

# ADVANCING FOR GOOD

2020 CORPORATE SOCIAL RESPONSIBILITY REPORT



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## OUR BUSINESS: PURPOSE AND COMMITMENTS



Extreme Networks (Extreme) is a leader in cloud-driven networking. We strive to deliver effortless customer experiences by offering customers the flexibility to choose from on-premises and cloud-driven solutions that are simple, intuitive, and consistent.

We are the industry’s only cloud-driven, end-to-end enterprise networking vendor. We’ve developed the capability to manage networks – from the wireless and IoT edge to the data center core – from the cloud, simplifying the complexity of managing and deploying distributed networks, and all commercial aspects of buying, using, and selling network solutions.

Our wireless, switching, and routing solutions are built with industry-leading technologies to deliver speed, scale, reliability, and security for

all users, devices, and applications, no matter where they are located. And our software solutions streamline and automate the management of our wired and wireless technologies, leveraging the powers of machine learning, artificial intelligence, analytics, and automation to protect the edge to the data center, fuel business and IT system integrations, and unlock new insights.

Over 50,000 customers globally trust our end-to-end, cloud-driven networking solutions and rely on our top-rated services and support to advance their digital transformation efforts and deliver progress like never before. As we accelerate innovation and seek to improve the customer experience, we are committed to corporate social responsibility (CSR) in our own business practices, and in fostering this with our business partners, customers and our supply chain.



**LEADER IN CLOUD-DRIVEN NETWORKING**



**EFFORTLESS CUSTOMER EXPERIENCES**



**50,000 GLOBAL CUSTOMERS**



**TOP-RATED SERVICES AND SUPPORT**



## A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

2020 has been a tumultuous year. A global pandemic dramatically changed the way we live, learn, and work, elevating networking technology to the forefront of our lives. Climate change continued to accelerate. And calls for social justice sparked by the Black Lives Matter movement in the US served as a wake-up call to many, including all of us at Extreme.

As individuals and as a company, Extreme has always taken social responsibility seriously. And as we enter our 25<sup>th</sup> year, we are committed to doing *more* to protect and advance the quality of life for our employees, customers, partners, suppliers, shareholders and our broader communities. To that end, we have added responsibility for two of my direct reports to coordinate and drive this change. Katy Motiey, our Chief Administrative Officer, has also been named as our Chief Sustainability officer, and my Chief of Staff, Kimberley Basnight, will also be our Head of Diversity and Inclusion.

In our fiscal Q4 we inaugurated a Corporate Social Responsibility (CSR) Council, to promote sustainable development, corporate philanthropy, and the empowerment of people inside and outside of our company. We have published goals in this report, and we will measure against them in the upcoming years and measure against in the upcoming years. We believe we will achieve our goals by focusing on: a) a culture of inclusion and b) continued innovation.

### CULTURE OF INCLUSION

Extreme, as it exists today, is the product of both acquisition and innovation. Our culture is built around our long-standing corporate values of teamwork, transparency, candor, curiosity, and ownership, and that has helped us bring people together and establish behaviors that have driven our company to be successful throughout the years. We are proud to say we maintain one of the lowest voluntary turnover rates in the industry at 11%.

In 2020, we added inclusion to our corporate values. Though this was previously implied in our stated values, we recognized we needed to be very clear on this topic. By challenging dominant voices to listen and non-dominant voices to speak up, we gain valuable perspective that drives better decision making. By fostering diversity regardless of gender, ethnicity, sexual orientation, national origin, age, or religion, we gain perspectives that allow us to make more intelligent decisions that drive better business outcomes.

We live these values, and promote them to those with whom we do business. We highlighted our CSR initiatives at our Extreme Connect and Partner Conference events in 2020. Our partners and customers embrace our actions in this area and are enthusiastic about joining us on the journey.

Our Women's Leadership Council, which was born over two years ago, is active and involved in numerous corporate and community initiatives. The international Council supports the growth and leadership development of women through education, coaching, mentoring, and sponsorship programs. Through this international and cross-functional team, we have established a formal mentorship program, increased our focus on implementing female-

friendly policies and recruitment efforts, and driven professional and personal development initiatives in a strategic effort to make all women feel welcomed and empowered at Extreme.

At the time of this report, the percentage of women at Extreme grew for the third year in a row to 23.4%.

Additionally, our Black@Extreme employee resource group champions and facilitates workplace diversity by embracing cultural, ethnic, and racial differences. The group provides programs that promote inclusion in recruitment activities and offers professional development, all of which enable us to create a more collaborative and diverse work environment.

### HERITAGE OF INNOVATION

Innovation is at the heart of our business strategy and fuels our corporate social responsibility efforts—whether it's the deployment of ground-breaking green energy solutions to reduce our carbon footprint, our application of digital technologies to streamline operations and improve customer experiences, or the development of cutting-edge, cloud-driven network solutions to help our customers adapt and advance their networks to deliver mission critical services – even during unprecedented circumstances.

With a culture built around innovation, we continue to push the boundaries of what is possible through technology. We can anticipate the needs of our clients and their end-users before they arise, from building the very first Gigabit Ethernet switch during the days of the early Internet, to delivering the industry's first end-to-end cloud platform capable of managing today's highly distributed networks in a single interface. We leverage the powers of machine learning, artificial intelligence, and automation to make networking as effortless as possible, enabling end users to adopt complex technology that they can manage with the push of a button.

To make a difference as a technology company, social responsibility must be woven into the business strategy and infused into everyday practices. Extreme believes this begins with the empowerment of people, inside and outside of our company. We're working to deliver progress like never before, and we're excited to move forward together.



Thank you,

**Ed Meyercord**  
President and CEO

## A MESSAGE FROM OUR **CHIEF ADMINISTRATIVE AND SUSTAINABILITY OFFICER**

In fiscal 2020, our CEO formalized our commitment to corporate responsibility and sustainable practices by announcing the formation of a Corporate Social Responsibility (CSR) Council. The events of this last fiscal year forced us to rethink priorities and to reevaluate what we stand for. At Extreme, we recognize that our impact extends far beyond the technology we sell.

Extreme has a long standing and well-established record of philanthropy, working with several organizations and nonprofits around the world such as the Lazarus House. But the national atmosphere inspired us to do more to promote sustainable development, corporate philanthropy, and the empowerment of people inside and outside the company.

In order to formalize efforts we had previously undertaken organically, this last fiscal year we took several steps to ensure every practice and process within Extreme reflects our greater CSR goals:

### **OFFICIAL RECOGNITION OF SUSTAINABILITY, DIVERSITY, AND INCLUSION AS A PART OF THE CHARTER OF THE BOARD OF DIRECTORS**

Our Nominating and Corporate Governance Committee's charter was revised to include social responsibility, and the committee was renamed to reflect that change. We also shifted our corporate structure to align with this commitment, including the expansion of my role to include the responsibility of Chief Sustainability Officer and by creating a new position, Head of Diversity and Inclusion, which has been filled by our CEO's Chief of Staff, Kimberly Basnight. These changes are not merely cosmetic – by putting our commitment to sustainability, diversity, and social responsibility on paper, the Board will hold us accountable to our promises to reduce our environmental footprint and to expand diversity, equity, and inclusion within our organization.

### **CREATION OF EMPLOYEE RESOURCE GROUPS TO ENCOURAGE A MORE COLLABORATIVE, DIVERSE WORK ENVIRONMENT AND COMMUNITY**

Following the onset of COVID-19, we enhanced our employee engagement programs by creating a Coronavirus Response Team, consisting of senior leaders, setting relevant policies and increasing our usage of existing virtual communications channels. We also increased participation in our Women's Council and created a new employee resource group, Black@Extreme (BEX),

each of which champions and facilitates workplace diversity by embracing cultural, ethnic, and racial differences. We plan to create additional groups as appropriate, helping us foster a sense of ownership when it comes to encouraging inclusive practices within our company.

### **COMMITMENT TO SUSTAINABILITY, ENVIRONMENTAL, AND PHILANTHROPIC GOALS THROUGH OFFICIAL PARTNERSHIPS**

We have partnered with several like-minded organizations this year to further our mutual goals. We deployed Bloom Energy at our San Jose headquarters in fiscal year 2019 and successfully reduced our carbon emissions in California. We also officially partnered with the United Way Worldwide as our global charity of record to help provide connectivity to those who need it most, narrowing the digital divide. This is in addition to our partnership with American India Foundation. Extreme has long established itself with charities around the world, and we look forward to engaging with additional organizations as we continue expanding our sustainability and philanthropic efforts.

I am proud to be appointed Extreme's first Chief Sustainability Officer and to lead our Corporate Social Responsibility Council as we embrace and promote positive environmental and social practices in our business community. Our entire team is excited about the results highlighted in this report, and we look forward to publishing and moving even closer toward our long-term goals over the next several years.



Thank you,

**Katy Motiey**

Chief Administrative and Sustainability Officer

# CORPORATE SOCIAL RESPONSIBILITY



In fiscal 2020, our Board amended the charter of our Nominating and Corporate Governance Committee to include social responsibility within the committee’s mandate, and to re-name the committee as the Nominating, Governance and Social Responsibility Committee. The Nominating, Governance, and Social Responsibility Committee is charged with providing oversight of Extreme’s initiatives in the arena of corporate social responsibility, including diversity and inclusion goals, environmental actions, and philanthropic drives. Executive leadership reports on these matters to the Nominating, Governance and Social Responsibility Committee on a quarterly basis.

To support these initiatives on a day-to-day basis, we have created a CSR Council, a cross-functional team of employees with a passion for improving not only what we do, but how we do it. The CSR Council is led by Katy Motiey, our Chief Administrative and Sustainability Officer.

The CSR Council has taken the action of creating this inaugural Corporate Social Responsibility Report (CSR Report) to summarize our current activities in this regard. The CSR Council intends to publish our three- to five-year goals this fiscal year. In the future, this CSR Report will be expanded to include progress on and status of these goals. Our reporting is modeled on the Sustainability Accounting Standards Board (SASB) standards.

Our CSR model can be divided into five key areas – Human Capital, Environmental, Social Capital, Business Model and Innovation, and Leadership and Governance each led by Extreme employees, in most cases on a cross-functional basis. Since this is our initial CSR report, we have not yet conducted a materiality assessment to validate our five key areas of focus, but we will complete that soon and will make revisions based on those findings. In the meantime, we believe our five areas of focus are the issues of most importance to our business and our stakeholders. Within each of these broad areas, we have focused on one or more subsets where we can direct our resources most effectively.

CSR CATEGORY	AREA OF EXTREME FOCUS
Human Capital	Diversity and Inclusion
Environmental	Corporate Reduction of Carbon Footprint, Product Sustainability
Social Capital	Philanthropy
Business Model and Innovation	Data Privacy and Ethics
Leadership and Governance	Corporate Governance and Ethics

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

# COVID-19

Global Pandemic

Productive Telework

Remote Learning

Portable Branch Kit

Cloud-Managed Wi-Fi 6

LEAP Program

## COVID-19

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We can't report on our corporate social responsibility efforts in fiscal 2020 without addressing the most impactful event of our era - the COVID-19 global pandemic.

Our employees are our most valuable asset and make it possible for us to provide these technology solutions to our customers. We have taken swift steps to support our employees during the COVID-19 pandemic, including:

- In mid-March of 2020, we closed our offices in the US and around the world. We let our employees know that they and their families are our top concern at this time, by providing resources and training on topics such as working from home and helping kids with remote schooling. Having previously adopted video teleconferencing technology, our shift to remote work was seamless and productive. Simply said, we didn't miss a beat.
- We also recognize that maintaining employee engagement is critical. To that end, during this period, we reinforced and increased the utilization of our existing virtual communications channels, such as town halls, all-hands meetings, our intranet, and our internal social media platform. To provide a single source of information and consistent policies across the company, we created a Coronavirus Response Team, consisting of members of the executive, facilities, HR, IT and communications teams. Our executive team met on a more frequent basis during the height of the pandemic to ensure employee questions were being addressed in timely manner and our Board of Directors was actively engaged and had regular communications with the executive team as we worked through the COVID-19 pandemic.
- As we gradually return to work, we are continuing to put our employees first by encouraging telework and have implemented physical and policy-level changes throughout our office workspaces to minimize the risk of virus transmission.

As governments stepped up social distancing policies to stop the spread of COVID-19, wired and wireless networks emerged as a vital technology to keep our customers and users connected and informed. We solve for the complexity created by the pandemic by enabling our customers to adapt to a New Normal with our effortless networking experiences and making it easy to deploy and manage distributed networks. This is having a profound impact on our customers' ability to recover to regular operations, whether they are schools, hospitals, government facilities, or manufacturing sites. We are helping customers lower their capital expenditures, lower subscription costs, lower cost of ownership and achieve higher flexibility along with a more resilient network.





## COVID-19

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### EXTREME NETWORKS PRODUCTS WERE USED IN THE FOLLOWING WAYS



#### KEEP STUDENTS LEARNING

Our technology allows distributed campuses to be centrally managed from the cloud. As campuses plan to reopen post-COVID-19, we are helping customers through that process in an increasingly complex IT environment that has blended on-premise, centralized, and distributed users, applications, and network resources.



#### RAPID BUSINESS CONNECTIVITY

At the onset of the pandemic, to help our customers, Extreme developed innovative and easily deployable solutions, such as the Portable Branch Kit, to quickly and securely provide connectivity to temporary remote office locations. Extreme's [Portable Branch Kit](#) offers simple, cloud-managed, plug-and-play solutions that can be deployed over a broad range of connectivity options including broadband, cellular, and private WAN.



#### ENABLING HEALTH CARE

To facilitate virus testing and prevent healthcare facilities from getting overrun with voice, video, and data demands, Extreme offers a quick-response, [cloud-managed Wi-Fi 6](#) mesh network solution. The system operates as a secure, encrypted extension to the existing hospital infrastructure that can scale to support multiple pop-up clinics, testing facilities, or quarantine sites.



#### ADJUSTING TERMS

Extreme also offers customers and channel partners the ability to get the network solutions they need ASAP while preserving working capital by allowing them to defer payment with our [Lending Enablement and Assistance Program \(LEAP\)](#), created in response to COVID-19. Customers can utilize this program to improve cash flow management and spread costs out over time by paying monthly or annually after the deferred term. LEAP also helps current channel partners maintain their existing competency certification levels through the balance of calendar year 2020 and provides access to free online training options and other incentives.



# DIVERSITY AND INCLUSION

Extreme's Core Values

Hiring Practices

Employee Resource Groups

Responding to Black Lives

Matter Movement

Supplier Diversity Program

## DIVERSITY AND INCLUSION

Extreme's core values are Teamwork, Transparency, Candor, Curiosity, Ownership, and Inclusion. As we increase the breadth of our portfolio and scale of our organization, we will continue our practice of hiring – and partnering with – a diversified workforce to broaden our company perspective and promote the exchange of ideas. Empowerment of our people is an integral part of our culture and how we run our business.

One-third of our independent directors are female, helping to bring a diversity of thought and leadership styles to the Board.

Our diversity and inclusion initiatives are driven by the Extreme Networks Diversity and Inclusion Council (D&I Council). The D&I Council fosters an environment that attracts the best talent, values diversity of life experiences and perspectives, and encourages innovation in pursuit of our mission. It is the umbrella organization for our various Employee Resource Groups.

The D&I Council focuses on the following objectives:

- Adding diversity and inclusion of our workforce as a metric/outcome for Extreme
- Building leadership competency to lead a diverse and inclusive workforce
- Creating a work environment that ensures equal access to opportunities for professional growth and advancement

- Developing cultural competence as an organization, to maximize our effectiveness in engaging with clients and partners, considering and respecting their unique perspectives, experiences, and needs
- Overseeing diversity and inclusion goals and objectives and reporting progress to ensure alignment with strategic business objectives
- Formulating recommendations for the development or modification of policies and practices that negatively impact diversity and inclusion efforts

The D&I Council also spearheads diversity and inclusion training for all Extreme managers annually.

### HIRING PRACTICES

Our Talent Acquisition team is actively working to develop a pipeline of diverse candidates and strives to present at least one well-qualified minority and/or female candidate for each position. The Talent Acquisition team works to get referrals of diverse candidates from existing employees and posts positions with networks that target diversity groups. With these efforts, Extreme has increased its percentage of females hired each quarter for the past seven quarters.



# DIVERSITY AND INCLUSION

## EMPLOYEE RESOURCE GROUPS

Extreme encourages employees to be active leaders within the company, and sponsors employee resource groups for employees who are interested in taking steps to improve diversity at Extreme.

The oldest of these groups, the International Women’s Leadership Council (WLC) was established in fiscal 2018 and has continued to grow in numbers and in strength. Members of the WLC strive to create a culture that values, promotes, and leverages the advancement of women based upon transparency, performance, and merit. The WLC regularly offers skills development seminars for all employees on topics such as negotiating, critical decision making, and working from home. The group leads a celebration for International Women’s Day and supports a mentorship and ambassadorship program.

In conjunction with the WLC, our Chief Administrative and Sustainability Officer has conducted over 80 interviews with leaders within Extreme, focusing on diversity and inclusion issues and we have made those video recordings available to all our employees. Four subcommittees support the work of the WLC by focusing on mentorship and sponsorship (Team Inspire), recruitment and internships (Team Tens), advancement and methodology of promotion (Team Rise), and integration of culture and people (Team Solidarity).



### SUBCOMMITTEES

Team Inspire, Team Tens, Team Rise, Team Solidarity



2018

Women’s Leadership Council (WLC)

KATY'S Korner

2018

Katy’s Korner

### SUBCOMMITTEES

Dialogue and Awareness  
Development and Mentorship  
Recruitment and Retention  
Community and Network



2020

Black @ Extreme (BEX)



2021

Supplier Diversity Program

## DIVERSITY AND INCLUSION

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### KIMBERLEY BASNIGHT

Chief of Staff/Office of the CEO, Head of Diversity and Inclusion



### DEAN CHABRIER

Chief People Officer



### WOMEN'S LEADERSHIP COUNCIL



## DIVERSITY AND INCLUSION

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### RESPONDING TO BLACK LIVES MATTER MOVEMENT

Extreme is making strides to recognize and promote racial and ethnic diversity as well. In the wake of the Black Lives Matter protests, our leadership team acted quickly to show understanding and support. Our employee resource group for African American and Black employees, Black@Extreme (BEX), champions and facilitates workplace diversity by embracing cultural, ethnic, and racial differences, by providing programming that promotes inclusion in recruitment activities, offers formalized development, and enables a more collaborative and diverse work environment. The four subcommittees comprising BEX address dialogue and awareness, development and mentorship, recruitment and retention, and community and network. BEX has already started a Toastmaster (public speaking and leadership) group, book clubs, and is helping to foster dialogue and awareness around social justice.

The Employee Resource Group (ERG) for African American/Black employees champions and facilitates workplace diversity by embracing cultural differences that foster inclusion and promote awareness of perspectives that enable more intelligent decision making to drive better business outcomes at Extreme Networks.

### ENGAGING SUPPLIERS

Extreme's efforts toward diversity and inclusion have an external focus as well. In fiscal 2021, Extreme will implement a Supplier Diversity Program. The Supplier Diversity Program will facilitate identification, qualification, and selection of diverse suppliers by providing resources to Extreme managers who are selecting suppliers. It will also provide accountability and reporting tools so Extreme can measure progress. Extreme will develop relationships with entities that provide resources to promote supplier diversity and will work on developing broader relationships with its diverse suppliers.



# ENVIRONMENT

Reduction of  
Carbon Footprint

Reducing Emissions From  
Employee Travel

Buildings and Facilities

Waste Management

Product Sustainability

Suppliers

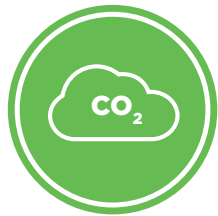
Product Compliance

# ENVIRONMENT

## REDUCTION OF CARBON FOOTPRINT

In recent years, Extreme has implemented policies and undertaken various projects to increase its focus on environmental sustainability.

In fiscal 2019, Extreme installed a 2.2-megawatt Bloom Energy Fuel Cell System to generate power at its San Jose headquarters to operate as a utility microgrid. The fuel cell technology reduces carbon dioxide emissions and nearly eliminates the water required to produce energy. These environmental benefits also come with cost savings. We saved approximately \$348,000 in energy costs in fiscal 2020.



**20%  
REDUCTION**

CO <sub>2</sub> Reductions
3,632,869 lbs/yr



**99%  
REDUCTION**

NO <sub>x</sub>	SO <sub>2</sub>
15,777 lbs/yr	1,071 lbs/yr



**99.9%  
REDUCTION**

Water Reductions
344 M gals/yr

## THESE REDUCTIONS ARE EQUIVALENT TO:

**GREENHOUSE GAS  
EMISSIONS FROM**



**352**

Passenger vehicles driven for one year

**CO<sub>2</sub> EMISSIONS FROM**



**185,777**

Gallons of gasoline consumed

**CARBON SEQUESTERED BY**



**1,939**

Acres of US forests in one year



## ENVIRONMENT

### REDUCING EMISSIONS FROM EMPLOYEE TRAVEL

Extreme takes other steps to reduce the carbon footprint of the company and its employees. We have long been supportive of employees working remotely, even prior to the COVID-19 pandemic and the work-from-home orders. This results in fewer miles driven than if all employees were required to report to the office daily. For employees in San Jose, California and Morrisville, North Carolina who do commute to the office, electric vehicle charging stations are freely available to employees and fully subsidized by Extreme. Use of electric vehicle charging stations avoided 28,906.86 kilograms (14.45 tons) of greenhouse gas emissions during fiscal year 2019.

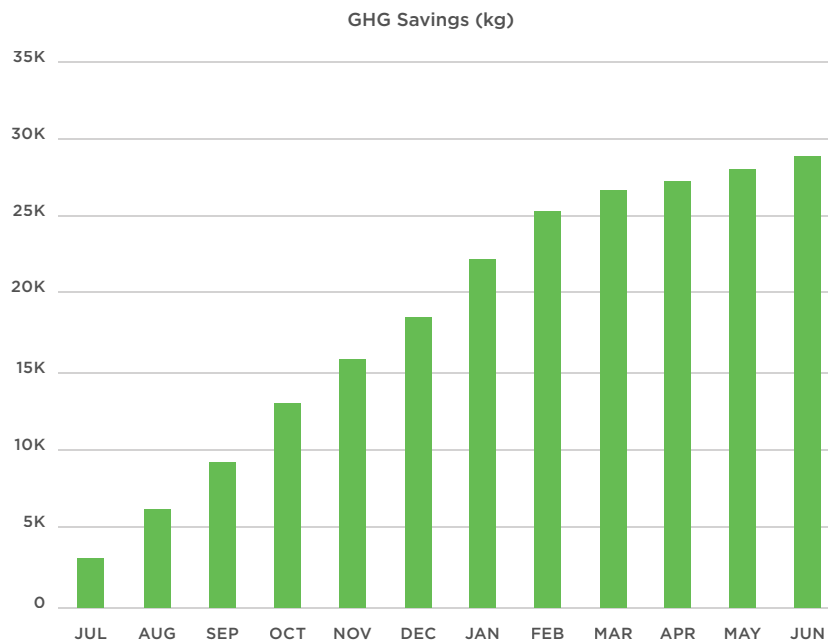


Figure 1: Cumulative Greenhouse Gas Savings Related to Employee EV Charging Stations in San Jose, CA and Morrisville, NC

As with most companies during the COVID-19 pandemic, business travel almost completely dropped off in the last half of our fiscal 2020. In FY20, Extreme's carbon footprint related to air travel decreased 49.4% year over year. Though we expect a slow increase in business travel moving forward, we anticipate the volume of business travel will not return to pre-COVID-19 levels due to the success of our remote working program.

### BUILDINGS AND FACILITIES

Our office building in Raleigh, North Carolina is LEED-certified for the core and shell. Even in offices without the LEED certification, we are driving other means of efficiency in our buildings. For example, to reduce electricity consumption, we have implemented occupancy sensor-driven lighting in many of our corporate offices.

As Extreme has more than tripled in size over the past five years, our data center footprint has remained constant by leveraging newer, high-density technologies that have yielded higher energy efficiency.

### WASTE MANAGEMENT

Our physical facilities are designed and used with sustainability in mind. Extreme has an active waste management policy in all its offices and employees are encouraged to recycle.

We have taken steps to reduce our carbon footprint related to internal Information Technology (IT). After computers that are no longer suitable for high-end corporate tasks have been wiped, our IT department regularly donates them to community-based organizations for redistribution, and computing hardware that has reached its end of useful life is disposed of in an environmentally safe manner, reducing the requirement for waste disposal capacity. We have reduced the transport, storage and retrieval of physical tape, and plan to eliminate 90% of our physical tape usage by the end of calendar year 2021.

## ENVIRONMENT

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### PRODUCT SUSTAINABILITY

Extreme continues to seek ways to design, manufacture, and deliver software-driven networking solutions in an environmentally and socially sustainable manner. During fiscal 2020, we completed 90% of our planned hardware refresh cycle for our products, and our Gen4 portfolio uses next-generation silicon built using smaller process technology, enabling lower power dissipation for equivalent function.

### SUPPLIERS

We expect our 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, Extreme's suppliers must maintain ISO-9001, ISO-14001, and OHSAS 18001 certification. Extreme's suppliers are also required to comply with the Responsible Business Alliance (RBA) 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. Extreme has a

management system in place, including regular audits, that ensure compliance to these requirements.

Annual supplier self-assessment surveys and onsite audits of our suppliers are conducted to verify compliance with these requirements, and additionally require third-party verification of its suppliers' programs. Documentation and/or test data, including the downstream supply chain, which demonstrates specific actions by the supplier to verify compliance to this specification, must be kept on file and made available on request to Extreme.

### PRODUCT COMPLIANCE

Extreme's products comply with environmental regulations for global areas where Extreme manufactures, ships, and sells products. All Extreme products must be designed to comply with Extreme's Green Environmental Compliance Specification (GECS). Specifically, Extreme and its suppliers ensure that Extreme's products and the components used in those products are ROHS (Restriction of Hazardous Substances) and WEEE (Waste from Electrical and Electronic Equipment) compliant and that Extreme's engineering team designs our products with recycling and recovery in mind.

# PHILANTHROPY

A group of young girls in school uniforms, some in red and white checkered shirts with pink vests, are smiling. A woman in a light blue top is also smiling in the background. The setting appears to be a classroom or school hallway with educational posters on the wall.

American India Foundation

Excite Team Outreach

Lazarus House Ministries

Yellow Brick House

Habitat for Humanity

Salvation Army Angel Tree

Royal Berkshire Hospital

Milford Care Centre

Event Fundraising

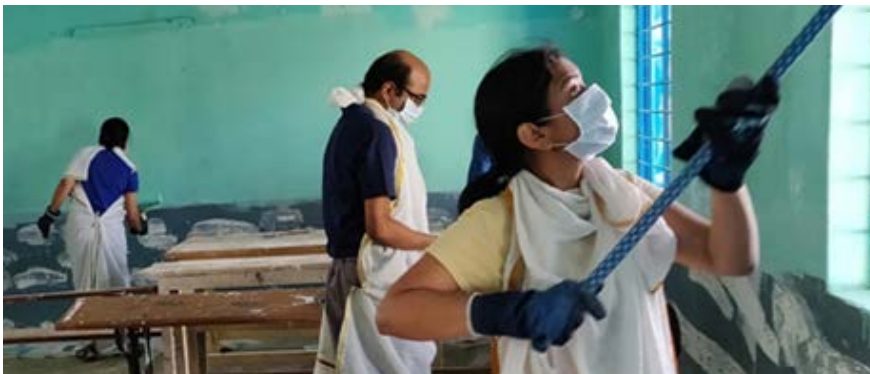
## PHILANTHROPY

Supporting community development, education, and job training in the communities in which we operate is integrated into the Extreme culture.

In September 2020, Extreme officially engaged with the United Way as its global charity of record. Through this partnership, Extreme will work through the United Way and its partner organizations to help bridge the digital divide for disenfranchised students and families, providing Wi-Fi services, technology, and training.

### AMERICAN INDIA FOUNDATION

More than fifteen percent of our employees are located in India, primarily in our offices in Bangalore and Chennai. In fiscal 2019, Extreme partnered with the American India Foundation (AIF). Founded in 2001 at the initiative of US President Bill Clinton, AIF is among the largest, secular, non-profit American organizations devoted to accelerating social and economic change in India. AIF has raised over \$100 million in charitable funds, and, as of August 1, 2019, holds an overall score and rating of 93.43 on Charity Navigator. Extreme is working with AIF to support its Digital Equalizer Initiative, which helps bridge the digital and educational divide for students throughout India by providing technology-based learning in government schools.



In fiscal 2019, we collaborated with, and provided funding to, AIF in a “School Digital Transformation Program” for four government schools in Chennai and Bangalore to integrate technology into the school environment. We made a three-year commitment at that time. Program dollars also went to building hand washing stations and toilet complexes at the schools as part of a Water, Sanitation and Hygiene (WASH) initiative. In addition, Extreme employees have volunteered at the schools for tasks such as painting and conducting activities to build English communication skills. AIF and Extreme’s involvement at these schools has driven commendable results in improving teacher training and program quality, increasing attendance, and a reducing the dropout rate. These schools have become models for neighboring schools.

We will work with AIF in fiscal 2021 to support a program to train people with disabilities in Bangalore (including approximately 50% women) on employee readiness, computer literacy, and industry-specific skills for in-person and remote employment opportunities.

## PHILANTHROPY

### EXCITE TEAM OUTREACH

Locally, each Extreme corporate office has established an “exCITE” team to promote our company’s culture, morale and excitement. These “exCITE” teams around the world regularly take on community-specific projects that are spearheaded by employee committees. In fiscal 2020, some of the charitable giving projects we participated in included:

**Lazarus House Ministries** — For over 10 years, employees in our Salem, New Hampshire office have gathered once each month to serve lunch to people in need at the Lazarus House soup kitchen in nearby Lawrence, Massachusetts. They also purchase, prepare, and serve dinner to hungry individuals and families at the Lazarus House homeless shelter.



**Yellow Brick House** — Emergency shelters for women and children in transition. Employees in Toronto regularly collect and deliver food and toiletries, providing much needed resources for nutrition and hygiene year-after-year.

**Habitat for Humanity** — San Jose employees participated in building mini-homes/play houses as part of a fundraiser for Habitat for Humanity. The playhouses Extreme employees constructed were donated to Blue Star Mothers of America, a nonprofit that provides support to active armed service forces families.



**Salvation Army Angel Tree** — Extreme employees raised funds and gave gifts to make sure underprivileged local children and families had presents to open during the holiday season..

# PHILANTHROPY

**Royal Berkshire Hospital** — In Reading, UK, employees participated in a 10K run and long-distance bicycle ride to raise funds for the Royal Berkshire Hospital.



**Milford Care Centre** — Extreme employees in our Shannon office fundraised for this community organization via a variety of activities, including running the Milford Hospice Annual 10K in Limerick, helping to fund the fit-out of two new hospice rooms.



Helps Bridge the Digital Divide



Social and Economic Change in India



Soup Kitchen in Lawrence, MA



Shelter for Women and Children in Toronto, ON



Builds and Improves Places to Call Home



Provides underprivileged children with gifts during the holiday season



National Health Service in the UK



Provides Multiple Hospice Services to the Community



Wounded Warrior Project



Low-Cost Easy-to-Use Internet Access



# PHILANTHROPY

## EVENT FUNDRAISING

Finally, in fiscal 2020, we engaged our employees, customers and partners to support charitable organizations at major conferences.



At our EMEA Partner Conference, we raised nearly \$10,000 to support **Jangala**, a Czech organization bringing connectivity to those who are most vulnerable, most marginalized, and most left behind from technological gains benefitting the rest of the world.



We collectively raised \$17,000 for the **Wounded Warrior Project** at our Americas Partner Conference. The Wounded Warrior Project is a charitable veteran’s service organization that offers numerous programs, services, and events for physically or mentally wounded veterans and their caregivers and family members impacted by military actions following September 11, 2001.

# DATA PRIVACY AND ETHICS

General Privacy Policy

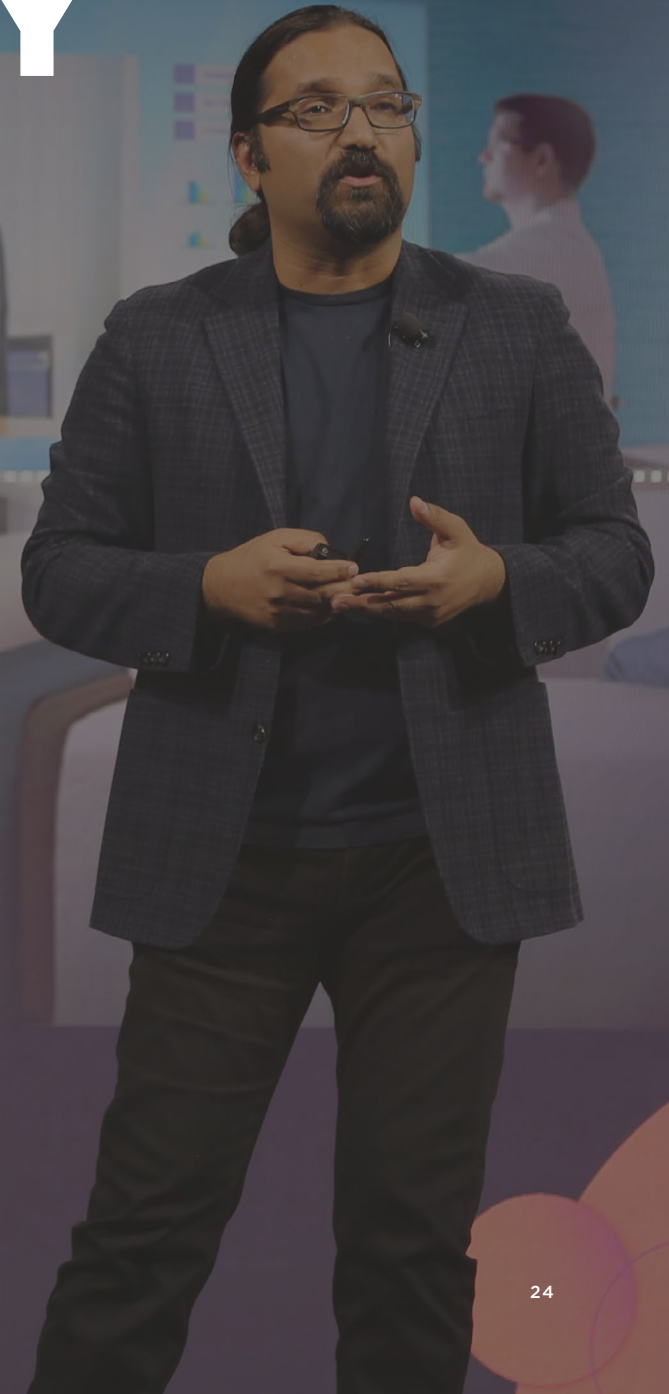
ExtremeCloud™ IQ

Privacy Policy

Code of Business Conduct  
and Ethics

Supplier Code of Conduct

Conflict Minerals Policy





## DATA PRIVACY AND BUSINESS ETHICS

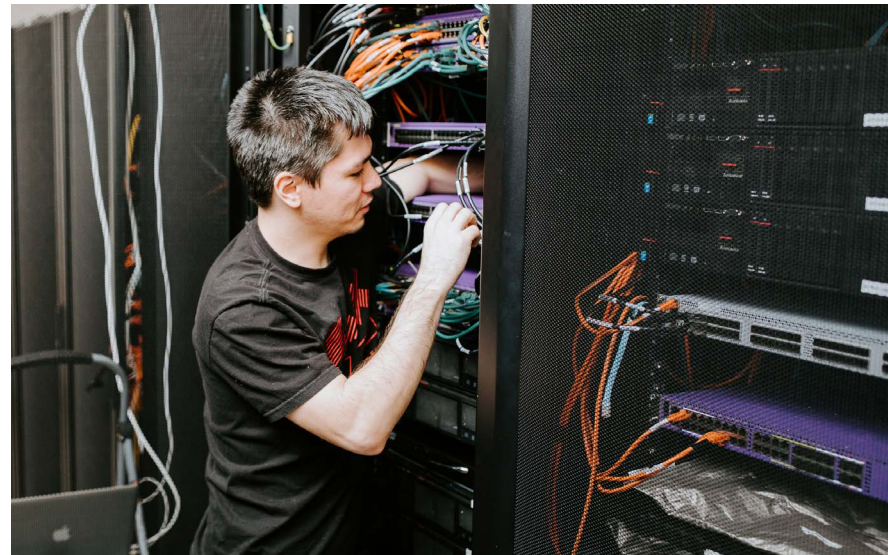
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### DATA PRIVACY

As the world becomes more digital, data privacy has moved to the forefront as a concern of individuals and businesses. Businesses positively use data to achieve efficiencies and help their customers in customized ways. However, they must be cognizant of individual data privacy rights and concerns of individuals, as well as legal regulations.

At Extreme, we take these concerns seriously, and regularly review all of our products and services to consider how each product or service collects, uses, stores, protects, and otherwise processes data. Privacy by design is incorporated into our development process to minimize unnecessary collection and retention of data. Extreme communicates its privacy practices in a [general privacy policy](#) on our website and a [privacy policy with information specific to ExtremeCloud IQ](#). Extreme's team of cross-functional Data Privacy Champions reviews vendors for data privacy issues and responds to data subject access requests under General Data Protection Regulation (GDPR) and California Consumer Privacy Act (CCPA). The Legal team works to maintain legal compliance with regard to GDPR, CCPA, LGPD and other applicable data privacy regulations.

Part of our commitment to ethical processing of data is taking steps to fortify our data security. To further demonstrate our commitment to data security, Extreme has achieved [ISO/IEC 27001 certification](#) for ExtremeCloud IQ. The ISO/IEC 27001 certification is a standard for establishing, implementing, maintaining and continually improving Information Security Management Systems (ISMS) in an organization. Companies must undergo a rigorous third-party audit assessing its ISMS to confirm compliance with the ISO/IEC 27001 requirements before a certificate can be issued.



## DATA PRIVACY AND BUSINESS ETHICS

### BUSINESS ETHICS

Our [Extreme Code of Business Conduct and Ethics](#) (Code of Conduct) covers topics such as 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. We maintain a whistleblower hotline in place to report violations of the Code of Conduct, and reports are made directly to the Audit Committee of the Board and the Chief Administrative and Sustainability Officer of the Company. Reports are fully and promptly investigated, and results are submitted to the Audit Committee as well as to our external auditors. Our employees are trained regularly on the Code of Conduct, insider trading, anti-corruption, antitrust, export compliance, confidentiality, and anti-harassment. Management reports on the training to the Nominating, Governance and Social Responsibility Committee.

The NG&SR reviews and, if appropriate, approves any waivers to the Code of Conduct related to the executive officers or members of the Board. Consistent with SEC or Nasdaq rules and the Charter of the Nominating, Governance and 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.

In fiscal 2020, Extreme codified its supplier practices in a formal [Supplier Code of Conduct](#). We require our suppliers to maintain fair employment practices and prohibit forced labor and human trafficking. In addition, suppliers must take strides to improve environmental performance and abide by our [Conflict Minerals Policy](#). We lay out various ethical practices including data privacy, anti-corruption, import and export control, and supplier diversity that suppliers must comply

with as well. Extreme maintains a hotline through which people can report violations of the Supplier Code of Conduct.

Extreme maintains a Conflict Minerals Policy that is based on the framework established by the Organization for Economic Cooperation and Development. This policy has been communicated to our suppliers and directs our suppliers to utilize a supply chain that does not support the conflict in the relevant areas.



Extreme is committed to upholding the human rights of workers and treating them with dignity and respect. Per our Supplier Code of Conduct our suppliers do not use bonded or forced labor, do not abuse or allow the harassment of workers, and follow all applicable laws regarding child labor.

To find out more about our corporate social responsibility and find links to our [Corporate Social Responsibility Policy](#), Conflict Minerals Policy, Code of Conduct, and Supplier Code of Conduct, please visit the [Corporate Social Responsibility](#) section of our website.

# ALIGNING WITH SASB STANDARDS

Data Privacy

Data Security

Systematic Risks

Activity Metrics



## ALIGNING WITH SASB STANDARDS FOR DISCLOSURES

TOPIC	DESCRIPTION	SASB CODE	2020
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	Extreme uses its complete portfolio to help protect its data. Extreme's compliance certifications include: ISO9001, ISO27001, 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 16 data centers on 5 continents, in 12 countries, allowing subscribers to choose according to geographical requirements. Over 1 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 33 of our <a href="#">Annual Report on Form 10-K filed August 31, 2020</a> , "We rely on third-party providers such as Amazon Web Services and Google Cloud Platform 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" and "System security risks, data breaches, and cyber-attacks could compromise our proprietary information, disrupt our internal operations and harm public perception of our products, which could adversely affect our business, financial condition and results of operations."
Activity Metrics	Total licenses, percentage cloud based.	TC-SI-000.A	1.4M Total Licenses

# 2025 GOALS

Diversity and Inclusion

Environment

Green Initiatives

Product Sustainability

Philanthropy

Data Privacy

Business Ethics

## CSR 2025 GOALS



### DIVERSITY AND INCLUSION

GOAL	TIMELINE	SASB STANDARD
Increase gender diversity to 28% worldwide	Close of CY2025	TC-SI-330a.3
Increase representation in US of African American/Black and Hispanic employees by 5% <ul style="list-style-type: none"> <li>• Black by 2.9%</li> <li>• Hispanic by 2.1%</li> </ul>	Close of CY2025	TC-SI-330a.3
Increase gender diversity in management by 5%	Close of CY2023	TC-SI-330a.3
Increase ENPS scores to 40-45	Close of CY2023	TC-SI-330a.2



### ENVIRONMENT: GREEN INITIATIVES

GOAL	TIMELINE	SASB STANDARD
Reduce real estate portfolio and related GHG emissions by 25%	Close of CY2023	TC-SI-130a.1
Ensure 100% of our corporate locations have recycling programs in place	Close of CY2021	N/A
Aggressively support remote working to enable an entire global workforce to drastically reduce its travel requirements yielding positive impacts on carbon-related emissions		TC-SI-130a.1
Keep on-prem data center footprint constant despite corporate growth by leveraging new high-density technologies that yield higher energy efficiency	On-Going	TC-SI-130a.3

## CSR 2025 GOALS



### ENVIRONMENT: PRODUCT SUSTAINABILITY

GOAL	TIMELINE	SASB STANDARD
Ensure 95% of our product packaging is recyclable	Close of CY2023	N/A
Improve power efficiency of new products by 20% with next-gen silicon	Close of CY2022	TC-SI-130a.1
Dispose of 100% of all computing hardware that has reached its end of useful life in an environmentally safe manner reducing the requirement for waste disposal capacity	On-Going	TC-SI-130a.3



### PHILANTHROPY

GOAL	TIMELINE	SASB STANDARD
Establish partnership with a global charity of record and leverage global user conferences, partner summits, and sales events to raise charitable funds	Close of FY2021	N/A
Establish a corporate day of service once per year for all employees	Close of FY2021	N/A

## CSR 2025 GOALS

### DATA PRIVACY



GOAL	TIMELINE	SASB STANDARD
<p><b>Certifications:</b></p> <ul style="list-style-type: none"> <li>• ISO 27701 for ExtremeCloud IQ</li> <li>• SOC 2 for ExtremeCloud IQ</li> <li>• CMMC certification for Federal</li> </ul>	<p>Close of CY2021 Close of CY2022 Close of CY2022</p>	<p>TC-SI-230a.2</p>

### BUSINESS ETHICS



GOAL	TIMELINE	SASB STANDARD
<p>Create a Global Ethics Team (GET) comprising Ethics Champions who address ethics and compliance issues at the ground level to promote compliance and ethical decision making</p>	<p>Close of FY2021, Then On-Going</p>	<p>N/A</p>





ADVANCE  
WITH US

If you have any questions regarding Extreme's CSR Initiative,  
email the corporate Public Relations team at [pr@extremenetworks.com](mailto:pr@extremenetworks.com)

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[WWW.EXTREMENETWORKS.COM](http://WWW.EXTREMENETWORKS.COM)