Extreme networks

FISCAL YEAR 2025

Corporate Responsibility Report

About This Report

The Extreme Networks (Extreme) fiscal year 2025 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 fiscal year 2025.

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Reporting Scope and Boundaries

This report covers Extreme's fiscal year 2025. Unless otherwise specified, it encompasses all activities from July 1, 2024, through June 30, 2025, 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.

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.

A Message from Our President and CEO

At Extreme, we're proud of the strides we're making in corporate responsibility and sustainability. We're inspired by building a future where technology both connects and protects both people and the planet.

When it comes to the planet, we're driving bold, measurable action for a more sustainable world. Since 2021, we've achieved a 34% reduction in Scope 1 and 2 emissions. We've also cut our office space footprint in half, which means fewer buildings to power, heat and cool, translating directly into less pollution and more efficiency. We have lofty goals to continue to improve our standards, including sourcing 50% of electricity from renewable sources, reducing Scope 1 and Scope 2 emissions by 50% and achieving Net Zero Emissions by fiscal year 2050.

We're improving energy efficiency and cutting product-related waste. Today, 36 of our Universal Switches are ENERGY STAR® certified, which is more than any vendor in the large network equipment category. Our packaging is Forest Stewardship Council (FSC) certified and recyclable, keeping products out of landfills, and our Take-Back Program promotes the responsible reuse, recovery and recycling of end-of-life equipment. These efforts earned Extreme a spot on Newsweek's list of the World's Greenest Companies. Looking ahead to fiscal year 2026, we're aiming to scale renewable energy use, boost efficiency and setting new targets to further reduce our footprint.

People are our greatest asset. Our flex-first culture helps us attract and retain top global talent, guided by our core values of teamwork, transparency, candor, curiosity, ownership and inclusion. We're expanding social policies, strengthening our approach to human rights, pay equity and workplace safety, aiming to formalize these commitments in fiscal year 2026. This focus on people is reflected in our industry-leading 5% voluntary attrition rate in fiscal 2025 and recognition by U.S. News & World Report as one of 2025's Best Companies to Work For.

I'm proud of the work our team has done to make Extreme more innovative, responsible and employee centric. We're collectively shaping a future we can all be proud of.

Thank you,

Edward B. Meyercord
President and CEO

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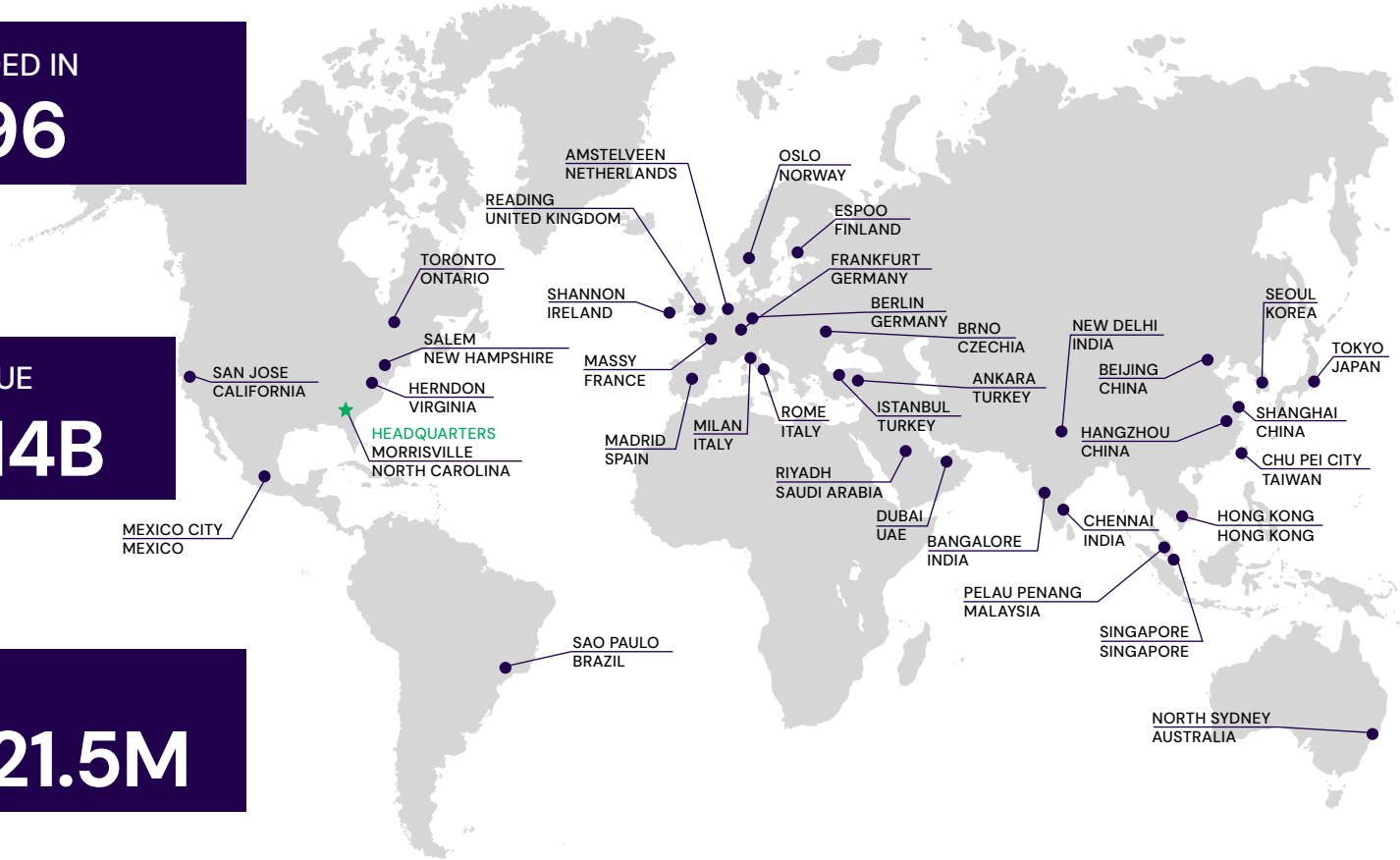
Our Business

Headquartered in Morrisville, North Carolina, Extreme is a leader in AI-powered automation for networking and is focused on delivering simple and secure solutions that help businesses address challenges and enable connections among devices, applications and users. Extreme helps customers across the globe unlock powerful enterprise-wide network visualization, reduce manual work by up to 90%, cut resolution times by up to 98% and benefit from the industry's simplest licensing.

FOUNDED IN
1996

REVENUE
$1.14B

R&D
$221.5M



GLOBAL EMPLOYEES
2,800+

CUSTOMERS IN
170
COUNTRIES

OFFICE LOCATIONS
41

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Planet

66%
REDUCTION IN SCOPE 1 EMISSIONS SINCE 2021

48%
REDUCTION IN WATER USAGE SINCE 2021

~50%
REDUCTION IN OFFICE SPACE SINCE 2020

65%
REDUCTION IN NATURAL GAS CONSUMPTION SINCE 2021

34%
REDUCTION IN SCOPE 1 AND 2 EMISSIONS SINCE 2021

People

10
EMPLOYEE RESOURCE GROUPS

19%
INCREASE IN PHILANTHROPIC DONATIONS SINCE 2024

50+
CHARITY ORGANIZATIONS RECEIVED DONATIONS

98%
OF EMPLOYEES COMPLETED CODE OF CONDUCT TRAINING

5%
VOLUNTARY TURNOVER, BELOW INDUSTRY AVERAGE

Product

100%
OF NEW PACKAGING IS FSC CERTIFIED AND RECYCLABLE

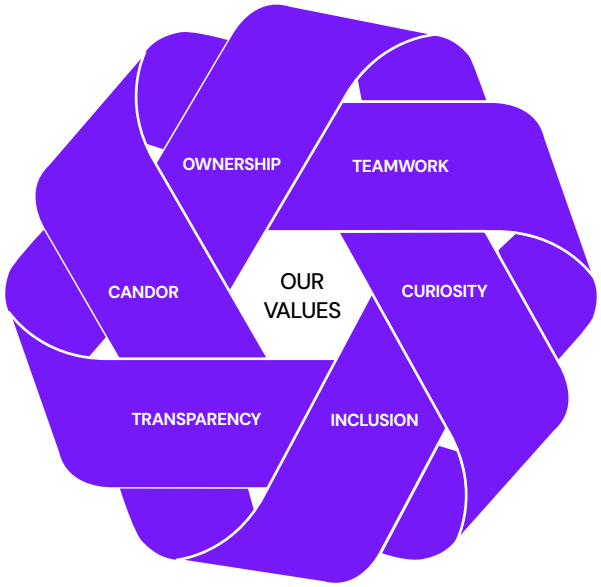
~50%
OF FORTUNE 50 COMPANIES USE EXTREME PRODUCTS AND SOLUTIONS

$23 M
SPENT WITH SMALL, MINORITY, VETERAN OR WOMEN OWNED BUSINESSES

347
METRIC TONNES OF E-WASTE DIVERTED FROM LANDFILLS SINCE 2021

Our Values

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



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.

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.

Candor

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

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.

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 our customers, shareholders and ourselves.

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.

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Customers and Products

Extreme serves 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.

36
ENERGY STAR® CERTIFIED UNIVERSAL SWITCHES

100%
OF NEW PRODUCT OFFERINGS CONSIDER ENERGY CONSUMPTION DURING DEVELOPMENT

9.54
CUSTOMER SATISFACTION SCORE

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Sustainability at Extreme

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.

Letter from Our Chief Sustainability Officer

Looking back on Extreme's fiscal year 2025, I am proud of our many achievements. The company continues to invest in AI capabilities, enhance network security solutions and develop market leading products for our customers around the world. These achievements occurred against an ever-changing and evolving global business landscape. Our company continues to grow and evolve to meet customer, supply chain, cultural and economic shifts.

Our resiliency is due in large part to Extreme's culture and our employees. We build our products without hazardous materials, and minimal power usage. We do this because our customers demand it. We are working towards Net Zero, and reducing our emissions, waste and water usage. We do this because it saves us money and is good for the bottom line. We encourage a culture that asks dominant voices to listen and for managers to promote inclusion across their teams. We do this because it brings out the best in us and unlocks new ideas.

The value we place on corporate responsibility is driving results. Since 2021, we have reduced our Scope 1 and Scope 2 emissions by 34%, implemented a new customer Take-Back Program, redirected 347 tonnes of e-waste from landfills and reduced our water consumption by 48%. In the past year, we increased our philanthropic donations by 19%. As a primarily remote workforce, engaging with our colleagues on shared values and interests helps foster a culture of collaboration. Our ten employee resource groups are open to everyone in the company, and help deliver a sense of belonging. These initiatives and the many more you read about in this report are key contributors to our industry-leading voluntary turnover number.

By focusing on what is material to our business and industry, and listening to our customers and employees, we can focus what matters and what drives value. For Extreme, corporate responsibility isn't just the right thing to do, it's the right thing to do for the business.

Katayoun ("Katy") Motiey
Chief Legal, Administrative
& Sustainability Officer

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Sustainability Goals

Key ● *On Target* ● *Complete*

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

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

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

People

- Create and implement formal social policies and commitments, including a Human Rights Policy, Pay Equity Policy and Health & Safety Policy by FY 2026
- 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

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 align 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 valued topics.

"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.

ENVIRONMENTAL

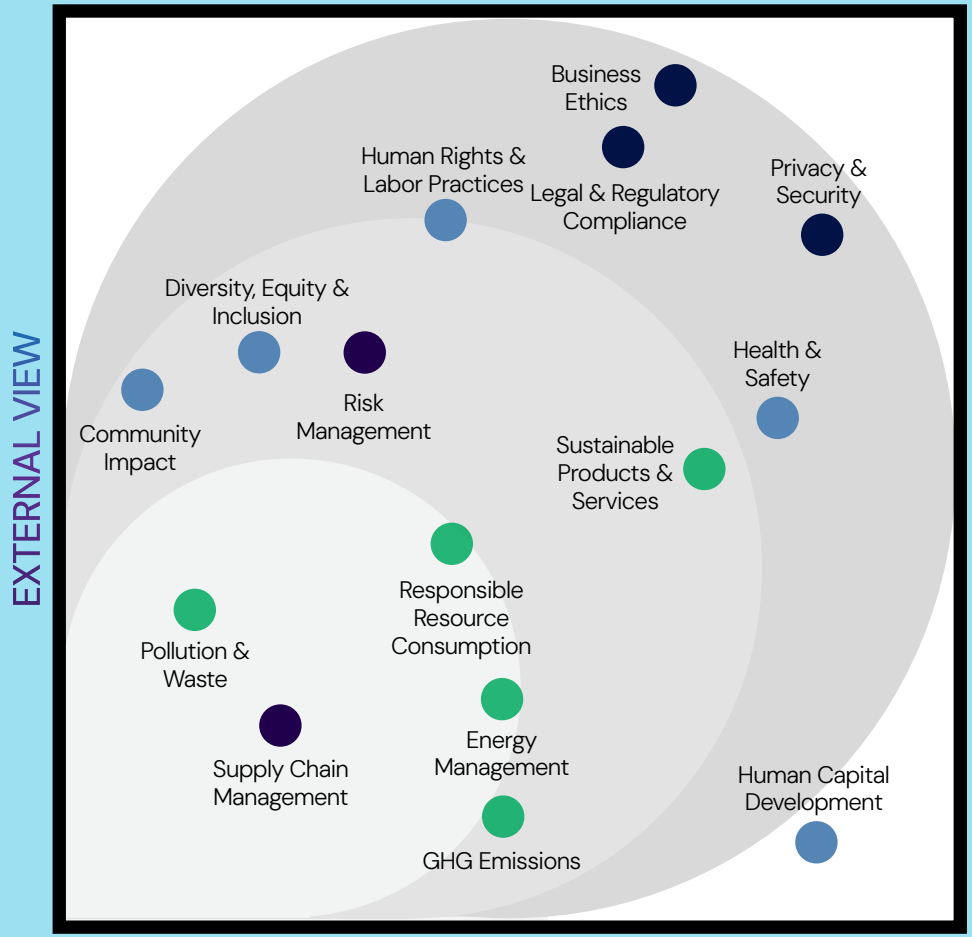
- Pollution & Waste
- Responsible Resource Consumption
- Energy Management
- GHG Emissions
- Sustainable Products & Services

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



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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 designing sustainable products.

Environmental Strategy

Reducing our Carbon Footprint

We are committed to reducing our carbon footprint through sustainable practices, energy efficiency and innovative solutions.

Sustainable Product Management

We aim to prevent pollution and conserve resources by responsibly managing our operations and implementing circular design principles.

Responsible Resource Consumption

We are dedicated to implementing practices such as optimizing efficiency, reducing waste and conserving energy to preserve resources and promote sustainability.

Product Compliance

We comply with global standards and regulations to reduce the environmental impact of our products throughout their lifecycle.

Embedding Environmental Responsibility Across Our Ecosystem

Extreme's design, development, supply chain and support functions are ISO 14001 certified, reflecting our deep commitment to environmental management and continuous improvement. This internationally recognized standard guides us in systematically identifying, managing and reducing the environmental impacts of our operations.

Within our footprint, ISO 14001 drives initiatives such as energy and water conservation, waste reduction, pollution prevention and emissions monitoring. These practices help us operate more efficiently, reduce our environmental impact and comply with evolving environmental regulations. Across our supply chain, ISO 14001 certification helps our partners align with our standards. This fosters a culture of environmental responsibility, encourages transparency and accountability and supports sustainable sourcing, cleaner production methods and reduced logistics-related emissions.

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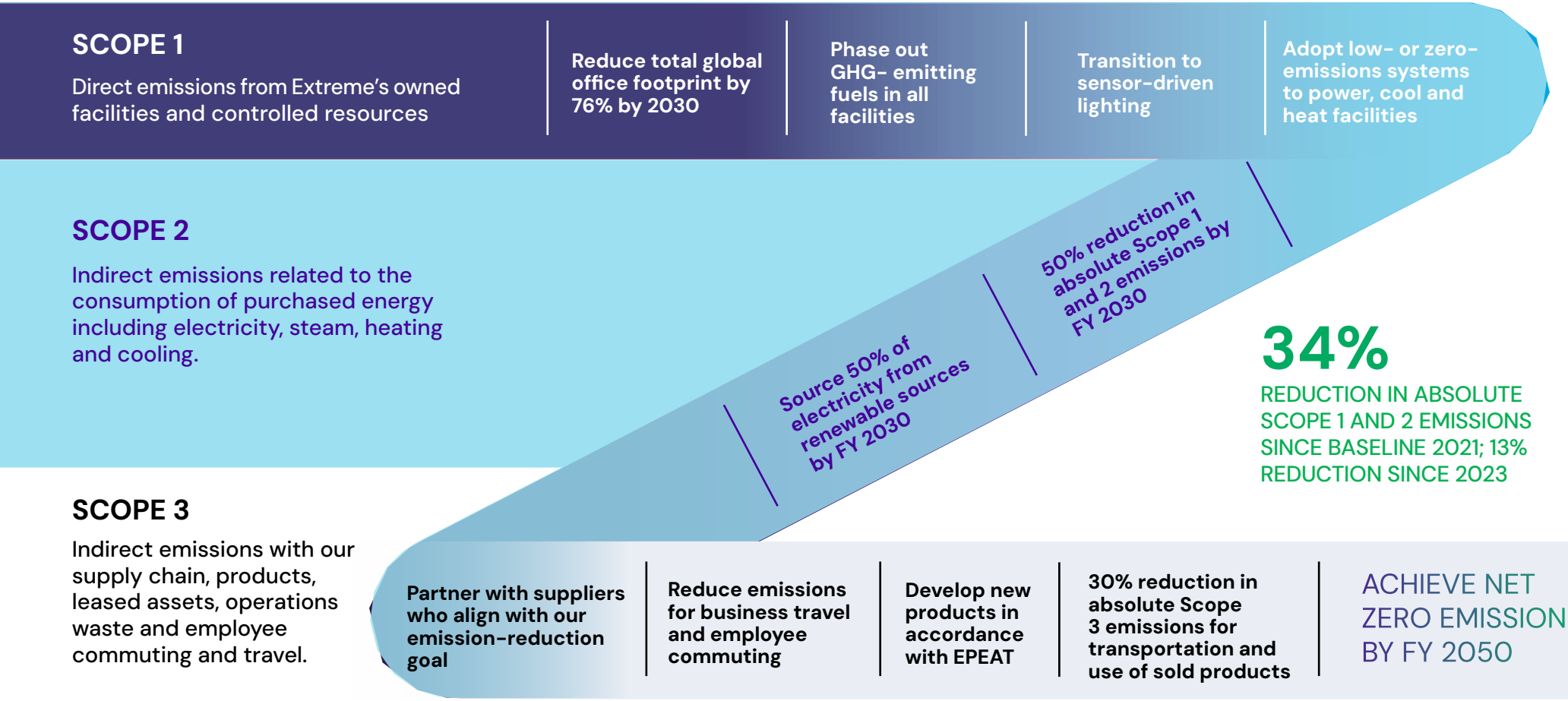
Achieving Net Zero

Our sustainability goals includes our commitment to achieving Net Zero Emissions by fiscal year 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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Reducing our Carbon Emissions

Scope 1 and 2 Emissions

Extreme is committed to reducing our Scope 1 and 2 emissions. Extreme's operational (Scope 1 and 2) emissions have decreased 34% from our 2021* baseline, putting us well ahead of schedule for our fiscal year 2030 target. This significant progress has been driven by a series of initiatives, the most impactful being a ~50% reduction in the square footage of commercial real estate used for our operations.

66%
REDUCTION IN SCOPE 1 EMISSIONS FROM BASELINE YEAR 2021

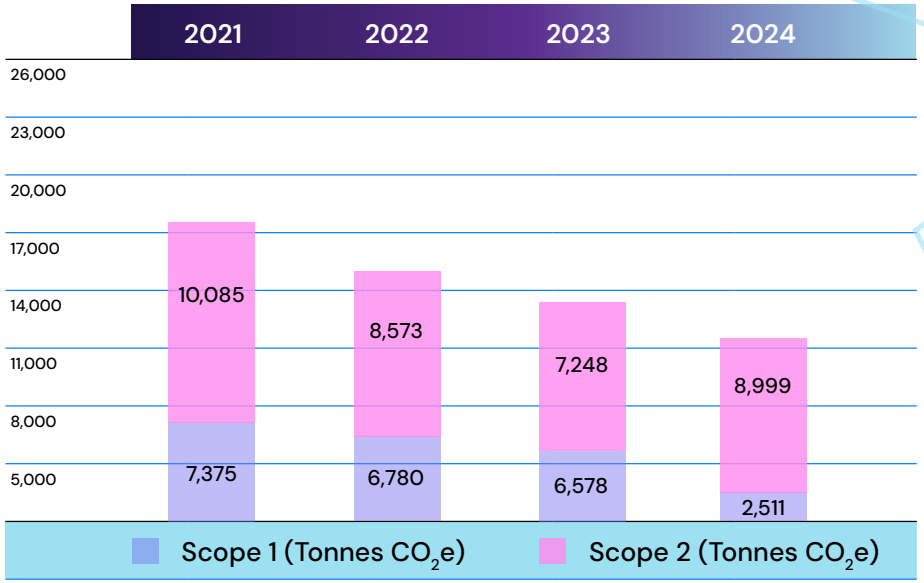
~50%
REDUCTION IN COMMERCIAL REAL ESTATE OPERATION

34%
REDUCTION IN SCOPE 1 & 2 EMISSIONS FROM BASELINE YEAR 2021

*** Extreme emissions are calculated on a calendar year**

By prioritizing energy management, combined with the consolidation of commercial office space, labs and equipment, we have systemically reduced our energy consumption and carbon footprint. In upcoming years, we will continue to work towards our goal of sourcing 50% renewable energy for our business operations and engage our suppliers in increasing their use of renewable energy.

EXTREME SCOPE 1 AND 2 CARBON EMISSIONS
(Calendar Year)



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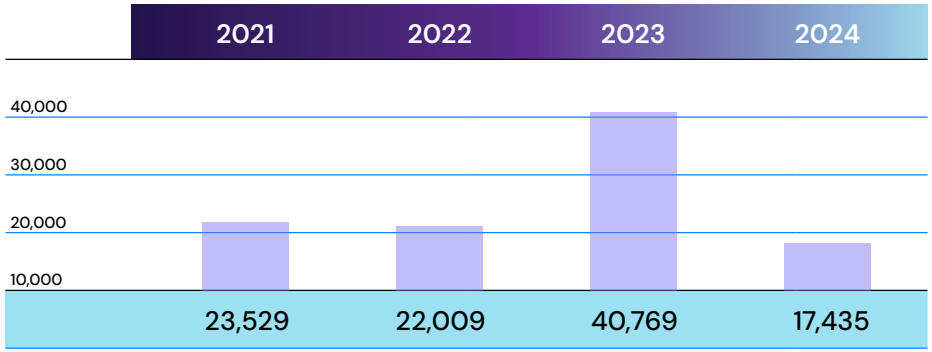
Scope 3 Emissions

In calendar year 2024, we expanded our reporting to include a new category of emissions, Purchased Goods and Services, and also updated our base year 2021 carbon inventory to include this category. Total Scope 3 emissions in 2024 were 19.4% lower than the restated 2021 base year, a reduction of 15,078 tonnes CO_2e.

Excluding the Purchased Goods and Services category, our emissions dropped 53% from 2023 to 2024 (from 40,769 to 17,435 tonnes CO_2e), mainly due to reduced upstream freight as we worked through 2023 inventory. We also shifted 22% of shipments from air to sea freight, avoiding approximately 3,000 tonnes CO_2e. Looking forward, we anticipate freight activity to return to normal levels throughout 2025.

22% REDUCTION IN TOTAL CORPORATE CARBON EMISSIONS (MARKET-BASED) IN CY 2024.

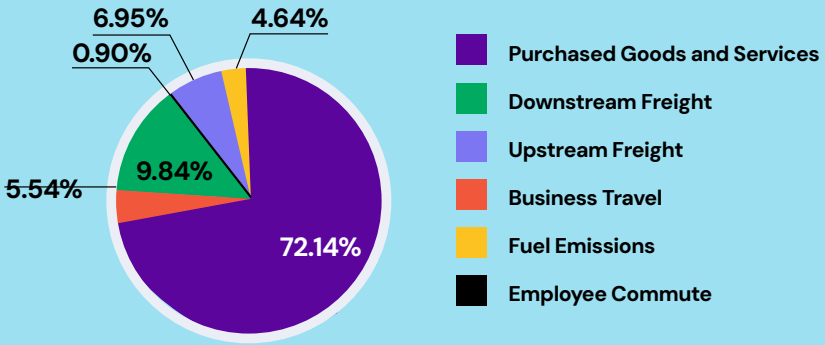
SCOPE 3 EMISSIONS* *(TONNES CO_2e/Calendar Year)*



***excluding Purchased Goods and Services category.**

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 fiscal year 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.

SCOPE 3 EMISSIONS BREAKDOWN BY CATEGORY *(in CO_2e Tonnes)*



In fiscal year 2025, our methodology and carbon inventory for calendar year 2024 were successfully audited and certified by SGS, an independent third party, confirming our compliance with ISO 14064-1 standards. Additionally, in fiscal year 2025, we expanded our Scope 3 emissions reporting to include Purchased Goods and Services, and emissions associated with the electricity lifecycle. Our Scope 3 inventory will continue to evolve with reporting of additional categories in the coming years.

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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 34% reduction in emissions from electricity and natural gas use since our 2021 baseline.

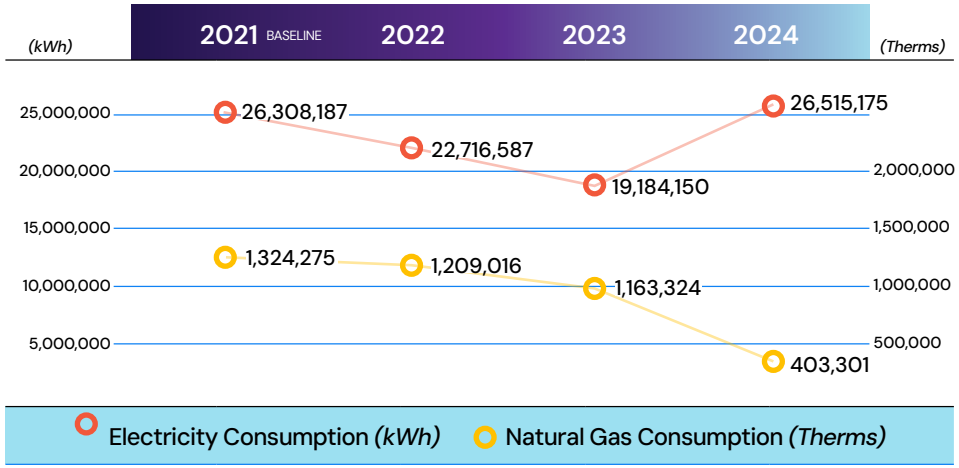
As part of this effort, we relocated much of our lab equipment from San Jose, California to Salem, New Hampshire. This move allowed us to benefit from New England's reliable, greener, more cost-effective energy grid.

From 2019 to Q1 2024, we operated a Bloom Hydrogen Fuel Cell in San Jose, generating ~16 million kWh annually to support critical engineering and IT operations. With the relocation of equipment to Salem, we were able to decommission the Bloom cell, cutting natural gas use in San Jose by approximately 90,000 therms per month. The closure of these labs further improved our energy efficiency.

In Salem, our broader conservation initiatives have led to a 34% reduction in energy usage, reinforcing our commitment to sustainability.

<1%
INCREASE IN ELECTRICITY USAGE FROM BASE YEAR 2021

NATURAL GAS AND ELECTRICITY CONSUMPTION
(Calendar Year)



65%
REDUCTION IN NATURAL GAS FROM BASE YEAR 2021

$17.5 M
ESTIMATED COST SAVINGS FROM POWER REDUCTION OVER THE NEXT FIVE YEARS

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Waste

Extreme has implemented a comprehensive waste management policy across our offices, including clearly defined procedures for managing and reducing waste, as well as initiatives to promote recycling and minimize the resource consumption in office operations. We have established systematic tracking processes to monitor and measure waste streams at our facilities to identify areas for improvement and implement strategies to further reduce our environmental footprint.

11,626
KILOGRAMS OF OFFICE WASTE IN FY 2024

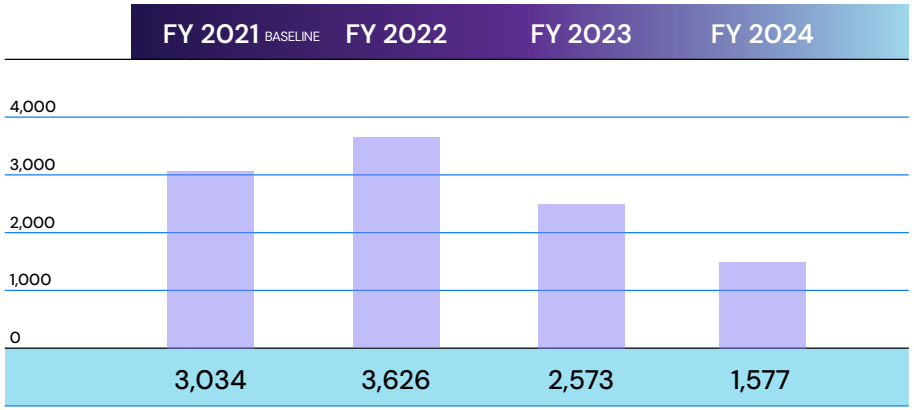
6,492
KILOGRAMS OF RECYCLED WASTE IN FY 2024

Water

We have seen a dramatic decrease in water consumption due to our lab consolidation efforts. Over the past six months, we migrated over 150 racks of equipment from our San Jose, California facility to Salem, New Hampshire. The old infrastructure in San Jose relied heavily on water-based cooling systems. Since the move, water consumption has dropped to just around 17,000 gallons per month.

39%
YOY REDUCTION IN OVERALL WATER CONSUMPTION IN FY 2024

TOTAL WATER USAGE (THOUSANDS OF GALLONS)*



*** Only considers sites with water meters**

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.

Sustainable Product Management

Extreme strives to ensure that our products not only meet the highest performance standards but also contribute to a healthier planet.

Recycling & End-of-Life Management

As part of Extreme's commitment to sustainability, we have a complimentary e-waste Take-Back Program. It is a hassle-free and eco-friendly solution for disposing of end-of-life networking products, reflecting Extreme's commitment to responsible recycling, waste reduction and environmental stewardship.

End-of-life products are decommissioned, processed as e-waste and recycled. This year, Extreme expanded our E-Waste Take-Back Program, providing customers with a secure and easy way to recycle their end-of-service equipment. By selecting the "Return for Environment" option when requesting a Return Material Authorization (RMA), customers can send their used equipment to be responsibly recycled by R2v3® or e-Stewards® certified facilities. Additionally, by refurbishing returned products to an "Equivalent to New" state for use as service replacement units, we extend product use life and prevent new e-waste from entering the market.

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

Through the use of a responsible recycling provider, we have diverted 347 metric tonnes of e-waste from landfills since 2021.

GET STARTED

Link: Take Back Program

Questions: Ask Green@EXTREMENETWORKS.COM

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Material Compliance and End-of-Life Responsibility

Extreme ensures that our products comply with key global regulations, including but not limited to RoHS, REACH and SCIP.

- **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.

Our products are designed for ease of disassembly and recycling, supporting responsible end-of-life treatment. We register applicable products in the EU ECHA SCIP database to facilitate proper recycling and disposal, and to comply with the WEEE (Waste Electrical and Electronic Equipment) Directive. These practices ensure regulatory compliance but also support our broader sustainability goals by minimizing environmental impact, promoting circularity and enabling our customers to meet their own compliance and ESG reporting requirements.

Designing Sustainable Products

Circular Design

Our approach to circular design begins with choosing sustainable, responsibly sourced raw materials that reduce environmental impact and support recyclability. During the design and manufacturing phases, we prioritize modular architecture, durability and ease of disassembly, enabling longer product lifespans, easier upgrades and more efficient repair and recycling.

We are also driving our R&D teams to innovate beyond performance—focusing on energy efficiency during the use phase and responsible end-of-life strategies, including material recovery, reuse and safe disposal. By integrating these principles, we aim to reduce waste, conserve resources and create products that contribute to a more sustainable, circular economy.

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Product Carbon Footprint and Lifecycle Assessment

Extreme utilizes the International Electronics Manufacturing Initiative (iNEMI) Eco-Impact Estimator to calculate product carbon footprint estimates, following the ISO 14040 Lifecycle Assessment (LCA) principles and framework. This model provides a comprehensive view of environmental impacts across the entire product lifecycle—including raw material extraction, manufacturing, distribution, product use and end-of-life management.

By performing these LCAs we gain critical insights into environmental "hotspots" within our product design and supply chain. This allows us to prioritize sustainability improvements where they will have the greatest impact, guiding decisions that reduce emissions, conserve resources and enhance the overall environmental performance of our products.

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.

Designing 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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ENERGY STAR® Testing and ROI Benefits

Extreme conducts ENERGY STAR® testing and lists qualifying products where applicable, helping them meet or exceed the U.S. Environmental Protection Agency's standards for energy efficiency. These certifications validate that our products consume less power during operation and idle states—without compromising performance.

Investing in ENERGY STAR® certified networking can deliver measurable economic benefits to our customers:

- 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: ENERGY STAR® Certified Large Network Equipment | EPA ENERGY STAR®

Sustainable Packaging Practices

Our product packaging is 100% recyclable, and the corrugated materials are sourced from FSC-certified vendors, promoting responsible forest management and sustainable sourcing practices. We aim to have 80% of the paper used in our packaging made from post-consumer recycled (PCR) content, and we are working toward a goal of having 30% of the plastic used in our packaging made from PCR materials.

While some protective packaging components—such as foam—are still necessary to ensure product integrity during shipping, we are committed to using 100% recyclable foam materials wherever foam is required.

Importantly, our sustainable packaging strategy is designed to maintain the highest standards of shipping integrity, allowing products to arrive safely and undamaged. By balancing protection with sustainability, we deliver reliable performance without compromising our environmental values.

100%
OF NEW PACKAGING IS FSC CERTIFIED AND RECYCLABLE

36
PRODUCTS ENERGY STAR® CERTIFIED

~46 TONNES
OF PLASTIC REDUCED

82
TONNES OF E-WASTE RECYCLED

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Supply Chain Management

Supply chain management is a top priority, overseen by the Global Operations team, which manages and mitigates supply chain risks through a comprehensive risk register that covers various supply chain aspects, such as suppliers, logistics, warehouses and more. This register assesses risk levels related to natural disasters, wars, pandemics, regulations, tariffs and IT infrastructure, with appropriate mitigation plans selected and reviewed to promote supply chain resilience. Additionally, Tier 1 suppliers are audited by a third party and provided with a risk and safety assessment to help them meet our standards for sustainability and safety. Tier 1 suppliers currently represent more than 90% of our spend, and must maintain ISO 9001, ISO 14001 and ISO 45001 certifications.

Ethical Sourcing

Extreme is deeply committed to ethical sourcing, which includes a Conflict Minerals Policy. We work diligently with our suppliers, with a goal to source new materials from conflict-free smelters that conform with Responsible Minerals Assurance Processes. Extreme is a proud member of the Responsible Business Alliance (RBA) and utilizes the Responsible Minerals Initiative for conflict minerals reporting and auditing to ensure compliance with various supply chain standards.

Conflict Minerals and Responsible Sourcing

Extreme is committed to maintaining a responsible and transparent supply chain. We fully support efforts to eliminate the use of conflict minerals—specifically 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 surrounding regions.

As part of our commitment, we conduct rigorous due diligence in alignment with the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals. We require our suppliers to disclose the origin of 3TG minerals and require remediation plans from suppliers to source only from Responsible Minerals Assurance Process-conformant smelters in conflict areas.

Supplier Inclusion

Our Supplier Inclusion Program includes a series of initiatives designed to empower our employees and strengthen our relationships with qualified suppliers. We conduct training sessions on supplier inclusion tailored specifically for procurement. We equip our team with the knowledge and tools needed to identify, engage and collaborate effectively with suppliers.

As part of our ongoing supplier inclusion strategy, we expanded our procurement from small and local businesses this year, contributing $23 million to regional economies. Through this engagement, we've supported new vendors in meeting the compliance and quality standards essential for long-term viability. By staying aligned with industry trends, we continue to evolve our approach and foster strategic partnerships that strengthen both our supply base and the broader business ecosystem.

$23.4 M

OF INCLUSIVE SUPPLIER SPEND FROM SMALL, MINORITY, WOMEN OR VETERAN OWNED BUSINESSES

Human Rights and Fair Labor Practices

At Extreme, we are deeply committed to upholding human rights and promoting fair labor practices across our business. We believe that every individual deserves to work in an environment where they are treated with respect, dignity and fairness. We recognize the rights of employees to freely associate with legally sanctioned organizations and are dedicated to fostering an inclusive and supportive work environment.

To uphold these principles, we have implemented rigorous policies, including our Code of Business Conduct and Ethics, to help our operations and those of our suppliers adhere to the highest ethical standards. Additionally, our Supplier Code of Conduct reinforces these values by setting clear expectations for our partners and helping our supply chain align with our commitment to human rights and fair labor practices.

As part of our ongoing efforts, we remain vigilant in staying attuned to evolving legal frameworks and regulations, such as the Uyghur Forced Labor Prevention Act, to help our practices consistently reflect best practices. We annually update our Modern Slavery Statement to inform customers and stakeholders of our commitment to upholding human rights and complying with laws prohibiting forced labor, child labor, modern slavery and human trafficking.

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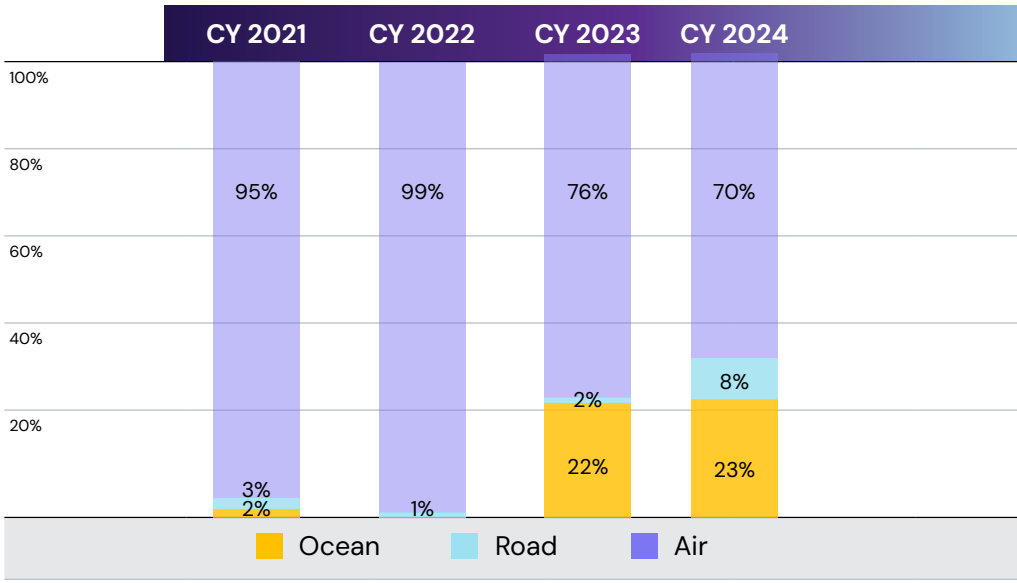
Upholding Global Standards Through RBA Membership

Extreme is an Affiliate Member of 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. We extend these principles throughout our supply chain by requiring our suppliers to align with the same standards. This not only promotes sustainable and ethical operations, but also helps our customers meet their own compliance and corporate social responsibility goals.

Reducing Emissions in our Supply Chain

We actively encourage our downstream suppliers to adopt science-based carbon-reduction targets and regularly monitor their progress through audits and quarterly executive reviews. As part of our commitment to reducing operational costs and carbon emissions, we are transitioning more freight from air to sea and working with logistics partners to optimize shipping schedules and move products that can be transported by sea without disrupting delivery timelines.



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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.

Inclusion

Inclusion is embedded in our DNA; by encouraging dominant voices to listen and empowering non-dominant voices to speak up, we gain valuable insights that lead to smarter decisions and better business outcomes.

Our passion for innovation extends beyond building the industry's best enterprise networks; it encompasses creating a workplace where every individual feels valued, can do their best work and can reach their potential. We promote a culture that embraces inclusion across gender, ethnicity, sexual orientation, disability, age and religion, helping every employee thrive because of their differences, not despite them. This commitment also includes broadening our talent pipeline with resources that align with our company efforts.

Our workforce is key to maintaining our competitive edge, and helping us meet the evolving needs of our customers. 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.

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Talent Development, Attraction and Retention

Extreme is committed to fostering continuous learning and professional development for our employees. We provide access to LinkedIn Learning, a comprehensive platform that empowers employees to explore and develop the skills they need to advance their careers. For our managers, we extend access to FranklinCovey content, further equipping them with tools to lead effectively. Our Talent Development department hosts workshops for both employees and managers, covering essential topics such as career development and performance management. For product and technical training, the Extreme Academy Development team offers internal technical training that can be self-paced or instructor-led, helping our team remain at the forefront of industry advancements.

Extreme places a strong emphasis on internal promotions and the development of our leadership team, recognizing that cultivating talent from within is key to the company's continued success. By identifying and promoting individuals who demonstrate exceptional leadership qualities, technical expertise and a deep understanding of the company's culture and goals, Extreme helps prepare leadership to navigate the challenges of the industry.

We are committed to attracting and retaining the most qualified employees for each role within the company. Our onboarding process through the New Hire Academy sets the foundation for success, while ongoing skill development is supported by role-specific training programs, career development tools, manager training, coaching and mentorship.

Leadership Development Programs

Our Leadership Live Program, offered quarterly to 60 directors, focuses on leadership training through one-hour sessions on topics such as managing change, building trust, strengthening teams and developing employees.

Custom Manager Training

Managers are provided with custom-built training tailored to their specific needs, such as addressing particular challenges within their teams.

Mentoring Program

Extreme offers a company-wide mentoring program available to any employee who seeks to grow their career through guidance from internal mentors. In fiscal year 2025, this program had 352 total users, and saw a match rate of 43% between mentor and mentee, resulting in 153 connections.

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Internship Program

To build the next generation of Extreme employees, the company brings on interns throughout the year who actively contribute to projects that have a significant impact on the company during their internships. Since fiscal year 2022, our internship program has doubled in size. From redesigning web pages and working on messaging to planning events and developing training curriculum, interns are involved in every facet of the business. They are encouraged to join meetings, network with industry professionals and share their unique perspectives

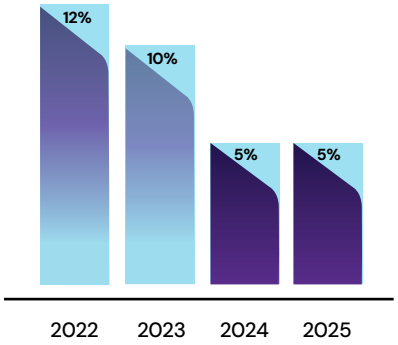
Employee Resource Groups

We believe that we gain valuable perspective that drives better decision-making when we listen to our employees and take into account their individual perspectives. Our Employee Resource Groups are open to everyone and not exclusive. They have been highly effective in enhancing both retention and recruitment efforts. These groups provide employees from unique backgrounds with valuable opportunities to develop leadership skills, gain greater visibility within the organization and share their perspectives.

Turnover

Extreme is proud to have one of the lowest turnover rates in the industry. In fiscal year 2025, our voluntary turnover rate was 5%, which is one third of the industry average*. 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.

VOLUNTARY EMPLOYEE TURNOVER



393
NEW HIRES IN FY 2025

11%
OF INTERNS HIRED FULL TIME

ABILITIES ALLIANCE | ASPIRING PRO @ EXTREME (APEX) | ASIAN PACIFIC ISLANDERS | BLACK @ EXTREME (BEX) | LA RAZA | MAITRI | PRIDE ALLIANCE | VETERANS COUNCIL | WOMEN IN NETWORKING | PARENTS AT EXTREME

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Community Impact

Extreme supports community development, education and job training in the communities in which we operate through corporate philanthropy. The Extreme Community and Involvement Team (EXCITe) is driven by leaders in various offices around the world, spanning from San Jose, California, to India. Together with our Philanthropy Committee, this team works to enhance our employee experience by creating opportunities that contribute to local communities via philanthropic activities across the entire world.

Americas

- Provided **300,000** meals provided through monetary donations to World Central Kitchen
- Supported **16,000** meals equating to 19,000 lbs of food at the RDU Food Bank
- Provided **608** educational kits for Resource Area for Teachers (RAFT) in San Jose
- Participated in regional charity drives for Susan G. Komen

EMEA

- Donated goods and care packages to NHS Reading Royal Berks Hospital
- Rode **60** miles to raise funds for Dogs for Autism
- Served meals and donated to the homeless through Frankfurter Verein in Germany
- Supported children through the school of Istituto Maria Ausiliatrice in Castellanza, Italy

APAC

- Provided **100** wellness packs to **100** youths aged **14** and above through Gracehaven
- Established Digital Equalizer program with the American India Foundation (AIF)
- Donated to Rise Against Hunger in the Philippines

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Annual Day of Giving

This year, Extreme hosted our fifth Annual Day of Giving, a dedicated day during which our employees, partners and customers come together to volunteer and give back to their communities. Over 600 hours were dedicated to over 50 charities to raise funds, serve meals, clean parks, donate blood and contribute to various global charities. Notable highlights from this year's Annual Day of Giving include:

$152,585 IN CASH DONATIONS

660 TOTAL EMPLOYEE VOLUNTEER HOURS

400 TOTAL PARTICIPANTS

50 CHARITIES RECEIVED DONATIONS

DAY OF Giving

TÉLÉCOMS SANS FRONTIÈRES Communications for life

LAZARUS HOUSE MINISTRIES LOVE | HOPE | SERVICE

MORE THAN PINK TO THE EXTREME

EQUI RÊVE

AIF AMERICAN INDIA FOUNDATION

World Central Kitchen

Istituto MARIA AUSILIATRICE SCUOLA PARITARIA SALESIANA - CASTELLANZA

Fondazione Don Carlo Gnocchi Onlus

THE SALVATION ARMY GRACEHAVEN FOSTERING

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Health & Safety

Extreme is committed to providing a healthy and safe workplace and environment. In fiscal year 2025, we had zero work-related injuries, lost-time incidents or recordable incidents. Additionally, we have had no fines or citations for non-compliance with laws and regulations related to environmental, health or safety.

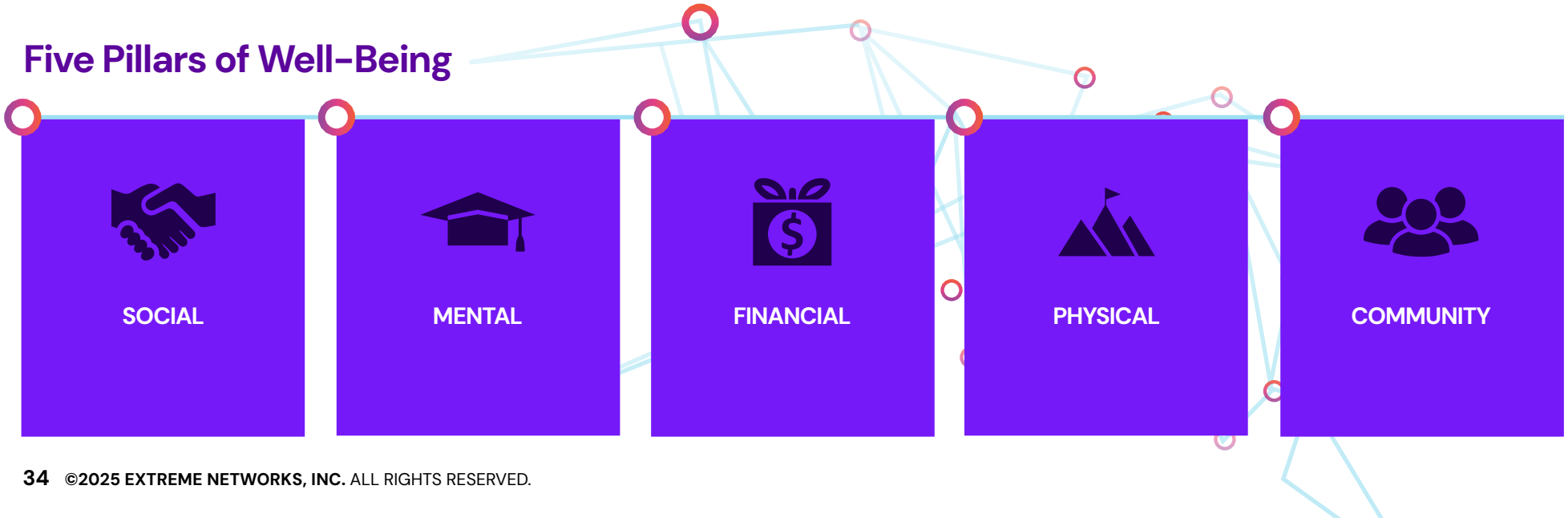
Employee Assistance Programs

Employee wellness and mental well-being is always a top priority at Extreme. We are committed to providing employees worldwide with access to mental health and overall well-being resources in their local language through our Employee Assistance Program. The corporate employee portal provides a wide range of resources focused on stress management, mental and emotional health, self-care, and more. Upon request, we provide modified workstations tailored to meet individual ergonomic needs to reduce strain and improve posture.

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.

Five Pillars of Well-Being



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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 the communities we serve. Our dedication to ethical conduct extends to safeguarding data privacy, upholding human rights and fostering an inclusive workplace.

Board of Directors

The Board of Directors at Extreme is composed of experienced leaders who provide strategic oversight to confirm that management's actions are in the best interests of shareholders, employees, customers and the broader community. Their collective expertise in areas such as risk management, technology, finance, cybersecurity and operations helps steer the company toward sustainable growth, while their commitment to ethical practices and transparency helps that Extreme operates with integrity and accountability.

6 INDEPENDENT DIRECTORS

7 TOTAL DIRECTORS

INGRID BURTON*

CHARLES CARINALLI*

KATHLEEN M. HOLMGREN*

EDWARD H. KENNEDY*

RAJ KHANNA*

EDWARD B. MEYERCORD
President and CEO

JOHN C. SHOEMAKER*

	Ingrid Burton*	Charles Carinalli*	Kathleen M. Holmgren*	Edward H. Kennedy*	Raj Khanna*	Edward B. Meyercord	John C. Shoemaker*
ACCOUNTING & FINANCE			●	●	●	●	●
ARTIFICIAL INTELLIGENCE (AI)	●					●	
CYBERSECURITY	●					●	
ENGINEERING		●	●	●	●		
EXECUTIVE LEADERSHIP EXPERIENCE	●	●	●	●	●	●	●
INVESTMENTS AND FINANCING		●		●	●	●	
MERGERS & ACQUISITIONS				●	●	●	●
OPERATIONS		●	●			●	●
PRODUCT DEVELOPMENT	●	●					
PUBLIC COMPANY BOARD EXPERIENCE	●	●	●	●		●	●
RISK ASSESSMENT AND MANAGEMENT		●	●		●		
SALES AND MARKETING	●					●	
STRATEGIC PLANNING	●	●	●	●	●	●	●
SUPPLY CHAIN			●				●
TECHNOLOGY	●	●	●	●	●	●	●

*Independent Director

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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 adhering to the highest standards of honesty and fairness in interactions, whether with customers, partners, employees or the communities we serve. We strictly 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, upholding human rights and fostering an inclusive workplace.

98% OF EMPLOYEES COMPLETED BUSINESS CODE OF CONDUCT AND ETHICS TRAINING

29 CROSS-FUNCTIONAL GLOBAL ETHICS TEAM (GET) CHAMPIONS FROM NINE COUNTRIES

$0 IN POLITICAL CONTRIBUTIONS IN FY 2025

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 has implemented a comprehensive suite of cybersecurity policies designed to protect the company's digital assets, secure sensitive information and promote the integrity and reliability of our systems and networks. These policies encompass a wide range of protective measures, including advanced encryption techniques, multi-factor authentication and rigorous access controls, all aimed at safeguarding against unauthorized access, data breaches and other cyber threats. The company's cybersecurity policies are also regularly reviewed and updated to adapt to new challenges and emerging threats, minimizing the risk of cyber incidents and supporting business continuity.

Extreme aligns our cybersecurity framework with globally recognized standards that are both current and effective in addressing the ever-evolving landscape of cyber threats. As part of our commitment to meet the highest standards, our governance and cybersecurity programs related to our ExtremeCloud IQ product are independently assessed through ISO 27001, 27701, 27017 and SOC2 audits. Moreover, Extreme conducts regular internal and external audits, vulnerability assessments and penetration testing to proactively identify and mitigate potential risks.

Extreme helps employees understand the critical role they play in protecting the company's digital ecosystem. Through ongoing training and education programs, employees are equipped with the knowledge and tools needed to recognize and respond to potential threats, further strengthening the company's overall security posture.

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 (PSIRT)
- Supply Chain and Information Security Policy

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Data Privacy and Risk Management

Our commitment to information security is built on comprehensive security programs, a well-structured governance framework, and strong risk management processes, policies and training. Extreme is dedicated to protecting data security in a remote workforce by implementing secure remote access protocols, encrypted communication channels and strict authentication measures, helping employees safely connect to company resources from anywhere while safeguarding sensitive information.

Our Emergency, Disaster and Business Continuity Plan promotes preparedness, response and recovery from disruptions, and includes detailed protocols for emergency response, disaster recovery and maintaining critical business functions to serve our customers and partners with minimal interruption. Regular testing and updates to the plan help us remain resilient and responsive, safeguarding our people, assets and business operations in the face of unforeseen events.

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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
Total Carbon GHG Emissions	CO_2e	95,117	37,364	54,596	74,089
Scope 1 and 2 GHG emissions (market-based)	CO_2e	17,460	15,353	13,826	11,510
Percentage Reduction YOY		-	12%	10%	17%
Percentage Reduction from base year		-	12%	21%	34%
Scope 1 GHG emissions	CO_2e	7,375	6,780	6,578	2,511
Scope 2 GHG emissions (market-based)	CO_2e	10,085	8,573	7,248	8,999
Scope 2 GHG emissions (location-based)			8,383	7,084	8,965
Scope 3 GHG emissions	CO_2e	77,657	22,010	40,769	62,579
Scope 3, Category 1: Purchased Goods and Services	CO_2e	54,128	-	-	45,144
Scope 3, Category 3: Fuel Related Emissions	CO_2e	-	-	2,138	2,901
Scope 3, Category 4: Upstream Freight	CO_2e	16,325	16,649	29,471	4,350
Scope 3, Category 6: Business Travel	CO_2e	466	1,951	3,035	3,464
Scope 3, Category 7: Employee Commuting	CO_2e	-	-	72	564
Scope 3, Category 9: Downstream Freight	CO_2e	6,738	3,409	6,053	6,156
Supplier Freight by Mode of Transport		**CY 2021**	**CY 2022**	**CY 2023**	**CY 2024**
Road	% of total supplier transport miles	3%	1%	2%	8%
Ocean	% of total supplier transport miles	2%	0%	22%	23%
Air	% of total supplier transport miles	95%	99%	76%	70%
Energy	**Unit of Measure**	**CY 2021**	**CY 2022**	**CY 2023**	**CY 2024**
Total Electricity Consumed	kWh	26,308,187	22,716,587	19,184,150	26,515,175
Percentage Change YOY		-	14%	16%	-38%
Total Natural Gas	therms	1,324,275	1,209,016	1,163,324	403,301
Percentage Reduction YOY		-	9%	4%	65%

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Carbon Intensity	Unit of Measure	CY 2021	CY 2022	CY 2023	CY 2024
Scope 1 and 2 Carbon Intensity	Tonne Co2E/$M	16.17	12.85	10.27	11.33
Scope 1 and 2 Intensity YOY Reduction		-	21%	20%	-10%
Intensity Reduction from Base Year		-	21%	36%	30%
Water	**Unit of Measure**	**CY 2021**	**CY 2022**	**CY 2023**	**CY 2024**
Total Water Consumption	kgal	3,034	3,626	2,573	1,577
Waste		**CY 2021**	**CY 2022**	**CY 2023**	**CY 2024**
Total Non-Hazardous Waste (Refuse)	kgs	-	-	4,241	11,626
Non-Hazardous Waste Recycled or Reused	kgs	-	-	3,615	6,492
Total E-Waste Diverted from Landfill	tonnes	-	106.4	158.4	82

SOCIAL KEY PERFORMANCE INDICATORS

Employees	FY 2022	FY 2023	FY 2024	FY 2025
Total Global Employees	2,643	2,849	2,849	2,842
Employee Voluntary Turnover	12%	10%	5%	5%
Female Representation	**FY 2022**	**FY 2023**	**FY 2024**	**FY 2025**
Total Females	634	661	741	742
Percentage of Female Employees	24%	25%	26%	26%
Females in Leadership Roles	127	139	163	137
Percentage of Leadership Roles Filled By Females	20%	21%	22%	23%
Leadership	**FY 2022**	**FY 2023**	**FY 2024**	**FY 2025**
Total Employees in Leadership Positions	555	598	598	609
Executives	2%	2%	3%	3%
Directors	7%	7%	7%	8%
Managers	9%	8%	8%	9%
Professionals	3%	3%	3%	3%

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New Hires	FY 2022	FY 2023	FY 2024	FY 2025
Total New Hires	345	366	332	393
New Hires w/Diverse Backgrounds	10%	10%	11%	10%
Volunteerism	**FY 2022**	**FY 2023**	**FY 2024**	**FY 2025**
Total Employees Participating in Volunteerism	-	-	394	400
Total Volunteer Hours	-	-	753	660
Total Contributions	-	-	$128,000	$152,585
Total Number of Charity Organizations Supported	-	-	30+	50
Training	**FY 2022**	**FY 2023**	**FY 2024**	**FY 2025**
Percentage of Employees who Completed Code of Conduct Training	96%	97%	96%	98%
Total Employee Training Hours	-	-	22,909	19,808
Average Hours of Training Per Year Per Employee	-	-	12.5	7
Supplier Engagement	**FY 2022**	**FY 2023**	**FY 2024**	**FY 2025**
Total Supplier Spend	-	-	$504,853,071	$422,057,515
Diverse Supplier Spend	-	-	$15,535,060	$23,492,648
Small Businesses (% of Total Diverse Supplier Spend)	-	-	27%	39%
Minority-Owned Businesses	-	-	45%	25%
Veteran-Owned Businesses, Disabled-Owned, LGBTQ-Owned	-	-	25%	22%
Women-Owned	-	-	3%	14%

GOVERNANCE KEY PERFORMANCE INDICATORS

Board of Directors	FY 2022	FY 2023	FY 2024	FY 2025
Total Board Members	7	7	7	7
Total Female Representation	29%	29%	29%	29%
Independent Directors	6	6	6	6
Independent Director Female Representation	33%	33%	33%	33%

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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	2025 Corporate Responsibility Report, Resource Consumption - Energy, Page 18
TC-SI-130a.2	2) Total water consumed	2025 Corporate Responsibility Report; Water, Page 19
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	N/A
Data Privacy & Freedom of Expression		
TC-SI-220a.1	Description of policies and practices relating to targeted advertising and user privacy	2025 Corporate Responsibility Report: Data Privacy and Risk Management, Page 39
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 2025 Corporate Responsibility Report: Data Privacy and Risk Management, Page 38
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	
Recruiting & Managing a Global, Diverse & Skilled Workforce		
TC-SI-330a.1	Percentage of employees that require a work visa	5.2%
TC-SI-330a.2	Employee engagement as a percentage	2025 Corporate Responsibility Report: Talent Development, Attraction & Retention, Page 30-31; Community Impact, Page 32; Annual Day of Giving, Page 33

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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	2025 Corporate Responsibility Report, Inclusion, Page 29 EEO-1 Report
Managing Systemic Risk from Technology Disruptions		
TC-SI-550a.1	Number of (1) performance issues; (2) service disruptions; (3) Total customer downtime	(1) 5; (2) 3; (3) 0.014625
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	2025 Corporate Responsibility Report: Data Privacy and Risk Management, Page 39
Activity Metric		
TC-SI-000.A	Description of policies and practices relating to targeted advertising and user privacy	2025 Corporate Responsibility Report: Data Privacy and Risk Management, Page 39

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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, 2024 through June 30, 2025 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 2025, Business, Page 3 2025 Corporate Responsibility Report, Our Business, Page 5
2-2 Entities included in the organization's sustainability reporting	Form 10-K for FY 2025 2025 Corporate Responsibility Report, Page 3
2-3 Reporting period, frequency and contact point	Annual Fiscal year 2025 (July 1, 2024-June 30, 2025) 2025 Corporate Responsibility Report, Page 3
2-4 Restatements of information	Restatements are included throughout the 2025 Corporate Responsibility Report as required
2-5 External assurance	2025 Corporate Responsibility Report, Page 3
2-6 Activities, value chain and other business relationships	2025 Corporate Responsibility Report, Supply Chain Management, Page 25-27 Form 10-K for FY 2025
2-7 Employees	2025 Corporate Responsibility Report, Page 29-34
2-8 Workers who are not employees	1,168 workers, consultants, and contractors who are not employees.
2-9 Governance structure and composition	2025 Corporate Responsibility Report, Board of Directors and Corporate Governance, Page 35-36

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GRI Standard (Continued)	Location
GRI 2: General Disclosures (Continued)	
2-10 Nomination and selection of the highest governance body	2025 Corporate Responsibility Report, Corporate Governance, Page 35-36 Corporate Governance Guidelines 2025 Proxy Statement
2-11 Chair of the highest governance body	Corporate Governance Guidelines 2025 Proxy Statement
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Guidelines 2025 Corporate Responsibility Report, Board of Directors, Page 36
2-13 Delegation of responsibility for managing impacts	2025 Corporate Responsibility Report, Ethical Business, Page 37 Corporate Governance Guidelines
2-14 Role of the highest governance body in sustainability reporting	Corporate Governance Guidelines
2-15 Conflicts of interest	2025 Corporate Responsibility Report, Ethical Business, Page 37 Corporate Governance Guidelines
2-16 Communication of critical concerns	2025 Proxy Statement
2-17 Collective knowledge of the highest governance body	2025 Corporate Responsibility Report, Ethical Business, Page 37 Corporate Governance Guidelines
2-18 Evaluation of the performance of the highest governance body	Corporate Governance Guidelines, Compensation, Page 4-5 2025 Proxy Statement
2-19 Remuneration policies	Corporate Governance Guidelines, Compensation, Page 4-5 2025 Proxy Statement
2-20 Process to determine remuneration	2025 Proxy Statement
2-22 Statement on sustainable development strategy	2025 Corporate Responsibility Report, Letter from Chief Sustainability Officer, Page 4
2-23 Policy commitments	2025 Corporate Responsibility Report: Corporate Governance, Page 35; Ethical Business, Page 37; Modern Slavery Statement, Page 26, Supplier Code of Conduct, Page 26, Business Code of Conduct and Ethics, Page 37
2-24 Embedding policy commitments	2025 Corporate Responsibility Report
2-25 Processes to remediate negative impacts	2025 Corporate Responsibility Report: Human Rights, Page 26

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GRI Standard (Continued)	Location
GRI 2: General Disclosures (Continued)	
2-26 Mechanisms for seeking advice and raising concerns	2025 Corporate Responsibility Report: Ethical Business, Page 37
2-27 Compliance with laws and regulations	2025 Corporate Responsibility Report: Supply Chain Management, page 25-27; Corporate Governance, Page 35; Ethical Business, Page 37; Cybersecurity, Page 38; Data Privacy and Risk Management, Page 39;
2-28 Membership associations	2025 Corporate Responsibility Report: Supply Chain Management, page 25-27
2-29 Approach to stakeholder engagement	2025 Corporate Responsibility Report: Materiality Assessment, Page 12
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	2025 Corporate Responsibility Report: Materiality Assessment, Page 12
3-2 List of material topics	2025 Corporate Responsibility Report: Materiality Assessment, Page 12
3-3 Management of material topics	2025 Corporate Responsibility Report: Materiality Assessment, Page 12
GRI 205: Anti-Corruption	
205-2 Communication and training about anti-corruption policies and procedures	2025 Corporate Responsibility Report: Sustainable Product Management, Page 21
GRI 301: Materials	
301-3 Reclaimed products and their packaging materials	2025 Corporate Responsibility Report: Sustainable Product Management, Page 21
GRI 302: Energy	
302-1 Energy consumption within the organization	2025 Corporate Responsibility Report: Energy, Page 18, Data Summary, Page 40
302-4 Reduction of energy consumption	2025 Corporate Responsibility Report: Energy, Page 18, Data Summary, Page 40
302-5 Reductions in energy requirements of products and services	2025 Corporate Responsibility Report: Energy, Page 18, Data Summary, Page 40
GRI 303: Water and Effluents Energy	
303-5 Water consumption	2025 Corporate Responsibility Report: Water, Page 19, Data Summary, Page 41

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Topic Standards (Continued)	Location
GRI 305: Emissions	
305-1 Direct (Scope 1) GHG emissions	2025 Corporate Responsibility Report: Reducing Our Carbon Footprint, Page 16; Data Summary, Page 40
305-2 Energy indirect (Scope 2) GHG emissions	2025 Corporate Responsibility Report: Reducing Our Carbon Footprint, Page 16; Data Summary, Page 40
305-3 Other indirect (Scope 3) GHG emissions	2025 Corporate Responsibility Report: Scope 3 Emissions, Page 17 2025 Corporate Responsibility Report, Data Summary, Page 40
305-5 Reduction of GHG emissions	2025 Corporate Responsibility Report: Scope 3 Emissions, Page 17 2025 Corporate Responsibility Report, Data Summary, Page 40
GRI 306: Waste	
306-2 Management of significant waste-related impacts	2025 Corporate Responsibility Report: Waste, Page 19 2025 Corporate Responsibility Report: Sustainable Product Management, Page 21-23
306-3 Waste generated	2025 Corporate Responsibility Report: Waste, Page 19 2025 Corporate Responsibility Report: Sustainable Product Management, Page 21-23
GRI 308: Supplier Environmental Assessment	
308-1 New suppliers that were screened using environmental criteria	2025 Corporate Responsibility Report: Supply Chain Management, Page 25 Supplier Code of Conduct
GRI 404: Employment	
401-1 New employee hires and employee turnover	2025 Corporate Responsibility Report: Talent Development, Attraction & Retention, Page 30
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2025 Corporate Responsibility Report: Health & Safety, Page 34
401-3 Parental leave	2025 Corporate Responsibility Report: Health & Safety, Page 34

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Topic Standards (Continued)	Location
GRI 403: Occupational Health and Safety	
403-1 Occupational health and safety management system	2025 Corporate Responsibility Report: Health and Safety, Page 34
403-2 Hazard identification, risk assessment, and incident investigation	2025 Corporate Responsibility Report: Health and Safety, Page 34
403-3 Occupational health services	2025 Corporate Responsibility Report: Health and Safety, Page 34
403-4 Worker participation, consultation, and communication on occupational health and safety	2025 Corporate Responsibility Report: Health and Safety, Page 34
403-5 Worker training on occupational health and safety	2025 Corporate Responsibility Report: Health and Safety, Page 34
403-6 Promotion of worker health	2025 Corporate Responsibility Report: Health and Safety, Page 34
403-9 Work-related injuries	2025 Corporate Responsibility Report: Health and Safety, Page 34
403-10 Work-related ill health	2025 Corporate Responsibility Report: Health and Safety, Page 34
GRI 404: Training and Education	
404-1 Average hours of training per year per employee	2025 Corporate Responsibility Report: Talent Development, Attraction & Retention, Page 30-31
404-2 Programs for upgrading employee skills and transition assistance programs	2025 Corporate Responsibility Report: Talent Development, Attraction & Retention, Page 30-31
404-3 Percentage of employees receiving regular performance and career development reviews	2025 Corporate Responsibility Report: Talent Development, Attraction & Retention, Page 30-31
GRI 405: Diversity and Equal Opportunity	
405-1 Diversity of governance bodies and employees Diversity	2025 Corporate Responsibility Report: Inclusion, Page 29: Board of Directors, Page 36
GRI 413: Local Communities	
413-1 Operations with local community engagement, impact assessments, and development programs	2025 Corporate Responsibility Report: Community Impact, Page 32; Data Summary, Page 42
GRI 415: Public Policy	
415-1 Political contributions	2025 Corporate Responsibility Report: Ethical Business, Page 37

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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	2025 Corporate Responsibility Report: Health and Safety, Page 34
GRI 416: Customer Health and Safety	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2025 Corporate Responsibility Report: Data Privacy and Risk Management, Page 39

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