



ADVANCING FOR GOOD

FISCAL 2023 CORPORATE RESPONSIBILITY REPORT



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OUR BUSINESS PURPOSE AND COMMITMENTS



Extreme Networks (Extreme) is a leader in cloud networking. Simply put, we make the network a strategic asset. We push the boundaries of technology by harnessing the powers of machine learning, artificial intelligence, analytics, and automation. We remove the challenges and complexities of networking and help customers find new ways to drive better outcomes across their organizations.

As we have entered the era of “the Infinite Enterprise,” our customers deserve a cohesive solution that can be applied at their geographically dispersed locations and meet their diverse networking needs. Extreme’s seamless One Network and One Cloud approach creates a simple way to manage their wired, wireless, and SD-WAN

solutions as a single network through a single cloud. This One Network and One Cloud solution delivers secure connectivity at every corner, from buildings, campuses, to wherever our customers’ business frontiers lie. Most importantly, we remove complexity and make it simple and flexible to manage devices, applications, and locations – at scale.

50,000 customers around the world, including half of the Fortune 50, rely on Extreme’s networking services and solutions to advance their businesses forward. Our top priority is our stakeholders, and we embrace corporate responsibility in every facet of our business.



A MESSAGE FROM OUR **PRESIDENT AND CEO**

In fiscal year 2023, Extreme made substantial strides towards achieving its goals of driving meaningful impact as it pertains to Corporate Responsibility (“CR”) and Diversity, Equity, and Inclusion (“DEI”).

Extreme’s solutions continue to be a strategic enabler of innovation in areas such as flexible work, virtual warehousing, telemedicine, eLearning and much more. These innovations positively impact our planet by reducing travel, lowering the use of paper products and resource waste, and improving energy efficiency. We help our customers find new ways to drive better outcomes across their organizations.

In fiscal year 2023, we reduced our global footprint by significantly reducing our real estate portfolio and consolidating our labs and data centers in the US and India. As a result, Extreme reduced its energy usage by 19 percent and natural gas consumption by 6 percent. The new lab in Salem, New Hampshire is being managed entirely by our ExtremeCloud IQ solution, which helps us handle configuration and management remotely.

Our efforts related to sustainability were recognized by both Schneider Electric, a global leader in the digital transformation of energy management and automation, which named Extreme the “Most Emerging Zero Carbon Project Supplier,” and Evergreen IT Solutions, which recognized us with their “Sustainability Excellence Award.”

We remain focused on creating more sustainable products. In addition to regularly testing and improving elements like power consumption and packaging, we strive to set the market pace in energy efficiency-related innovations. In May 2023, we introduced the AP3000, the lowest power consumption Wi-Fi 6E access point in the market – at just 13.9W of power draw. We maintain compliance with regional and global health and

environmental regulations and continue to make improvements within our own internal environmental policies.

Extreme is committed to building a diverse and equitable employee base and partner community. Our Employee Resource Groups (ERGs) remain a significant cornerstone of our culture. More than 35 percent of employees participate in at least one of our ERGs. In fiscal year 2023, employees led more than 50 ERG sponsored events. The philanthropic spirit of our team continues to shine. More than a third of our employees participated in our third Annual Day of Giving, in which every employee is encouraged to spend their time giving back to their community. This year, we hosted this event around our annual Connect user conference in Berlin. Our teams and customers walked the track at Olympiastadion in support of the Special Olympics.

We live by our core values of Candor, Transparency, Curiosity, Teamwork, Ownership, and Inclusion, as they breathe life into our culture and growth. I am pleased with our continued success in making Extreme a great place to work, while striving to make the world around us a better place to live.



Thank you,

Ed Meyercord
President and CEO



A MESSAGE FROM OUR **CHIEF LEGAL, ADMINISTRATIVE & SUSTAINABILITY OFFICER**

Coming off one of the most successful years in our company history, I'm proud of our leadership team and employees' efforts in continuing to make Extreme a diverse, equitable, and environmentally conscious company. We have been focused on three key areas: Environmental Sustainability, People and Governance.

ENVIRONMENTAL SUSTAINABILITY

In fiscal year 2023, we continued to make tremendous progress toward achieving our greenhouse gas emissions and carbon footprint goals. In addition to our "Flex First" work policy, aggressive e-waste recycling programs and lab consolidation, we focused on several initiatives that continued to drive progress towards meeting our goals.

Our engineering and product management teams meet regularly to review data from our labs, customers and third parties to understand how to reduce consumption and power usage within our products. This is an important pillar of our product roadmap strategy and goals. We received an official ISO 14064-1:2018 certification from SGS for our calendar year 2021 corporate carbon inventory.

Over the past two fiscal years, we have reduced our real estate footprint by over 50%. We have cross-functional teams that regularly evaluate items such as emissions, energy usage and waste to ensure we maintain a best-in-class approach to being responsible environmental citizens.

PEOPLE

We are a people-first culture, evidenced by our "Best Places to Work" award from the Triangle Business Journal. We encourage our employees to bring their whole selves to work, whether that means participating in one of our highly engaging ERGs, working with their teammates to raise money for meaningful causes, or mentoring aspiring professionals.

We lean in on diversity in a variety of ways: attending diversity career fairs, supporting our diverse employees, working with our partners on DEI badging,

and vetting our suppliers. Over the past few years, we've grown our women employee base by 30 percent – and we're proud to report that nearly a quarter of our employees in leadership positions are women.

GOVERNANCE

Finally, governance is the key to ensuring we stay on the right path. Data privacy and security remain critical to the success of our operations. As of fiscal year 2023, we have 21 Data Privacy Champions (DPCS) embedded throughout the organization who educate other employees, review vendors, monitor compliance, and raise questions to leadership regarding privacy.

Additionally, a global team of 27 volunteer ethics advisors, at various levels, representing all departments and located in all of our geographies, serve as an accessible face of ethics and integrity throughout the company. These employees ensure that ethical behavior and integrity are part of Extreme's day-to-day culture.

Earlier this year, more than one-third of our employees participated in our third annual "Day of Giving" – volunteering and raising money for causes including the Special Olympics, cancer awareness, natural disaster relief, senior citizen services, and much more.

This report reflects the hard work and dedication of our teams in continuing to raise the bar for Extreme. We hope you enjoy reading about all the great progress we're making.



Thank you,

Katayoun ("Katy") Motiey

Chief Legal, Administrative & Sustainability Officer



ABOUT THIS REPORT

Fiscal year 2023 marks the fourth year since our Board of Directors revised the charter of the Nominating and Corporate Governance Committee to add Corporate Responsibility to its purview. Our executive team reports on these matters quarterly, including the progress we are making against related goals. This fiscal year, as a reflection of the maturation of the Company’s environmental, social, and governance (ESG) programs, this committee was renamed the Nominating, Governance, Environmental & Social Responsibility Committee, to ensure focus on our environmental initiatives as well as others.

We also renamed our Corporate Social Responsibility Council to the “Corporate Responsibility Council” (CR Council). The new name better reflects our broadening scope of work, particularly to more accurately encompass our environmental initiatives.

Our CR Council consists of three pillars: Environmental Sustainability, People, and Governance. A cross-functional team of eight employees take the helm and, with teams supporting them, drive our CR initiatives on a daily basis.

Our fiscal year 2023 CR Report, “Connecting with Purpose,” presents many of the activities that took place from July 1, 2022 - June 30, 2023 and are covered under our three pillars, which we identified based on the results of a materiality

assessment we completed in fiscal year 2022. We will conduct a new Materiality Assessment in calendar year 2024.

CR CATEGORY	AREA OF EXTREME FOCUS
Environmental Responsibility	<ul style="list-style-type: none"> Sustainable Product Management Responsible Resource Consumption Climate Change
People	<ul style="list-style-type: none"> Diversity, Equity and Inclusion Human Capital Employee Health & Safety Labor & Human Rights
Governance	<ul style="list-style-type: none"> Corporate Governance & Ethical Business Practices Data Privacy & Security Supply Chain Philanthropy

Each of these topics are addressed in more detail within the body of this report.





MATERIALITY ASSESSMENT



For clarity, “materiality” in this sense refers to the priority we give to various CR 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.

Our reporting aligns with the Sustainability Accounting Standards Board (SASB) standards. You will find a table at the end of the report with those metrics. While we have made reasonable efforts to verify the metrics and numbers in our report, the metrics and numbers in this report are not audited by any third party, unless otherwise noted in this report. 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.



ENVIRONMENT

SUSTAINABLE PRODUCT MANAGEMENT

PRODUCT COMPLIANCE

RESPONSIBLE RESOURCE CONSUMPTION

EMISSIONS

ENVIRONMENTAL RESPONSIBILITY



SUSTAINABLE PRODUCT MANAGEMENT

Extreme continues to seek ways to design, manufacture, and deliver our cloud networking solutions in an environmentally and socially sustainable manner.

Last fiscal year, our Office of the Chief Technology Officer (Office of the CTO) partnered with multiple customers to collect live data regarding energy consumption of certain wired and wireless components in our product portfolio. They studied these real-world use cases to understand:

- Efficiency of the latest hardware chipsets
- Power savings using Energy-Efficient Ethernet (EEE)
- Whether Perpetual and Fast Power Over Ethernet (PoE) can be used to build a more condensed and energy-efficient switching network
- Wi-Fi and radio frequency optimization
- Efficient network design options
- Whether PoE ports can be disabled during off hours in production environments without impacting user experience.

In fiscal year 2023, we dug deeper into these use cases to determine the impact. Below are the unaudited findings from the study:

- Energy consumption on switches is mainly driven through connected PoE devices as more customers are utilizing the efficiency of their existing switching & cabling infrastructure to drive power to various infrastructure.
- Most customers in the study confirmed that they would be willing and able to shut down some Access Points (APs) and other PoE-driven devices during off-hours to help reduce carbon emissions.
- EEE saves an estimated 0.25 Watts per switch port, so long as the traffic on that port is below 3%.
- Managing Multi-input-multi-output (MIMO) and spatial streams based on bandwidth could potentially save 2% of the overall AP power consumption.
- Shutting down a radio on an AP saves approximately 1 Watt, and shutting down the AP itself saves all idle power, which can range from 5 to 15 Watts.



ENVIRONMENTAL RESPONSIBILITY

SUSTAINABLE PRODUCT MANAGEMENT (CONT.)

With the preliminary findings from the research project, in fiscal year 2023, our Office of the CTO has been working with various Engineering and Product Life Management teams to build a complex strategy that will allow our customers to realize product efficiency.

We have also started calculating product lifecycle emissions in fiscal year 2023. Our calculation utilizes a methodology that aligns with the International Electronics Manufacturer Initiative's (iNEMI) eco-impact estimator. It tracks the emissions of our products from manufacturing, distribution, customer usage, and disposal stages. iNEMI is a non-profit research and development consortium of leading electronics manufacturers and suppliers, along with associations, government agencies, and universities. iNEMI's eco-impact estimator enables efficient and accurate life cycle assessment estimates for some of the key greenhouse gas emissions categories.

For all new products released in fiscal year 2023, Extreme packaged them in materials made with Forest Stewardship Council (FSC)-certified paper. The FSC-certified paper originates from responsibly managed forests, where guidelines are followed to prevent excessive tree felling and promote sustainable harvesting practices. We intend to continue packaging our

products with FSC-certified paper to support zero deforestation and biodiversity preservation within our supply chain.

We are committed to enhancing recyclability and the use of recyclable materials in our product lineup. Beginning in fiscal year 2023, we required our suppliers to provide data on the proportion of recyclable materials incorporated into our products. Also in fiscal year 2023, we introduced one of the lowest power consumption Wi-Fi APs into the market. Extreme's AP3000 Wi-Fi 6E AP is designed to optimize performance in both high-density and harsh environments. With just 13.9W of power draw, it sets a new standard for energy efficiency in the market.

PRODUCT COMPLIANCE

Extreme's products comply with environmental regulations in global markets where Extreme manufactures and sells products. More specifically, our products are designed to align with our environmental policy. This includes, but is not limited to, global ROHS (Restriction of Hazardous Substances) directives, REACH SVCH (Substances of Very High Concern), WEEE (Waste from Electrical and Electronic Equipment), battery and dangerous goods requirements, and with recycling and recovery in mind. We maintain a close watch over regulations and product changes to ensure continued compliance.



ENVIRONMENTAL RESPONSIBILITY

RESPONSIBLE RESOURCE CONSUMPTION

We recognize that as a company, we use resources every day. Our Chief Legal, Administrative & Sustainability Officer manages the Facilities team, which leads the charge to optimize our Company’s use of resources and reduce consumption.

Extreme has an active waste management policy in all offices and has set up procedures to measure our water usage and waste streams at our facilities. Our employees are encouraged to recycle. We make efforts to reuse and recycle our IT equipment as well. We offer our employees the opportunity to keep their old laptops for personal use when their devices are refreshed. We reuse equipment for stress testing in our labs. We also donate gently used laptops to community-based organizations for redistribution. In fiscal year 2023, we started weighing landfill and recycled products at some of our offices to help us measure, and to eventually reduce, our waste.

When our customers want to refresh their hardware, Extreme allows them to send products back and we dispose of them in an environmentally safe manner. Additionally, in fiscal year 2023, we’ve introduced a Defective Goods Inventory, allowing us to incorporate refurbished materials into our maintenance service provision. As a result, more of our products now boast longer lifespans.

Our IT equipment recycling efforts have earned us a “Sustainability Excellence Award 2023” from Evergreen IT Solutions, a vendor in the industry of e-waste recycling. According to Evergreen, Extreme properly recycled 23,182 pounds of e-waste in calendar year 2022.

This fiscal year, a taskforce that spanned over 10 groups across the company undertook a comprehensive office space and lab consolidation project. Extreme’s main data center, comprising over 200 racks of equipment, is being moved from our San Jose office to its new home in Salem, New Hampshire. In making this move, approximately 3,800 assets will be decommissioned as a result of Extreme’s lab consolidation.

We are excited to reduce the space we occupy and the amount of energy we consume. We are committed to making further system consolidations to save energy at the Salem office as we work toward completion of our project by the end of fiscal year 2024.



Evergreen Excellence Award: In recognition of our outstanding environmental contribution to the proper recycling of 23,182 pounds of electronics for a sustainable future.

RESPONSIBLE RESOURCE CONSUMPTION



PROPER RECYCLING OF
GREENHOUSE GAS
EMISSIONS FROM

23,182

Pounds of E-Waste in
Calendar Year 2022

OFFICE SPACE AND LAB CONSOLIDATION TASK FORCE



AS A RESULT OF THE
LAB CONSOLIDATION

38,000

Devices Will Become
Decommissioned

ENVIRONMENTAL RESPONSIBILITY

REDUCING OUR CARBON FOOTPRINT

We are doing our part to minimize the impact of climate change. Although we do not have factory plants that manufacture products, we consistently assess the environmental impact of our supply chain partners, as well as the direct impact of our company operations.

Extreme has maintained a Greenhouse Gas (GHG) Inventory Calculation Policy and Procedure following the ISO14064-1 international standard, the latest international standard for Greenhouse Gas Quantification, Reporting, and Verification. During fiscal year 2023, our methodology and carbon inventory for calendar year 2021 was successfully audited and certified by an independent third party, SGS S.A., to have met ISO14064-1. We disclosed 40,990 metric tons of CO₂ equivalent in calendar year 2021, which consists of 17,460.12 metric tons of Categories 1 and 2 CO₂ equivalent, and 23,529.88 metric tons of Category 3 CO₂ equivalent. We expect to complete the audit of our fiscal year 2022 carbon emissions report by the end of fiscal year 2024.

Extreme intends to continue reporting on environmental metrics with a standardized and auditable methodology and expanding the scope of our reporting. We have allocated resources for our efforts to seek ISO 14001 certification and to assess our sustainability efforts with third-party entities such as CDP and SBTi in fiscal year 2024.





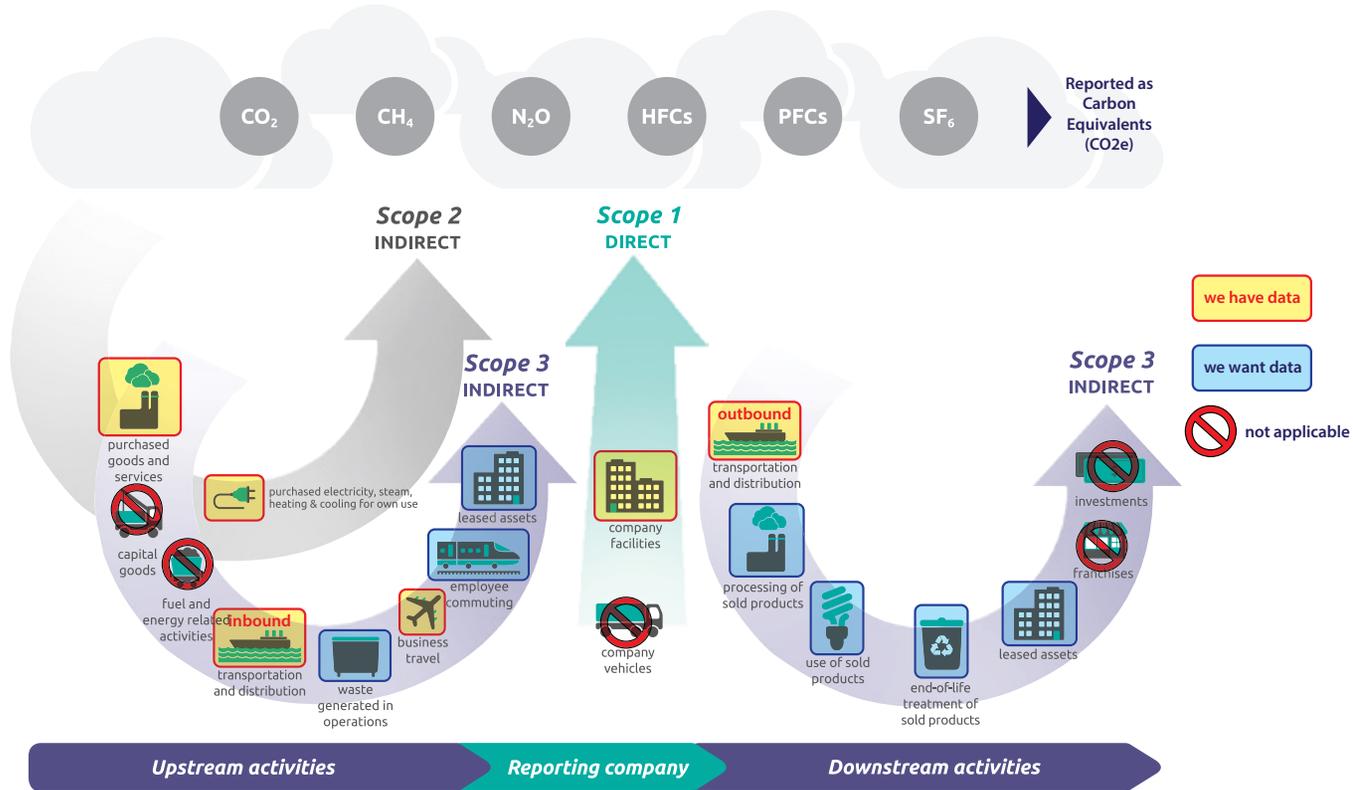
ENVIRONMENTAL RESPONSIBILITY

Our GHG calculation procedure is led by six task groups, responsible for tracking our carbon emissions and conducting meticulous calculations to document carbon emissions from various corporate activities related to facilities, freight, travel, supply chain, and leased equipment.

NO.	ROLE	RESPONSIBILITIES
1	Emissions Lead	<ul style="list-style-type: none"> Responsible for final content of the yearly Carbon Emissions report. Works with functional leads to get the data needed to perform the emissions calculation. Ensure model and emission factors are appropriate and consistent. Prepares team and hosts third party audit. Closes actions from audit.
2	Facilities Lead	<ul style="list-style-type: none"> Maintain and supply data for utilities (electricity, natural gas, water and waste) from primary corporate locations. Verify refrigerant inventory and ensure data collection procedures are in place to support emissions calculations. Ensure badging systems support emissions calculations for commute. Support third-party audit.
3	Freight Lead	<ul style="list-style-type: none"> Maintain and supply data for Extreme's inbound freight. Maintain and supply data for Extreme's outbound freight, excluding that managed by a third party. Support third-party audit.
4	Travel Lead	<ul style="list-style-type: none"> Maintain and supply data for corporate travel to support emissions calculations. Support third-party audit.
5	Supply Chain Lead	<ul style="list-style-type: none"> Maintain and supply data for purchased goods, including contract manufacturers. Maintain and supply data for scrap processes/vendors. Support third-party audit.
6	HR/Benefits Lead	<ul style="list-style-type: none"> Maintain and supply data for corporate leased equipment to support emissions calculations. Support third-party audit.

ENVIRONMENTAL RESPONSIBILITY

EMISSIONS



Source: WRI/WBCSD Corporate Value Chain (Scope 3) Accounting and Reporting Standard (PDF), page 5

Our current focus is on Scope 1, 2, and 3 emissions for which Extreme has financial control, as illustrated by the yellow highlight above. Additional elements, highlighted in blue, will be considered in the future.

We have reduced our global office footprint by 50% since March 2020. We are well on our way to reaching a 76% total reduction in office space by the end of calendar year 2027, which should result in significantly less greenhouse gas emissions required to power, heat, cool, and light our offices. We are also working to increase energy efficiency in the offices we do have. For example, our headquarters building in Morrisville, North Carolina is LEED-certified for the core and shell. We are using occupancy sensor-driven lighting and low-flow plumbing in many of our corporate offices.



ENVIRONMENTAL RESPONSIBILITY

REDUCING EMISSIONS FROM EMPLOYEE TRAVEL

Extreme is committed to its "Flex First Policy." As a result, fewer than 20% of our employees go to the office 3-4 days per week. By minimizing commuting to and from the office, Extreme employees are reducing greenhouse gas emissions. In fiscal year 2023, we launched a Commute Survey to learn about our employees' commute patterns. Based on the survey responses we collected from employees and data we obtained from tracking employee badge scanning during facility entry, we estimate (on an unaudited basis) that our Flex First Policy has resulted in an annual reduction of 1.5 million miles and 3,500 metric tons of CO2e, an amount roughly equivalent to the carbon generated in manufacturing our products on a yearly basis.

When employees who drive electric vehicles come into the office, they can use the electric vehicle charging stations available at no cost to employees. The charging provided by these stations represents savings of the equivalent of over 13,500 kg of greenhouse gas emissions during fiscal year 2023.

PARTNER AND VENDOR RECOGNITION

Extreme's sustainability efforts are valued by the companies it works with. As mentioned above, in fiscal year 2023, we received an "Sustainability Excellence Award 2023" from Evergreen IT Solutions, an E-waste recycling company based in San Jose, California. Extreme worked with Evergreen to streamline our IT assets disposition.

Shortly after the conclusion of fiscal year 2023, Extreme received the "Most Emerging TZCP Supplier" award from its partner Schneider Electric for our work that helped Schneider Electric advance Schneider Electric's "Zero Carbon Project" in calendar year 2022. Schneider Electric evaluated its 101 top suppliers and issued this award to 3 of them.

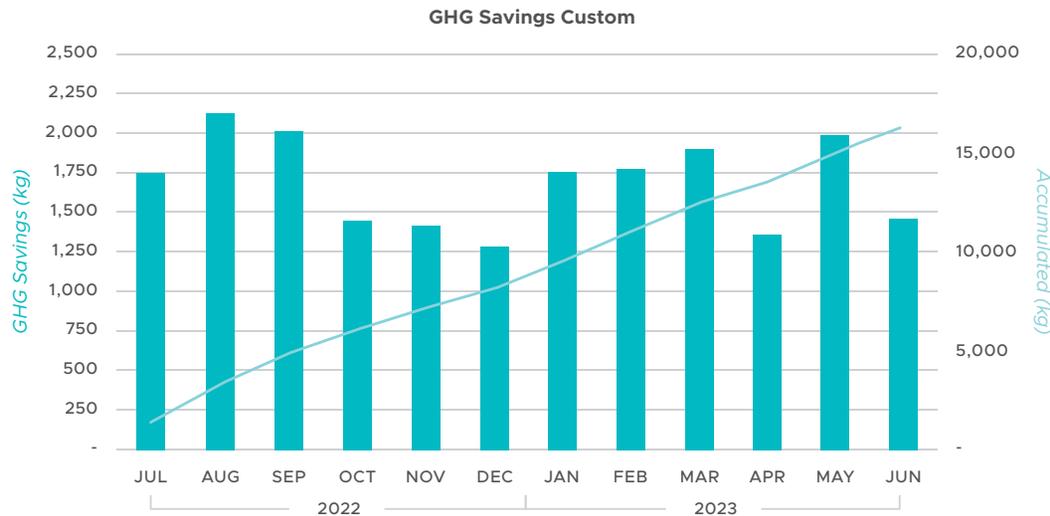


Figure on Left: GHG Savings related to Employee EV Charging Stations in San Jose, CA and Morrisville, NC; data provided by Chargepoint and not audited.



PEOPLE

DIVERSITY, EQUITY, AND INCLUSION
HUMAN CAPITAL
EMPLOYEE HEALTH AND SAFETY
LABOR AND HUMAN RIGHTS

PEOPLE

DIVERSITY, EQUITY, AND INCLUSION

We continue to make steadfast progress in our Diversity, Equity, and Inclusion (DEI) initiatives. Our Senior Director of Diversity Initiatives and Strategic Partnerships has been working directly with our leadership and key stakeholders as a strategic partner to develop, maintain, amplify and expand our DEI strategy and deliverables, which include the acquisition, development, and retention of diverse talent aligned with our DEI strategy, as well as business development efforts.

Extreme is embracing diversity and actively fostering an atmosphere where employees are heard. Our leaders embody core values of Candor, Transparency, Curiosity, Teamwork, Ownership, and Inclusion, and incentivize the practice of these values across the organization as part of the normal course of doing business. Having Inclusion as one of our core values and beliefs allows us to create an environment where every employee can thrive because of their differences, not in spite of them.

The objective of our DEI efforts is to give voice to diversity, allowing all to gain valuable perspectives to drive better decision making, which leads to better outcomes. We strive to create a workplace that attracts the best talent, values diversity of life experiences and viewpoints, and fuels innovation. We do this by nurturing organic, employee-led initiatives and through deliberate leadership and policy. As of fiscal year 2023, 25% of Extreme's global employees are female. In the United States, 3.9% of our employees identify as Black, and 4% of our employees identify as Hispanic.



INTERNAL FOCUS

What began with the Women's Council (now called the Women in Networking (WIN) Council) in early 2018 has blossomed into nine employee resource groups (ERGs). The tangible results of our focus on supporting diversity at Extreme has resulted in an increase in population of female employees globally and of the percentage of Black employees in the U.S. Using the early success of the WIN Council and the Black @ Extreme (BEX) ERG as models, the company has supported seven more ERGs, which are initiated and led by employees with sponsorship by executive leaders. Today, more than 35% of all employees participate in one or more ERGs, which are open to all employees.



We have found our ERGs to be tremendous retention and recruitment vehicles. Each of our Board and executive leadership lend their support, engaging closely with events and initiatives in their capacity as DEI advisors and participants. The ERGs provide opportunities for employees of diverse backgrounds to practice leadership skills, gain greater visibility in the organization, and share individual experiences.

PEOPLE

INTERNAL FOCUS (CONT.)

The ERGs collectively offered over 50 events to educate and entertain not only ERG members, but Extreme employees at large. Several of our ERGs hosted month-long heritage celebrations. In September and October 2022, we honored Hispanic Heritage Month, followed by Black History Month in February 2022. May 2023 was dedicated to celebrating API heritage, and Pride month took place in June 2023.

Equity is a key component of DEI. It is important to us that diverse employees have a path to leadership. Our executive team is comprised of women and men and includes individuals of Eastern European, Black/African American, and Middle Eastern origin. As of fiscal year 2023, 22.3% of our leadership employees who hold director, senior director, and VP or above titles are women.

EXTERNAL FOCUS

Extreme launched its inaugural DEI Partner Badge Program on August 11, 2022, through which we recognize and promote our channel partners' efforts in promoting diversity, equality, and inclusion. We have offered badges to selected partners in fiscal year 2023.

On the talent acquisition front, our early-in-career ERG group, APEX, partners with the University of New Hampshire and Extreme's Talent Acquisition team to host career fairs and help early-in-career professionals chart their paths in the industry.

To ensure we have access to a diverse pool of candidates, we participate in physical and virtual job fairs aimed at recruiting talent among African American/Black and Hispanic communities. We also work directly with Goodwill to assist U.S. Military Veterans with their transition to civilian life. Veterans can earn a certificate through Extreme Academy, a free training program that

teaches networking fundamentals. The curriculum gives veterans the ability to determine whether they would like to pursue a career in technology.

Our Supplier Diversity Program promotes the inclusion of diverse suppliers as part of the strategic sourcing and procurement process throughout our organization. We are committed to creating an environment that promotes, supports, and advances equity and inclusion in delivering the products and services our employees use and our customers want and need. The supplier diversity program strives to provide companies owned and operated by minorities, women, veterans, LGBTQ+, and people with disabilities with equal access to effectively work with us, while at the same time growing their own businesses.

To support our program, we have training sessions on diverse supplier engagement for employees who are involved in the procurement process with suppliers. We have also created a database and tracking system to facilitate connections, monitor and report diverse spending. Furthermore, we are providing more visibility for diverse suppliers internally and externally through our Supplier Spotlight Program which is helping further integrate our vendor base. We continue to align with supplier diversity matchmaking organizations such as the National Minority Supplier Development Council and Women's Business Enterprise Council to proactively engage with potential suppliers and expand our supplier network.



PEOPLE

RECOGNITION IN THE INDUSTRY

In fiscal year 2023, Extreme and some of its leadership employees are proud to have received various industry acknowledgements and awards for their contributions to DEI initiatives.

Extreme was named No. 8 among mid-sized organizations on the 2023 “Best Place to Work in IT” list by Computer World. At Glassdoor, our DEI rating increased to 4.4 and overall rating 4.3.

In June 2023, our SVP of Human Resources and Chief Officer of Diversity and Inclusion Officer, Kimberley Basnight, was one of the finalists for Women in IT Awards, Diversity Lead of the Year. The Women in IT Awards are issued by Women in IT Summit, a platform that celebrates the profound impact of female technology professionals make in shaping the industry.

Lorna Pierno, Director of Marketing, and Kilynn Sommer, VP of Marketing, were both recognized by CRN as Inclusive Channel Leaders of 2023. CRN is the news platform for IT channel-focused events.



OUR BOARD OF DIRECTORS

One-third of our independent directors are female, and one of our male members is a first-generation immigrant born and raised in India.

Diversity of thought supplements the operational and industry expertise each Board member brings. All Board members spend time outside of their corporate roles supporting underserved communities. For example, Raj Khanna, chair of Extreme’s Audit Committee, supports Maitri, a Bay Area organization providing local language support and services for South Asian survivors of domestic violence and serves an advisor for the Community Committee for International Students at Stanford University. Kathleen Holmgren is active with P.E.O, a pioneer society for the advancement of women.

In the fiscal year 2023, the Nominating, Governance, and Social Responsibility Committee underwent a name change, aligning its charter and title to mirror the level of maturity that the Company is achieving in environmental sustainability. This committee, now known as the Nominating, Governance, and Environmental & Social Responsibility Committee, assumes the role of consistently assessing the Company’s endeavors and objectives concerning ESG matters.

HUMAN CAPITAL

Our compass for human capital management is set by our core values: Candor, Transparency, Curiosity, Teamwork, Ownership, and Inclusion. We adhere to these guiding principles throughout talent acquisition and management, compensation and benefits, and diversity and inclusion programs. Our SVP of Human Resources and Chief Diversity & Inclusion Officer oversees these efforts across our global employee base.

At the end of fiscal year 2023, we employed 2,849 people. Of these, 41.1% work in sales and marketing, 27.7% in research and development, 4.2% operations, 16.3% customer support and services, and 10.7% in finance and administration. These employees were located worldwide, with 47.3% located in the United States, 7.9% in other locations in the Americas, 26.0% in the Asia Pacific region, which includes India, and 18.8% in the regions of Europe, Middle East and Africa.



PEOPLE

TALENT ACQUISITION AND MANAGEMENT

We strive to attract and retain the most qualified employees for each role within Extreme. To do this, we utilize various recruiting channels, including employee referrals and those targeting diverse candidates.

Since calendar year 2020, we have proudly maintained a robust internship program. Every year, we welcome interns from various locations globally. Our goal is to cultivate a valuable learning journey for the upcoming generation of talent while infusing Extreme with fresh ideas and innovative perspectives from aspiring professionals.

Our intern program is curated to offer exposure to specific fields, hands-on experiences, and opportunities to build professional connections. Extreme interns engage in meaningful assignments and work closely with seasoned industry professionals within and outside of Extreme. Our interns also give our early-in-career employees the ability to use their management and mentorship skills.

We launched the inaugural “Kaylee Goncalves Distinguished Intern Award” in memory of Kaylee Goncalves, a promising Extreme intern who tragically lost her life in November 2022. In her time with Extreme, Kaylee displayed great potential and a strong desire to learn. Her kindness, enthusiasm, and career drive were incredible qualities that Kaylee brought with her each day. To honor her, and with the blessing of her family, we have established the award in her name with an annual \$5,000 educational support fund. Every year, this award will be presented to an Extreme intern whose actions and dedication mirror those of Kaylee’s. We hope the award inspires and motivates others to emulate Kaylee’s remarkable qualities.

We continue to offer training programs and resources to develop and support our managers. We offer a mentorship program for all employees and offer the Cru Peer Coaching program, designed to support women to solidify and realize their career goals through dynamic group discussions.

COMPENSATION AND BENEFITS

We offer a competitive Total Rewards package that enables Extreme to attract, retain and develop talent and recognize the value of employee contributions and individual needs. Our compensation philosophy is to offer a competitive package that rewards achievement of Company goals. Our short-term bonus plan is designed to motivate employees to meet half-year goals, and grants of restricted stock units reward eligible employees with longer-term stock price appreciation. Employees are also eligible to participate in our employee stock purchase program.

Our U.S. benefits plan includes competitive health and risk benefits, various voluntary insurances, flexible time off and leave programs, an employee assistance plan, an educational assistance policy, and a 401(k) plan with employer match. In fiscal year 2023, we started to provide reproductive health benefits to our U.S. employees. Our international benefits plans are competitive locally and generally provide similar benefits.

LEARNING AND DEVELOPMENT

At Extreme, avenues of learning and professional growth are abundant. We encourage employees to complete a minimum of 24 hours of learning per year. They can do this through LinkedIn Learning, which is open to all employees, or attend seminars and webinars specific to their area of expertise or job function. Career Development workshops are offered to employees and managers alike. We provide Individual Development Plans for employees and managers to create their learning goals and action plans.

In the United States and India, we maintain an Educational Assistance Policy that supports the completion of advanced degrees or certificate programs. Employees outside of these countries who request similar support are reviewed on a case-by-case basis.



PEOPLE

EMPLOYEE HEALTH AND SAFETY

Employee health and well-being is always a top priority at Extreme. We continue to ensure our employees worldwide have access to mental health and overall well-being resources in their local language via our Employee Assistance Program and our corporate intranet. The site guides employees with practicing self-care, avoiding burnout, dealing with Zoom fatigue, and more.

We also run a virtual wellness program in each region. For example, in the U.S. we offer the MotivateMe program, designed to encourage employees to keep up with preventative care by rewarding positive behavior. Another example is the Help@Hand wellbeing services we offer to our employees in the U.K., which include mental health support and physiotherapy programs.

We continue our company wide walking events and Feel-Good Fridays, featuring chair yoga, qigong, and meditation virtual classes. Fiscal year 2023 was the second year during which Extreme supported our ERGs' wellness events with a focus on mental, physical, emotional, social, and financial health. Global events included caregiving, financial wellbeing, fitness, mental health, and other fun events. A sample of wellness events hosted by our ERG groups includes:

- Veteran's Council hosted a caregiving seminar about stress management
- WIN offered the "Women in Transition" seminar to teach women to navigate different roles in life with confidence
- La Raza hosted seminar "Strategies for Multi-generational Caregivers" to emphasize caregiver's self-care
- WIN sponsored an "Understanding Employee Stock Purchase Plan and Restricted Stock Units" webinar
- La Raza led a "Working Parents" webinar to assist parents with tips and tools around balance, division of labor, and expectations to help families thrive

LABOR AND HUMAN RIGHTS

None of our U.S. employees are subject to a collective bargaining agreement. In certain foreign jurisdictions, where required by local law or customs, some of our employees are represented by local workers' councils and/or industry collective bargaining agreements. For example, we have a works council in Germany and a Social and Economic Committee (CSE) in France. We consider our relationship with our employees to be good, and we have not experienced any work stoppages due to labor disagreements.

We require our suppliers to treat employees with respect and dignity. Forced labor, modern slavery, and human trafficking are explicitly forbidden. In fiscal year 2023, we incorporated requirements of the Uyghur Forced Labor Prevention Act, as we remain attuned to legal frameworks and regulations concerning labor and human rights. Suppliers are also required to comply with applicable minimum age for employment laws, anti-discrimination laws, wage and hour laws, health and safety, and data privacy laws. Suppliers must recognize and respect employees' rights to freely associate with any legally sanctioned organization. We use such requirements and our Supplier Code of Conduct to communicate our expectations within our supply chain.





GOVERNANCE

CORPORATE GOVERNANCE AND
ETHICAL BUSINESS PRACTICES

DATA PRIVACY AND SECURITY

SUPPLY CHAIN

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GOVERNANCE

CORPORATE GOVERNANCE AND ETHICAL BUSINESS PRACTICES

Our [Extreme Code of Business Conduct and Ethics](#) (“Code of Conduct”) encompasses a wide span of topics, including export control, anti-corruption, gift-giving, political contributions, fair disclosure, insider trading, conflicts of interest, confidentiality, anti-competitive behavior, use of company assets, government business, and employment practices. To ensure accountability, we maintain an anonymous whistleblower hotline for reporting violations of our Code of Conduct. Alternatively, reports may also be made directly to the Audit Committee of the Board and the Chief Legal, Administrative & Sustainability Officer of the Company. All reports are promptly and rigorously investigated, and findings are submitted to the Audit Committee as well as our external auditors.

The Nominating, Governance, and Environmental & Social Responsibility Committee reviews and, if appropriate, approves any waivers to the Code of Conduct related to the Executive officers or members of the Board. Consistent with Securities and Exchange Commission (SEC) and NASDAQ rules and the Charter of the Nominating, Governance, and Environmental & Social Responsibility Committee, any material changes to the Code of Conduct, or waivers of the Code of Conduct approved for Executive officers or members of the Board will be promptly disclosed to the public on our website or in a Current Report on Form 8-K filed with the SEC within four business days following the date of such waiver.

Every year, Extreme employees complete Code of Conduct training, which is accompanied by routine and more in-depth training on critical subjects such as insider trading, anti-corruption, antitrust, export compliance, confidentiality, and anti-harassment protocols. We report updates on these trainings to the Audit Committee.

To find out more about our corporate governance and commitment to ethical business practices, please see the [Corporate Governance](#) and [Corporate Responsibility](#) sections of our website, where you will find links to our [Corporate Governance Guidelines](#), [Code of Business Conduct and Ethics](#), [Corporate Social Responsibility Policy](#), [Conflict Minerals Policy](#), [Supplier Code of Conduct](#) and Modern Slavery Statement.

GLOBAL ETHICS TEAM

We continue to support our Global Ethics Team (GET) Champions, a team of ethics advisors that serve as an accessible face of ethics and integrity throughout the company. Our GET Champions, comprising 27 volunteers in fiscal year 2023, are nominated by their respective Vice Presidents and represent a cross-section of corporate functions and Extreme geographies. Key members of the Legal Department and a Vice President of Marketing form the Steering Committee for the GET Champions, and our Chief Legal, Administrative & Sustainability Officer is the Executive Sponsor.

Our GET Champions team helps ensure that ethical behavior and integrity are a true part of Extreme’s day-to-day culture for all employees.

Our GET Champions:

- Serve as peer advisors – listening to other employees and giving feedback consistent with our Business Code of Conduct
- Cultivate ethical principles across the company and actively spotting issues
- Promote Extreme’s various compliance training programs at the local level
- Help educate and inform their peers about ethics

Our GET Champions are not meant to replace our anonymous whistleblower hotline, which is always available to employees they need to report a concern of ethics and integrity.

GOVERNANCE

GLOBAL DISTRIBUTION OF OUR ETHICS CHAMPIONS



Our GET Champions Team initiated a series of Ethics Roundtable conversations with our executive team, beginning with our CEO, Ed Meyercord. These webinars are open to all employees and serve as a platform for understanding the personal significance of ethics and integrity to our senior leaders, both in life and in their functional domains at Extreme.



We are not ethical by necessity, but we are ethical by design. We do it because it is the right thing to do, and we want to do it.

Nabil Bukhari,
Chief Technology Officer & Chief Product Officer



GOVERNANCE

DATA PRIVACY AND SECURITY

Data privacy is a key concern of individuals and businesses, and the laws and technology surrounding data privacy are constantly changing. Respecting and protecting personal data is imperative to meet the needs of our customers, as well as regulatory requirements.

To help us identify, review, and manage data privacy issues, we rely on a team of Data Privacy Champions (DPCs) embedded throughout the organization. Our legal team leads the team of DPCs who educate other employees, review vendors, monitor compliance, and raise questions to leadership regarding privacy. As of fiscal year 2023, we have 21 DPCs.

Security is integral to privacy. To demonstrate our commitment to information security and data privacy, Extreme maintains ISO/IEC 27001 and 27701

certifications, and the ISO/IEC 27017 statement of compliance. Achievement of these certifications requires a third-party assessment of policies, procedures, and practices in place to prevent and mitigate cyberattacks. In fiscal year 2022, we achieved SOC-2 certification, a third-party assessment verifying that our policies are put into practice. In fiscal year 2023, we completed our second annual SOC-2 certification.

Our Chief Information Security Officer, our Product Security Incident Response Team (PSIRT), and Major Security Incident Response Team (MSIRT) meet regularly to review metrics and operational aspects of our security readiness, and ensure we are ready to respond to an incident. Our PSIRT team publishes [Security Advisories](#) to alert users of potential vulnerabilities and patches.

SECURITY-RELATED CERTIFICATION	PRODUCT	TYPE OF STANDARD
ISO/IEC 27001:2013 certification	ExtremeCloud IQ	ISO/IEC 27001 is a standard for establishing, implementing, maintaining and continually improving an information security management system and assessment and treatment of information security risks.
ISO/IEC 27701:2019 certification	ExtremeCloud IQ	ISO/IEC 27701 is an extension to ISO/IEC 27001; standard for establishing, implementing, maintaining and continually improving a Privacy Information Management System; provides guidance for personal data controllers and processors and sets responsibility and accountability for processing of personal data.
ISO/IEC 27017: 2015 statement of compliance	ExtremeCloud IQ	ISO/IEC 27017 is a standard with guidelines for information security controls applicable to the provision and use of cloud services.
ISO/IEC 15408 (Common Criteria)	<ul style="list-style-type: none"> EXOS VOSS 	Common Criteria provides assurance that the process of specification, implementation and evaluation of a computer security product has been conducted in a rigorous and standard and repeatable manner at a level that is commensurate with the target environment for use.
FIPS 140-2	<ul style="list-style-type: none"> SLX Extreme Cryptographic Module 	The Federal Information Processing Standard Publication 140-2 is a U.S. government computer security standard used to approve cryptographic modules.
US Department of Defense Approved Products List (DoDIN APL)	<ul style="list-style-type: none"> SLX VSP 4900, VSP 7400, VSP 8404c 5520 with VOSS 5520/40 with EXOS 	The DoDIN APL represents the agency's master list of products available for purchase that are secure, trusted, and approved for deployment within the DoD's technology infrastructure. Over the years, the DoDIN APL has been referred to by many names, including the UC APL (Unified Capabilities Approved Products List), JITC and STIG Testing, and more.

GOVERNANCE

SUPPLY CHAIN

Our Supply Chain Team requires Tier 1 suppliers to adhere to our quality standards and to do so in a manner that complies with our ethical, human rights, legal, confidentiality, and environmental standards. These standards are outlined for suppliers in our [Supplier Code of Conduct](#).

As part of a healthy quality and environmental management system, our Tier 1 suppliers, currently representing more than 90% of our spend, must maintain ISO 9001, ISO 14001, and ISO 45001 certifications. We also require our suppliers to comply with the Responsible Business Alliance Code of Conduct, which ensures that working conditions and supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically. We have a management system in place, including regular audits by our Supplier Quality Teams, that ensure compliance with these requirements.

We are working with our suppliers to ensure their emissions reduction plans are aligned with our goal of 50% reduction by 2030 according to the Science Based Target initiative (SBTi) methodology. We require all Tier 1 suppliers to report annually validated GHG emissions and removals in accordance with ISO 14064 and establish quantifiable goals for reducing GHG emissions referenced to a defined “base year” and provide us with a description of the actions being taken to achieve GHG emission reduction goals.



We require all Tier 1 suppliers to report annually validated GHG emissions and removals in accordance with ISO 14064. These Tier 1 suppliers should establish quantifiable goals for reducing GHG emissions in reference to a defined “base year” and provide us with a description of actions being taken to achieve GHG emission reduction goals. They must also provide us annually with a GHG statement quantifying our portion of their total GHG emissions.

We also require our Tier 1 suppliers to have environmental management systems that are ISO-14001 certified. Suppliers are required to report Extreme’s portion of their GHG emissions and removals according to ISO-14064 and results must be certified by an independent third party. Suppliers are required to provide goals for reduction of GHG emissions and plans to achieve those goals, which Extreme validates via on-site audits.

Suppliers must abide by our [Conflict Minerals Policy](#), which is based on the framework established by the Organization for Economic Cooperation and Development. Embedded in our Supplier Code of Conduct, with which our suppliers are required to comply, are an array of ethical practices in data privacy, anti-corruption, import and export control, anti-forced labor, and protection of intellectual property. We maintain a hotline for reporting violations of the Supplier Code of Conduct.

GOVERNANCE



PHILANTHROPY

Giving is part of Extreme's identity. Our employees across the globe routinely give their time and resources to help those less fortunate. Philanthropy is a cornerstone of our ERG events, through which employees share their passions and causes company-wide to raise awareness and rally support. The spirit of giving also extends into our interactions with customers, partners and internal teambuilding.

In May 2023, we held Extreme's third annual "Day of Giving." This was orchestrated by our Philanthropy team, 45 giving captains worldwide, and supported by all our ERGs. For the first time, we invited partners to participate, and many partner representatives joined our charitable endeavors in the U.S., Germany, and Australia.

Over 1,000 employees, customers, and channel partners around the world supported 50+ charitable organizations. Thousands of hours were given to raise funds, serve meals, clean parks, give blood, and mentor and train youth, women, senior citizens and other marginalized communities, among other activities.

We thank our employees and our partners for their incredible support and generosity in the Company's 2023 Day of Giving Special Olympics Fundraiser.

Together we raised funds, which helped send athletes from all over the world to the 2023 Special Olympics held in Berlin, Germany. We couldn't be prouder of the difference we have made in these athletes' lives!

In New Hampshire, our Salem office held a fundraiser "More than Pink – to the Extreme" to promote awareness and donations for breast cancer. Nearly 50 employees joined together to walk 3 miles and raise funds. This amazing event was also supported by donations from Extreme employees who could not physically attend the walk.

Extreme's API ERG collaborated with UNICEF to raise natural disaster relief funds for Syria and Turkey. Surpassing their goal, API raised money to help families displaced by the earthquake with UNICEF's programs such as critical healthcare services, clean water, and education.

An ERG at Extreme, La Raza, continued to support our friends at Nucleo Assistencial Brasilândia, a non-profit organization in São Paulo, Brazil. The donations helped children and young adults with physical and mental disabilities receive the care, resources, and treatment they need. We appreciate each and every Extreme employee who contributed.

GOVERNANCE



In 2023, Extreme Employees gave to **50+ Charities**



Twenty-four San Jose-based Extreme employees had a great time at our local RAFT (Resource Area For Teaching) enter. They assembled a total of 884 learning kits that will serve over 7,000 students.

Extreme's Bangalore office continued its longstanding partnership with the American India Foundation (AIF). At this year's event, they worked to improve the physical and digital infrastructure of a high school located in the northern suburb of Bangalore. Bangalore employees' contributions went to fresh painting of the school premises, fixing compound grills for added safety, restroom renovation, new laptops and audio-visual learning devices, and more. Thirteen Extreme volunteers also bought notebooks and STEM education materials for students, who enjoyed a discussion on their future learning and career prospects with Extreme volunteers.

In Singapore, Extreme volunteers contributed to 100 care packs and brought them to the Kreta Ayer Community Center for local seniors in need.

Extreme and Harbor Networks teamed up to volunteer at 2Life Communities Senior Living in Greater Boston. They collectively organized a "Tech Café" for senior residents to drop by for technical help with their electronic devices, as well as sharing their incredible life journeys and stories.

Florida Extreme employees donated 1,200 toiletry kits, 800 pairs of socks, and 40 bathing wipes to two homeless charities in Fort Myers, Florida. Extreme Mexico team helped plant 14 pine trees in the Ajusco Forest.

In Texas, Extreme employees' contributions funded 3,018 meals. Sixteen Extreme Legal Department members came together in San Jose, California to pack 18,000 pounds of food that have fed 2,880 individuals. In York, Canada, the Extreme team raised money for the local food bank and donated their hours at the institution packing and sorting foods. In Australia, special guests from distributor Dicker Data volunteered at The Big Kitchen with Extreme in Bondi to prepare 100 meals. The cause of food security was also supported by endeavors from our employees located in North Carolina, Canada, Berlin, and Frankfurt.



GOVERNANCE

SASB REPORTING

TOPIC	DESCRIPTION	SASB CODE	2023
Data Privacy and Freedom of Expression	Countries where core products are subject to government required monitoring, blocking, content filtering, or censoring.	TC-SI-220a.5	We are not aware of any countries where our core products are subject to government required monitoring, blocking, content filtering, or censoring.
Data Security	Approach to identify and address data security risks.	TC-SI-230a.2	Maintain and expand, where applicable, the external certification and validation of the enterprise infosec and data protection activities. Extreme has obtained full or partial compliance certifications for all or part of our product portfolio: ISO9001, ISO27001, ISO 27701, ISO 27017, SOC-2, FIPS 140-2, Common Criteria, DoDIN APL, USGv6, and TAA.
Managing Systematic Risks from Technology Disruptions	Performance issues, service disruptions, and customer downtime.	TC-SI-550a.1	Extreme backs every solution with the industry's only 100% in-sourced support team to provide top-rated services and support to its customers. In addition, ExtremeCloud IQ subscribers have unmatched choice and flexibility to select and move between all major cloud hosting providers to align with functional needs and corporate guidelines. Extreme's global footprint extends across 21 data centers on five continents, in 14 countries, allowing subscribers to choose according to geographical requirements. Over one million devices are under management in a cloud platform capable of continuous operation (zero-unplanned downtime).
Managing Systematic Risks from Technology Disruptions	Business continuity risks related to disruptions of operations.	TC-SI-550a.2	Please see page 19 and 20 of our Annual Report on Form 10-K filed August 24, 2023 - "System security risks, data breaches, and cyber-attacks could compromise our proprietary information, disrupt our internal operations, impact services to customers, and harm public perception of our products, which could adversely affect our business, financial condition and results of operations" and "We rely on third-party providers for services needed to deliver our cloud solutions and other third-party providers for our internal operations. Any disruption in the services provided by such third-party providers could adversely affect our business and subject us to liability."
Activity Metrics	Total licenses, percentage cloud based.	TC-SI-000.A	Nearly 2 million total devices
Activity Metrics	Data processing capacity, percentage outsourced.	TC-SI-000.B	Managed devices transmit statistics and summary information from approximately 140 million client sessions per day. ExtremeCloud IQ processes approximately 10 billion management and event messages per day, and 20,000 interactive admin sessions daily.
Activity Metrics	Amount of data storage, percentage outsourced.	TC-SI-000C	ExtremeCloud IQ's combined allocated storage (across all regional data centers, global data centers, and cloud providers) is 5 petabytes.



2025 GOALS

FORWARD-LOOKING STATEMENTS

CSR 2025 GOALS



FORWARD-LOOKING STATEMENTS

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, which are based on our current assumptions, expectations, forecasts, estimates, and projections regarding our business, our industry, and the general economic environment. All statements, other than statements of historical facts, may be forward-looking statements. Statements that include words such as “may,” “will,” “should,” “expect,” “plan,” “intend,” “anticipate,” “believe,” “estimate,” “predict,” “potential,” “continue,” “goals,” “targets,” and similar expressions are intended to identify these forward-looking statements. These forward-looking statements involve risks and uncertainties. We caution investors that actual results may differ materially from those projected in the forward-looking statements as a result of certain

factors, including, but not limited to: availability and accuracy of reporting from third parties, availability of raw materials and other components used within our products, development of new technology and customer response to new products, regulatory factors, and climate-related risk and opportunity. We undertake no obligation to update any forward-looking statements, whether as a result of new information, the occurrence of certain events, or otherwise. For further information on these and other factors that could impact our financial reports are available in our Annual Report on Form 10-K for the fiscal year ended June 30, 2023 and other filings we have made with the Securities and Exchange Commission.

CSR 2025 GOALS

SUSTAINABLE PRODUCT MANAGEMENT



GOAL	BASELINE	TIMELINE	SASB STANDARD	STATUS
Ensure 30% of Tier 1 Supply Chain partners by spend have set Science Based Targets ¹	N/A	End of Calendar Year 2022	N/A	Complete
Improve power efficiency of new products by 20%	2019	End of Calendar Year 2023	TC-SI-130a.1	Substantially On Target
Enable the Circular Economy by: <ul style="list-style-type: none"> Establishing a baseline and goal for the use of recycled and recyclable material used in the manufacturing of Extreme's products Establishing a baseline and goal for obsolete product that is reused/refurbished/recycled and identify improvement plans. 	N/A	End of Calendar Year 2022	N/A	Expected to be Complete in Q4 CY 2023

RESPONSIBLE RESOURCE CONSUMPTION



GOAL	BASELINE	TIMELINE	SASB STANDARD	STATUS
Reduce our carbon-based footprint by 50% in 2030 (Scope 1, 2, and 3) in accordance with Science Based Targets ¹	2019	End of Calendar Year 2030	N/A	On Target
Reduce Scope 1, 2, and 3 GHG emissions by 12%	2019	End of Calendar Year 2022	N/A	Complete
Reduce Scope 1 GHG emissions by 25%	2020	End of Calendar Year 2025	N/A	On Target

CSR 2025 GOALS

HUMAN CAPITAL



GOAL	BASELINE	TIMELINE	SASB STANDARD	STATUS
Maintain best in class employee turnover of less than 14%	11% Voluntary	End of Calendar Year 2025	N/A	On Target

DIVERSITY, EQUITY, AND INCLUSION



GOAL	BASELINE	TIMELINE	SASB STANDARD	STATUS
Increase DEI Manager Training participation to 95%	80%	Annually	N/A	In Process

DATA PRIVACY & SECURITY



GOAL	BASELINE	TIMELINE	SASB STANDARD	STATUS
SOC2 for ExtremeCloud IQ	-	Close of Calendar Year 2022	TC-SI-230a.2	Complete

CSR 2025 GOALS

PHILANTHROPY



GOAL	BASELINE	TIMELINE	SASB STANDARD	STATUS
Annual Day of Service	Held First Global Day of Giving May 2021	Annual	N/A	Held Third Annual Day of Giving May 10, 2023
Add Volunteer Time Off (VTO) Days as Part of Employee Benefit Package	N/A	End of Calendar Year 2023	N/A	Incomplete
Institute Employee Recognition Program for Volunteerism	N/A	End of Calendar Year 2023	N/A	In Process



ADVANCE
WITH US

If you have any questions regarding Extreme's CR Initiative,
email the corporate Public Relations team at pr@extremenetworks.com

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