

ADVANCING FOR GOOD

FISCAL 2021 CORPORATE SOCIAL RESPONSIBILITY REPORT



TABLE OF CONTENTS

03 Introduction

08 Human Capital

14 Environment

18 Social Capital

23 Business Model and Innovation

25 Leadership and Governance

30 CSR 2025 Goals



OUR BUSINESS: PURPOSE AND COMMITMENTS



Extreme Networks (Extreme) challenges complexity by delivering simple, intelligent solutions that enable customers to maximize the value of their wired and wireless networks. We are a cloud-driven company focused on ensuring everyone in our ecosystem can thrive and stay connected across highly distributed networking environments.

The adoption of digital transformation strategies has accelerated, and today's organizations are increasingly decentralized. They are expected to extend anywhere and everywhere. Extreme calls this the Infinite Enterprise, and we have prioritized developing scalable network solutions that provide consistent, secure, customer-centric experiences everywhere and for everyone. In every industry, organizations are increasingly reliant on cloud management, and Extreme's cloud platform is the only platform to offer unlimited data retention, as well as multiple ISO certifications, and is entirely cloud-hosting and cloud operating system-agnostic.

Beyond the cloud, Extreme's wireless, switching, routing, and software solutions are designed for maximum flexibility and scalability. We are the first in the industry to announce a publicly deployed Wi-Fi 6E solution, allowing our customers to take advantage of the fastest wireless speeds available. We have also increased our focus on software-as-a-service solutions, delivering the flexibility and choice our customers require.

Over 50,000 customers around the world, including half of the Fortune 50, rely on Extreme for the networking services and solutions they need to grow, scale, and advance their digital transformation efforts. Our top priority is our stakeholders, underlining our commitment to corporate social responsibility (CSR) across every area of our business.

A MESSAGE FROM OUR **CHIEF EXECUTIVE OFFICER**

In 2021, we made significant progress advancing our corporate and social responsibility goals. Our results speak volumes about the complete commitment by Extreme from our Board of Directors, executive leadership, and over 35% of our employees who are actively engaged in driving progress on CSR. Our results and continued momentum have also given us the confidence to increase our targeted performance metrics as it relates to our people, the environment, and governance best practices.

At Extreme, all of our corporate and social responsibility initiatives are driven by dedicated teams of employees who have full-time functional responsibility in other areas of the company. This underscores how passionate our employees are to embrace these important causes and initiatives. The high level of employee engagement is also helping to create a vibrant culture as we drive unprecedented innovation and growth at Extreme. And, our values of teamwork, transparency, candor, curiosity, ownership, and inclusion are embedded in our social responsibility goals.

At Extreme, we are uniquely positioned to elevate our social influence given the type of technology we sell and our commitment to bridging the digital divide. Our industry-leading cloud management software and applications, our universal wired and wireless hardware, and simplified licensing model make it easier and much more efficient for our enterprise customers to connect their distributed locations, users, and applications wherever they are located- we call this the Infinite Enterprise. In addition, we've developed a highly popular,

completely free educational program called "Extreme Academy," giving everyone the tools and qualifications to get a foot in the door in our vibrant industry.

I am grateful and appreciative for the efforts of our passionate people and CSR team leaders at Extreme who are actively engaged in driving these efforts. I would like to give a special shout out to Katy Motiey, our Chief Administrative and Sustainability Officer, and Kimberley Basnight, our VP of Talent and HR, for their tireless and enthusiastic leadership. I am confident that Extreme's impact will continue to expand, and we will continue to fight above our weight class.



Thank you,

A handwritten signature in black ink that reads "Ed Meyercord". The signature is fluid and cursive, with a long horizontal stroke at the end.

Ed Meyercord
President and CEO

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

Over the past year we have experienced extraordinary changes, from the continued impacts of COVID-19 to embracing the flexibility that comes with remote work. Our world is more reliant on technology than ever before, and as a technology company it is our duty to ensure we are making a positive impact.

Against this backdrop, Extreme has taken additional steps in fiscal 2021 to meet our goals for corporate social responsibility and sustainable practices and I am pleased to announce that we have refined our corporate targets across the board based on our success. We have partnered with multiple charitable organizations, including United Way and American India Foundation, to help address the digital divide around the world. We increased the number of Employee Resource Groups (ERGs) to support our employees of color, LGBTQ+ employees, veterans, young employees, and more. And we saw our global employees come together to donate their time and money during our first annual Day of Giving in May.

Toward the end of our fiscal year, we engaged a third party to do a materiality assessment which allowed us to refine our goals and to collapse our work into three broad categories – Environmental Responsibility, People, and Governance. Our environmental efforts are focused on our products and resources, as well as our efforts to reduce our carbon footprint globally. From the materials we choose to use in our products, to employee travel, to our real estate leases, to waste management, Extreme made great strides in 2021 and we feel confident about increasing our corporate targets.

Our efforts to responsibly manage our people are focused on ensuring our employees are supported through both company benefits and professional development and are continuously expanding our activities to address diversity, equity, and inclusion. Additionally, the mental and physical health and safety of our employees continues to be a top priority for Extreme.

To ensure our efforts are reflected at every level, Extreme has baked its CSR goals into our ethical business practices and corporate governance standards. We have increased our activities addressing data privacy and security as well as supply chain practices, as cybersecurity and product sourcing have come into sharp focus since the onset of the pandemic. Extreme has also continued to partner with global charitable organizations, extending our ability to use our resources to help people around the world.

As Extreme's first Chief Sustainability Officer, I could not be more proud of how far we have come since the first meeting of our Corporate Social Responsibility Council in August of 2020. Our efforts resonate across the company, and we are thrilled to share the results with you in this report.



Thank you,

A handwritten signature in black ink that reads "K. Motiey".

Katy Motiey
Chief Administrative
and Sustainability Officer



INTRODUCTION/ABOUT THIS REPORT

After making a formal commitment to CSR in fiscal 2020, Extreme built on that foundation in fiscal 2021, and made exciting strides forward. We are pleased to share with you some of our key outcomes in this FY2021 CSR Report – Advancing for Good.

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. Our CSR Council, a cross-functional team of employees reporting to Katy Motiey, our Chief Administrative and Sustainability Officer, supports the CSR activities on a day-to-day basis. Within each of our CSR categories, we have focused on areas where we can direct our resources most effectively. Each area is led by an Extreme employee and supported by teams who specialize in the respective areas of focus.

This CSR Report provides information for our fiscal 2021 – from July 1, 2020 through June 30, 2021. We focused during this time period on five key areas:

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.

We have chosen to report on the basis of 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 have not been audited, and many are estimates. Some numbers that 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.

Subsequent to this period, we conducted a Materiality Assessment with a third party, Strategic Sustainability Consulting. In light of this Materiality Assessment, we have reorganized our CSR Council and will be restating and refining our goals beginning in fiscal 2022.

Our activities for fiscal 2022 and next year's report will be structured on the basis of our restructured CSR Council and areas of focus:

CSR 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 and Safety Labor and Human Rights
Governance	<ul style="list-style-type: none"> Corporate Governance and Ethical Business Practices Data Privacy and Security Supply Chain Philanthropy

MATERIALITY ASSESSMENT



This Materiality Assessment, conducted with the help of a third party consultant, outlines key areas of importance within corporate social responsibility and their respective importance to our stakeholders and internally within Extreme. This helps us organize and prioritize our efforts with the sphere of corporate social responsibility.

HUMAN CAPITAL

Talent Acquisition and Management
Compensation and Benefits
Learning and Development
Diversity, Equity and Inclusion
Employee Resource Groups
Workforce Diversity and Hiring Practices
Equity
Supplier Diversity
Employee Health and Safety
Covid



HUMAN CAPITAL

At Extreme, we believe people are our most important asset. We manage our human capital guided by our core values of Candor, Transparency, Curiosity, Teamwork, Ownership, and Inclusion. Our VP of Talent and Head of Diversity, oversees these efforts across our entire employee base.

At the end of fiscal 2021, we employed 2,441 people, including 968 in sales and marketing, 653 in research and development, 117 in operations, 433 in customer support and services and 270 in finance and administration. These employees were located worldwide, with 1,249 located in the United States, 168 in other locations in the Americas, 594 in the APAC region, which includes Asia Pacific, India, China, South Asia and Japan, and 430 in the EMEA region, which includes Europe, Russia, Middle East and Africa.

TALENT ACQUISITION AND MANAGEMENT

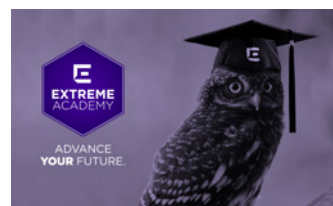
We strive to attract and retain the most qualified employees for each role within Extreme. To do this, we utilize various recruiting channels, including employee referrals and those targeting diverse candidates. We on-board new employees through our New Hire Academy and encourage skills development through role-specific training programs, career development tools, manager training, coaching, and mentorship.

COMPENSATION AND BENEFITS

Our compensation philosophy is to offer a competitive compensation package that rewards achievement of the Company's goals. Our short-term bonus plan is designed to motivate employees to meet half-year goals. Our employee stock purchase plan and grants of restricted stock units to eligible employees reward performance over the long term with stock price appreciation. Our U.S. benefits plan includes health benefits, life and disability insurance, various voluntary insurances, flexible time off and leave programs, an employee assistance plan, an educational assistance policy, and a 401(k) plan with a competitive employer match.

LEARNING AND DEVELOPMENT

Extreme Networks provides employees with opportunities to learn and grow through a variety of offerings. Our Sales Enablement team provides a wide range of tools and trainings to help our sales and services team members to stay up to date on our product offerings. Most of these trainings are open to any employee who wants to know more about our products.



At Extreme, we believe, every employee deserves a great manager. The Human Resources Talent Management team focuses on Leader and Manager development. Our Ascend Manager training is offered in an interactive virtual classroom setting that is self-paced. We provide our

people managers with world-class, at-your-fingertips training, tools, and resources. Part of the training focus in fiscal 2021 was Unconscious Bias Training, as we recognized the importance of understanding how our unconscious biases impact our decisions and choices, and to recognize when those unconscious biases are affecting our view of others.

We are also focused on the future and are we prepared for change and growth. Our succession planning and high-potential identification started this year, along with our leadership program for high potential leaders at Extreme, which provides developmental opportunities for leaders and high-potential employees while solving some of our most critical business challenges.

We focused our learning and development efforts externally as well. Extreme Academy provides learners, both internal and external, to learn more about the networking industry. As a form of community outreach, it provides students with a unique opportunity to enrich their technical knowledge if they are curious about a networking career.

HUMAN CAPITAL

DIVERSITY, EQUITY AND INCLUSION



Our Extreme Networks Diversity Equity and Inclusion Council (DEI Council) led by our Vice President of Talent and Head of Diversity oversees our diversity, equity, and inclusion efforts. Representing the employee voice, the DEI Council supports our Employee Resource Groups (ERGs), works with our Talent Acquisition team to improve our diversity recruiting efforts, highlights and makes recommendations regarding overall diversity and inclusion to our Company's leadership, and supports aspects of the work environment that ensure equal access to opportunities for professional growth and advancement.

The DEI Council efforts are focused in three major areas: Employee Resource Groups, Workforce Diversity and Hiring Practices, and Equity.

EMPLOYEE RESOURCE GROUPS

We believe that we gain valuable perspective that drives better decision making when we give voice to diversity. We started our first ERG, the Women's Leadership Council, in fiscal 2018. Since then, we have expanded our ERGs to include Black at Extreme (Black/African American), La Raza (Latino/Hispanic), Maitri (employees in India), Pride Alliance (LGBTQ+), Global Veterans Council, API (Asian Pacific Islanders), and APPs (Early in Career). Each ERG has an executive sponsor and is open to allies of any background.

The ERGs present opportunities for employees of diverse backgrounds to practice leadership skills and gain visibility within the organization. Each ERG has sub-committees, and typically focuses on areas such as cultural awareness, career development and mentorship, and recruiting and retention.

Our ERGs are extremely active, having offered over 100 events during the past fiscal year. Highlights included bringing in speakers such as leadership expert Dr. Gloria Burgess for Black History Month, Documentary Producers Jenni Cheng and Lisa Dazols for Pride Month, a culinary experience with a special meal curated by Celebrity Top Chef Fabio Viviani for International Women's Day, live panel discussions on immigration, race, and identity, lots of yoga sponsored by Maitri, and employee social hours sponsored by various ERGs. All of our ERG events are open to all employees and provide opportunities to connect in social settings, meeting other co-workers with whom they might not have otherwise had exposure.



VETERANS COUNCIL



PRIDE ALLIANCE



LA RAZA



BLACK
AT EXTREME NETWORKS



ASPIRING PROFESSIONALS
PROGRAM



WOMEN'S COUNCIL



ASIAN PACIFIC
ISLANDERS



MAITRI

HUMAN CAPITAL

WORKFORCE DIVERSITY AND HIRING PRACTICES

We are stepping up to the challenge of fostering an inclusive environment through efforts to improve recruiting of diverse candidates and retaining diverse employees. Our Talent Acquisition team is actively working to develop a pipeline of diverse candidates and strives to present at least one well-qualified underrepresented and/or female candidate for each open position. To accomplish this, the Talent Acquisition team works to get referrals of diverse candidates from existing employees, hosts virtual job fairs, and partners within networks that target diversity groups.

We measure success by reviewing the number of women, Black/African American, and Hispanic employees we employ, and the number of women and underrepresented groups within our management teams.

With our focused recruiting efforts, we have grown the percentage of females hired from 18% to 24.4%. Even as diverse groups join the Extreme family, we have implemented “welcome wagon” programming to ensure our new employees are assimilated into our culture and connected to mentors and buddies to enhance their work experience.

In addition to growing gender diversity, we have established a goal to grow the percentage of Black/African American and Hispanic employees by five percent over the next three years. We closely monitor our talent acquisition efforts to ensure we have representation in our recruiting process.



EQUITY

It is not enough to have a workforce that is diverse at the entry level. It is important to us that our leadership is diverse as well. Our executive team is comprised of women and men, and includes individuals of Black/African American and Middle Eastern heritage. One-third of the independent directors on our Board are women, and one director is of Asian heritage. We measure the proportion of underrepresented groups represented in our leadership team as well. On a global basis, we are able to measure the number of women in our leadership levels, and in the United States, we are also focused on racial and ethnic diversity of our managers, directors, and vice presidents. We have made strides in increasing this diversity in the past year, and we are continuing to focus on this.

HUMAN CAPITAL

SUPPLIER DIVERSITY

Our Supplier Diversity Program allows us to put into practice our value of inclusion in delivering the products and services our employees use and our customers want and need. This program helps put companies owned and operated by minorities, women, veterans, and people with disabilities on equal footing to effectively work with us, while at the same time growing their own businesses.

To support our program, we developed a training program for employees who are involved in the procurement process for suppliers. Along with training, we implemented a database and tracking system to track diverse spend. We have also aligned with supplier diversity matchmaking organizations such as the National Minority Supplier Development Council and Women's Business Enterprise Council to proactively network with potential suppliers and grow our diverse supplier network. In fiscal 2021, our customers and potential customers asked about Supplier Diversity almost three times as often as the prior year, demonstrating that Supplier Diversity Programs are increasing in importance to our customer base.

Our supplier diversity program manager is a member of the DEI council and reports out on the success of the program on a regular basis.



EMPLOYEE HEALTH AND SAFETY

Our employee health and well-being is top of mind at Extreme. We recognize that the challenges of COVID, including health concerns, working from home, disruption to family routines such as children learning remotely, and restrictions on visiting family and friends, have placed additional stress on our employees and their families. During fiscal 2021, we prioritized mental health and ensuring that our employees worldwide have access to well-being resources.

To do this, we expanded our Employee Assistance Program to provide resources worldwide that employees can access in their local language. We communicate regularly to our employees to remind them that these resources are available to them.

We have also created an Emotional Health Resources page on our intranet, which is available to employees globally. This site provides resources to employees on self-care, avoiding burnout, Zoom fatigue, and more. To further support our employees' mental health, we offered three manager trainings on emotional and mental health, how to identify struggling employees, and how to help.

In addition to our new offerings, we continued our general focus on wellness with a virtual wellness week in the US, which is being expanded globally in fiscal 2022. In the US, we launched MotivateMe, a wellness program to encourage employees to keep up with preventative care by awarding positive behavior. We also rolled out HelloHeart and Omada in the US to help employees with chronic conditions and to better manage and prevent symptoms.

HUMAN CAPITAL

COVID

Around the globe, we have had to adjust to a new reality in every part of our lives as a result of the COVID-19 pandemic. As COVID-19 and its impact continued to evolve and develop, we took steps to keep our employees healthy and to keep our business up and running. Under the leadership of our COVID Response Team we followed guidance from local health officials, the CDC, and the WHO, including requiring that all employees who are able to work from home do so.

As a distributed enterprise, we had invested in Zoom and Teams prior to the pandemic. When the crisis hit, we were well prepared and 97% of our employees worked from home seamlessly. As vaccination and testing percentages increased, and employees look for longer term direction on the future of work, we have redefined our work model as “Flex First.” With input from our employees, we have adopted three work models -- assigned to an office, remote, and hybrid. In addition to offering flexibility in the work mode, we are doubling down on training and development to re-orient our employees and managers to provide a more seamless work experience.



ENVIRONMENT

Corporate Reduction of Carbon Footprint

Reducing Emissions From Employee Travel

Responsible Resource Consumption

Product Sustainability

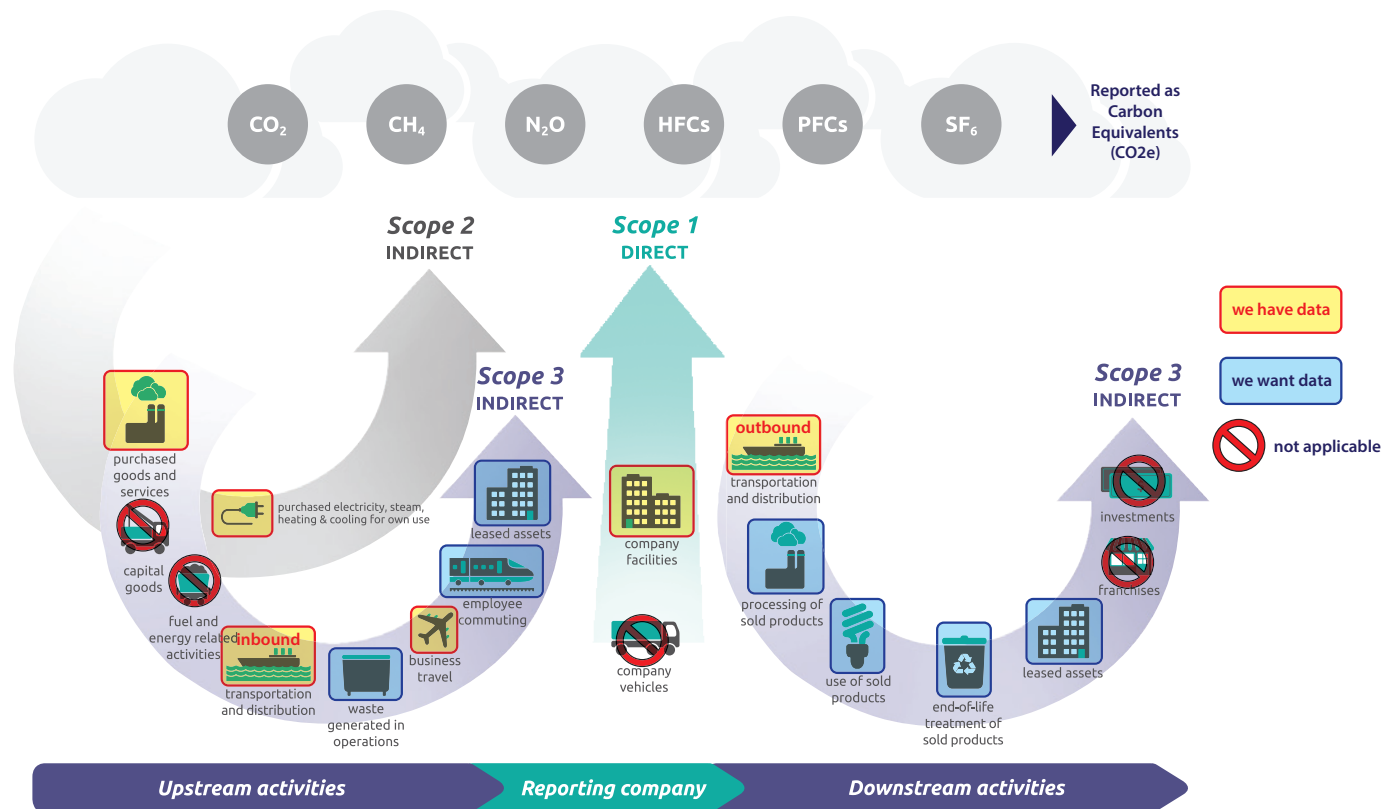
Product Compliance



ENVIRONMENT

CORPORATE REDUCTION OF CARBON FOOTPRINT

Extreme is doing its part to minimize the impact of climate change. Although we do not manufacture products, we are assessing the environmental impact of our supply chain partners as well as the more direct impact of our company operations. We have begun the process of measuring our greenhouse gas emissions (GHG), establishing baselines and setting goals to reduce our contribution to climate change.



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

Our initial focus is on Scope 1, 2, and upstream Scope 3 emissions, as illustrated by the yellow highlights in the graphic above. Additional elements highlighted in blue will be considered in the future.

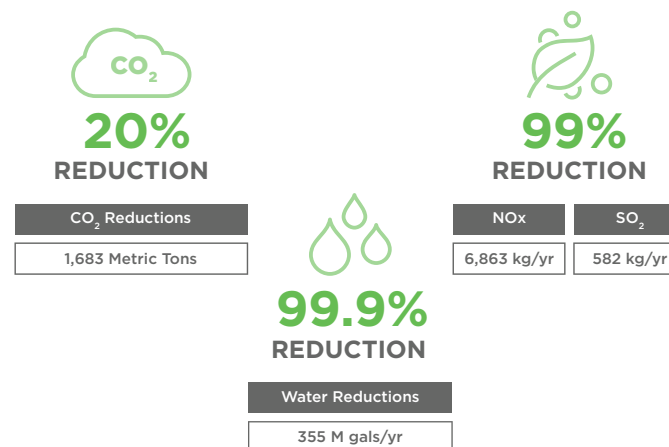
ENVIRONMENT

SCOPE	CATEGORY	BASELINE YEAR	CO2E EMISSIONS (MTON)	NOTES
1 and 2	Facilities Purchased Electricity	CY20	30,345	13 sites in N. America, EMEA and APAC Covers 63% of global square footage
3	Purchased goods and services	CY20	3,537	Top 8 suppliers Covers 85% of total supplier spend
3	Inbound freight	FY21	4,547	No date before 2021.
3	Employee travel	FY19	6,577	Pre-COVID baseline used

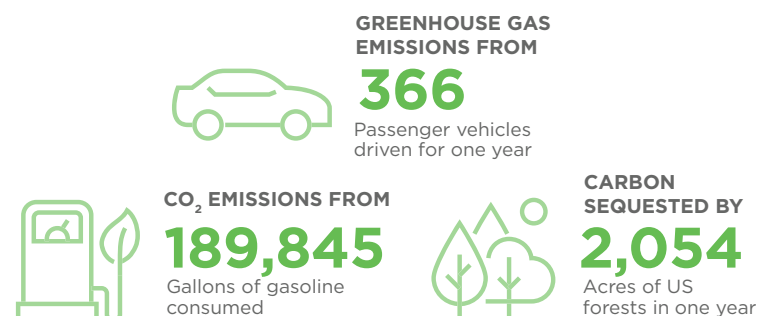
Extreme intends to provide data on additional upstream Scope 3 categories in reports in the future. We also plan to have emission data audited by a third party in next year's report.

We are taking steps to reduce carbon emissions at our San Jose office. In 2019, we installed a 2.2-megawatt Bloom Energy Fuel Cell System to operate as a utility microgrid to generate power at our San Jose office. The fuel cell technology reduces carbon dioxide emissions and nearly eliminates the water required to produce energy. These environmental benefits also come with a cost saving—approximately \$331,000 in energy costs savings in fiscal 2021.

IMPACT OF BLOOM ENERGY FUEL CELL SYSTEM



THESE REDUCTIONS ARE EQUIVALENT TO:



Source: Graphic provided by Bloom Energy.

ENVIRONMENT

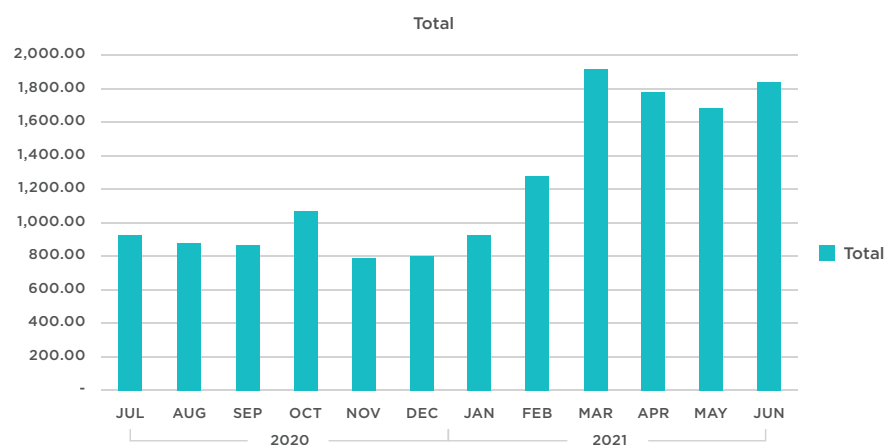
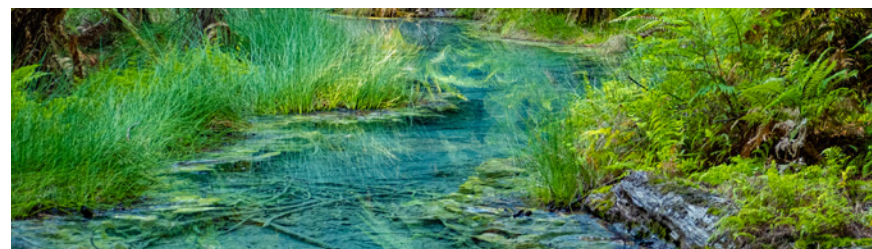
We are undertaking a project to reduce our global office footprint over the next few years, which will result in less GHG emissions required to power, heat, cool, and light our offices. For example, our headquarters in Morrisville, North Carolina is LEED-certified for the core and shell. Even in offices without LEED certification, we strive to increase our energy efficiency, for example, by using occupancy sensor-driven lighting and low flow plumbing in many of our corporate offices. In other locations we are seeking to reduce our square footage and to be opportunistic regarding leases that are up for renewal.

REDUCING EMISSIONS FROM EMPLOYEE TRAVEL

Although the COVID-19 pandemic forced some changes with regard to employee travel, Extreme is embracing the option of virtual meetings. Although business travel has resumed in part, employees are consciously asking whether a meeting must be in person, or could be done virtually. We are measuring, on an unaudited basis, carbon dioxide emissions per traveler and intend to report on those numbers in future reports.

Additionally, as mentioned above, Extreme is taking a “Flex First” approach to work moving forward. Although our offices are open, where permitted by local law, the majority of our employees are continuing to work remotely, at least part of the time. By minimizing commuting to and from the office, Extreme employees are reducing greenhouse gas emissions associated with commuting.

Our offices in Morrisville, North Carolina and San Jose, California have electric vehicle charging stations available at no cost to employees. The charging provided by these charge stations represented savings of the equivalent of 14,541.29 kg of greenhouse gas emissions during fiscal year 2021.



Source: Graphic provided by Chargepoint.

GHG Savings related to Employee EV Charging Stations in San Jose, CA and Morrisville, NC



ENVIRONMENT

RESPONSIBLE RESOURCE CONSUMPTION

We recognize that as a company, we use resources when we travel and create waste. Our Chief Administrative and Sustainability Officer manages the Facilities team, which leads the charge to reduce our consumption and manage our resources effectively.

Extreme has an active waste management policy in all its offices and employees are encouraged to recycle.

We make efforts to recycle our IT equipment as well. When our computers that are no longer suitable for high-end corporate tasks have been wiped, our IT department donates them to community-based organizations for redistribution. Computing hardware that has reached the end of useful life is disposed of in an environmentally safe manner, reducing the requirement for waste disposal capacity.

We have beaten our internal goal of eliminating 90% of physical tape usage by the end of calendar year 2021; we eliminated it completely before the end of the 2021 fiscal year.

PRODUCT SUSTAINABILITY

Our supply chain team, led by our Senior Vice President of Operations, strives to apply good environmental management of the development and manufacture of our products.

Extreme continues to seek ways to design, manufacture, and deliver software-driven networking solutions in an environmentally and socially sustainable manner. During fiscal 2021, 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.

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. 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.

SOCIAL CAPITAL

Philanthropy



SOCIAL CAPITAL

PHILANTHROPY

At Extreme we believe in the power of service. Supporting community development, education, and job training in the communities in which we operate is integrated into the Extreme culture. Our philanthropic efforts are varied and employee driven, with organization and oversight provided by our Head of Philanthropy. In Fiscal 2021, Extreme officially engaged with the United Way as its global charity of record. Through this partnership, Extreme worked 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. We raised money through employee, customer, and partner contributions at our Connect User Conference, our Partner Conference, and via a corporate match for participation in Extreme's first annual Day of Giving.

Our global "Day of Giving" was held in May to commemorate Extreme's 25th anniversary, bringing together employees around the world to contribute and volunteer their time both physically and virtually. Following this amazing day, we are proud to share that more than half of our employee base walked, cooked, biked, created, collected, and gave back. Our event supported over 50 different charitable organizations. Here is a snapshot:

- Employees in the US participated in walks for breast cancer awareness through **Susan G. Komen**.
- Employees in Ireland participated in virtual walks for Alzheimer's and domestic abuse and through **Alzheimer Society of Ireland** and **ADAPT House**.
- Employees in Australia went to **Our Big Kitchen** to cook meals for those in need.
- Employees in the United Kingdom built a goat play and activity area and shelter for **Elysian Animal Assisted Therapy and Learning**. These goats often help to calm children with learning difficulties.
- Our team in Brazil donated milk to families and children with cerebral palsy and other diseases that limit their walking through **Núcleo Assistencial Brasilândia**.
- In the US, our Salem, NH team worked with **United Way** to create snack packs for food insecure children who attend a local YMCA Camp and our team in North Carolina created backpack buddies with food for local children through **Inter-Faith Food Shuttle**.
- Employees in Portugal donated blood to local **Red Cross** blood banks.
- In Germany, employees biked 53KM to raise funds for the **Bärenherz Child Hospice Wiesbaden**.
- In France, employees donated children's toys, clothes, and food to **Restos du Coeur**.
- Our Japanese team supported crisis relief efforts in Myanmar via **Global Giving**.
- Multiple teams around the globe volunteered at food banks and conducted food drives for their local communities.

SOCIAL CAPITAL



SOCIAL CAPITAL

Extreme continued its partnership with the American India Foundation (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. Extreme has a strong presence in India. In fiscal 2021, we enabled infrastructure improvements and digital education and development programs at two schools in Chennai and two schools in Bangalore. We also supported 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 and provided funds to support local COVID relief efforts administered through AIF.



Mask Distribution in Bangalore to Asha Workers, Bangalore Municipal Corporation Sanitation Workers and Director of Disability Welfare for Village Rehabilitation Workers.

BUSINESS MODEL AND INNOVATION

Data Privacy and Ethics





BUSINESS MODEL AND INNOVATION

DATA PRIVACY AND ETHICS

Data privacy is a key concern of individuals and businesses. Respecting and protecting personal data is imperative to meet regulatory requirements and the needs of our customers. We have a team of Data Privacy Champions (DPCs) embedded throughout the organization who help us manage data privacy issues. Our legal team leads the team of DPCs who educate other employees, review vendors, monitor compliance, and raise questions to leadership regarding privacy.

We can't talk about data privacy without talking about the security we apply to data. The security of our internal systems and products is in constant focus. This fiscal year, we achieved ISO/IEC 27001 and 27701 certification, and the ISO/IEC 27017 statement of compliance,

demonstrating our commitment to having mature policies, procedures, and practices in place to attempt to prevent and mitigate cyberattacks. Led by our Sr. Director of Information Security, 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, of course, if need be, are ready to respond to an incident. Our PSIRT team publishes Common Vulnerabilities and Exposures (CVEs) 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)	SLX, VDX, MLX. In Process: X-series, 5000 series, and VSP	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 and FIPS 140-3	SLX, VDX, MLX, and ERS. In Process: X-series, 5000 series, and VSP	The Federal Information Processing Standard Publication 140-2 and 140-3 are U.S. government computer security standards used to approve cryptographic modules.
US Department of Defense Approved Products List (DoDIN APL)	SLX, VDX, MLX, X-series, 5000 series, ERS, and VSP	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.

LEADERSHIP AND GOVERNANCE

Corporate Governance and Ethics

Global Ethics Team

Supply Chain – Ethical and Environmental Standards



LEADERSHIP AND GOVERNANCE

CORPORATE GOVERNANCE AND 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 to report violations of the Code of Conduct, and reports may also be 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.

The Nominating, Governance and 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 SEC and 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.

Our employees are trained regularly on the Code of Conduct, insider trading, anti-corruption, antitrust, export compliance, confidentiality, and anti-harassment. Company management reports on the training 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 Social 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, and Supplier Code of Conduct.

GLOBAL ETHICS TEAM

Following the successful ethics advisor model implemented at Airbnb by its former Chief Ethics Officer, Robert Chesnut, in fiscal 2021 Extreme established and trained a team of ethics advisors to serve as Extreme’s most accessible face of ethics and integrity. We call this passionate team our Global Ethics Team (GET) Champions, with 29 volunteers nominated by their respective VPs representing the various functions and Extreme geographies. Katy Motiey, our Chief Administrative and Sustainability Officer, is the Executive Sponsor of our Global Ethics Champions team.

This cross-functional team is tasked to help ensure that ethical behavior and integrity are a true part of Extreme’s day-to-day culture, not just at the leadership level but for all employees. The role of the GET Champions is to:

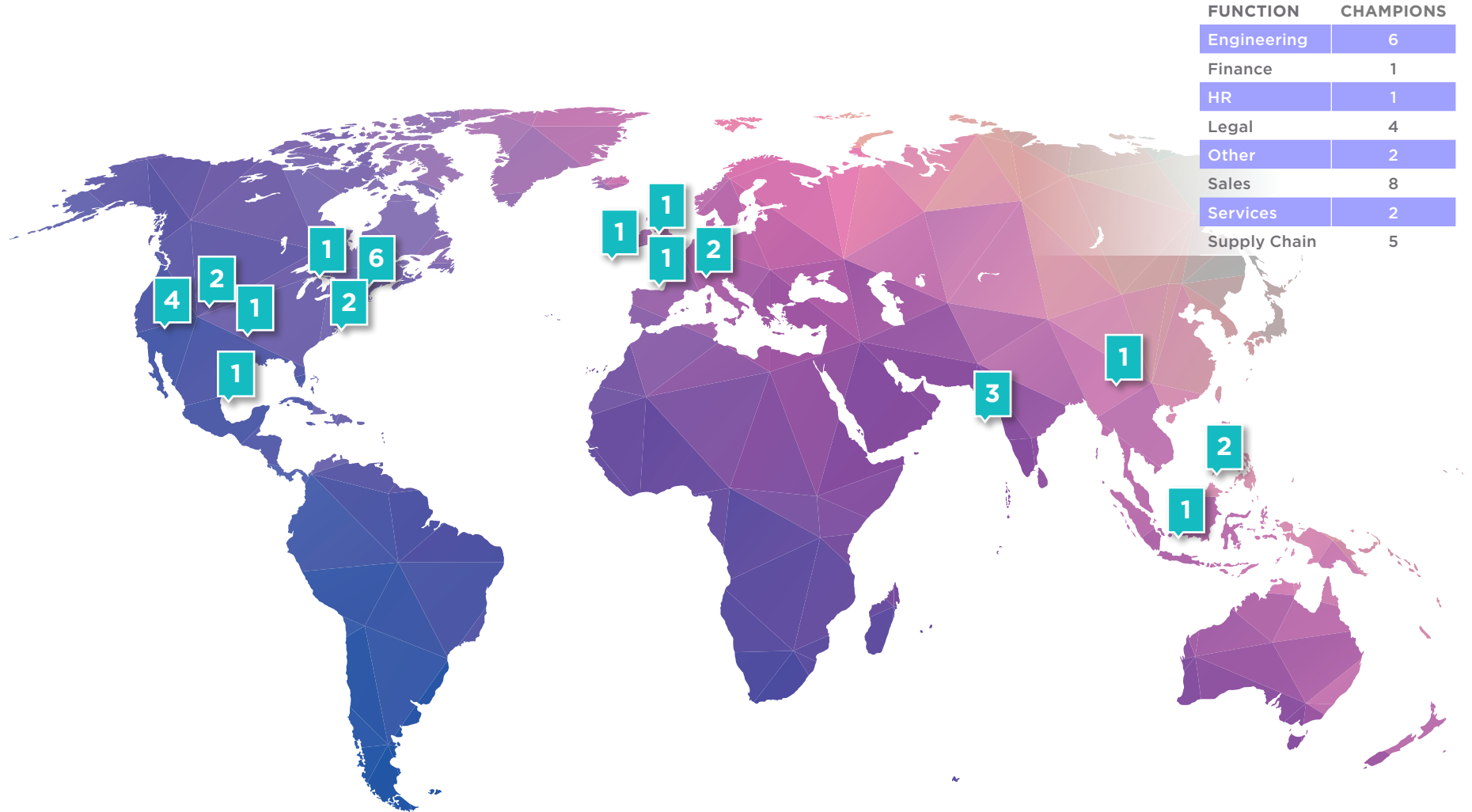
- Serve as peer advisors – listening and giving feedback to other employees consistent with our Business Code of Conduct
- Help spread ethics throughout the company and help with issue spotting
- Promote our compliance training at the local level
- Help educate and inform, but not be the “Ethics Police”

Our GET Champions are not meant to replace our Confidential Hotline if employees need to report an ethical or integrity business concern. We have seen success from the GET Champions as potential ethical challenges have been raised to senior leadership via this forum, and as a result, additional training has been provided as well as updates to Extreme policies to address those challenges. The GET Champions have been instrumental in sharing fresh ideas to aid in compliance efforts such as training outreach.



LEADERSHIP AND GOVERNANCE

GLOBAL DISTRIBUTION OF OUR ETHICS CHAMPIONS





LEADERSHIP AND GOVERNANCE

SUPPLY CHAIN – ETHICAL AND ENVIRONMENTAL STANDARDS

Our Supply Chain Team requires our 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 approximately 85% of our spend, must maintain ISO 9001, ISO 14001, and OHSAS 18001 certification. 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 to these requirements.

Beginning in fiscal 2021, we are requiring 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 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. We lay out various ethical practices including data privacy, anti-corruption, import and export control, and protection of intellectual property in our Supplier Code of Conduct that suppliers must comply with as well. We maintain a hotline through which people can report violations of the Supplier Code of Conduct.



LEADERSHIP AND GOVERNANCE

SASB REPORTING

TOPIC	DESCRIPTION	SASB CODE	2021
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, 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 5 continents, in 14 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 19 of our Annual Report on Form 10-K filed August 27, 2021 - "We rely on third-party providers such as Amazon Web Services, 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	1.8 million total devices
Activity Metrics	Data processing capacity, percentage outsourced.	TC-SI-000.B	Managed devices transmit statistics and summary information from 300+ million client sessions. ExtremeCloud IQ processes approximately 10 billion management and event messages per day, and 25,000 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 10 petabytes.

2025 GOALS

Forward-Looking Statements

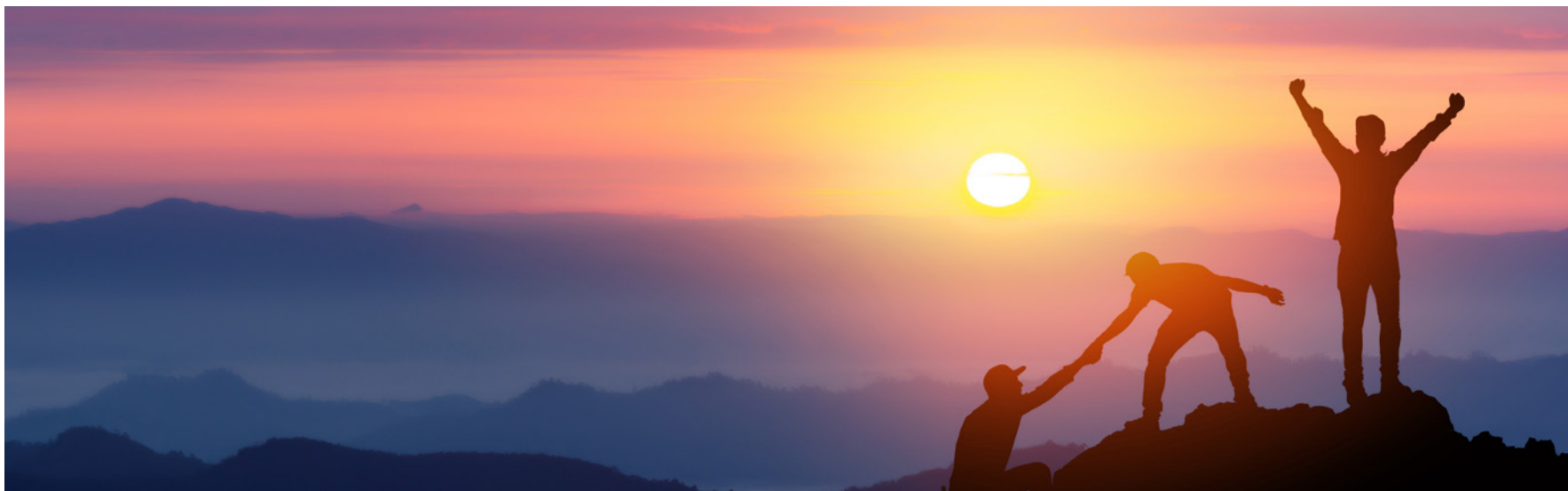


CSR 2025 GOALS

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: the timeline of recovery from the COVID-19 pandemic, 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, 2021, and Quarterly Report on Form 10-Q for the fiscal quarter ended September 30, 2021, and other filings we have made with the Securities and Exchange Commission.



CSR 2025 GOALS

HUMAN CAPITAL/DIVERSITY and INCLUSION GOALS



GOAL	TIMELINE	SASB STANDARD	STATUS
Increase gender diversity to 28% worldwide	Close of calendar year 2025	TC-SI-300a.3	On target
Increase representation in US of Black/African American and Hispanic employees by 5% <ul style="list-style-type: none"> • Black by 2.9% • Hispanic by 2.1% 	Close of calendar year 2025	TC-SI-300a.3	On target
Increase gender diversity in management by 5%	Close of calendar year 2023	TC-SI-300a.3	On target

RESPONSIBLE RESOURCE CONSUMPTION



GOAL	TIMELINE	SASB STANDARD	STATUS
Reduce real estate portfolio and related GHG emissions by 25%	Close of calendar year 2023	TC-SI-130a.1	On target
Ensure 100% of our corporate locations have recycling programs in place	Close of calendar year 2021	N/A	Complete
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	On target
Keep on-prem data center footprint supporting corporate applications constant by leveraging new high-density technologies that yield higher energy efficiency	On-going	TC-SI-130a.3	On target

CSR 2025 GOALS

ENVIRONMENT



GOAL	TIMELINE	SASB STANDARD	STATUS
Ensure 95% of our product packaging spend is recyclable	Close of calendar year 2023	N/A	In progress
Improve power efficiency of new products by 20% with next generation silicon	Close of calendar year 2022	TC-SI-130a.1	On target
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	Complete – E-waste is 100% managed at major sites

SOCIAL CAPITAL



GOAL	TIMELINE	SASB STANDARD	STATUS
Establish partnership with a global charity of record and leverage global user conferences, partner summits, and sales events to raise charitable funds	Close of fiscal year 2021	N/A	Completed – We have partnered with United Way
Establish a corporate day of service once per year for all employees	Close of fiscal year 2021	N/A	Completed – May 6, 2021 was our inaugural Day of Service

CSR 2025 GOALS

BUSINESS MODEL



GOAL	TIMELINE	SASB STANDARD	STATUS
Certifications:		TC-SI-230a.2	
ISO 27701 for ExtremeCloudIQ	Close of calendar year 2021		Complete - ISO 27701 certificate issued in March 2021
SOC 2 for ExtremeCloudIQ	Close of calendar year 2022		On target
CMMC certification for Federal	Close of calendar year 2022		On hold due to lack of federal regulations

SUPPLY CHAIN - ETHICAL AND ENVIRONMENTAL STANDARDS



GOAL	TIMELINE	SASB STANDARD	STATUS
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	Close of fiscal year 2021, then on-going	N/A	Complete - our GET Champions are in place



ADVANCE
WITH US

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

Global Headquarters | Extreme Networks | 2121 RDU Center Drive | Morrisville, NC 27560 | United States | +1-408-579-2800

WWW.EXTREMENETWORKS.COM