3 Emissions

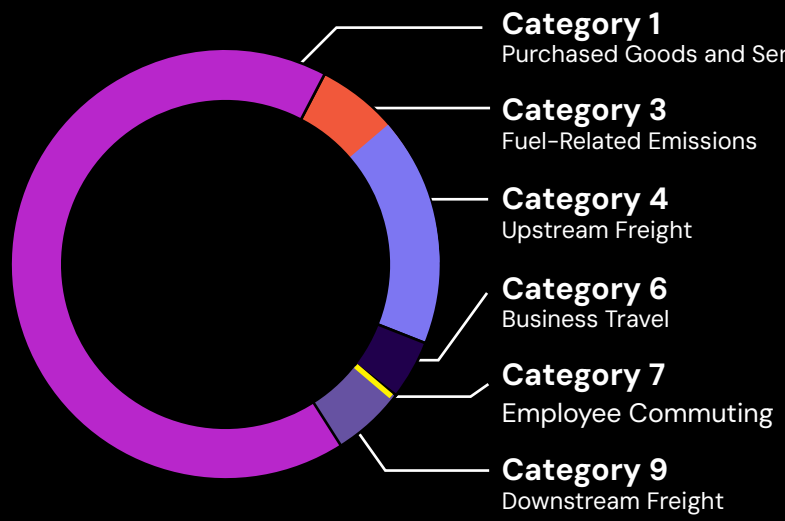
In this reporting period, we have added two significant Scope 3 reporting categories to our Corporate Carbon Inventory. These reporting category updates include the addition of Use of Sold Products, and the expansion of Downstream Freight to include all reverse logistics shipments. Because of the significance of these changes, we have restated our 2021 base year to include these categories as well. The result is a much larger carbon inventory but still showing good trends in emissions reductions that are aligned with our goals.

The Use of Sold Products category includes all the emissions associated with the use of our products as they run in the field over their use life (5 years in our model). These emissions are accounted for in the year that the unit ships from Extreme in accordance with the GHG protocol Scope 3 guidance for Corporate Carbon Accounting. This is our single largest emissions category, accounting for more than 3.6 million tonnes of CO2e in 2025. To put this in perspective, that is 20 times greater than all other emissions categories combined. Since 2021, we have reduced our Use of Sold Products emissions by 34% due primarily to our sales mix and the efforts of our Sustainability & R&D teams bringing more power-efficient products to market.

Our Upstream Freight increased from 2024 as we consumed backlog and restocked inventory, while our Downstream Freight remained flat over that period. Since our baseline 2021, we have had a 16% reduction in combined emissions from Upstream and Downstream Freight.

We had YoY decreases across all other combined Scope 3 categories in 2025, accounting for a 16% reduction from base year 2021.

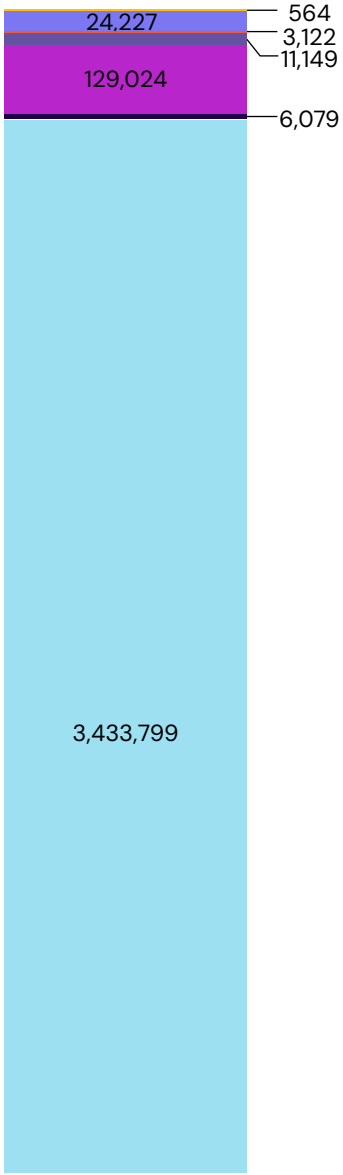
CY 2025 Scope 3 Emissions (Excluding Use of Sold Products)



In FY 2026, our methodology and carbon inventory for calendar year 2025 were successfully audited and certified by SGS, an independent third party, confirming our compliance with ISO 14064-1 standards. Our Scope 3 inventory will continue to evolve with reporting of additional categories in the coming years.

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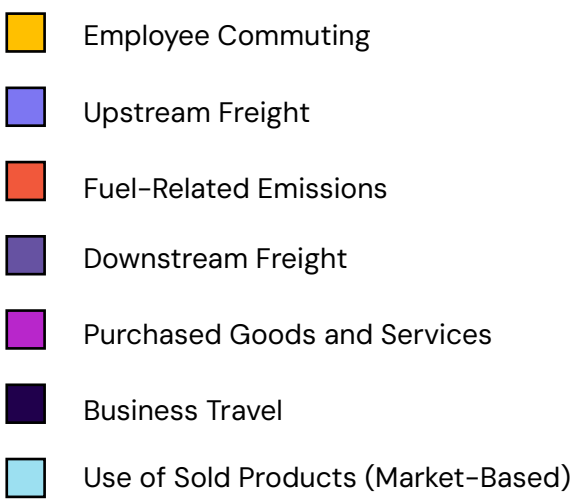
To further strengthen our carbon accounting capabilities, we invested in Watershed, a software-as-a-service (SaaS)-based corporate responsibility reporting platform, during the second half of FY 2025. This tool can help us manage our carbon data more effectively and support evolving reporting frameworks and standards. By replacing manual tools with a centralized, professionally maintained system, we are reducing both operational and compliance risks.



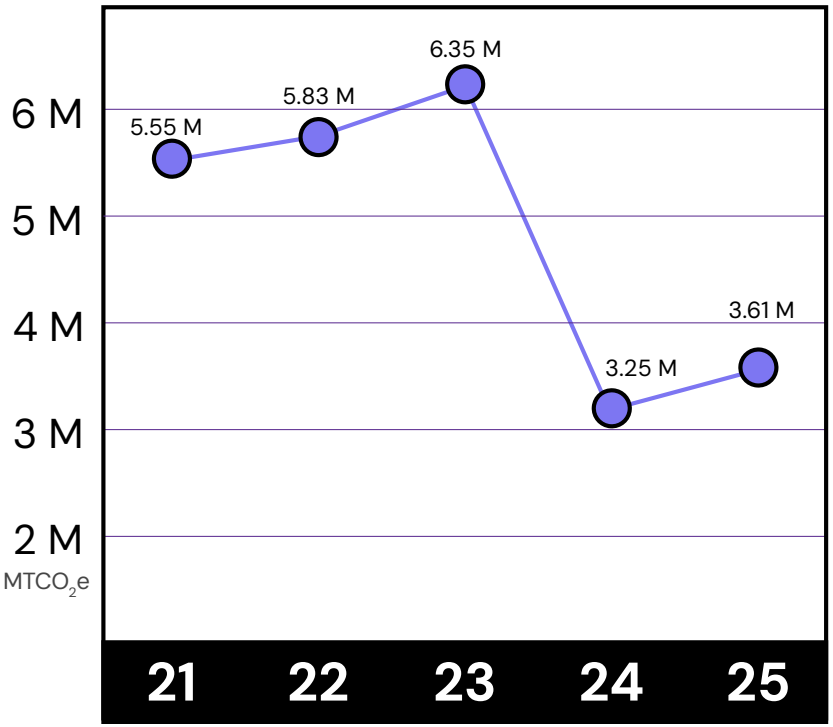
35% Reduction in Total Corporate Carbon Emissions (Market-Based) in CY 2025 Against our 2021 Baseline

CY 2025 Scope 3 Emissions

$MTCO_2e$



Scope 3 Emissions Trend YoY



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Achieving Net Zero

Our sustainability goals include our commitment to achieving Net Zero Emissions by FY 2050. This target is central to our sustainability strategy, driving us to reduce emissions across 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.



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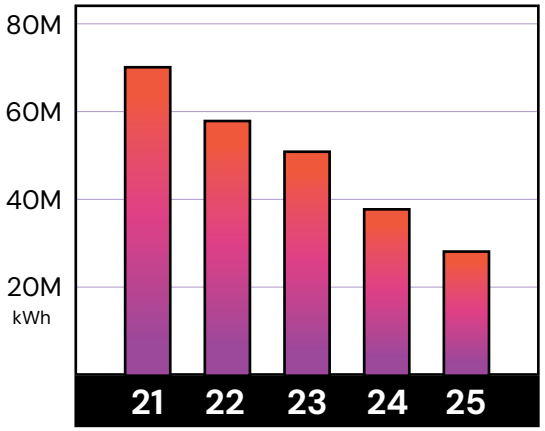
Resource Consumption

Energy

Extreme is committed to reducing our environmental impact while maintaining operational efficiency and innovation. Through real estate consolidation and a focus on lab and data center efficiency, we've achieved a 41% reduction in emissions from electricity and natural gas use since our 2021 baseline.

Since we moved our lab from San Jose, CA to Salem, NH we have reduced energy consumption by 34%. The move also allows us to benefit from New England's reliable, greener and more cost-effective energy grid.

Total Energy Consumption (Electricity & Natural Gas) kWh



10.4% Decrease in Electricity Usage from Base Year 2021

93% Reduction in Natural Gas from Base Year 2021

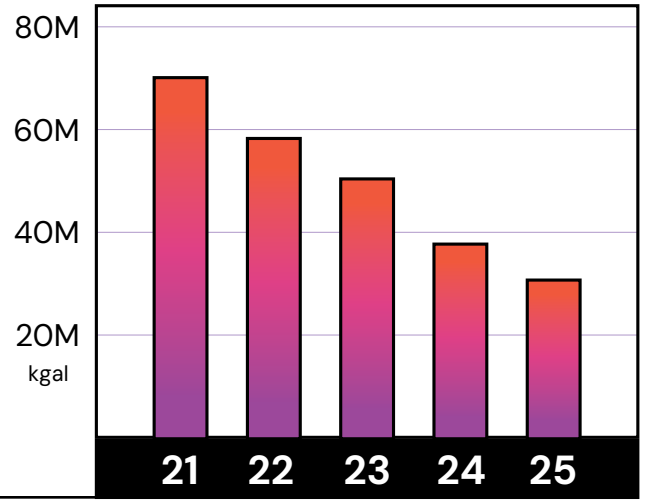
$8.5M Estimated Cost Savings from Power Reduction Over the Next Five Years

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Water

We have seen a dramatic decrease in water consumption due to our lab consolidation efforts. Water consumption has dropped to approximately 17,000 gallons per month as a result of moving ~300 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.

Total Water Consumption



18% YoY reduction in overall water consumption in 2025

Waste

Extreme has implemented a comprehensive waste management program across its offices, with established procedures to reduce waste, increase recycling, and minimize resource consumption in day-to-day operations. We maintain systematic processes to track and measure waste streams across our facilities, enabling us to identify opportunities for improvement and implement targeted initiatives that further reduce our environmental footprint and support our sustainability goals.

5,797 Kilograms of Recycled Waste in 2025

87 Tonnes of E-Waste Diverted from Landfill in 2025

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Sustainable Packaging Practices

Our packaging is designed to minimize environmental impact while maintaining product protection. All packaging materials are 100% recyclable, and corrugated components are sourced from FSC-certified suppliers, supporting responsible forest management.

We are increasing the use of recycled content, with targets of 80% post-consumer recycled (PCR) content in paper-based packaging and 30% PCR content in plastic packaging materials.

To ensure products arrive safely, certain protective materials, such as foam, remain necessary. Where used, we are committed to sourcing 100% recyclable foam.

By combining sustainable materials with effective packaging design, we reduce our environmental footprint while maintaining high standards for shipping performance and product protection.



100% of New Packaging is FSC Certified and Recyclable

>45 Tonnes of Plastic Saved Annually by Packaging Redesign Effort in 2025

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Supply Chain Management

Supply chain management is a key priority overseen by our Global Operations team. Supply chain risks are managed through a comprehensive risk register covering suppliers, logistics, warehouses, and other critical functions. The register evaluates risks related to natural disasters, geopolitical conflicts, pandemics, regulations, tariffs, and IT infrastructure, with mitigation plans regularly reviewed to strengthen supply chain resilience.

In addition, Tier 1 suppliers undergo third-party audits and complete risk and safety assessments to help meet our sustainability and safety standards. Representing more than 90% of our spend, Tier 1 suppliers are required to maintain ISO 9001, ISO 14001, and ISO 45001 certifications.

Ethical Sourcing

Extreme is an Affiliate Member of the Responsible Business Alliance (RBA) and fully complies with its Code of Conduct. This membership reflects our commitment to upholding the highest standards in human rights, labor practices, environmental responsibility and business ethics.

Extreme is committed to ethical sourcing and maintains a Conflict Minerals Policy to support responsible supply chain practices. We work closely with suppliers to source materials from conflict-free smelters that conform to Responsible Minerals Assurance Process standards whenever possible. We leverage the Responsible Minerals Initiative for conflict minerals reporting and auditing, helping ensure compliance with industry-recognized supply chain standards.

Extreme is committed to maintaining a responsible and transparent supply chain and supports efforts to eliminate the use of conflict minerals—tin, tungsten, tantalum, and gold (3TG)—that may finance armed conflict or contribute to human rights abuses in the Democratic Republic of the Congo (DRC) and neighboring regions.

To support this commitment, we conduct due diligence in accordance with the OECD (Organization for Economic Co-operation and Development) Due Diligence Guidance for Responsible Supply Chains of Minerals. We require suppliers to disclose the origin of 3TG minerals and implement remediation plans when necessary, with the goal of sourcing from Responsible Minerals Assurance Process-conformant smelters in conflict-affected areas.

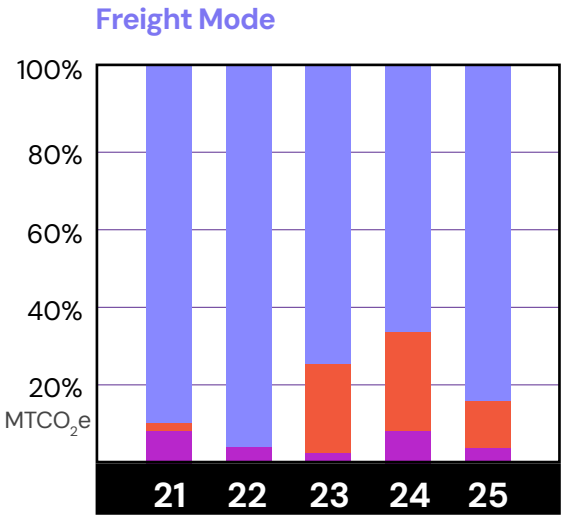
Supplier Inclusion

Our Supplier Inclusion Program strengthens relationships with qualified suppliers. We provide procurement-specific training, equipping our team with the knowledge and tools to identify, engage, and collaborate effectively.

This year, we increased procurement from small and local businesses by $4.4 million, to a total of $27.9 million. Through this

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engagement, we've helped new vendors meet the compliance and quality standards essential for long-term viability. By staying aligned with industry trends, we continue evolving our approach and fostering strategic partnerships that strengthen both our supply base and the broader business ecosystem.



Reducing Emissions in our Supply Chain

We encourage our downstream suppliers to adopt science-based emissions reduction targets and monitor their progress through audits and quarterly executive reviews. To reduce both costs and carbon emissions, we are shifting more freight from air to sea and working with logistics partners to optimize shipping schedules, increasing the use of lower-emission transportation options without compromising delivery commitments.

$27.9M of Inclusive Supplier Spend from Small, Minority, Women or Veteran Owned Businesses

Human Rights and Fair Labor Practices

Extreme is committed to upholding human rights and fair labor practices across our business and supply chain. We believe all individuals should be treated with respect, dignity, and fairness, and we recognize employees' rights to freely associate with legally sanctioned organizations.

Our Code of Business Conduct and Ethics and Supplier Code of Conduct establish clear expectations for ethical behavior, helping ensure our operations and suppliers align with our human rights and labor standards.

We continuously monitor evolving regulations to strengthen our practices and maintain compliance. We also publish an annual Modern Slavery Statement to communicate our commitment to preventing forced labor, child labor, modern slavery, and human trafficking throughout our business and supply chain.

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Governance



Ethical business practices are the foundation of our operations and corporate culture. We are committed to conducting business with integrity, transparency and respect. This commitment means adhering to the highest standards of honesty and fairness in interactions, whether with customers, partners, employees or our communities. Our dedication to ethical conduct extends to safeguarding data privacy, upholding human rights and fostering an inclusive workplace.

1 New Board Member

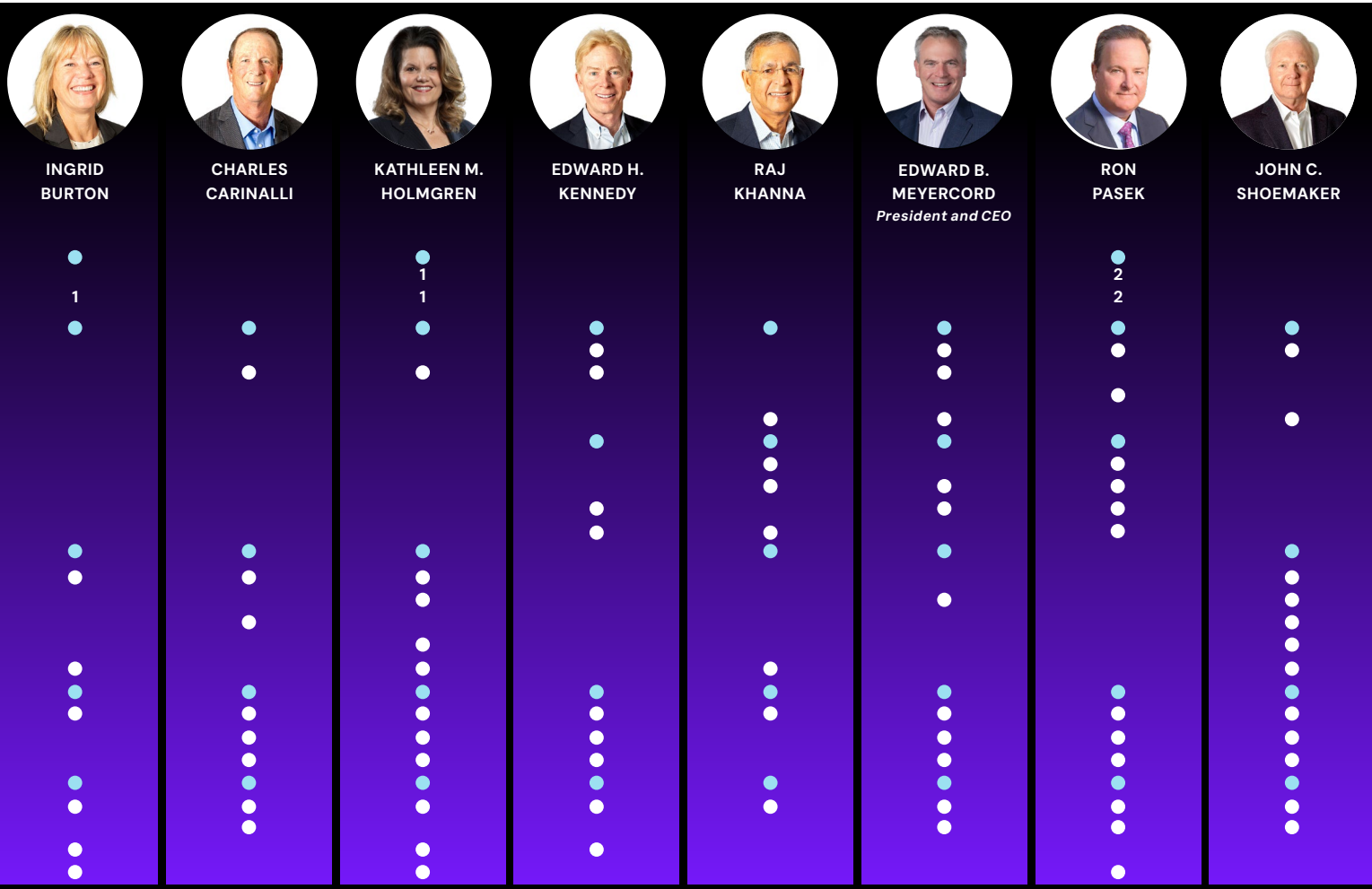
NEW Ethical AI Policy

95% of Employees Completed Code of Conduct Training

Board of Directors

7 independent directors **8** total directors

Extreme's Board of Directors provides strategic oversight to help ensure management's actions align with the long-term interests of shareholders, employees, customers, and the communities we serve. The Board brings deep expertise across technology, cybersecurity, finance, operations and risk management, helping guide the company's strategy, governance, and sustainable growth. Through its commitment to ethical business practices, transparency, and accountability, the Board helps ensure Extreme operates with integrity while creating long-term value for stakeholders.



2 Current or Former Section 16 Officer under applicable SEC rules
3 Per designation by the Board

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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. This commitment means conducting our business with honesty and fairness. We comply with applicable laws and regulations, actively avoid conflicts of interest and promote fair competition through our practices. Our dedication to ethical conduct extends to safeguarding data privacy; encouraging the ethical design, deployment, and use of AI in our technologies; upholding human rights; and fostering an inclusive workplace.

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. GET Champions act as peer advisors, provide feedback aligned with the Code of Business Conduct and Ethics, promote ethical principles and support local compliance training programs.

Extreme Code of Business Conduct and Ethics

Extreme's Code of Business Conduct and Ethics requires strict adherence to laws and regulations, emphasizing integrity and ethical behavior throughout our 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 other applicable anti-corruption laws. Our Anti-Corruption Policy applies globally to interactions with customers, partners, employees, consultants and any other parties on behalf of Extreme.



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Cybersecurity

Extreme implements a comprehensive and evolving suite of cybersecurity policies and technical safeguards designed to protect the company's digital assets, secure sensitive information, and ensure the integrity and resilience of its systems, networks and cloud services. These measures include advanced encryption for data at rest and in transit, multi-factor authentication, and granular access control frameworks and identity-centric security models.

Extreme aligns its cybersecurity frameworks with globally recognized standards and certifications. In FY 2026, the company achieved the German BSI Cloud Computing Compliance Criteria Catalogue (C5) Type 1 attestation for Extreme Platform ONE, one of Europe's most rigorous government-backed cloud security frameworks, and maintained certified alignment with ISO/IEC 27001:2022 (Information Security Management), ISO/IEC 27701 (Privacy Information Management) and ISO/IEC 27017 (Cloud Security). In addition, Extreme maintains SOC 2 compliance and other security certifications, supported by oversight from its Global Security and Compliance Office and transparent publication of certifications through its Trust Center. In FY 2026, Extreme further enhanced product and platform security through integrated cloud-based Public Key Infrastructure (PKI) and automated certificate lifecycle management within Extreme Platform ONE, strengthening device and workload identity and supporting scalable deployment for customers.

Extreme's cybersecurity policies and controls are regularly reviewed and updated through its Information Security Management System (ISMS) to address evolving threats, regulatory expectations, and industry best practices. This continuous improvement approach supports risk reduction, operational resilience, and business continuity.

To identify and address security risks, Extreme conducts regular internal and external audits, vulnerability assessments, and penetration testing. The company also operates a Product Security Incident Response Team (PSIRT) and maintains a coordinated vulnerability disclosure program to support timely identification and remediation of security issues across its product portfolio.

Extreme recognizes that employees play a critical role in maintaining a strong security posture. Through ongoing training and awareness initiatives, employees are equipped to identify and respond to threats and are supported by company-wide policies, governance frameworks, and clearly defined data protection and security responsibilities.

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 Policy and Vulnerability Disclosure Program
- Supply Chain and Information Security Policy

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Data Privacy in an Evolving Landscape

We recognize that trust is foundational to our relationships with customers, partners, and employees. In FY 2026, we continued to strengthen our cybersecurity and data privacy programs to protect that trust, while adapting to an increasingly dynamic global regulatory and threat landscape.

Proactively monitoring global developments in AI and data protection regulation allows us to incorporate developing rules and trends into our internal frameworks. This includes integrating AI-specific risk assessments and ensuring that key principles—such as fairness, accountability, transparency, and human oversight—are reflected in how we design and deploy AI-enabled capabilities. In addition, we continue to invest in governance structures, employee training, and third-party oversight to promote accountability and reinforce a culture of security and privacy across the organization. By embedding these practices into daily operations, we enable teams to make informed, responsible decisions about data use and protection.

As we look to the future, Extreme remains committed to advancing our cybersecurity and data privacy capabilities in line with technological innovation and regulatory change. Our priorities include further operationalizing AI and data governance, enhancing role-based training and awareness, and leveraging automation to improve compliance and monitoring. By continuing to evolve our program, we aim to strengthen trust, support responsible innovation, and deliver secure, reliable solutions to our global customers.

Climate Risk

In December of 2025, Extreme conducted its first Climate-related Financial Disclosures. Upon review of our physical and transition risk climate risk exposure, we believe that our material climate-related risks are limited as a result of our network redundancy measures, diverse supply chain and remote work capabilities. The assessment was done in accordance with the recommendations of the Task Force on Climate-related Disclosure (TCFD) framework and addresses four core elements– Governance, Strategy, Risk Management and Metrics and Targets. To read our entire TCFD-aligned Climate-related Financial Risk Disclosure, click here.

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People



We are committed to fostering an inclusive culture where every employee feels valued, respected and empowered to contribute. The combination of our employees' unique talents, cultures and skills amplifies our potential to design and deploy innovative technology, promote teamwork in problem-solving and drive forward-thinking solutions.

10	Employee Resource Groups
51%	Year-Over-Year Growth in Volunteer Participation
60	Global Charity Organizations Received Donations
<6%	Voluntary Attrition Rate

Talent Attraction, Development, and Retention

Extreme is committed to continuous learning and professional growth. Employees have access to LinkedIn Learning to build new skills and advance their careers, while managers can leverage our leadership development programs to strengthen their leadership capabilities. Our Talent Development team delivers workshops on career development, performance management, and other core skills, and Extreme Academy provides self-paced and instructor-led technical training to keep employees current with evolving technologies.

We prioritize developing talent from within — identifying high-potential employees and equipping them for leadership through targeted development, coaching, and mentorship programs. Our commitment to attracting, growing, and retaining top talent spans every career stage, from a structured New Hire Academy onboarding experience to ongoing role-based training, career resources, and manager development.

Leadership Development Programs

Extreme invests in developing talent at every stage of an employee's career. Leadership development includes quarterly Leadership Live sessions for directors, targeted manager training, and a company-wide mentoring program that connects employees with experienced colleagues to support career growth.

We also invest in the next generation of talent through our Emerge Program, which is designed to identify and develop high-potential employees, and through our growing internship program, which has doubled in size over the last 5 years. Interns contribute to meaningful projects across the business, gain exposure to company leaders, and build valuable professional experience.

COMPUTERWORLD Best Places to Work in IT 2026

Computerworld named Extreme Networks one of 2026's Top 10 Best Places to Work in IT in the Midsize Company Category, with special recognition in the Top 10 Benefits & Compensation and Workplace Culture subcategories.



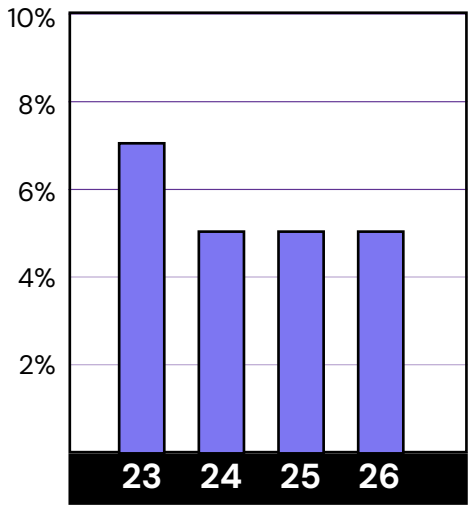
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Turnover

Extreme is proud to have one of the lowest turnover rates in the industry. In FY 2026, our voluntary turnover rate averaged less than 6%, which is two times less than the industry average[2]. 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.

4 Reference https://www.bls.gov/jlt/

Voluntary Employee Turnover



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.

375 New hires in FY 2026

20% of Interns Hired Full-Time





For the second year in a row, Extreme is proud to be named as one of U.S. News and World Report's "Best Companies to Work For." This independent award was based on numerous public and third-party sources.

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Wellness

At Extreme Networks, employee well-being is a core component of how we support our global workforce. In FY 2026, we launched Lyra Health as our new Global Work/Life Employee Assistance Program (EAP), replacing all prior regional EAP partners with a single, unified platform available to all benefits-eligible employees worldwide. Through Lyra, employees and their family members have access to a curated network of licensed coaches, counselors, and therapists, as well as counseling or coaching sessions at no cost, empowering individuals to choose the type of care that best fits their needs. The platform also provides Work/Life Harmony consultations — covering legal, financial, child, elder, and pet care referrals — as well as on-demand well-being tools such as life webinars, courses, podcasts, meditations, and music.

People First. People Forward. One Connected Experience.

At Extreme Networks, we believe exceptional employee experiences create exceptional outcomes. Through our ERGs, EXCITE communities, Engagement Council, and employee-led philanthropy programs, we foster a culture where employees feel connected, empowered, and inspired to make a difference.

35% of Employees Participated in at Least One ERG

51% Increase in Employee Participation Hours During 2026 Annual Day of Giving

Global Employee Engagement Through Community Impact

At Extreme, philanthropy is an extension of our culture—bringing together employees across the globe to create meaningful impact in the communities where we live and work. Through volunteerism, employee-led initiatives, ERGs, EXCITE communities, and strategic nonprofit partnerships, employees turned shared values into action throughout FY 2026.

One of the strongest examples of this commitment was our annual Day of Giving, where employees contributed nearly 1,000 verified volunteer hours and supported 60 charities across the Americas, EMEA, and APAC. Volunteer participation increased by more than 50% year over year, reflecting a growing culture of service, purpose, and community engagement.

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Our partnership with Télécoms Sans Frontières (TSF) further expanded our impact, supporting programs that improve connectivity and access to information for vulnerable populations, including displaced individuals in Ukraine and migrants and refugees throughout Latin America. These efforts reflect the meaningful role technology can play in strengthening communities and expanding opportunity.

Employees also rallied around health and well-being causes through initiatives supporting organizations such as Susan G. Komen. These efforts provided opportunities for employees to come together around a shared purpose, raise awareness, participate in community activities, and demonstrate support for individuals and families impacted by breast cancer. Through these employee-led efforts, philanthropy became another avenue for connection, engagement, and living our values.

More than any single contribution, FY 2026 demonstrated the power of collective employee action. Across regions, causes, and programs, employees dedicated their time, expertise, and passion to strengthening communities and creating positive change.

The result is a workforce that is deeply engaged, purpose-driven, and committed to making an impact beyond the workplace.

Our approach to community impact is centered on people. By empowering employees to contribute their time, talents, and passion to causes they care about, we strengthen the connection between purpose and performance. Philanthropy at Extreme is not defined by dollars alone—it is reflected in the collective actions of employees around the world who are helping build stronger, more connected communities.

~1,000 Volunteer Hours Contributed Globally

Employee-Led Impact Through ERGs, EXCITE Offices, Day of Giving, and Community Awareness Campaigns

Continued Partnership with TSF to Support Connectivity and Access for Underserved Communities

Employee Engagement in Health and Well-Being Initiatives Supporting Organizations such as Susan G. Komen

A Growing Culture of Service that Connects Employees to Each Other, their Communities, and Extreme's Values



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Connecting People When It Matters Most

TSF

Extreme's flagship philanthropy partnership with **TSF** helped provide critical communication and information resources to more than **9,600 individuals and families worldwide**. The partnership reflects our belief that connectivity is more than technology—it is a lifeline that helps people access information, services, and opportunities when they need them most.

Quote from TSF:

> Partnerships like the one we have with Extreme Networks are essential to our work. Extreme Networks' support enables us to take direct action in two key areas: providing connectivity and ensuring access to reliable information for people affected by crises. In 2026, Extreme Networks also highlighted TSF as a charitable partner at its Extreme Connect event, opening up new opportunities for support and visibility. We are grateful to Extreme Networks for its commitment to helping people facing humanitarian crises through technology.



Supporting Causes That Matter

Susan G. Komen



Employees also supported organizations such as Susan G. Komen and numerous local charities focused on health, education, community development, inclusion, humanitarian services, environmental stewardship, and animal welfare. Through fundraising, volunteerism, and awareness initiatives, employees turned purpose into meaningful impact.

Quote from Susan G. Komen :

> The mission of Susan G. Komen is made possible by the generous support of donors, Race and Walk participants and corporate partners, such as Extreme Networks. Each dollar Komen receives allows it to provide support for those in need, advocate for laws to make care more accessible and affordable and fund lifesaving research. We are grateful for those who are making a difference in our collective effort to save more lives from breast cancer.

9,600+

Lives impacted globally through connectivity and access-to-information initiatives

Inclusion

Inclusion is embedded in our culture. By encouraging dominant voices to listen and empowering non-dominant voices to speak up, we gain diverse perspectives that lead to better decisions, stronger innovation, and improved business outcomes.

Our commitment to innovation extends beyond delivering industry-leading enterprise networking solutions. We are equally committed to fostering a workplace where every employee feels valued, can contribute their best work, and has the opportunity to reach their full potential. We cultivate an inclusive environment that embraces diversity across gender, ethnicity, sexual orientation, disability, age, religion, and other backgrounds, enabling employees to thrive because of their unique perspectives. We also strengthen our talent pipeline through programs and partnerships that support our inclusion objectives.

Our people are central to our competitive advantage and our ability to meet the evolving needs of our customers. Their varied experiences, skills, and perspectives enhance collaboration, fuel innovation, and enable us to develop forward-thinking technologies and solutions that drive long-term success.



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Extreme Sustainability Metrics

Environmental Key Performance Indicators

Greenhouse Gas Emissions	Unit of Measure	CY 2021	CY 2022	CY 2023	CY 2024	CY 2025
Total Carbon GHG Emissions	CO_2e	5,563,712	5,849,578	6,365,266	3,259,672	3,618,032
Scope 1 and 2 GHG Emissions (market-based)	CO_2e	17,061	14,954	13,970	11,769	10,068
Percentage Reduction YOY		-	12%	7%	16%	14%
Percentage Reduction from base year		-	12%	18%	31%	41%
Scope 1 GHG Emissions	CO_2e	7,384	6,553	6,618	2,634	1,138
Scope 2 GHG Emissions (market-based)	CO_2e	9,676	8,400	7,351	9,135	8,930
Scope 2 GHG Emissions (location-based)		9,456	8,154	7,109	8,930	8,830
Scope 3 GHG Emissions	$MTCO_2e$	5,546,651	5,834,624	6,351,296	3,247,903	3,607,964
Scope 3, Category 1: Purchased Goods and Services	$MTCO_2e$	159,309	187,386	242,978	131,341	129,024
Scope 3, Category 3: Fuel Related Emissions	$MTCO_2e$	4,712	4,034	3,442	3,402	3,122
Scope 3, Category 4: Upstream Freight	$MTCO_2e$	23,156	39,387	56,562	17,557	24,227
Scope 3, Category 6: Business Travel	$MTCO_2e$	1,195	4,246	5,453	5,597	6,079
Scope 3, Category 7: Employee Commuting	$MTCO_2e$	-	-	75	564	564
Scope 3, Category 9: Downstream Freight	$MTCO_2e$	18,996	15,524	15,299	11,828	11,149
Scope 3, Category 11: Use of sold products (location based)	$MTCO_2e$	5,339,283	5,584,047	6,027,487	3,077,614	3,433,799
Scope 3, Category 11: Use of sold products (market based)	$MTCO_2e$	4,826,801	4,868,797	TBD	2,686,809	2,999,571
	Units shipped	2,409,734	2,007,145	1,832,438	1,456,218	1,473,158
Supplier Freight by Mode of Transport		**CY 2021**	**CY 2022**	**CY 2023**	**CY 2024**	**CY 2025**
Road	% of total supplier transport miles	8%	5%	3%	9%	4%
Ocean	% of total supplier transport miles	2%	0%	21%	21%	12%
Air	% of total supplier transport miles	90%	95%	76%	71%	84%
Energy	**Unit of Measure**	**CY 2021**	**CY 2022**	**CY 2023**	**CY 2024**	**CY 2025**
Total Electricity Consumed	kWh	28,614,510	22,716,587	19,184,150	26,515,175	25,635,395
Percentage Change YOY		-	21%	16%	-38%	3%
Total Natural Gas	therms	1,324,273	1,209,016	1,163,323	403,303	98,108
Percentage Reduction YOY		-	9%	4%	65%	
Total Energy Consumption (Electricity, & Nat Gas)	kWh	67,425,121	58,149,348	53,277,782	38,334,819	28,510,656

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Carbon Intensity	Unit of Measure	CY 2021	CY 2022	CY 2023	CY 2024	CY 2025
Scope 1 and 2 Carbon Intensity	Tonne Co2E/$M	15.96	13.31	10.51	11.56	8.23
Scope 1 and 2 Intensity YOY Reduction		-	17%	21%	-10%	29%
Intensity Reduction from Base Year		-	17%	34%	28%	48%
Water	**Unit of Measure**	**CY 2021**	**CY 2022**	**CY 2023**	**CY 2024**	**CY 2025**
Total Water Consumption	kgal	3,495	3,873	2,781	1,703	1,395
Waste		**CY 2021**	**CY 2022**	**CY 2023**	**CY 2024**	**CY 2025**
Total Non-Hazardous Waste (Refuse)	kgs	-	-	4,275	11,720	13,758
Non-Hazardous Waste Recycled or Reused	kgs	-	-	3,644	6,543	5,797
Total E-Waste Diverted from Landfill	kgs	-	106,434	161,471	91,226	87,646

Social Key Performance Indicators

Employees	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026
Total Global Employees	2,643	2,849	2,849	2,842	2,868
Employee Voluntary Turnover	12%	10%	5%	5%	6%
Female Representation	**FY 2022**	**FY 2023**	**FY 2024**	**FY 2025**	**FY 2026**
Total Females	634	661	741	742	751
Percentage of Female Employees	24%	25%	26%	26%	26%
Females in Leadership Roles	127	139	163	137	125
Percentage of Leadership Roles Filled By Females	20%	21%	22%	23%	23%
Employee Diversity*	**FY 2022**	**FY 2023**	**FY 2024**	**FY 2025**	**FY 2026**
Total Diversity*	38%	38%	38%	-	-
White	65%	65%	65%	63%	62%
Black/African-American	4%	4%	4%	4%	4%
Hispanic/Latino	4%	4%	4%	4%	4%
Asian	18%	18%	18%	24%	24%
Native American/Indigenous	0%	0%	0%	0.50%	0.50%
Pacific Islander/Native Hawaiian	0%	1%	0%	0.50%	0.50%
Two or More	4%	4%	4%	4%	4%
Total Employees from Race or Ethnic Backgrounds	35%	35%	35%	37%	37%
Persons with Disabilities	2%	2%	2%	2%	2%
Veterans	2%	2%	2%	2%	2%

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Leadership	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026
Total Employees in Leadership Positions	555	598	598	609	622
Executives	2%	2%	3%	3%	3%
Directors	7%	7%	7%	8%	7%
Managers	9%	8%	8%	9%	9%
Professionals	3%	3%	3%	3%	3%
New Hires	**FY 2022**	**FY 2023**	**FY 2024**	**FY 2025**	**FY 2026**
Total New Hires	345	366	332	393	375
Female New Hires	26%	25%	27%	28%	28%
New Hires w/Diverse Backgrounds	10%	10%	11%	10%	10%
Volunteerism	**FY 2022**	**FY 2023**	**FY 2024**	**FY 2025**	**FY 2026**
Total Employees Participating in Volunteerism	–	–	394	400	400
Total Volunteer Hours	–	–	753	660	998
Total Contributions	–	–	$128,000	$152,585	$155,700
Total Number of Charity Organizations Supported	–	–	30+	50	60
Training	**FY 2022**	**FY 2023**	**FY 2024**	**FY 2025**	**FY 2026**
Percentage of Employees who Completed Code of Conduct Training	–	–	96%	98%	95%
Total Employee Training Hours	–	–	22,909	19,808	17,750
Average Hours Training Per Year Per Employee	–	–	12.5	7	6.2
Supplier Diversity	**FY 2022**	**FY 2023**	**FY 2024**	**FY 2025**	**FY 2026**
Total Supplier Spend	–	–	$504,853,071	$422,057,515	$511,700,240.25
Diverse Supplier Spend	–	–	$15,535,060	$23,492,648	$27,884,446.16
Small Businesses (% of Total Diverse Supplier Spend)	–	–	27%	39%	37%
Minority-Owned Businesses	–	–	45%	25%	18%
Veteran-Owned Businesses, Disabled-Owned, LGBTQ-Owned	–	–	25%	22%	1%
Women-Owned	–	–	3%	14%	44%

**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.*

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Governance Key Performance Indicators

Board of Directors	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026
Total Board Members	7	7	7	7	8
Total Board Diversity	43%	43%	43%	43%	38%
Total Female Representation	29%	29%	29%	29%	25%
Independent Directors	6	6	6	6	7
Total Independent Director Diversity	50%	50%	50%	50%	43%
Independent Director Female Representation	33%	33%	33%	33%	29%

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SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Code	Metric	Location
Environmental Footprint of Hardware Infrastructure		
TC-SI-130a.1	1) Total energy consumed	2026 Corporate Responsibility Report, Resource Consumption - Energy, Page 21, Extreme Sustainability Metrics, Page 38
TC-SI-130a.2	2) Total water consumed	2026 Corporate Responsibility Report; Water, Page 22, Extreme Sustainability Metrics, Page 39
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Extreme Networks TCFD Report
Data Privacy & Freedom of Expression		
TC-SI-220a.1	Description of policies and practices relating to targeted advertising and user privacy	2026 Corporate Responsibility Report: Data Privacy and Risk Management, Page 28-30
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
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	2026 Corporate Responsibility Report: Data Privacy and Risk Management, Page 28-30
Recruiting & Managing a Global, Diverse & Skilled Workforce		
TC-SI-330a.1	Percentage of employees that require a work visa	4.8%
TC-SI-330a.2	Employee engagement as a percentage	2026 Corporate Responsibility Report: Talent Development, Attraction & Retention, Page 32; Community Impact, Page 34, Extreme Sustainability Metrics Page 40

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SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

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	Executive management – 38% female, 22% diversity group Non-executive management – 31% female, 25% diversity group Technical employees – 25% female, 36% diversity group All other – 29% female, 19% diversity group 2026 Corporate Responsibility Report, Inclusion, Page 37
Managing Systemic Risk from Technology Disruptions		
TC-SI-550a.1	Number of (1) performance issues; (2) service disruptions; (3) Total service downtime	(1) 3; (2) 4; (3) 0.00710%
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	2026 Corporate Responsibility Report: Data Privacy and Risk Management, Page 29-30
Activity Metric		
TC-SI-000.A	Description of policies and practices relating to targeted advertising and user privacy	2026 Corporate Responsibility Report: Data Privacy and Risk Management, Page 29-30

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GLOBAL REPORTING INITIATIVE (GRI) INDEX

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, 2025 through June 30, 2026 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 2026, Business, Page 3 2026 Corporate Responsibility Report, Our Business, Page 4
2-2 Entities included in the organization's sustainability reporting	Form 10-K for FY 2026 2026 Corporate Responsibility Report, Page 2
2-3 Reporting period, frequency and contact point	Annual FY 2026 (July 1, 2025-June 30, 2026) 2026 Corporate Responsibility Report, Page 2
2-4 Restatements of information	Restatements are included throughout the 2026 Corporate Responsibility Report as required
2-5 External assurance	2026 Corporate Responsibility Report, Page 2, 18
2-6 Activities, value chain and other business relationships	2026 Corporate Responsibility Report, Supply Chain Management, Page 24, 25 Form 10-K for FY 2026
2-7 Employees	2026 Corporate Responsibility Report, Page 39-40
2-8 Workers who are not employees	217 workers who are not employees.
2-9 Governance structure and composition	2026 Corporate Responsibility Report, Board of Directors and Corporate Governance, Page 27

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GRI Standard (Continued)	Location
GRI 2: General Disclosures (Continued)	
2-10 Nomination and selection of the highest governance body	2026 Corporate Responsibility Report, Corporate Governance, Page 27 Corporate Governance Guidelines 2026 Proxy Statement
2-11 Chair of the highest governance body	Corporate Governance Guidelines 2026 Proxy Statement
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Guidelines 2026 Corporate Responsibility Report, Board of Directors, Page 27
2-13 Delegation of responsibility for managing impacts	2026 Corporate Responsibility Report, Ethical Business, Page 28 Corporate Governance Guidelines
2-14 Role of the highest governance body in sustainability reporting	Corporate Governance Guidelines
2-15 Conflicts of interest	2026 Corporate Responsibility Report, Ethical Business, Page 28 Corporate Governance Guidelines
2-16 Communication of critical concerns	2026 Proxy Statement
2-17 Collective knowledge of the highest governance body	2026 Corporate Responsibility Report, Board of Directors, Page 27 Corporate Governance Guidelines
2-18 Evaluation of the performance of the highest governance body	Corporate Governance Guidelines 2026 Proxy Statement
2-19 Remuneration policies	Corporate Governance Guidelines, Compensation, Page 33 2026 Proxy Statement
2-20 Process to determine remuneration	2026 Proxy Statement
2-22 Statement on sustainable development strategy	2026 Corporate Responsibility Report, Letter from Chief Sustainability Officer, Page 6
2-23 Policy commitments	2026 Corporate Responsibility Report: Corporate Governance, Page 26; Supplier Code of Conduct, Page 24-25, Business Code of Conduct and Ethical Business, Page 28; Modern Slavery Statement
2-24 Embedding policy commitments	2026 Corporate Responsibility Report
2-25 Processes to remediate negative impacts	2026 Corporate Responsibility Report: Human Rights, Page 24-25

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GRI Standard (Continued)	Location
GRI 2: General Disclosures (Continued)	
2-26 Mechanisms for seeking advice and raising concerns	2026 Corporate Responsibility Report: Ethical Business, Page 28
2-27 Compliance with laws and regulations	2026 Corporate Responsibility Report: Supply Chain Management, page 24-25; Corporate Governance, Page 27; Ethical Business, Page 28; Cybersecurity, Page 29; Data Privacy and Risk Management, Page 30
2-28 Membership associations	2026 Corporate Responsibility Report: Supply Chain Management, page 24
2-29 Approach to stakeholder engagement	2026 Corporate Responsibility Report: Materiality Assessment, Page 8
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	2026 Corporate Responsibility Report: Materiality Assessment, Page 8
3-2 List of material topics	2026 Corporate Responsibility Report: Materiality Assessment, Page 8
3-3 Management of material topics	2026 Corporate Responsibility Report: Materiality Assessment, Page 8
GRI 205: Anti-Corruption	
205-2 Communication and training about anti-corruption policies and procedures	2026 Corporate Responsibility Report: Supply Chain Management, Page 24
GRI 301: Materials	
301-3 Reclaimed products and their packaging materials	2026 Corporate Responsibility Report: Sustainable Packaging Practices, Page 23
GRI 302: Energy	
302-1 Energy consumption within the organization	2026 Corporate Responsibility Report: Energy, Page 21, Extreme Sustainability Metrics, Page 38
302-4 Reduction of energy consumption	2026 Corporate Responsibility Report: Energy, Page 21, Extreme Sustainability Metrics, Page 38
302-5 Reductions in energy requirements of products and services	2026 Corporate Responsibility Report: Page 10-12
GRI 303: Water and Effluents Energy	
303-5 Water consumption	2026 Corporate Responsibility Report: Water, Page 22, Extreme Sustainability Metrics, Page 39

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Topic Standards (Continued)	Location
GRI 305: Emissions	
305-1 Direct (Scope 1) GHG Emissions	2026 Corporate Responsibility Report: Reducing Our Carbon Emissions, Page 17; Extreme Sustainability Metrics, Page 38
305-2 Energy indirect (Scope 2) GHG Emissions	2026 Corporate Responsibility Report: Reducing Our Carbon Emissions, Page 17; Extreme Sustainability Metrics, Page 38
305-3 Other indirect (Scope 3) GHG Emissions	2026 Corporate Responsibility Report: Scope 3 Emissions, Page 18-19 2026 Corporate Responsibility Report, Extreme Sustainability Metrics, Page 38
305-5 Reduction of GHG Emissions	2026 Corporate Responsibility Report: Reducing our Carbon Emissions, Page 17-20 2026 Corporate Responsibility Report, Extreme Sustainability Metrics, Page 38
GRI 306: Waste	
306-2 Management of significant waste-related impacts	2026 Corporate Responsibility Report: Waste, Page 22 2026 Corporate Responsibility Report: Sustainable Product Management, Page 13-14
306-3 Waste generated	2026 Corporate Responsibility Report: Waste, Page 22 2026 Corporate Responsibility Report: Sustainable Product Management, Page 13-14
GRI 308: Supplier Environmental Assessment	
308-1 New suppliers that were screened using environmental criteria	2026 Corporate Responsibility Report: Supply Chain Management, Page 24-25 Supplier Code of Conduct
GRI 404: Employment	
401-1 New employee hires and employee turnover	2026 Corporate Responsibility Report: Talent Development, Attraction & Retention, Page 32
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2026 Corporate Responsibility Report: Wellness, Page 34
401-3 Parental leave	Extreme offers parental leave to all parents, in compliance with local law and our local policies, to provide employees with meaningful time to bond with and care for their families, while fostering a culture that values flexibility, support, and work-life harmony.

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Topic Standards (Continued)	Location
GRI 403: Occupational Health and Safety	
403-1 Occupational health and safety management system	Extreme maintains ISO 45001 for Occupational Health and Safety Management
403-2 Hazard identification, risk assessment, and incident investigation	Covered under ISO 45001 certified Occupational Health and Management System
403-3 Occupational health services	Covered under ISO 45001 certified Occupational Health and Management System
403-4 Worker participation, consultation, and communication on occupational health and safety	Covered under ISO 45001 certified Occupational Health and Management System
403-5 Worker training on occupational health and safety	Covered under ISO 45001 certified Occupational Health and Management System
403-6 Promotion of worker health	Covered under ISO 45001 certified Occupational Health and Management System
403-9 Work-related injuries	Three reportable incidents in 2026
403-10 Work-related ill health	Extreme Networks does not separately track work-related ill health.
GRI 404: Training and Education	
404-1 Average hours of training per year per employee	2026 Corporate Responsibility Report: Extreme Sustainability Metrics, Page 40
404-2 Programs for upgrading employee skills and transition assistance programs	2026 Corporate Responsibility Report: Talent Development, Attraction & Retention, Page 32
404-3 Percentage of employees receiving regular performance and career development reviews	Extreme's managers are required to perform performance evaluations for their employees twice a year and are encouraged to complete a development review of their employees once a year.
GRI 405: Diversity and Equal Opportunity	
405-1 Diversity of governance bodies and employees Diversity	2026 Corporate Responsibility Report: Inclusion, Page 37: Board of Directors, Page 27
GRI 413: Local Communities	
413-1 Operations with local community engagement, impact assessments, and development programs	2026 Corporate Responsibility Report: Community Impact, Page 34-36; Extreme Sustainability Metrics, Page 40
GRI 415: Public Policy	
415-1 Political contributions	$0 in political contributions in FY 2026.

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Topic Standards (Continued)	Location
GRI 416: Customer Health and Safety	
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Not applicable
GRI 416: Customer Health and Safety	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2026 Corporate Responsibility Report: Cybersecurity, page 29; Data Privacy, page 30

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