



# Corporate Social Responsibility Report

# 2025



# Corporate Social Responsibility 2025 at Juniper

Juniper's mission is to make every connection count—in networks and the world around us. As a company, we are committed to being a responsible global citizen and influencing positive, meaningful change. We strive to act with the best interests of our customers, employees, partners, and planet in mind.





# Making every connection count

Juniper Networks delivers reliable and secure networking technology to our customers. Businesses and government entities across the world use our solutions to access the internet and digital services, and our networks support their mission-critical tasks. We believe that since our inception, our solutions have led the way in high-performance networking, when scaling the internet first became a top priority. As a company, we are committed to being a responsible global citizen and influencing positive, meaningful change. We strive to act with the best interests of our customers, employees, partners, and planet in mind.

This report details Juniper's environmental, social, and governance (ESG) activities, impacts, and performance for our 2024 fiscal year (January 1 through December 31, 2024). It is a snapshot of our purpose and values, showing how we lived those values and fulfilled our mission during the reporting period. This report reflects Juniper Networks' operations and performance prior to its merger with Hewlett Packard Enterprise (HPE), and all references pertain to the company as it existed during the 2024 fiscal year.

Addressing topics of interest to our customers, employees, partners, shareholders, analysts and other stakeholders, our report begins with the "what" and "why" of our vision, strategy, and value proposition. It then describes the "how", outlining progress across our three corporate social responsibility (CSR) pillars: building global resilience, enabling the workforce of the future, and enhancing trust and governance. The report's appendices tabulate our 2024 ESG results in alignment with Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) reporting standards, as well as the Task Force on Climate-Related Financial Disclosures (TCFD) framework.

Employee photo: Vaishnavi Mande



# Message from our CEO

As we look back on the past year, one thing is clear: the world continues to evolve in unpredictable ways. Yet through it all, Juniper remains strong, thanks to our resilient, innovative, and deeply engaged teams.

Despite a year of change, we delivered excellent performance, reflecting our continued alignment between values and strategy, and between bold ambitions and meaningful action.

Our 2025 CSR Report adopts a more streamlined format, highlighting our most significant progress while still providing the transparency and data-driven approach that defines how we operate. Trust remains the foundation of everything we do. This year, we completed our first double materiality assessment, to better understand how environmental, social, and governance (ESG) issues impact our business and the world around us—an important step that will continue to shape our CSR strategy and reporting. The report sums up not only what we achieved, but how we did it, through collaboration, simplification, and a commitment to building value across the triple bottom line.



Employee photo: Rahul Krishnamurthy Anil



## Driving sustainable innovation

Environmental sustainability remains core to delivering Experience-First Networking. As we look ahead, our strategy will continue to center on reducing greenhouse gas emissions, advancing energy-efficient technologies across our silicon, systems, and operations, and promoting circular-first models that prioritize take-back, repair, and reuse. We remain committed to five top priorities: improving energy efficiency in our products, expanding renewable energy use in our supply chain, lowering emissions through smarter transport, scaling take-back and refurbishment programs, and further reducing plastics in our packaging.

## Investing in people and communities

We also deepened our impact in the communities where we live and work. Through the Juniper Foundation Fund, volunteer time off, and global giving initiatives, our employees supported thousands of organizations around the world. Strategic grantmaking aligned to workforce development and climate action helped extend our mission far beyond our walls. And our investment in our people has not wavered. We continue to prioritize the employee experience, offering world-class benefits, personalized career development, and a culture that celebrates inclusion and belonging.

We have continued to advance our culture of integrity, transparency, and accountability, from responsible AI use and data privacy to secure development and supply chain ethics. These efforts reflect the high standards we set for ourselves and our ongoing commitment to earning and building trust across everything we do.

Thank you for your continued support as we work to create a more connected, sustainable, and inclusive future. We're proud of the progress we've made, and even more excited about what comes next.

**Rami Rahim**  
**Chief Executive Officer**  
**Juniper Networks**





# Defining the Juniper Way

At Juniper Networks, we make every connection count—with our industry-leading AI-native networks and in the increasingly complex world around us. Our commitment to being a responsible global citizen and influencing meaningful, positive change is at the forefront of everything we do. We strive to act in the best interests of our customers, employees, partners, and planet.

The Juniper Way is our framework for successfully achieving this mission:

## Deliver Excellence

We're obsessed with exceptional quality and remarkable customer experience. Even when we've achieved that goal, we are always looking for ways to improve. And if we fall short, we act fast to fix it.

## Build Trust

Our success is determined by our customers' success. We say what we mean and take the initiative, so you can count on us to get things done.

## Be Bold

We pursue simplicity. We challenge the status quo, including challenging ourselves. We embrace diverse ideas and the change that they bring. That's what being bold is all about.



## Juniper at a glance

Nearly every vital experience today starts with a strong network connection, but mere connectivity is not the same as an exceptional experience. That's why Experience-First Networking is at the heart of our strategy. Backed by Mist™, the industry's first AI-native networking platform, Juniper makes every connection reliable, measurable, and secure.

2024 revenue

**\$5.07<sub>B</sub>**

Worldwide offices

**95**

Headquarters

**Sunnyvale, CA**



Founded in

**1996**

Employees

**11,271**

### Awards and recognition



Employee photo: Denny Laines



# Elevating Juniper's CSR strategy

Juniper's Corporate Social Responsibility (CSR) strategy positions us for success today and helps maintain our role as a leader in an evolving and competitive landscape. By driving forward our three CSR pillars, we're building the foundation for Juniper to innovate and thrive into the future.

## Key 2024 CSR Highlights

**34.4%**

renewable energy  
across our operations

**81%**

employee engagement score

**50+**

approved GenAI applications  
across the business



## Build global resilience

Manage our environmental impact, respond to a rapidly changing climate, and strategically leverage resources to strengthen climate resilience around the world.



## Enable the workforce of the future

Fuel an engaged, highly robust workplace and strengthen employment opportunities in a rapidly evolving digital economy.



## Enhance trust and governance

Advance business integrity with our business, in our customers, and throughout our supply chain, and build trust with our key stakeholders.



# Building global resilience

Juniper's global resiliency efforts are just one part of a cohesive, holistic approach to environmental sustainability that spans operations, supply chains, and the environmental impact of our products throughout their lifecycle, from build to use to disposal. Our sustainability strategy is focused on decarbonization, circularity, and sustainable technology.

## Emissions reduction

Science-based emissions reduction targets progress us toward our goal of net-zero emissions

## Sustainable packaging

Reducing the use of virgin plastic packaging by 67% minimizes our contribution to marine and microplastic pollution

**67%**

## Circularity

Increasing our e-waste diversion rate by 35% reduces the introduction of toxic substances into landfills

**35%**

## Renewable energy

100% clean energy power for our Amsterdam facility reduces greenhouse emissions and protects air quality

**100%**

## Supply chain decarbonization

Achieved our air-to-ocean transport goal, with 32% weight shipped via ocean, compared to weight shipped via air, surpassing our goal of 25%

**32%**

**NET  
ZERO**





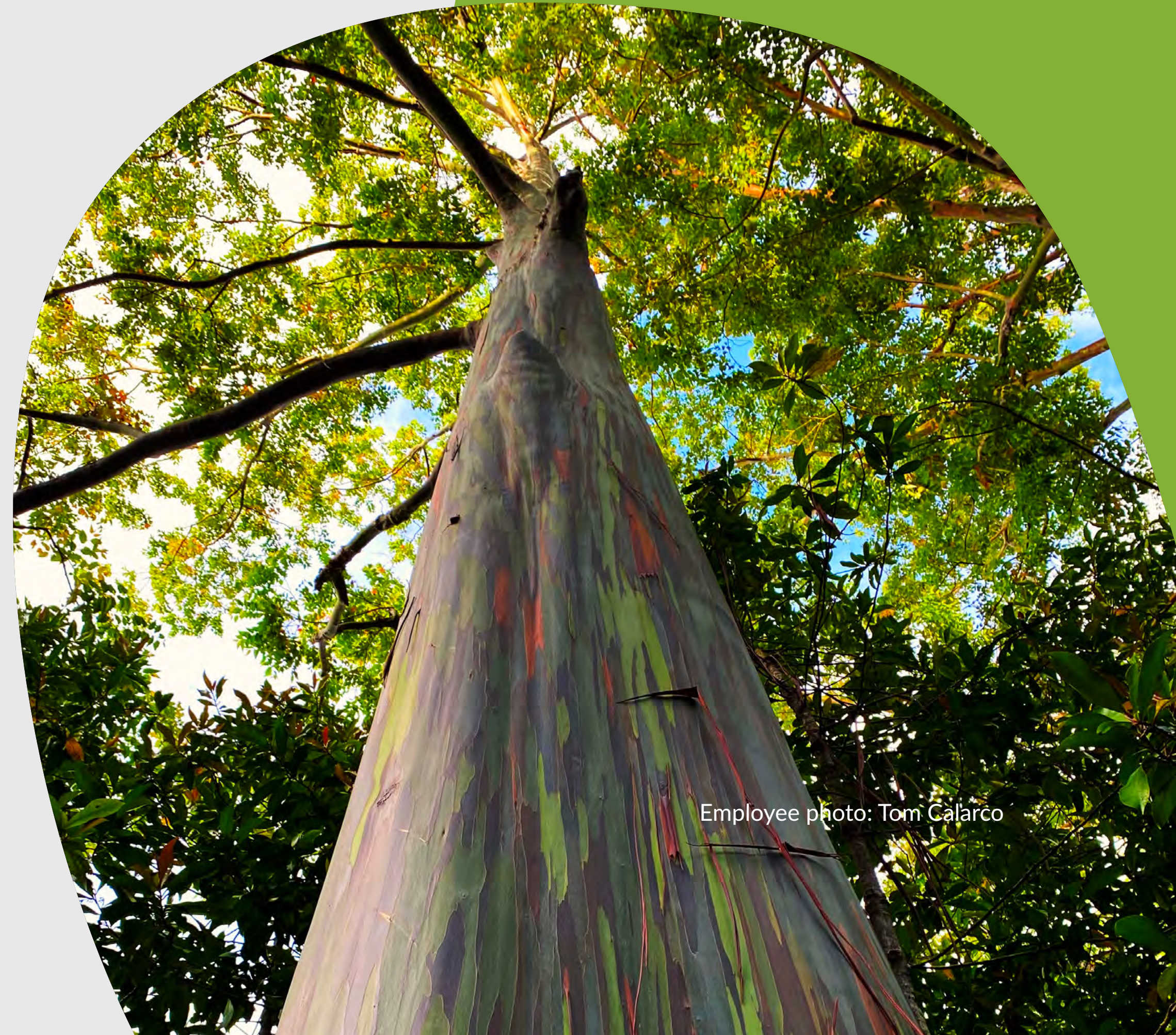
# Powering the future of our climate

## Climate commitments and renewable energy

Juniper's short-term and long-term greenhouse gas (GHG) emissions reduction targets to achieve net-zero emissions by 2040 were officially validated by the Science Based Targets initiative (SBTi) in 2024. The SBTi is a corporate climate action organization that enables companies and financial institutions to take meaningful action in combating climate change. Juniper is one of more than 4,000 companies leading global climate action through SBTi-approved emissions reduction targets aligned with the best available science.

Our SBTi-validated near-term emissions reduction targets include achieving the following goals by 2030:

- **42%** reduction of absolute Scope 1 and 2 GHG emissions (2022 baseline)
- **25%** reduction of Scope 3 emissions from purchased goods and services, upstream transportation and distribution, and use of sold product (2022 baseline)



Employee photo: Tom Calarco



A key driver of these ambitious targets is Juniper's focus on the use of **clean energy**. In May 2024, we joined six other companies in an aggregated virtual power purchase agreement (VPPA), to cause the construction of Phase II of the Millers Branch Solar Facility, a new 180-megawatt (MW) solar facility. Juniper's 40 MW offtake of purchaser-caused clean energy will decrease overall North American emissions when the project becomes operational in 2026. This not only accelerates our progress toward achieving our emissions goals but also strengthens our global resilience by supporting the clean energy transition.

In 2024, Juniper achieved **100% clean energy power** for its Amsterdam, Netherlands, facility, through the procurement of wind energy. We also continued to achieve 89.3% renewable energy at our second-largest site in Bengaluru, India, through a combination of a power purchase agreement and a dedicated solar energy facility that provides energy directly to our buildings in Bengaluru. Our total renewable energy increased from 31% in 2023 to 34.4% in 2024.

By working toward our SBTi targets with strong investments in impactful renewable energy projects, Juniper is transforming ambition into action, and advancing our sustainability journey while contributing to a low-carbon future.

Our 2024 total global  
renewable energy  
increased to

**34%**



Employee photo: Jonathan Goldsmith



## Implementing emissions reduction strategies

Juniper's emissions reduction roadmap guides cross-functional efforts to manage emissions in company operations, and in our upstream and downstream value chains. We have implemented many long-term strategies to lower emissions while simultaneously operating in an environment defined by growing energy demands.

Due to these strategic efforts, our operational emissions in 2024 only increased slightly over the previous year. Scope 1 emissions increased by approximately 11% as we worked to consolidate labs for increased efficiency. Our Scope 2 location-based emissions increased by 3.8% due to increased energy demand at our labs, while our market-based emissions increased primarily due to a dip in our ability to procure renewable energy in India.

As an industry-leading technology company, Juniper attributes the largest portion of its overall carbon footprint to Scope 3 emissions. This is the result of activities throughout the value chain, including the lifetime emissions from the use of sold products, supply

chain emissions, and upstream transportation and distribution. In 2024, Scope 3 emissions accounted for approximately 92% of our total GHG inventory and decreased by 32% over 2023. Our Scope 3, Category 1 Purchased Goods and Services emissions associated with our supply chain decreased by 27% in 2024, due to investments in renewable energy by our suppliers, updated emissions factors for key materials and processes, and a decrease in certain spending categories. Use of sold product emissions decreased in 2024, due to a reduction in backlog shipments as compared with prior years. We will continue to focus on product efficiency and sustainability solutions to enable optimal product performance aligned with our sustainability aims.

We continue to measure interim progress toward our emissions goals, using the GHG Protocol to calculate our emissions inventory. We are invested in consistent data process improvements and data verification.





## Emissions results 2024

(GRI 305-1, 305-2, 305-3)

### Juniper's GHG Emissions (metric tons CO<sub>2</sub>e)

	2023	2024
Scope 1	5,821	6,446*
Scope 2, location-based	109,894	114,079*
Scope 2, market-based	49,875	53,150*
Scope 3	1,805,415	1,357,868
<b>Total</b>	<b>1,921,130</b>	<b>1,478,393</b>

Note: Calculations are performed using the World Resources Institute GHG Protocol.

Note on conversion factors: All emissions of non-CO<sub>2</sub> greenhouse gases are converted to CO<sub>2</sub>-equivalent emissions by multiplying by the global warming potential (GWP). As per U.S. Environmental Protection Agency (EPA) factors published in March 2018, Juniper uses the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5) GWPs. Global Fuel and Energy-related emissions are assessed using emissions factors from the International Energy Agency (IEA) (2021), and regional emissions factors from EPA eGrid (2021) and the UK Department for Environment, Food, and Rural Affairs/Department for Business, Energy and Industrial Strategy (DEFRA/BEIS) (2021).

#### Juniper's GHG Emissions Profile

Direct (Scope 1) emissions result from sources owned or controlled by the organization. Indirect (Scope 2) emissions result from the generation of purchased or acquired electricity, heating, cooling, and steam consumed within the organization. Other Indirect (Scope 3) emissions are all indirect emissions (not included in Scope 2) that occur outside of the organization. Activities accounted for in Scope 3 emissions include purchased goods and services, capital goods, upstream and downstream transportation and distribution, emissions from waste, business travel, employee commuting, use of sold products, and end-of-life treatment of sold products.

Our reported GHG emissions inventory scope includes all owned or leased Juniper Networks facilities. Sites containing labs, data centers, and other IT infrastructure for research and development (R&D) and customer support figured into our Scope 1 and 2 calculations and our non-lab/IT sites are counted as Scope 3 upstream leased assets.

An asterisk (\*) in the table indicates third-party limited assurance completed by ERM Certification and Verification Services Incorporated (ERM CVS). Limited assurance was conducted of Scope 1, Scope 2, and Scope 3 Category 1 Purchased Goods and Services. Scope 3 Category 1 emissions for 2024 were 345,129 metric tons CO<sub>2</sub>e. These emissions are calculated using a hybrid methodology, with 6% of direct emissions data provided by our largest contract manufacturers and original design manufacturers for their Scope 1 and 2 emissions and 94% of the emissions calculated using spend-based methodology. ERM CVS' limited assurance report for 2024 is available on our [website](#).

## Operational improvements around the world:

In 2024, Juniper retired a fuel cell system to reduce natural gas, fully implemented energy efficiency projects at headquarters, and consolidated labs and operations in Bengaluru, India to reduce electricity consumption.



Employee photo: Prabanchan Ramesh



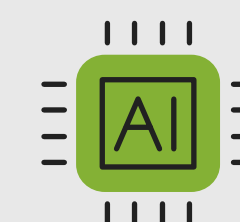
## Decreasing emissions across the value chain

Juniper continues to prioritize environmental sustainability across supply chain operations by expanding engagement with our top suppliers. We recently launched a sustainability scorecard pilot program designed to accurately evaluate the sustainability practices of key component suppliers and identify opportunities to effectively reduce Juniper's environmental footprint. We also updated the contract manufacturers (CMs) and original design manufacturers (ODMs) supplier scorecard to prioritize emission reduction progress, with the goal of driving measurable improvements to achieve our 2030 emissions reduction goal. Additionally, we launched an indirect supplier engagement pilot that includes top indirect suppliers across key categories, aiming to assess supplier maturity and develop a long-term strategy to reduce emissions, promote circularity, and uphold human rights.

Juniper engaged top logistics providers to achieve a 7% reduction from 2022 to 2024 in Upstream Transportation and Distribution GHG emissions. We successfully achieved our air to ocean transport goal with 32% weight shipped via ocean compared to weight shipped via air, surpassing our goal of 25%.

## Design-driven product sustainability

Juniper continues to bring sustainability into design and engineering, with a focus on energy efficiency. We seek improvement at these three key levels of network performance:



### Silicon

- Optimized silicon—right tool for the job
- Superior energy efficiency with performance
- Multi-generation chipset longevity



### Systems

- Energy-efficient chassis design
- Modularity that simplifies repairs
- Converged architectures that reduce e-waste, power demand
- Efficient resource management



### Operations

- AIOps and active assurance that minimize truck-rolls for troubleshooting
- Cloud-based automation that reduces on-prem power demand
- Proactive power management to turn off unused components



## Powering sustainable networks for the future

Juniper is addressing the escalating energy demands of artificial intelligence (AI) data centers by pioneering sustainability-focused networking solutions. We are rapidly innovating to meet the growing need for energy-efficient infrastructure.

With U.S. data center electricity usage projected to surge to 6.7%-12% of total energy consumption by 2028\*, we are rapidly innovating to tackle this challenge, Juniper's Chief Technology Office has established a four-pronged strategy:

### 1 Next-generation energy-efficient hardware

Incorporating advanced application-specific integrated circuit (ASICs) with power-gating and dynamic voltage scaling, along with innovative cooling methods like liquid and immersion cooling, to maximize throughput per watt.

### 2 Intelligent energy-aware routing

Implementing routing protocols that factor in power consumption, carbon intensity, and energy pricing, enabling networks to dynamically select more energy-efficient paths.

### 3 Comprehensive energy observability

Using sophisticated sensors and machine learning (ML) to monitor energy and thermal usage at granular levels, allowing operators to identify inefficiencies and leverage automated power management.

### 4 Predictive energy utilization with AI

Employing AI models to forecast power consumption based on historical data and environmental factors, facilitating proactive network adjustments to optimize energy use.

\* <https://www.energy.gov/policy/electricity-demand-growth-resource-hub>

As AI and ML continue to transform various industries, more and more IT leaders are concerned with data center power efficiency and sustainability. **Learn how** Juniper Networks and the modular data center provider Soluna are leveraging new contemporary systems and network improvements to optimize energy efficiency, sustainability, and performance.



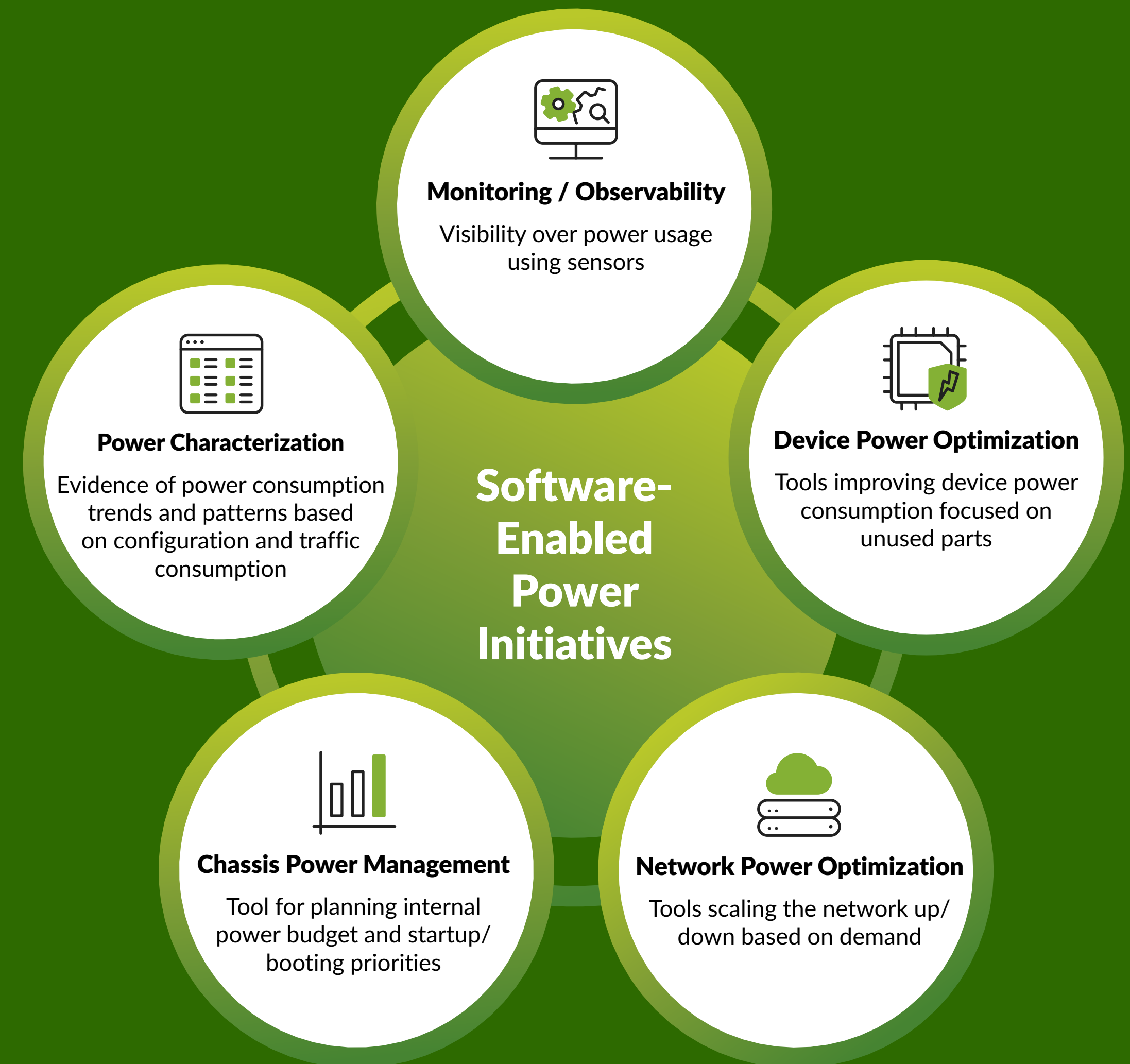


## Innovating for energy efficiency

Power utilization of component parts can break down differently depending on whether a system is fixed or modular. This is why the use of real-time telemetry—the collecting, transmitting, and analyzing of data remotely, in a near-instantaneous way—is important. Configurations can be dynamic and continuously updated. We also devise software-enabled features that are built-in so initial configuration can automate them for the life of the product or network. Juniper views software-enabled features that improve network energy efficiency across a spectrum.

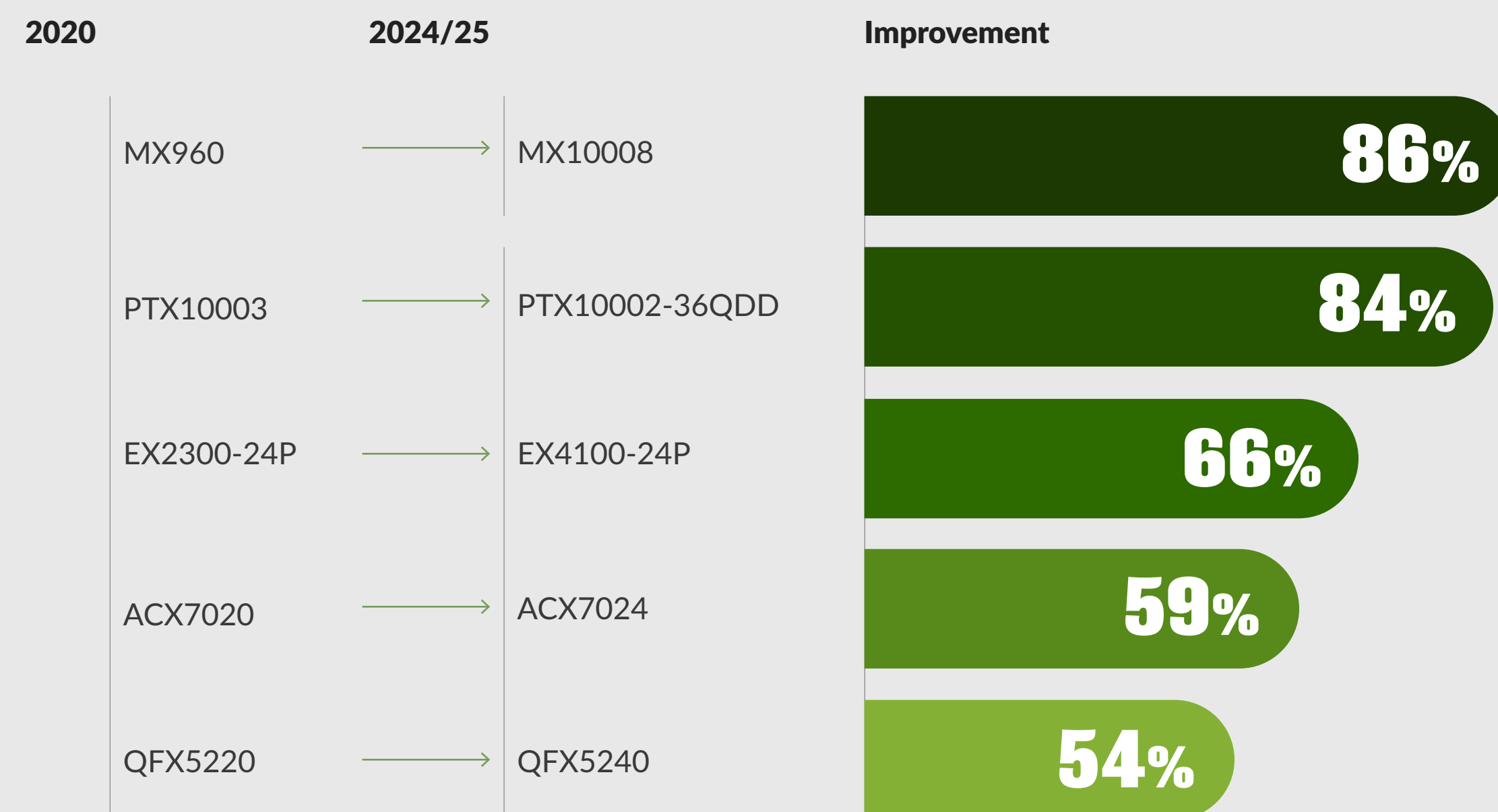
## Using AI to improve operational efficiency

Juniper AIOps enables customers to integrate real-time and historical data to provide actionable insights, such as power management recommendations for automatic shutdown during low usage periods. Our solutions offer continuous performance monitoring, testing, and issue troubleshooting to minimize on-site service visits, while leveraging Juniper Cloud to eliminate the need for additional on-premises servers. In a major retail deployment, one of our customers reported that our AIOps troubleshooting functionality helped cut site visits by technical staff by up to 85%.





We are addressing product energy efficiency from multiple angles. The improvements in our silicon over the last five years have driven measurable improvements in reducing watts/Gbps.



Basis for Calculating & Assumptions: These are common models customers order from five major product families (EX, MX, PTX, ACX and QFX). The 2020 and 2024/25 products compared serve the same purpose in customer infrastructure, with the 2024/25 model serving as a typical “upgrade” for the same network function. Our system measurements use the same typical conditions (50% IMIX/ traffic, 25°C), as indicated in publicly available datasheets. We assume that cooling demands mean a similar 70% additional power consumption to run each product.

## Assessing impact across the product lifecycle

In 2024, Juniper completed its first-ever Life Cycle Assessments in accordance with ISO 14044, a defined process for evaluating the effects that a product has on the environment over the entire period of its life. These third-party-verified assessments allow us to pinpoint sources of emissions in the product lifecycle, enabling us to target emissions reduction strategies on the highest-impact areas.



Employee photo: Hannah Roberts



# Advancing sustainability through circularity

Juniper actively reduces and recycles waste while extending product lifecycles through initiatives like expanded Circular Programs, Take Back, Try & Buy, and the Juniper Certified Pre-Owned Program.

## 35%

**diversion of e-waste to  
R2 certified recycler**

Juniper streamlined operational e-waste management to support consistent e-waste recycling.



### Juniper site e-waste diversion

2024

**711t**

■ All Global Facilities Included

2023

**425t**

■ Eight Global Facilities

2022

**233t**

■ Five Global Facilities

Employee photo: Jason Goudie



## Taking materials back

Through our **Take Back program**, launched in 2024, Juniper will take back decommissioned product from customers, refurbishing it if possible or disposing of it through an R2-certified recycler, no matter its location. This gives our customers the opportunity to dispose of materials at no cost while having a transparent chain of custody and documented carbon emissions for the end-of-life process.

We also developed a badging designation to recognize our partner network by designating them as circularity collaborators for contributing to Juniper's circular product motion. Our goal is to create a broad ecosystem of sustainability advocates.

Our commitment to sustainability embodies extended producer responsibility by holding ourselves accountable for the environmental impact of our products and driving innovation toward circularity. This approach puts system design for products and packaging at the forefront and encourages the use of high-functioning recycling systems.

Juniper will continue to include all stakeholders in corporate sustainability efforts, seeking their input and collaboration. We encourage all our sales partners to be badged and to fully participate in our circular programs.

### Take Back program's environmental impact

**798**  
products taken back since  
program launch

**6,483**  
pounds of products  
requested to date

**3,172**  
pounds of products  
recycled in 2024

## Extending circularity through smarter services

Many Juniper customers know that Juniper extends the life of our products through our **Certified Pre-Owned program** and our **Try & Buy program**, which that keep products in circulation after customer trials. However, less known are the bold efforts of our Services Department to extend the life of products returned by customers. As products and parts are returned to Juniper, they are systematically examined for repairability. Repairable parts are refurbished and sent back through the Service supply chain. The refurbished products continue to be backed by Juniper's warranty and are eligible for the same J-Care support as new products. In 2024, an estimated 577,555 pounds of equipment were refurbished for reuse by our Services Department.



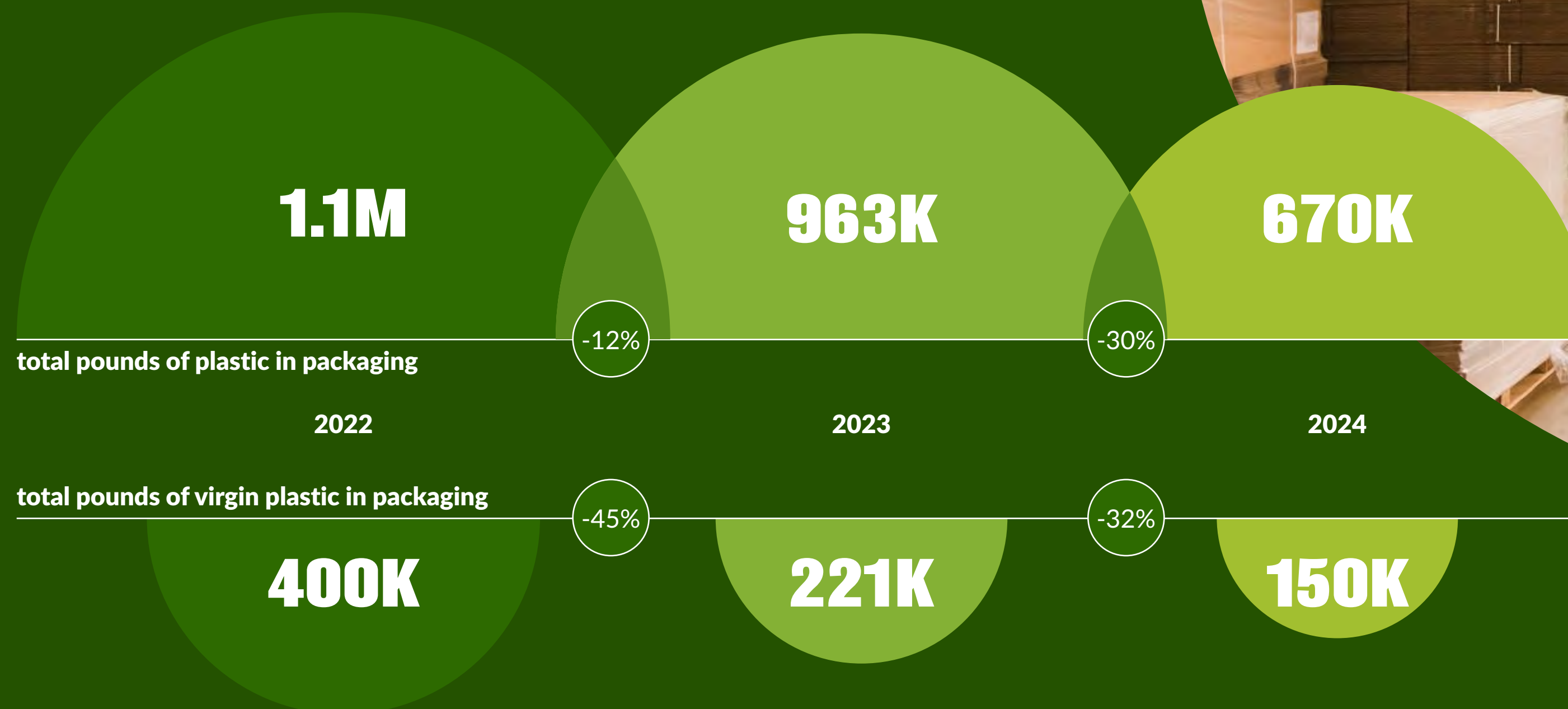


## Rethinking packaging for sustainability

One of Juniper’s circularity priorities involves eliminating virgin plastics from our packaging materials and using more sustainable substitutes. Our plastic packaging reductions are projected to reduce total plastic use by 40% and virgin plastic usage by 80% by the end of 2025 from a 2022 baseline. To reinforce the effort, we are committed to designing packaging for most new products using less than 1% plastic as part of their total weight, where feasible.

Meanwhile, we continue to test innovative packaging alternatives across our product lines. For example, we plan to reduce plastic in optics by using a Juniper sticker to reduce repackaging by suppliers.

### Progress in eliminating plastic in packaging



As of October 2024



# Optimizing operations for efficiency

## Using water more responsibly and efficiently

Juniper is committed to responsible water consumption and stewardship practices. One of our key operational goals is to use water as efficiently as possible, which includes using reclaimed water wherever possible and preventing water pollution. We are committed to safely managing water, sanitation, and hygiene. While Juniper’s operations are not water-intensive, we know that we can influence and minimize upstream water usage by our manufacturers, the key area to yield reduction. That’s why Juniper engages with its manufacturers on water measurement, management, and reporting. For comprehensive reports on Juniper’s water management program, please refer to our annual CDP disclosures.

### Water Performance (millions of liters)

	2022	2023	2024
Third-party water withdrawal	174.3	177.1	184
Third-party water discharge	93.3	109.9	97
Recycled water	30.2	52.6	62
<b>Total water consumption (from all areas)</b>	<b>81</b>	<b>67.2</b>	<b>87</b>





Employee photo: Mark Royals

# Minimizing waste wherever possible

Juniper sites worldwide participate in waste reduction and recycling efforts. We track the weight of waste produced and monitor waste diversion at our eight major campuses.

## 2024 Waste Generation

(GRI 305-1, 305-2, 305-3)

	Mass (US tons)
Waste recycled – e waste	711.9
Waste recycled – metals	15.3
Waste recycled – cardboard & paper	71.1
Waste recycled – mixed	233.8
Total waste recycled	1,032
Waste – composted	166.3
Waste – combusted/incinerated	19.1
Waste general – landfilled	201.5
Total waste (composted, combusted, landfilled, and recycled)	1,418.9

Our waste is reported for our eight major sites to mirror the operational boundaries established in our GHG accounting methodology; therefore this data is not inclusive of all our operating locations. Waste data is also not inclusive of all of Juniper's waste streams. We are committed to continuous improvement in our data collection and reporting methodology. For 2024, we have moved to direct measurement via weight for several categories and consolidation of certain categories for reporting.



# Enabling the workforce of the future

As Juniper successfully drives measurable growth in our business, we strive to deepen our positive impact in global communities and are also focused on developing an engaged, vibrant workforce that is driven by our innovative mission and purpose, enduring values, and inclusive culture for all employees. We continue to make strategic investments in our employees—called “Junivators”—and the global communities where we operate, to fuel the workforce of the rapidly growing digital economy.

**92%+**

of employees engaged with our AI-driven development platform, Junivator Career Connect

**72**

grants made from the Juniper Foundation Fund

**81%**

**employee engagement score**

measured in a global all-employee survey



# Elevating the employee experience

Juniper is committed to cultivating a robust employee experience that provides our Junivators with meaningful growth opportunities and wrap-around support. We offer many avenues for participating in thoughtful professional development, cultural celebrations, and employee recognition.

## 3,200+

employees participated in various leadership development, hiring, and allyship workshops and trainings

## 92%+

of Junivators engaged with the Junivator Career Connect platform

## 16,000+

hours of LinkedIn Learning leveraged by 4,300+ active learners

## 81

cultural celebration events throughout the year, with over 7,200 attendees

## 10+

dynamic external subject matter expert speakers hosted on professional development topics

## ≈30,000

recognition awards sent through Juniverse Awards platform





One of our impactful investments has been in Junivator Career Connect (JCC), a talent marketplace equipped with AI-driven recommendations that are personalized to align with individual employees' skills and aspirations. JCC offers Juniper employees easy access to personalized skill-building opportunities through internal gig work, customized development plans for biannual Conversation Days, and a strong employee mentorship program.

In 2024, over 92% of Junivators engaged with the JCC platform, with 287 signing up as mentors and 104 internal gig opportunities promoted.

Juniper's holistic, generous benefits offerings are an extension of our commitment to a robust employee experience. Through our benefits packages, employees can access support for all stages of their life and career. Offerings vary internationally, with our U.S. operations offering benefits including:



### Health and wellness

We offer a variety of comprehensive medical, dental, and vision plans to meet the personal needs of our employees and their families.



### Family support

We offer 16 weeks of paid new parent leave globally, covering birth, surrogacy, adoption, and fostering. Other benefits vary by international location but may include coverage for infertility treatments, reimbursement of up to \$5,000 for adoption costs, and access to coaching and concierge services.



### Finances and retirement

We strive to provide market-competitive savings, retirement, and insurance programs to support employees' financial well-being. Plans vary but may include a 401(k) plan, flexible spending and health savings accounts, life insurance, discounted home/auto insurance, pet insurance, and business travel accident insurance.







## Work-life balance

We provide on-campus dining and gyms, numerous leave options, an employee assistance counseling program, and quarterly paid wellness days. Globally, we offer the wellness app TaskHuman, which provides employees and their spouses/ domestic partners unlimited access to a variety of coaching sessions.



## Educational assistance

Bright Horizons programs help families access educational support by providing virtual tutoring, a family concierge service, and walk-throughs on college planning. For employees wishing to extend their own education, we offer tuition reimbursement of up to \$5,250 per calendar year.

**354**

U.S. employees' children provided with free tutoring services in 2024

**2,714,592**

minutes of coaching on a variety of personal and professional topics in 2024 via the TaskHuman platform

**19**

babies born through our fertility program since we rolled it out in 2023 in the U.S.

**3,563**

days of back-up child/elder care provided in 2024 to U.S. employees

**1,266**

days of pet care provided in 2024 to U.S. employees





# Engaging our community

At Juniper, we are passionate about giving back. Our **philanthropy & community engagement** efforts currently encompass a grants program administered through the Juniper Foundation Fund, an employee matching gift program, and an employee volunteering program.

## Giving back across the Juniverse

Juniper's third-annual Global Week of Giving event drew hundreds of Junivators together to participate in local volunteer activities during June 3–7, 2024. We saw participation across 14 countries, and collectively, Junivators volunteered for a total of nearly 1,800 hours during the week!

In honor of World Gratitude Day, all Juniper employees were gifted a \$50 donation (or local equivalent) to be given to the charity of their choice. Together, Junivators drove tremendous impact, and we celebrated over 50% employee participation worldwide, donating nearly \$300,000 to 2,667 unique charities.

In 2024, we saw almost 74% of employees engage with the JuniperGives Matching Gift Program. Through the Matching Gift Program, the Juniper Foundation Fund matches donations between \$5 and \$1,000 for causes that are meaningful to our employees, with the maximum donation per employee set at \$1,000 per year.

**14,000**

**Volunteer Time Off hours**  
recorded in 2024

**219%**

**increase in VTO hours**  
since 2021

**≈6,000**

**Junivators**  
donated through our JuniperGives  
platform in 2024





## Excelling in strategic global grantmaking

The work of the Juniper Foundation Fund aligns with our broader company focus areas of sustainability and workforce development. Through Juniper's philanthropy, we support organizations that drive critical global sustainability work and promote employment opportunities in the digital economy, including engaging communities with limited economic means.

The Juniper Foundation Fund also supports disaster relief around the globe, through funding relief efforts to victims of health, natural, man-made, and climate-related disasters.

In 2024, Juniper donated over \$3 million to high-impact, nonprofit organizations, including those whose logos appear on this page:

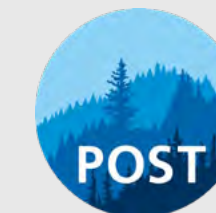
### Workforce



### Disaster response



### Global resilience and climate action





## Community engagement in India

India is home to our second-largest global site. Juniper's India team maintains an active, on-the-ground engagement in our communities.

- Food forest creation efforts resulted in planting 10,880 fruit trees on 44 acres of land
- 85% of the girls supported by Juniper are enrolled in India's premier engineering institutes –Indian Institutes of Technology (IITs) and National Institutes of Technology (NITs)
- Launched a new initiative: RRR Maadi "Refuse, Reduce and Reuse" - repair workshops across 36 locations in Bengaluru to promote the circular economy
- Projects to support the human rights of 30 transgender people from the LGBTQIA+ community
- Projects to empower 900 women from the Devadasi community and single women displaced by mining

# 1,367

employees participated in CSR programming

# 31

active projects in partnership with 19 organizations

# 10

new partners onboarded between December 2024 and February 2025, enhancing our collective impact



Employee photo: Arupam Bera



# Environmental Health Safety and Security

At Juniper, our commitment to Environmental, Health, Safety, and Security (EHSS) is foundational to how we operate, innovate, and lead with integrity. Our global **Environmental, Health, Safety, and Security Policy** reflects our pursuit of excellence in maintaining safe, healthy, secure and respectful working environments. Our Environmental Management System (EMS) helps ensure our operations and products are environmentally responsible, while our Occupational Health and Safety (OHS) programs emphasize proactive risk prevention, comprehensive employee training, and continuous improvement in workplace safety.

We maintain a comprehensive EHS management system aligned with internationally recognized standards—ISO 14001:2015 and ISO 45001:2018. This framework enables us to systematically identify, assess, and mitigate risks across our global operations. Our Sunnyvale Corporate Headquarters is ISO 14001:2015 certified, and our Amsterdam facility holds dual certification in ISO 14001:2015 and ISO 45001:2018. Uncertified EHS management systems are in place across other locations globally that work to follow the practices of our certified sites. In 2024, Juniper received zero fines or citations for EHS-related non-compliance, underscoring our commitment to regulatory compliance and operational excellence.





# Enhancing trust and governance

Juniper's commitment to business integrity extends end-to-end across our enterprise and value chain. In all our interactions—with employees, customers, suppliers, industry partners, and communities—we're committed to upholding the highest standards of ethics, compliance, accountability, and transparency.

**50+**

subject matter experts engaged in our 2024 Double Materiality Assessment

**100%**

completion of annual Code of Conduct training

**50+**

approved generative AI uses implemented in our business processes

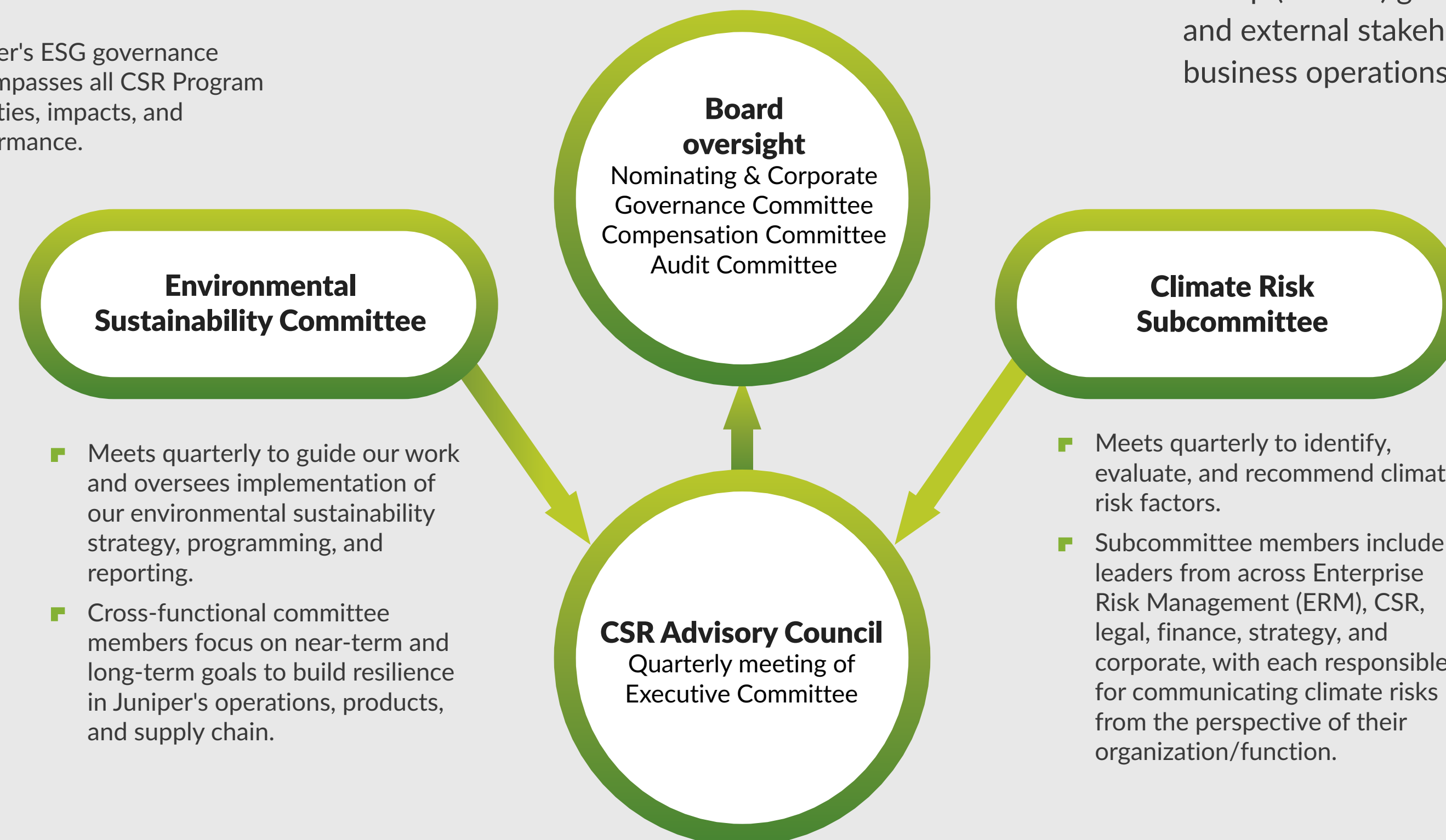




# Applying consistent governance and oversight

## ESG governance structure

Juniper's ESG governance encompasses all CSR Program activities, impacts, and performance.



## Double materiality

In 2024, Juniper conducted a Double Materiality Assessment, to assess both the impact and financial materiality of relevant topics in accordance with the European Sustainability Reporting Standards (ESRS) methodology and European Financial Reporting Advisory Group (EFRAG) guidance. Through this assessment, we consulted with over 50 internal and external stakeholders and identified impacts, risks, and opportunities related to our business operations.



Employee photo: Tamas Mondal



## Responsibly leveraging AI innovation

At Juniper, our approach to AI is grounded in innovation, responsibility, and transparency. Our human-centered design approach means that our primary focus is on people and the productive augmentation of their work. As AI technology continues to advance and increasingly shapes the future of our networking space, we are committed to ensuring our development and use of AI technology reflect our core AI principles:

- **Mission-driven:** Juniper's application of AI solutions will further our mission of solving difficult problems in networking and/or security to the benefit of society.
- **Transparent:** Juniper will be transparent about when it uses AI, including full transparency regarding the integration of AI into our products.
- **Explainable:** Juniper will design AI-based products and solutions with a commitment to having explainable decision-making processes and intended impact.
- **Inclusive and empowering:** Juniper will strive to implement AI capabilities that are designed to minimize the risk of any form of data bias.

- **Intentional machine learning:** Juniper believes AI should be used to inform decision-making and to achieve desired objectives. It should not seek to (1) manipulate human experiences or (2) allocate essential resources or necessities without appropriate ability for intervention.
- **Data privacy and security:** Juniper will consistently adopt recommended best practices to ensure that AI systems behave as intended, even when attackers try to interfere. Juniper will apply secure development techniques to minimize the possibility that ML models violate or reveal underlying private data.





Juniper has established an AI governance framework that covers the ethical, legal, and privacy concerns related to AI. Internally, we've deployed an AI Use and Development Policy, as well as Generative AI Responsible Use Guidelines.

We continually monitor global AI regulatory developments (e.g., the EU AI Act and Colorado AI Act), translate their provisions into actionable requirements, and roll out clear, pragmatic guidelines for our business units.

Our approach for identifying AI-related risks utilizes an AI Risk Assessment Questionnaire, a structured set of questions designed to evaluate Juniper-proposed projects and use cases that have AI systems or AI-enabled tools. When examining generative AI applications, our approach includes rigorously testing those applications and presenting findings with full transparency to our AI governance body before moving forward. Our AI governance body includes key members from our Information Security, Technical Architecture, Licensing, and Legal and Risk Compliance teams.

Juniper continues to seek input from the public and private sectors regarding a wide range of AI risks that Juniper should consider and attempt to mitigate. Juniper is dedicated to educating employees on the responsible use of AI as we integrate AI into our products and services.

To date, we have achieved several important AI compliance milestones, including:

- **Created AI process documentation and resources** for Juniper's business teams, including risk assessment for vendor-procured AI technology.
- **Assessed the risk levels of AI and generative AI (GenAI) applications and platforms** in use internally and externally, and developed and applied an approved use case document.

Responsible use of AI means the careful evaluation of AI-generated output to ensure accuracy, protect privacy, and minimize bias. By facilitating cross-functional collaboration among our experts and regularly updating our processes as they relate to AI applications and data, we aim to be a leader in privacy and AI. Our goal is to go beyond mere compliance to create a highly secure environment where our products, customers, and partners can thrive.



## Implementing Zero Trust security

The global shift toward ever-increasing levels of connectivity means that increased levels of vulnerabilities must be managed. Juniper takes a Zero Trust security approach to our AI-native networks and the customers and partners we serve. Every employee at Juniper is trained to take cybersecurity seriously, with approximately 30 cybersecurity standards implemented that define various aspects of our operations. Zero Trust is a cybersecurity approach that holds that no user, device, or network element can ever implicitly be trusted, and assumes that any user, device, or network element can potentially be harmful, even if they are inside an organization's network. Our approach assists through:

- Increasing visibility and control of access to resources
- Consistent use of modern (identity services) and multi-factor authentication (MFA) for our most critical applications
- Continuous ability to “risk right size” who, what, why, and when access may be granted (helping reduce our attack surface)
- Alignment and adherence to regulatory compliance objectives and requirements

Juniper's approach to security incorporates NIST SP 800-207 guidelines, an outline for Zero Trust architecture designed to streamline network security and better protect data and resources. Juniper has invested in valuable certifications and assessments such as SOC2, ISO27001, FedRAMP, and PCI-DDS.

The **ISO/IEC 27001:2022** certification is an internationally recognized standard that demonstrates our robust Information Security Management System (ISMS). It signifies that we have implemented a comprehensive framework to protect the confidentiality, integrity, and availability of our customers' information, aligning with best practices for data protection.

A searchable inventory of our security certifications can be found [here](#).

Employee photo: Nandini Agrawal



Juniper continues to deploy cutting-edge security solutions for our customers. We know our customers want the highest level of network and content security in the digital era, and they need that secured across every single product. That’s why we introduced the Juniper Secure AI-Native Edge Solution in 2024. Customers and partners now have a holistic, integrated solution that accelerates the detection, diagnosis, and resolution of potential network threats in various environments.

### Third-party security evaluators recognize our security leadership

NetSecOPEN 2024

**99.8%**

Effectiveness against exploits

CyberRatings 2024

**99.54%**

Enterprise Firewall Report 99.54% for our SRX4600 firewall

CyberRatings 2024

**99.8%**

Cloud Network Firewall AAA Rating  
99.8% Exploit Block Rate

## Secure Development Lifecycle

Juniper’s Secure Development Lifecycle continues for products with coordinated planning, design, implementation, internal and third-party testing, release, and ongoing support. Security continues to be embedded and coordinated across our supply chain. For more information, see this [NIST case study](#).

Ultimately, to be trusted, Juniper must be proactive, accountable, and transparent. Our continued investment in Juniper’s Security Incident Response Team (SIRT) is vital to our efforts to remain an industry leader. Our [Threat Detection Lab](#) includes actionable insights that enable customers to protect their environment. Anyone can [report](#) a suspected vulnerability to Juniper.



Employee photo: Kevin Crossman



# Supply chain responsibility

## Responsible sourcing across the supply chain

At Juniper, we hold our global suppliers to high ethical standards and encourage them to adopt Corporate Social Responsibility policies that prioritize environmental sustainability. We are committed to ensuring that employees across our supply chain experience safe working conditions and are treated with dignity and respect. Our suppliers are also expected to support Juniper's compliance obligations, including adhering to trade compliance laws and avoiding trade with any sanctioned entities and individuals.

To promote safe and fair working conditions, as well as environmentally responsible manufacturing processes, we have adopted and expect our suppliers to follow the Responsible Business Alliance (RBA) Code of Conduct. For more information on Juniper policies, including our Business Partner Code of Conduct and Modern Slavery Statement, please visit our [\*\*Supply Chain Sustainability website\*\*](#).

### Juniper manufacturing sites and logistics hub



● Partners ● Hubs



## Monitoring suppliers to ensure alignment with our standards

At Juniper, we uphold high ethical standards and expect our suppliers to do the same, promoting environmental sustainability and safe working conditions. We monitor suppliers through Responsible Business Alliance audits and self-assessment questionnaires (SAQs), as well as CDP Supply Chain climate and water responses.

**CDP Supply Chain:** These assessments provide detailed data on our suppliers' greenhouse gas emissions and water usage, allowing us to evaluate and create opportunities to help minimize their environmental impact.

**RBA audits and self-assessment questionnaires:** Independent audits and SAQs assess suppliers' adherence to the RBA Code of Conduct, covering social, environmental, and ethical criteria, and help us identify and mitigate supply chain risks.

## Responsibly sourcing conflict minerals

Juniper is committed to responsibly sourcing all raw materials used in our products. This commitment includes our policy to ethically source and perform due diligence on the origins of tantalum, tin, tungsten, gold—commonly referred to as 3TG—and cobalt. These minerals may originate in countries where there is a risk of supporting armed conflict or of human rights abuses.

Juniper supports and engages in industry-wide, multistakeholder efforts to promote a conflict-free supply chain. Through our membership and participation in the Responsible Minerals Initiative (RMI) and several of its workgroups, we support the development of industry tools and programs that facilitate data collection and reporting around 3TG minerals. We ensure due diligence by working closely with our manufacturing partners and suppliers in order to share best practices, advance knowledge, and build their capacity to source responsibly from conflict-free smelters certified by RMI's Responsible Minerals Assurance Process (RMAP). We also provide information on the origin and chain of custody of any 3TG and cobalt used in the products supplied to Juniper. Since 2022, we have performed due diligence using the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) to gather supplier data. See our most recent [\*\*SEC Conflict Minerals Disclosure\*\*](#) for more information.



Employee photo: Apoorv Chittora



# Declaring our absolute commitment to human rights

## Human Rights Council

In 2024, Juniper's ICG and CSR teams worked cross-functionally to structure a Human Rights Council and craft an effective Human Rights Policy identifying our most salient issues. This effort will enable Juniper to:

- Review and promote human rights-related policies, strategy, priorities, and performance
- Provide quarterly review of progress toward human rights commitments and targets
- Report out to CSR Advisory Council on progress toward human rights commitments and targets, as well as any developments related to strategy, priorities, and budget
- Recommend departmental job responsibilities that should cover human rights
- Identify employees and non-employee workers to monitor salient human rights issues and associated risk, and those who should receive human rights training
- Help identify and remove barriers that keep us from identifying and mitigating human rights risks or violations
- Suggest operations and business partners to be subject to human rights due diligence



Employee photo: Rahul Krishnamurthy Anil



# Maintaining the highest level of business integrity

The Integrity & Compliance Group (ICG) at Juniper Networks is a globally diverse team of experienced compliance professionals that leads a world-class compliance program. They oversee a broad range of corporate compliance risk areas, including anti-corruption, antitrust, brand protection, ethics, investigations, litigation, and trade. Juniper has been recognized by Ethisphere six times as one of the World's Most Ethical Companies®. We constantly strive to improve the experience and trust of our internal and external stakeholders by upholding the highest standards of business integrity.

## Driving positive change through our Integrity Programs

**Channel Governance Program expansion:** Created additional sales team trainings and built new communication channels for partners

**Brand protection:** Created dashboard for ROI tracking and made enhancements to J-Trace Tool

**Trade compliance:** Made progress on sanction screening tool implementation

**Policy governance:** Enhanced the look and feel of our internal Policy Central clearinghouse to help employees identify relevant policies more easily

## New integrity initiatives

### 2024 Speak Up web page

ICG launched a *Speak Up!* web page for internal employees to showcase and memorialize some of the program's Speak Up initiatives. This web page highlights Juniper's annual Speak Up reports, compliance celebrations (Integrity and Compliance Week, World's Most Ethical Companies® Award), Annual Integrity Survey, Integrity Influencers, and Training and Communications.

### Collaborating with CyberFusion

In Q4 2024, ICG collaborated with the Juniper CyberFusion team on a "Protect Juniper" campaign focused on educating employees about the importance of reporting a wide range of concerns through the appropriate channels. This campaign emphasized the importance of maintaining integrity, safeguarding sensitive data, mitigating risks, and fostering a strong Speak Up culture. Employees gathered for an ice-cream social that featured Juniper's cyber and compliance reporting lines.



# About this report

Juniper Networks produces its CSR Report on an annual basis, and data is reported by fiscal year. This 2025 CSR Report summarizes the company's CSR and ESG activities, impacts, and performance for fiscal year 2024, unless clearly marked otherwise. The report's scope reflects the business operations of Juniper Networks, Inc. and facilities (owned or maintained) during the reporting period, which began January 1, 2024, and ended December 31, 2024, including the company's significant subsidiaries Juniper Networks International B.V. and Juniper Networks (US), Inc. The report includes links to useful information and publicly available resources related to our financial, corporate governance, social, and environmental policies and performance. Juniper Networks reports on CSR activity on an annual cycle, with the next report covering 2025 performance. Our last CSR Report was released in August 2024.

Report Availability & Contact: This report is available in its entirety on our website: <https://www.juniper.net/us/en/company/corporate-responsibility.html>

We welcome your questions, comments, and feedback at: [corp-citizenship-sustainability@juniper.net](mailto:corp-citizenship-sustainability@juniper.net)

This report contains "forward-looking statements." Forward-looking statements in this report are made pursuant to the safe harbor provisions of Section 21E of the Securities Exchange Act of 1934 and other federal securities laws. These statements are based on

management's current opinions, expectations, beliefs, plans, objectives, assumptions, or projections regarding future events or results, including, but not limited to, our CSR commitments, strategies, and initiatives; our business plans and strategy; our technology, products and services; ESG risks and opportunities; and our stakeholder engagement efforts. These forward-looking statements are only predictions, not historical fact, and involve certain risks and uncertainties, as well as assumptions. Actual results, levels of activity, performance, achievements, and events could differ materially from those stated, anticipated, or implied by such forward-looking statements. While Juniper believes that its assumptions are reasonable, there are many risks and uncertainties that could cause actual results to differ materially from forward-looking statements, including the risks discussed under the heading "Risk Factors" in our most recent Annual Report on Form 10-K and subsequent 10-Q filings with the U.S. Securities and Exchange Commission ("SEC"). Juniper undertakes no obligation to update or revise any forward-looking statement contained in this report, except as otherwise required by law. This report contains human capital measures or objectives that may be different from or are in addition to the human capital measures or objectives that Juniper is required to disclose in its SEC filings. For a discussion on human capital measures or objectives that Juniper focuses on in managing its business, please see the "Human Capital Management" section in our most recent Annual Report on Form 10-K.



## Acknowledgements

We would like to acknowledge the talented Juniper employees from around the world who provided photographs for this report.

Page 3: Vaishnavi Mande

Page 4: Rahul Krishnamurthy Anil

Page 7: Denny Laines

Page 10: Tom Calarco

Page 11: Jonathan Goldsmith

Page 13: Prabanchan Ramesh

Page 17: Hannah Roberts

Page 18: Jason Goudie

Page 21: Srushti M

Page 22: Mark Royals

Page 29: Arupam Bera

Page 30: Juliet George

Page 32: Tamas Mondal

Page 35: Nandini Agrawal

Page 36: Kevin Crossman

Page 38: Apoorv Chittora

Page 39: Rahul Krishnamurthy Anil

Page 42: Tom Calarco

Page 45: Vivien Young

Page 49: Mark Royals

Employee photo: Tom Calarco



# Appendices





# TCFD Disclosures

## Governance

### Board of Directors

#### Purpose:

Our Board oversees climate matters through the Audit Committee, Nominating and Corporate Governance Committee, and the full Board as matters affect strategy, budget, and business unit planning. The Audit Committee oversees our ESG and climate-related risk management as part of its risk oversight duties. The Nominating and Corporate Governance Committee is responsible for oversight of ESG and climate change programs, including policies and practices and disclosures we elect to follow.

### Executive Committee

#### Purpose:

The Executive Committee provides oversight of climate-related risks, determines whether they are material and should be disclosed, factors these determinations into company strategy and outlook, and keeps the Board updated. The Committee agrees on resources to address climate-related risks when needed. During the strategy review processes, it helps identify where climate-related opportunities exist and on what timetable.

### ERM Committee

#### Purpose:

The ERM Committee oversees development and implementation of plans for managing and mitigating climate-related risks and ensures that climate-related factors impacting enterprise-level risks are incorporated in mitigation. It informs the Executive Committee on progress and makes recommendations to them on material risks. Members of the ERM Committee also educate the Board on climate-related matters.

### Climate Risk Subcommittee

#### Purpose:

The Climate Risk Subcommittee identifies, evaluates, and recommends climate-related risk factors that should be tracked, which may be included among Juniper's enterprise-level risks, or that could be material to business or financial statements. The Subcommittee also supports climate scenario analysis and CSR materiality analysis, and implements management and mitigation of climate-related risks when instructed.

### Environmental Sustainability Committee

#### Purpose:

The Environmental Sustainability Committee drives environmental improvement in operations and exchanges information with the Climate Risk Subcommittee to align projects with top climate-related risks.



# Strategy

## Identified climate-related risks and opportunities

Juniper continues to evaluate climate-related issues—referred to as climate-related risk factors—that are potentially material to the company and its long-term outlook. In 2022, we identified 20 distinct risk factors. In early 2025, we mapped these to six related impacts, risks, and opportunities (IROs) considered as part of our double materiality assessment. These in turn are mapped to four overarching categories that we continue to monitor and manage within our ERM framework. The IROs and categories are presented on the following page.



Employee photo: Vivien Young



## Climate risk factors examined in 2023

Physical	<b>Heat/drought</b> frequency or severity affects availability of power or water for suppliers
Physical	<b>Tropical storm</b> frequency or severity affects production, distribution, or operations in value chain
Physical	<b>Monsoon season severity</b> affects production, distribution, or operations in value chain
Physical	<b>Fire/smoke</b> from wildfires affects Juniper’s operations and customer support
Physical	<b>Severe weather events</b> broadly disrupt IT network traffic
Physical	<b>Blackouts/brownouts</b> affect Juniper’s operations and customer support
Physical	<b>Sea-level rise</b> causes flooding threat to parts of value chain
Physical	<b>Site energy efficiency upgrades</b> needed for regulations/cost savings affect value chain
Transition	<b>Site and cloud hosting selection</b> for Juniper and value chain impact carbon emissions
Transition	<b>Higher fossil fuel costs</b> affect parts of value chain slow to adopt clean energy
Transition	<b>Climate goals/metrics/reporting</b> not viewed as available/complete, effective, or aligned with laws
Transition	<b>Poor climate data</b> from value chain actors affects accuracy of reporting
Transition	<b>Carbon offsets/RECs</b> unable to be used due to cost/scarcity
Transition	<b>Effectiveness of emissions reduction</b> given changing offset/REC landscape and financial forecast
Transition	<b>Climate laws and regulations</b> that exist or emerge must be costed for and incorporated
Transition	<b>Product hardware/software</b> must support energy-efficient applications and be climate resilient
Transition	<b>Customer requirements for energy efficiency</b> including third-party certifications
Opportunity	<b>Product energy efficiency</b> requirements posed by customers
Opportunity	<b>Regulations and incentives</b> for energy-efficient products in the networking space
Opportunity	<b>Site consolidation</b> reduces energy footprint through optimization/virtualization

## IROs identified in 2024 materiality assessment

### Adaptation

Risks due to physical climate change events and extreme weather events affecting business and operational continuity

### Energy

Risks related to increasing energy prices and less reliable energy associated with the transition to low-carbon energy generation and distribution

### Energy

Opportunities related to enhanced customer value and product differentiation from more energy-efficient product design

### Energy

Indirect GHG emissions associated with downstream activities, including from energy consumption of Juniper's products and hardware use, and end-of-life product treatment

### Energy

GHG emissions from Juniper's tier 1 manufacturing partners’ energy-intensive activities

### Adaptation

Risks from climate disclosure policies, market-specific factors, policies related to greener products, usage, and application of cost-effective alternate technologies

## Leveled-up risk factors used for ERM

**Extreme weather impacts juniper or partner locations**

**Juniper site/location decisions do not adequately factor climate change**

**Juniper does not meet decarbonization goals**

**Juniper misses market opportunities**



## Impact of climate-related risks and opportunities on business, strategy, and financial planning

Juniper maintains a posture on physical climate change events that we believe positions us to be financially prepared for those that are foreseeable.

Juniper joined the Science Based Targets initiative (SBTi) in 2023, signaling our commitment to measuring our progress using best-available science and achieving third-party assurance. In 2024, we submitted and received approval for our near-term emissions reduction and long-term net zero targets under SBTi. For a third consecutive year, Juniper has maintained a company-wide objectives and key results (OKR) focused on carbon reduction, requiring departments with Scope 1, 2, and 3 emissions reduction opportunities to participate and measure progress toward key results.

In 2025, we also completed a new agreement with our largest third-party cloud hosting vendor to support our carbon reduction goals. The agreement includes reporting requirements that enhance our ability to monitor energy use and carbon emissions trends more quickly.

Building on sustainability market research completed in 2023 and 2024, and guided by our engineer-led, cross-functional product sustainability forum, Juniper has introduced both on-box (built into hardware) and off-box (controlled by network operator) energy efficiency measures. These enable our customers to better achieve energy efficiency within their networks. Through our cross-functional sustainability claims workgroup, we continue to address regulatory and marketplace concerns around greenwashing, while ensuring our marketing materials clearly communicate product advances customers can expect. We believe these product investments, while requiring time and resources, will prove cost-effective, given clear customer interest in energy-efficient devices.

## Resilience of strategy given climate scenarios

In 2023, Juniper conducted a scenario analysis based on 1.5°C warming trajectory by 2030, as this scenario appeared most in line with business-as-usual assumptions over the near term. As a basis, Juniper used the IPCC Representative Concentration Pathways of 4.5 and 6.0, as elements of both reflect the business-as-usual scenario. Energy data was drawn from the IEA's World Energy Model and Global Energy and Climate Model, using the current policies/business-as-usual scenario selection. For economic, socio-economic, and political conditions during the period leading to 2030, we consulted sources such as the World Economic Forum's Global Risks Report (18th Edition).

In 2025, Juniper plans to conduct another scenario analysis with the support of a third party. This will include reassessing the potential impacts on our strategy and evaluating whether any strategic imperatives would need to be changed. We intend for this analysis to inform development of a company-level climate transition plan. Across our operations and product portfolio, Juniper will continue to emphasize energy efficiency.



## Risk management

### Organizational processes for identifying, assessing and integrating climate-related risks into ERM

The Climate Risk Subcommittee of our ERM Committee identifies and scores climate-related risk factors according to the Committee of Sponsoring Organizations (COSO) framework and works within the broader ERM process to mitigate them. Climate risk factors are identified through multiple sources, including industry news and research, third-party risk tools, insurance provider insights, regulatory requirements, voluntary standards guidance, and input from stakeholders and subject matter experts.

To better understand which risk factors could affect Juniper's financial outlook, we conduct financial line item analysis with Finance department subject matter experts and reference guidance such as Appendix 1 of Implementing the Recommendations of the Task Force on Climate-related Financial Disclosures (2021). In 2024, Juniper also conducted a double materiality assessment looking at both financial materiality and impact

materiality, which covered climate risk and reinforced the climate risk factors we had identified.

We establish the relative significance of climate-related risks and risk factors by scoring them using the same definitions and guidelines used for other ERM risk factors: financial impact, strategic impact, operational impact, and compliance impact. Departments represented in the Climate Risk Subcommittee include:

- Product
- EHS
- Legal
- ERM
- Supply Chain
- Finance
- Insurance
- Ops/Real Estate
- Strategy
- Tech/Engineering

Decisions on whether to mitigate, transfer, accept, or control climate-related risks are made by the ERM Committee, or escalated to the Executive Committee if material. In each case, the Climate Risk Subcommittee will have assessed the risk factor and offered a recommendation. If material, the risk factor is referred to a financial controls platform that enables Juniper to disclose against the risk, as we would other financial risks. Recipients of the outputs of the Climate Risk Subcommittee include:

- ERM Action Planning Teams
- CSR Team
- SEC Financial Reporting Team
- Financial Planning Team
- Strategy Team



# Metrics and targets

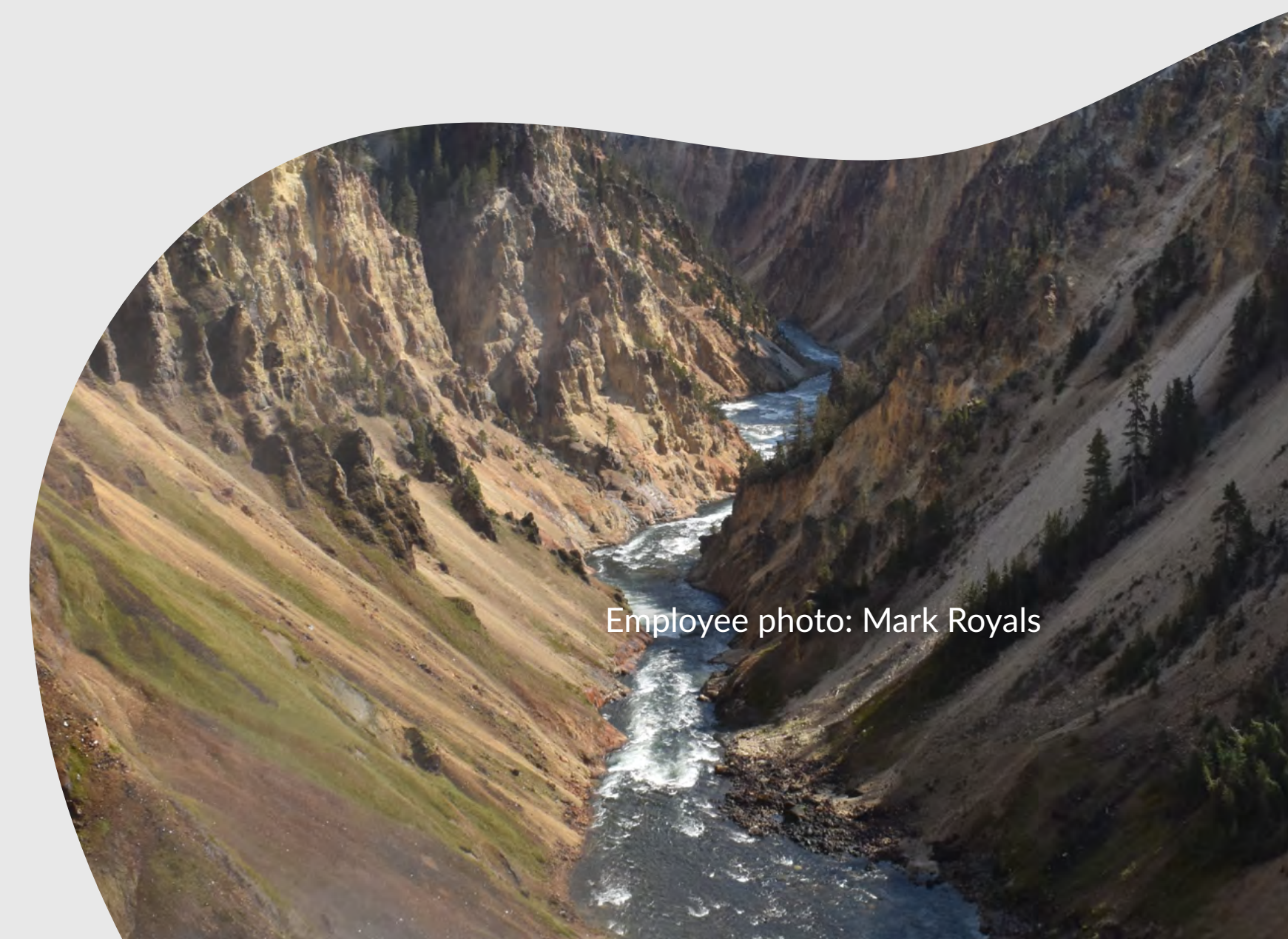
## Metrics used to assess climate-related risks and opportunities in line with strategy and risk management process

The following are reviewed within work of the ERM/Climate Risk Subcommittee, within work of the Environmental Sustainability Committee, or within work of the Product Sustainability Workgroup. By reviewing them we better understand the severity of climate-related risks and how they might be changing.

- |  |  |
|--|--|
| 1. Price of offsets/credits in relevant markets  | 11. Insurance costs associated with assets and locations                             |
| 2. Wholesale electricity price in concerned markets                                    | 12. Business interruption costs and loss expectancy as estimated by insurer          |
| 3. Percentages of Juniper energy derived from renewable and fossil fuel sources        | 13. Juniper product energy efficiency gains at the silicon/circuitry level           |
| 4. New customer requirements for energy-efficient products                             | 14. Juniper product energy efficiency gains at the full system level                 |
| 5. Absolute Scope 1, 2, and 3 emissions reduced by Juniper                             | 15. Energy efficiency ratio scores of new Juniper products                           |
| 6. Amount of Scope 3 emissions reduction expected by customers                         | 16. Percent of Juniper services migrated or started with cloud hosting               |
| 7. Raw material costs in energy-intensive sectors in supply chain                      | 17. Price of carbon (external cost of GHG emissions placed on public)                |
| 8. Environmental ratings of Juniper from widely used ESG investor tools                | 18. Climate-related metrics that could be gaps for ESRS or IFRS S2 disclosures (new) |
| 9. Frequency and severity of weather events in concerned markets and logistic pathways |  |
| 10. Cost and availability of carbon-saving logistics modes                             |  |

## Disclose Scope 1, 2, and 3 GHG emissions and related risks

Please see Scope 1, 2, and 3 emissions estimates on page 11 of this report. Reaching our Scope 1, 2, and 3 targets set out for SBTi is among the identified transition risks for the company, so we use them to manage risks and opportunities and as performance targets in the following section. Our company-wide OKR to reduce carbon ensures we operationalize what is needed to meet those targets.



Employee photo: Mark Royals



## Targets used to manage climate-related risks and opportunities and performance against targets

The following are our primary metrics and targets to help ensure we are managing climate-related risks and opportunities, and through which we measure our own performance:

Metric or target	Performance
Reduce Scope 1 and 2 emissions 42% by 2030 (2022 baseline)	Scope 1 and 2 emissions increased in 2024, but projects to reduce emissions are planned and underway. See page 12 of this report.
Reduce Scope 3 emissions 25% by 2030 (2022 baseline)	Scope 3 emissions decreased in 2024. See page 12 of this report.
Increase percent of energy contributing to Scope 1 or 2 GHG emissions obtained from renewable sources	Renewable energy contributions have increased from 28% in 2022 to 34% in 2024.
Increase use of Product Power Calculator/Carbon Footprint tool year over year (estimates maximum energy use of product and lifecycle emissions)	The tool averaged more than 300 users per week in 2024, a slight increase from 2023. (We previously reported on the Carbon Footprint tool alone.)
Percent improvement in power efficiency by hardware product family	Between 2020 and 2025, for commonly ordered products and the corresponding upgrade products in each product family, we achieved the following power efficiency improvements (watts/Gbps): EX 66%, MX 86%, PTX 84%, ACX 59%, QFX 54%.
Mitigate all climate risk factors that rise above medium risk within our ERM's COSO framework	Four top climate risk factors meet threshold and have mitigation steps documented in company OKRs. Focus on these four factors was reinforced when reviewing climate-related impacts, risks, and opportunities as part of our double materiality assessment.
Maintain placement in top 25% (or equivalent) in environmental scores of major ESG ratings	CDP Climate – B   MSCI – AA   S&P Global CSA – 87th percentile   EcoVadis – 71st percentile   Sustainalytics – Low Risk
Maintain zero disruptions to business continuity and customer services and support	We tracked three weather/climate-related events generating some form of outage in 2024, none of which disrupted delivery of our business, including customer service and support.
Reduction in insurer climate risk score through implementing climate risk mitigation recommendations	Four climate risk recommendations were addressed and closed during the reporting period.



# Juniper GRI Content Index

Disclosure	Topic	Report Location / Response																				
GRI 2: General Disclosures 2021																						
Disclosure 2-1	Organizational details	Juniper at a Glance (p. 7) and the <a href="#">2024 Form 10-K</a> .																				
Disclosure 2-2	Entities included in the organization’s sustainability reporting	About This Report (p. 41) and the <a href="#">2024 Form 10-K</a> .																				
Disclosure 2-3	Reporting period, frequency and contact point	About This Report (p. 41). This report was published on August 8, 2025.																				
Disclosure 2-4	Restatements of information	No restatements of emissions data for previous years.																				
Disclosure 2-5	External assurance	<p>The Senior Vice President, General Counsel, takes part in deciding the scope of external assurance of data in the CSR Report. For information on Board-level oversight of sustainability data/disclosures, see p. 14 in our <a href="#">2025 Proxy Statement</a>.</p> <p>Some selected GHG emissions data were subject to external independent limited assurance by ERM Certification and Verification Services Incorporated (ERM CVS). However, ERM CVS was not engaged to provide assurance in accordance with GRI standards. For the full assurance report and the reporting criteria used, please refer to <a href="#">ERM CVS’ full assurance report</a> on Juniper’s website for more details.</p>																				
Disclosure 2-6	Activities, value chain and other business relationships	<a href="#">2024 Form 10-K</a> (pp. 4–18).																				
Disclosure 2-7	Employees	<p>Juniper at a Glance (p. 7) Employee Metrics by Region (by headcount, as of December 31, 2024)</p> <table><tr><th>Employee Category</th><th>Americas (AMER)</th><th>Asia-Pacific (APAC)</th><th>Europe, Middle East, and Africa (EMEA)</th></tr><tr><td>Permanent</td><td>4,933</td><td>4,842</td><td>1,475</td></tr><tr><td>Temporary</td><td>0</td><td>11</td><td>10</td></tr><tr><td>Full-time</td><td>4,926</td><td>4,852</td><td>1,476</td></tr><tr><td>Part-time</td><td>7</td><td>1</td><td>9</td></tr></table>	Employee Category	Americas (AMER)	Asia-Pacific (APAC)	Europe, Middle East, and Africa (EMEA)	Permanent	4,933	4,842	1,475	Temporary	0	11	10	Full-time	4,926	4,852	1,476	Part-time	7	1	9
Employee Category	Americas (AMER)	Asia-Pacific (APAC)	Europe, Middle East, and Africa (EMEA)																			
Permanent	4,933	4,842	1,475																			
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Full-time	4,926	4,852	1,476																			
Part-time	7	1	9																			



Disclosure	Topic	Report Location / Response
Disclosure 2-8	Workers who are not employees	<p>At the end of the reporting period, Juniper engaged 3,025 non-employee workers across its operations, calculated by headcount. The most common types are categorized as Agency Workers, Independent Contractors, and Vendor Service Providers.</p> <ul style="list-style-type: none"><li>• Agency Workers are employed by staffing agencies and engaged by Juniper to meet short-term, flexible, or project-based needs. Juniper typically supervises and directs their work during assignments.</li><li>• Independent Contractors or Consultants are self-employed individuals engaged to achieve a specified result for an agreed-upon price. Juniper does not control or direct the means or method of the work performed.</li><li>• Vendor Service Providers are employees of third-party companies providing services for Juniper, such as professional services (consulting firms, IT product/service firms) or outsourced service contracts (security, facilities management, payroll administration, janitorial, cafeteria services, etc.). Juniper does not control or direct the means or method of the work performed.</li></ul>
Disclosure 2-9	Governance structure and composition	<b><u>Company Website: Corporate Governance</u></b> and <b><u>2025 Proxy Statement</u></b> (pp. 3–9).
Disclosure 2-10	Nomination and selection of the highest governance body	<b><u>2025 Proxy Statement</u></b> (pp. 10–12).
Disclosure 2-11	Chair of the highest governance body	<b><u>Company Website: About Our Leaders</u></b> and <b><u>2025 Proxy Statement</u></b> (pp. 3 and 9).
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	ESG Governance Structure (p. 32) and <b><u>2025 Proxy Statement</u></b> (pp. 13–16).
Disclosure 2-13	Delegation of responsibility for managing impacts	ESG Governance Structure (p. 32) and <b><u>2025 Proxy Statement</u></b> (pp. 13–15).
Disclosure 2-14	Role of the highest governance body in sustainability reporting	Under its responsibility to oversee and monitor Juniper’s compliance with legal and regulatory requirements, the Audit Committee of the Board of Directors has ultimate responsibility for ESG data submitted to, or for the purposes of viewing by, regulatory authorities. All other ESG data reported to a third party is the responsibility of Juniper’s General Counsel, who may delegate that responsibility.
Disclosure 2-15	Conflicts of interest	Juniper maintains a Conflicts of Interest Policy applicable to all employees, including senior management, and members of the Board of Directors. As part of hiring and onboarding, potential conflicts are reviewed by the Integrity and Compliance Group (ICG), with approvals and mitigating controls implemented as needed. Employees must disclose conflicts through a formal process and recertify annually. Disclosures involving the CEO, SVPs, and EVPs are reviewed by the Nominating & Governance Committee; conflicts involving Section 16 officers or Board members require Audit Committee approval.



Disclosure	Topic	Report Location / Response
Disclosure 2-15	Conflicts of interest	<p>Conflicts that raise valid concerns and result in formal investigations are reported quarterly to the Corporate Compliance Committee and Audit Committee. Employees must disclose and receive approval for external board roles that may relate to Juniper business. Serving on boards of competitors is prohibited. The policy also restricts outside employment, financial interests, and personal relationships that could create conflicts with Juniper’s business interests.</p> <p>For additional details, see the <b><u>Worldwide Code of Business Conduct</u></b>. For more information on policies related to conflicts of interest for Board members, see Juniper’s <b><u>Corporate Governance Standards</u></b> and <b><u>Executive Officer and Director Stock Ownership Guidelines</u></b>, and the <b><u>2025 Proxy Statement</u></b>.</p>
Disclosure 2-16	Communication of critical concerns	<p>Critical ethics and compliance concerns are communicated to the Board through formal governance channels. The Chief Compliance Officer reports directly to the Audit Committee of the Board and meets with its members at least quarterly to provide updates on the compliance program, including substantiated investigations that may carry financial, legal, regulatory, or reputational risk. Concerns may also be escalated more frequently depending on urgency.</p> <p>In parallel, the Chief Compliance Officer chairs quarterly meetings of the Corporate Compliance Committee, a senior executive forum with cross-functional representation. This group reviews substantiated cases and receives timely updates on critical concerns relevant to their functions. Both the Audit Committee of the Board and the Corporate Compliance Committee maintain visibility into all and ongoing and substantiated cases that the compliance team is managing.</p> <p>See also <b><u>2025 Proxy Statement</u></b> (pp. 7–8).</p>
Disclosure 2-17	Collective knowledge of the highest governance body	<p>The management-level CSR and Ethics/Compliance committees both provide regular reports to the Board. Written materials are submitted at least every quarter, and verbal reporting typically occurs quarterly as well. This reporting enables growth in the collective knowledge of the Board. Juniper provides reporting specifically focused on sustainability in the fourth-quarter board meeting each year, and this typically involves an internal or external subject-matter expert providing a knowledge advancement session. The last of these presentations focused on coming regulatory reporting frameworks like the EU Corporate Sustainability Reporting Directive (CSRD).</p> <p>See also <b><u>2025 Proxy Statement</u></b> (pp. 4, 22–25).</p>
Disclosure 2-18	Evaluation of the performance of the highest governance body	<b><u>2025 Proxy Statement</u></b> (pp. 11–12).
Disclosure 2-19	Remuneration policies	<b><u>2025 Proxy Statement</u></b> (pp. 17–18, 45–46, 64–65).
Disclosure 2-20	Process to determine remuneration	<b><u>2025 Proxy Statement</u></b> (pp. 61–65).
Disclosure 2-21	Annual total compensation ratio	<b><u>2025 Proxy Statement</u></b> (p. 73).



Disclosure	Topic	Report Location / Response
Disclosure 2-22	Statement on sustainable development strategy	Message from Our CEO (pp. 4-5).
Disclosure 2-23	Policy commitments	<p>Our <b><u>Worldwide Business Code of Conduct</u></b> and <b><u>Business Partner Code of Conduct</u></b> cover ethics, conflicts of interest, anti-corruption, unfair dealings, information protection, trade compliance, and fair workplace practices. Our Business Partner CoC also covers environmental and social responsibilities in supply chains and among our partners. Our <b><u>Human Rights Policy</u></b> seeks for our value chain to uphold and respect basic human rights standards. Our <b><u>Modern Slavery Statement</u></b> summarizes steps we've taken to eliminate forced labor of any kind. Our <b><u>Environmental Sustainability</u></b> Policy covers ways to minimize our environmental footprint. And our <b><u>Environmental, Health, Safety and Security (EHSS) Policy</u></b> seeks to maintain management systems covering applicable commitments and regulatory standards across sites. All policies were approved by the CEO.</p> <p>Authoritative intergovernmental instruments referenced by our policies include the 10 Principles of UN Global Compact, the United Nations (UN) Declaration of Human Rights, the International Labour Organization's Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights.</p> <p>Juniper's Environmental Sustainability Policy, Human Rights Policy, Modern Slavery Statement, and Conflict Minerals Policy, as well as the Responsible Business Alliance (RBA) Code of Conduct, all stipulate due diligence.</p> <p>The policies listed above apply to all Juniper activities. The <b><u>Business Partner Code of Conduct</u></b>, <b><u>General Terms and Conditions</u></b>, and the <b><u>Conflict Minerals Policy</u></b> are the only policies that extend to business partners.</p>
Disclosure 2-24	Embedding policy commitments	<p>Juniper's Learning Management System (LMS) requires all employees to take compliance and ethics training on a yearly basis, including review of the <b><u>Worldwide Business Code of Conduct</u></b> and <b><u>Business Partner Code of Conduct</u></b>. Our <b><u>General Terms and Conditions</u></b> apply to all supplier contracts, unless individual contracts stipulate certain provisions do not apply. The Business Partner Code of Conduct is incorporated and communicated to partners both through the General Terms and Conditions and through Master Service Agreements and is revisited annually with key suppliers. In addition, expectations that suppliers follow the RBA Code of Conduct are communicated through the Business Partner Code of Conduct and when suppliers are directed to complete the RBA Self-Assessment Questionnaire (SAQ) or Validated Assessment Program (VAP) audit process.</p> <p>Our <b><u>Environmental Sustainability Policy</u></b>, <b><u>Human Rights Policy</u></b>, and <b><u>Modern Slavery Statement</u></b> are mandatory references shared with staff and suppliers and via training when appropriate. Our <b><u>EHSS Policy</u></b> is part of orientation for all staff, and staff with relevant responsibilities receive yearly training through LMS.</p> <p>To further our policy commitment on carbon reduction, we are in our third year with a carbon reduction goal as a CEO-level OKR that creates awareness and alignment throughout the company.</p>



Disclosure	Topic	Report Location / Response
Disclosure 2-25	Processes to remediate negative impacts	<p>Juniper is committed to addressing any negative impacts it causes or contributes to. Through our Worldwide Code of Business Conduct, we agree to follow all laws and regulations in the countries where we operate. This includes upholding fair employment practices, honoring human rights, and taking action to remediate issues such as discrimination, harassment, and environmental harm.</p> <p>Concerns may be raised via Juniper’s externally managed ethics and reporting helpline, which is accessible to employees, contractors, and the public. Reports are reviewed by the Integrity &amp; Compliance Group (ICG), with investigations conducted and remedial actions taken when warranted. The ICG also collaborates with other risk oversight functions, including Enterprise Risk Management, Internal Audit, and Legal.</p> <p>Effectiveness of grievance mechanisms is tracked through multiple methods, including program assessments, helpline testing, third-party audits, and employee feedback gathered through performance reviews and exit surveys.</p> <p>For more information, see <b><u>Worldwide Code of Business Conduct</u></b> (pp. 30, 32).</p>
Disclosure 2-26	Mechanisms for seeking advice and raising concerns	<p>Juniper provides multiple avenues for employees and external stakeholders to seek advice and raise concerns related to responsible business conduct. Employees are supported by the global Integrity &amp; Compliance Group (ICG), which includes regional Theater Heads for the Americas (AMER); Europe, Middle East, and Africa (EMEA); and Asia-Pacific (APAC). Key policies, including the Worldwide Code of Business Conduct and the Anti-Corruption Policy, are introduced during onboarding and remain accessible on Juniper’s intranet and public website.</p> <p>In 2024, Juniper expanded its speak up culture through several initiatives. These included launching a new internal <i>Speak Up!</i> webpage, publishing the second annual Speak Up Report, collaborating with CyberFusion on the “Protect Juniper” campaign, and rolling out enhanced Code of Conduct training, which was completed by 100% of employees. Targeted training for new hires and managers, led by ICG leadership, continues to emphasize how and where to seek guidance or raise concerns. Manager toolkits and quarterly communications from ICG provide additional resources and support.</p> <p>Concerns can be submitted through Juniper’s third-party Integrity Helpline, which is available 24/7 and supports anonymous and multilingual reporting. Employees can also contact the ICG directly through internal compliance aliases and email contacts. Juniper enforces a strict non-retaliation policy, with monitoring processes in place. External stakeholders can also access reporting channels and relevant policies through Juniper’s Corporate Responsibility website.</p> <p>For more information, see <b><u>Worldwide Code of Business Conduct</u></b> (p. 6).</p>
Disclosure 2-27	Compliance with laws and regulations	<p>In 2024, Juniper did not experience any significant instances of non-compliance with laws or regulations that resulted in fines or non-monetary sanctions. Any instances that meet our threshold of significance are disclosed in the <b><u>2024 Form 10-K</u></b> (p. 35).</p>
Disclosure 2-28	Membership associations	<b><u>Memberships, Associations, and Partnerships</u></b>



Disclosure	Topic	Report Location / Response
Disclosure 2-29	Approach to stakeholder engagement	<b><u>Memberships, Associations, and Partnerships</u></b>
Disclosure 2-30	Collective bargaining agreements	As of December 31, 2024, 7.15% of Juniper employees are covered by a collective bargaining agreement or a functional equivalent.
<b>GRI 3: Material Topics 2021</b>		
Disclosure 3-1	Process to determine material topics	In 2024, Juniper conducted a Double Materiality Assessment, assessing both the impact and financial materiality of relevant topics in accordance with the methodology specified by the European Sustainability Reporting Standards (ESRS), which are maintained by European Financial Reporting Advisory Group (EFRAG). To address material topics with respect to GRI, we considered our previous year’s disclosures and chose to include data wherever possible to increase transparency.
Disclosure 3-2	List of material topics	In 2024, Juniper conducted a Double Materiality Assessment assessing both the impact and financial materiality of relevant topics. We are currently in the process of finalizing and validating the list of material topics, which will be disclosed in a future update.
<b>GRI 201: Economic Performance 2016</b>		
Disclosure 201-1	Direct economic value generated and distributed	<b><u>2024 Form 10-K</u></b> (pp. 66–71).
Disclosure 201-2	Financial implications and other risks and opportunities due to climate change	<b><u>2024 Form 10-K</u></b> , Item 1A (pp. 27, 32, 35–36) and TCFD Disclosures (pp. 44-50).
Disclosure 201-3	Defined benefit plan obligations and other retirement plans	Juniper primarily provides defined contribution retirement plans rather than defined benefit plans. For example, a 401(k) plan is offered to employees in the U.S., with additional country-specific retirement programs administered in compliance with local laws. Juniper funds these plans through payroll contributions or third-party providers, as outlined in employment agreements or benefit summaries. In countries where exit-related benefits are mandated, Juniper accrues and accounts for these obligations in accordance with applicable regulations. Additional details on U.S. retirement plans are available in Juniper’s <b><u>2024 Form 10-K</u></b> (p. 101).
Disclosure 201-4	Financial assistance received from government	We received no financial assistance from government in 2024.
<b>GRI 205: Anti-Corruption 2016</b>		
Disclosure 3-3	Topic management disclosure	Worldwide Code of Business Conduct (pp. 8–9) and our <b><u>Anti-Corruption Policy</u></b> .
Disclosure 205-1	Operations assessed for risks related to corruption	Juniper assesses corruption risk across 100% of its operations. Key inherent risks include bribery, inaccurate records, and improper gifts or entertainment. These risks are considered high due to interactions with foreign governments, reliance on third parties, and complex multi-tier sales channels. Consequences of violations are significant, reinforcing the need for comprehensive risk assessment.



Disclosure	Topic	Report Location / Response
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	In 2024, 100% of Juniper employees and company executives (including members of the Corporate Compliance Committee) were provided the annual Code of Conduct training, which includes references to relevant corporate policies, including the Anti-Corruption Policy. Additionally, 100% of new business partners were provided with the Business Partner Code of Conduct.
Disclosure 205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of bribery in 2024.
GRI 206: Anti-Competitive Behavior 2016		
Disclosure 3-3	Topic management disclosure	Maintaining the Highest Level of Business Integrity (p. 40).
GRI 207: Tax 2019		
Disclosure 3-3	Topic management disclosure	Taxes are the primary source of revenue for communities and regions in which we operate. We adhere to global tax laws and regulations, apply good tax governance to the benefit of our organization and our stakeholders, and work with our internal Government Relations team to stay close to tax-related public policy issues.
Disclosure 207-1	Approach to tax	See our <b><u>Global Tax Strategy</u></b> . The highest governance body overseeing the company's approach to tax is the Audit Committee of the Board.
Disclosure 207-2	Tax governance, control, and risk management	<p>Tax governance is covered by Juniper's internal controls framework and reviewable both by internal and independent audit. Tax-related issues, including risk management, are also addressed through the quarterly process of preparing 10-Q/10-K filings, which is a Key Control in the company's internal control audit process.</p> <p>For additional information, see our <b><u>Global Tax Strategy</u></b> and <b><u>2024 Form 10-K</u></b> (p. 39). For information on mechanisms to raise concerns, see Disclosure 2-26.</p>
Disclosure 207-3	Stakeholder engagement and management of concerns related to tax	See our <b><u>Global Tax Strategy</u></b> .
Disclosure 207-4	Country-by-country reporting	Not disclosed.



Disclosure	Topic	Report Location / Response																																				
GRI 301: Materials 2016																																						
Disclosure 3-3	Topic management disclosure	Juniper manages materials in products starting at design. Each new product has an environmental compliance specification sheet exhibiting standards that engineering and supply chain must follow for materials used in the product. Thereafter, a common platform tracks all BoMs for corresponding materials compliance and prompts a request to suppliers for part FMDs and documentation of conformance for key standards. New materials standards from updated regulations are tracked and incorporated by the platform. This same platform serves to document part compliance information and supports transmission to collecting sourcing like ECHA SCIP, requesting customers, and downstream recyclers. Juniper's products meet material/substance standards that allow it to sell on a worldwide basis. Standards met by products are either found in product datasheets or made available to customers upon request. Juniper's materials management is audited through the TL9000 quality certification process.																																				
Disclosure 301-1	Materials used by weight or volume	We are omitting this disclosure in 2024.																																				
Disclosure 301-2	Recycled input materials used	We are omitting this disclosure in 2024.																																				
Disclosure 301-3	Reclaimed products and their packaging materials	We are omitting this disclosure in 2024.																																				
GRI 302: Energy 2016																																						
Disclosure 3-3	Topic management disclosure	Climate Commitments and Renewable Energy (p. 10).																																				
Disclosure 302-1	Energy consumption within the organization	<div><b>Energy Consumption</b> (megawatt hours)</div> <table><tr><th></th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td><b>Total fuel consumption from non-renewable sources, onsite and mobile fuels</b></td><td><b>26,490</b></td><td><b>22,988</b></td><td><b>21,984</b></td></tr><tr><td colspan="4"><b>Energy consumed, by use</b></td></tr><tr><td>Electricity, from non-renewable resources</td><td>162,639</td><td>170,437</td><td>174,372</td></tr><tr><td>Electricity, from renewable resources</td><td>73,414</td><td>86,236</td><td>91,597</td></tr><tr><td>Heating</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Cooling</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Steam</td><td>0</td><td>0</td><td>0</td></tr><tr><td><b>Total Energy Consumption</b></td><td><b>262,543</b></td><td><b>279,661</b></td><td><b>287,953</b></td></tr></table>		2022	2023	2024	<b>Total fuel consumption from non-renewable sources, onsite and mobile fuels</b>	<b>26,490</b>	<b>22,988</b>	<b>21,984</b>	<b>Energy consumed, by use</b>				Electricity, from non-renewable resources	162,639	170,437	174,372	Electricity, from renewable resources	73,414	86,236	91,597	Heating	0	0	0	Cooling	0	0	0	Steam	0	0	0	<b>Total Energy Consumption</b>	<b>262,543</b>	<b>279,661</b>	<b>287,953</b>
	2022	2023	2024																																			
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<b>Total Energy Consumption</b>	<b>262,543</b>	<b>279,661</b>	<b>287,953</b>																																			
Disclosure 302-2	Energy consumption outside of the organization	We currently only track energy consumption related to Scope 1 and 2 emissions.																																				



Disclosure	Topic	Report Location / Response
Disclosure 302-3	Energy intensity	<p><b>2022:</b> 289,033 MWh / \$5,301,000,000 total net revenues = 0.000055</p> <p><b>2023:</b> 279,661 MWh / \$5,565,000,000 total net revenues = 0.000051</p> <p><b>2024:</b> 265,969 MWh/ \$5,074,000,000 total net revenues = 0.0000523</p> <p>The organization-specific metric used to calculate the energy intensity ratio was total net revenues for the relevant fiscal year. The energy intensity ratio used energy consumption within the organization.</p>
Disclosure 302-4	Reduction of energy consumption	Data to calculate energy use reduction is not tracked at a sufficient level of detail to fulfill this disclosure.
Disclosure 302-5	Reductions in energy requirements of products and services	Design-Driven Product Sustainability (pp. 14-17).
GRI 303: Water and Effluents 2018		
Disclosure 3-3	Topic management disclosure	Using Water More Responsibly and Efficiently (p. 21).
Disclosure 303-1	Interactions with water as a shared resource	Using Water More Responsibly and Efficiently (p. 21).
Disclosure 303-2	Management of water discharge-related impacts	Water discharges from 100% of sites under Juniper operational control are to the local, utility-operated sanitary system. There are no additional water treatment standards beyond local regulatory requirements.
Disclosure 303-3	Water withdrawal	<p>Water Performance (p. 21).</p> <p>Due to a lack of data, we did not include a breakdown of total water withdrawal or withdrawal from areas with water stress.</p>
Disclosure 303-4	Water discharge	<p>Water Performance (p. 21).</p> <p>Due to a lack of data, we did not include a breakdown of total water discharge, discharge to areas with water stress, or priority substances of concern for which discharges are treated.</p>
Disclosure 303-5	Water consumption	<p>Water Performance (p. 21).</p> <p>Change in water storage has not been identified as having a significant water-related impact. Total water consumption from all areas with water stress is not disclosed.</p>
GRI 305: Emissions 2016		
Disclosure 3-3	Topic management disclosure	Powering the Future of Our Climate (pp. 10-14).



Disclosure	Topic	Report Location / Response
Disclosure 305-1	Direct (Scope 1) GHG emissions	Juniper’s GHG Emissions (p. 13).
Disclosure 305-2	Energy indirect (Scope 2) GHG emissions	Juniper’s GHG Emissions (p. 13).
Disclosure 305-3	Other indirect (Scope 3) GHG emissions	Juniper’s GHG Emissions (p. 13).  Scope 3 Category 1 Purchased Goods and Services emissions are calculated using a hybrid methodology. Direct emissions data is provided by our largest contract manufacturers and original design manufacturers for their Scope 1 and 2 emissions. The rest of our Purchased Goods and Services emissions are calculated using the spend-based methodology.
Disclosure 305-4 Disc	GHG emissions intensity	Scope 1 and Scope 2 emissions intensity:  <b>2022:</b> 106,014 tCO <sub>2</sub> e / \$5,301,000,000 unit total revenue = 0.000020 <b>2023:</b> 115,715 tCO <sub>2</sub> e / \$5,565,000,000 unit total revenue = 0.000021 <b>2024:</b> 120,525 tCO <sub>2</sub> e / \$5,074,000,000 unit total revenue = 0.0000237  Scope 3 emissions intensity:  <b>2022:</b> 1,656,860 tCO <sub>2</sub> e / \$5,301,000,000 unit total revenue = 0.000312 <b>2023:</b> 1,805,415 tCO <sub>2</sub> e / \$5,565,000,000 unit total revenue = 0.000323 <b>2024:</b> 1,365,428 tCO <sub>2</sub> e / \$5,074,000,000 unit total revenue = 0.000269
Disclosure 305-5	Reduction of GHG emissions	Powering the Future of Our Climate (pp. 10-14). Waste Performance (p. 22).
GRI 306: Waste 2020		
Disclosure 3-3	Topic management disclosure	For Juniper, the materiality of waste is limited to e-waste. E-waste within Juniper’s entire value chain has potential for environmental harm, and lack of circular practices risks insufficient materials for electronics hardware in future. Juniper’s Environmental Sustainability Policy makes clear we will be a responsible steward of e-waste and how we will carry that out. Our management of the topic includes educating suppliers, capturing all of Juniper’s site e-waste streams, and giving customers reuse and recycling options for their e-waste.
Disclosure 306-1	Waste generation and significant waste-related impacts	Our e-waste related impacts if not mitigated, as a combined impact with others, could include the expansion of landfills, the presence of hazardous materials in those landfills, contamination to groundwater, and lack of materials like critical minerals for future manufacturing of electronics.



Disclosure	Topic	Report Location / Response
Disclosure 306-2	Management of significant waste-related impacts	The durability and quality of Juniper’s hardware products contributes to a circular economy, which minimizes waste and retains the intrinsic value of materials either in their original product configuration or, following the product’s usable life, as components or raw materials for new products. To achieve improvements in consistent, proper disposition of e-waste, we have established a relationship with an e-waste recycling vendor, AER, as our single vendor to manage and track e-waste. We also initiated a takeback program for our products in the second half of 2024 that allows any Juniper products to be taken back and recycled. Juniper also created an inventory management plan (IMP) for the management of all site e-waste in 2024.
Disclosure 306-3	Waste generated	Waste Performance (p. 22).
Disclosure 306-4	Waste diverted from disposal	Waste Performance (p. 22).
Disclosure 306-5	Waste directed to disposal	Waste Performance (p. 22).

GRI 308: Supplier Environmental Assessment 2016

Disclosure 3-3	Topic management disclosure	Supply Chain Responsibility (pp. 37-39).
Disclosure 308-1	New suppliers that were screened using environmental criteria	100% of new component and contract manufacturing suppliers were assessed for environmental criteria using Juniper’s internal risk tool. No environmental screening was conducted for new brokers, distributors, or indirect suppliers.
Disclosure 308-2	Negative environmental impacts in the supply chain and actions taken	216 suppliers were assessed for environmental impacts. None were identified as having significant actual and potential negative environmental impacts.

GRI 401: Employment 2016

Disclosure 3-3	Topic management disclosure	Juniper conducts annual Juniper Voice employee engagement surveys to better understand and improve our employee experience and capture feedback in areas such as company confidence, employee wellbeing, manager effectiveness, and workplace inclusivity.
Disclosure 401-1	New employee hires and employee turnover	In 2024, Juniper hired 586 new employees in AMER, 604 in APAC, and 128 in EMEA. Employee turnover for the same period included 517 departures in AMER, 528 in APAC, and 148 in EMEA. The breakdown by age group is shown below.

Region	Metric	<30	30-50	>50	Total
AMER	New Hires	150	286	150	586
	Turnover	63	248	206	517
APAC	New Hires	276	308	20	604
	Turnover	126	372	30	528
EMEA	New Hires	32	82	14	128
	Turnover	12	81	55	148



Disclosure	Topic	Report Location / Response																																																																													
Disclosure 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Juniper provides a comprehensive suite of benefits to full-time employees across its global operations. Standard benefits include life insurance, healthcare, disability and invalidity coverage, parental leave, retirement provisions, and stock ownership plans.</p> <table><tr><th>Location</th><th>Life insurance</th><th>Health Care</th><th>Disability &amp; Invalidity</th><th>Parental Leave</th><th>Retirement Provision</th><th>Stock Ownership</th></tr><tr><td>United States</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr><tr><td>India</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr><tr><td>Netherlands</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr><tr><td>United Kingdom</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr><tr><td>China</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr><tr><td>Canada</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr><tr><td>Japan</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr><tr><td>Germany</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr><tr><td>Australia</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr><tr><td>Philippines</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>No</td></tr></table>	Location	Life insurance	Health Care	Disability & Invalidity	Parental Leave	Retirement Provision	Stock Ownership	United States	Yes	Yes	Yes	Yes	Yes	Yes	India	Yes	Yes	Yes	Yes	Yes	Yes	Netherlands	Yes	Yes	Yes	Yes	Yes	Yes	United Kingdom	Yes	Yes	Yes	Yes	Yes	Yes	China	Yes	Yes	Yes	Yes	Yes	Yes	Canada	Yes	Yes	Yes	Yes	Yes	Yes	Japan	Yes	Yes	Yes	Yes	Yes	Yes	Germany	Yes	Yes	Yes	Yes	Yes	Yes	Australia	Yes	Yes	Yes	Yes	Yes	Yes	Philippines	Yes	Yes	Yes	Yes	Yes	No
Location	Life insurance	Health Care	Disability & Invalidity	Parental Leave	Retirement Provision	Stock Ownership																																																																									
United States	Yes	Yes	Yes	Yes	Yes	Yes																																																																									
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Japan	Yes	Yes	Yes	Yes	Yes	Yes																																																																									
Germany	Yes	Yes	Yes	Yes	Yes	Yes																																																																									
Australia	Yes	Yes	Yes	Yes	Yes	Yes																																																																									
Philippines	Yes	Yes	Yes	Yes	Yes	No																																																																									
Disclosure 401-3	Parental leave	<p>All full-time employees are entitled to parental leave regardless of gender. In 2024, 333 men and 168 women took parental leave. Return-to-work rates were 99% for men and 98% for women. One year after return, retention rates were 90% for men and 93% for women.</p> <table><tr><th>Gender</th><th># of Employees Entitled</th><th>Took Leave</th><th>Returned to Work</th><th>Employed After 12 Months</th><th>Return-to-Work Rate</th><th>Retention Rate</th></tr><tr><td>Male</td><td>8,438</td><td>333</td><td>331</td><td>300</td><td>99%</td><td>90%</td></tr><tr><td>Female</td><td>2,695</td><td>168</td><td>165</td><td>156</td><td>98%</td><td>93%</td></tr><tr><td>Other</td><td>25</td><td>0</td><td>0</td><td>0</td><td>n/a</td><td>n/a</td></tr></table>	Gender	# of Employees Entitled	Took Leave	Returned to Work	Employed After 12 Months	Return-to-Work Rate	Retention Rate	Male	8,438	333	331	300	99%	90%	Female	2,695	168	165	156	98%	93%	Other	25	0	0	0	n/a	n/a																																																	
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Other	25	0	0	0	n/a	n/a																																																																									
GRI 403: Occupational Health and Safety 2018																																																																															
Disclosure 3-3	Topic management disclosure	<p>Juniper’s global <b>Environmental, Health, Safety, and Security Policy</b> articulates our pursuit of excellence in maintaining healthy, safe, secure, and respectful working conditions and ensuring that our products and operations are environmentally responsible.</p>																																																																													



Disclosure	Topic	Report Location / Response
Disclosure 403-1	Occupational health and safety management system	<p>Juniper’s operational health and safety (OH&amp;S) management system is implemented globally and conforms to ISO 45001:2018, where applicable. The Netherlands site is certified to ISO 45001:2018 and ISO 14001:2015, and the Sunnyvale headquarters is certified to ISO 14001:2015. Local, uncertified OH&amp;S systems are in place across other global locations. The system applies to all employees, contractors, and visitors, and supports compliance with applicable legal requirements. Where required, Juniper implements environmental health and safety (EHS) legislation maps, risk assessments, audits, documented emergency response plans, worker representation bodies such as safety committees and works councils, and other location-specific measures.</p>
Disclosure 403-2	Hazard identification, risk assessment, and incident investigation	<p>Juniper identifies and manages workplace hazards through regular inspections, audits, and analysis of its global recordable incident rate. The company applies the EHS hierarchy of controls and investigates all reported incidents, near misses, and injuries using root cause analysis and corrective actions. Safety committees review investigations where applicable.</p> <p>In 2024, ergonomic risks including those related to remote work were the most common. Juniper supported remote employees through virtual ergonomic assessments, training, and office equipment.</p> <p>EHSS reviews safety programs at least annually and updates job hazard analyses and training as needed. Safety training is delivered through Juniper’s LMS, with pass/fail assessments used to measure effectiveness.</p> <p>Employees can report hazards or concerns via the Safety team’s email, Security, or the ICG. Juniper enforces a strict non-retaliation policy, and employees have the right to remove themselves from any task they believe poses a safety risk. These protections are outlined in the <b><u>Worldwide Code of Business Conduct</u></b>.</p>
Disclosure 403-3	Occupational health services	<p>Juniper’s EHSS management system offers a framework to reduce and eliminate health and safety risks in alignment with ISO 45001:2018 and ISO 14001:2015. Certified systems are in place at the Netherlands and Sunnyvale sites. The company complies with all applicable local health and safety regulations. In 2024, Juniper received no fines or citations related to OH&amp;S.</p> <p>OH&amp;S training is provided to all employees during onboarding and reassigned through Juniper’s LMS at regular intervals. Training is tailored to specific job functions and records are maintained to ensure compliance and relevance.</p>
Disclosure 403-4	Worker participation, consultation, and communication on occupational health and safety	<p>Juniper’s Corporate EHSS Department manages, executes, and monitors the OH&amp;S system globally. The team conducts investigations into EHS incidents, shares findings and recommendations with relevant stakeholders, and oversees continuous improvement.</p> <p>Employee participation is supported through formal Safety Committees established in locations where required by law. These committees meet quarterly, include representatives from operational teams, and provide updates and safety-related information to employees. In addition to participation in committees, employees are encouraged to contribute to safety improvements through designated Safety Committee representatives and the Safety team’s email alias.</p>



Disclosure	Topic	Report Location / Response
Disclosure 403-5	Worker training on occupational health and safety	All employees receive health and safety training during onboarding and at scheduled intervals through Juniper's LMS. Training includes both general and role-specific modules. Example topics include chemical safety, ergonomics, lab equipment, electrical safety, and workplace violence prevention.
Disclosure 403-6	Promotion of worker health	Juniper offers non-occupational healthcare benefits to all employees based on regional offerings. Voluntary health promotion programs, including health fairs and wellness resources, are coordinated by Juniper's Benefits team.
Disclosure 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Juniper assesses and mitigates occupational health and safety impacts directly linked to its operations and business relationships through ongoing program evaluation, site inspections, audits, and incident investigations. Corrective and preventive actions are implemented based on root cause analysis.
Disclosure 403-8	Workers covered by an occupational health and safety management system	100% of Juniper's employees and controlled workers are covered by an OH&S management system. All are included in systems that are internally and externally audited.
Disclosure 403-9	Work-related injuries	In 2024, Juniper reported zero fatalities and five recordable work-related injuries (rate: 0.04 per 200,000 hours worked). Total hours worked: 23,605,902.
Disclosure 403-10	Work-related ill health	In 2024, Juniper reported zero fatalities and six cases of recordable work-related ill health.
GRI 404: Training and Education 2016		
Disclosure 3-3	Topic management disclosure	Juniper provides role-specific internal and external technical education and training opportunities aligned to a near-term strategic horizon, helping us upskill our Junivators to emerging critical competencies. We also offer management and leadership development training to drive best practices. All Juniper employees must also participate annually in compliance and industry-related coursework associated with our Worldwide Code of Business Conduct, along with other topics including, but not limited to, human rights, environmental performance, data privacy, information security (quarterly), and OKRs. To assure we're meeting employee needs, we regularly solicit employee input about our training courses.
Disclosure 404-1	Average hours of training per year per employee	In 2024, average hours of training per employee was 15.7.



Disclosure	Topic	Report Location / Response																								
Disclosure 404-2	Programs for upgrading employee skills and transition assistance programs	<p>Juniper offers a wide range of training and development programs to support employee growth at all levels. These include role-specific programs for new managers (e.g., Best Boss, Leading with Integrity, and the People Manager Network), technical upskilling through certifications in networking and AI, inclusive hiring and allyship training, and company-wide access to learning platforms such as O'Reilly and LinkedIn Learning. Leadership development is supported through initiatives like the Lead program for Directors and VP Integration for newly promoted executives. Juniper also supports career growth through mentoring, performance workshops, and ongoing curated learning journeys.</p> <p>In the event of workforce transitions, Juniper provides outplacement support through RiseSmart, offering personalized career coaching, professional branding, job sourcing, and curated content to help impacted employees navigate next steps. See also Elevating the Employee Experience (p. 24).</p>																								
Disclosure 404-3	Percentage of employees receiving regular performance and career development reviews	Juniper Networks conducts semi-annual “Conversation Days” that 100% of FTE employees are eligible to participate in. See Elevating the Employee Experience (p. 24).																								
GRI 405: Diversity and Equal Opportunity 2016																										
Disclosure 3-3	Topic management disclosure	Juniper invests in our employees and in our workplace experience, including offering Employee Affinity Groups that are open to all. We offer development, mentorship, and networking opportunities, and benefits that promote the wellbeing of all employees. We are enhancing our training, internal communication tools, and employee program guidelines and resources to ensure they continue to reflect our evolving business needs.																								
Disclosure 405-1	Diversity of governance bodies and employees	<table><tr><th>By Gender</th><th>Male</th><th>Female</th><th>Other</th></tr><tr><td>Board</td><td>70%</td><td>30%</td><td>0%</td></tr><tr><td>Executive Management</td><td>73%</td><td>27%</td><td>0%</td></tr><tr><th>By Age Group</th><th>&lt;31</th><th>30–50</th><th>&gt;50</th></tr><tr><td>Board</td><td>0%</td><td>10%</td><td>90%</td></tr><tr><td>Executive Management</td><td>0%</td><td>9%</td><td>91%</td></tr></table>	By Gender	Male	Female	Other	Board	70%	30%	0%	Executive Management	73%	27%	0%	By Age Group	<31	30–50	>50	Board	0%	10%	90%	Executive Management	0%	9%	91%
By Gender	Male	Female	Other																							
Board	70%	30%	0%																							
Executive Management	73%	27%	0%																							
By Age Group	<31	30–50	>50																							
Board	0%	10%	90%																							
Executive Management	0%	9%	91%																							



Disclosure	Topic	Report Location / Response																		
Disclosure 405-1	Diversity of governance bodies and employees	<div><div>Other Indicators of Diversity – Governance Bodies</div><table><tr><th>Underrepresented Groups</th><th>American Indian or Alaska Native</th><th>Black or African American</th><th>Hispanic</th><th>Native Hawaiian or Pacific Islander</th><th>Two or More Races</th></tr><tr><td>Board</td><td>0%</td><td>0%</td><td>10%</td><td>0%</td><td>10%</td></tr><tr><td>Executive management</td><td>0%</td><td>0%</td><td>0%</td><td>0%</td><td>0%</td></tr></table><p>For more information on the composition of the company's senior management and Board of Directors, see our <a href="#">Company Website: About Our Leaders.</a></p></div>	Underrepresented Groups	American Indian or Alaska Native	Black or African American	Hispanic	Native Hawaiian or Pacific Islander	Two or More Races	Board	0%	0%	10%	0%	10%	Executive management	0%	0%	0%	0%	0%
Underrepresented Groups	American Indian or Alaska Native	Black or African American	Hispanic	Native Hawaiian or Pacific Islander	Two or More Races															
Board	0%	0%	10%	0%	10%															
Executive management	0%	0%	0%	0%	0%															
Disclosure 405-2	Ratio of basic salary and remuneration of women to men	Juniper conducts pay equity analysis on an annual basis. This information is not publicly available at this time.																		
GRI 406: Non-Discrimination 2016																				
Disclosure 3-3	Topic management disclosure	<p>At Juniper, we work and live in every corner of the world, and we respect and include different experiences and viewpoints. We always act respectfully toward one another and embrace the diversity of people and ideas. Creativity and innovation flourish in an environment of openness, tolerance, and mutual respect.</p> <p>As required by local law, employees in countries that require employer harassment and discrimination prevention training will be required to complete training within the guidelines mandated by Juniper. Failure to complete the course within the designated timeline will result in notification to the employee's executive leader. All required training will be available through The Learning Portal and all training records will be maintained internationally.</p> <p>For more information, see <a href="#">Worldwide Business Code of Conduct</a> (pp. 30-31).</p>																		
Disclosure 406-1	Incidents of discrimination and corrective actions taken	Due to confidentiality, Juniper does not report details regarding specific incidents of discrimination during the reporting period.																		



Disclosure	Topic	Report Location / Response
GRI 407: Freedom of Association and Collective Bargaining 2016		
Disclosure 3-3	Topic management disclosure	Supply Chain Responsibility (pp. 37-39).
Disclosure 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supply Chain Responsibility (pp. 37-39) and <b><u>Modern Slavery Statement.</u></b>
GRI 408: Child Labor 2016		
Disclosure 3-3	Topic management disclosure	Supply Chain Responsibility (pp. 37-39).
Disclosure 408-1	Operations and suppliers at significant risk for incidents of child labor	In 2024, Juniper did not identify any operations or suppliers considered to be at significant risk for incidents of child labor or young workers exposed to hazardous work. For more information, see our <b><u>Modern Slavery Statement.</u></b>
GRI 409: Forced or Compulsory Labor 2016		
Disclosure 3-3	Topic management disclosure	Supply Chain Responsibility (pp. 37-39).
Disclosure 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	In 2024, Juniper did not identify any operations or suppliers classified as having a significant risk for incidents of forced or compulsory labor. However, where labor-related non-conformances have been identified through the RBA VAP, corrective actions have been implemented. For more information, see our <b><u>Modern Slavery Statement.</u></b>
GRI 413: Local Communities 2016		
Disclosure 3-3	Topic management disclosure	Engaging Our Community (pp. 27-29).
Disclosure 413-1	Operations with local community engagement, impact assessments, and development programs	<p>In 2024, Juniper expanded its local community engagement through a mix of global and site-specific efforts. Six countries (U.S., India, France, United Kingdom, Spain, and Australia) conducted social and gender impact assessments, including pay equity reviews and CSR-related assessments. Environmental assessments were also conducted by developers in accordance with local requirements at construction sites.</p> <p>For additional information, see Engaging Our Community (pp. 27-29).</p>



Disclosure	Topic	Report Location / Response	
GRI 414: Supplier Social Assessment 2016			
Disclosure 3-3	Topic management disclosure	Supply Chain Responsibility (pp. 37-39).	
Disclosure 414-1	New suppliers that were screened using social criteria	In 2024, 100% of new component and contract manufacturing suppliers were assessed for social criteria using Juniper's internal tool. New brokers, distributors, and indirect suppliers were not screened using social criteria during the reporting period.	
Disclosure 414-2	Negative social impacts in the supply chain and actions taken	In 2024, 33 suppliers were assessed and 1 was found to have significant negative social impacts.	
		Number of suppliers assessed for social impacts	33
		Number of suppliers identified as having significant actual and potential negative social impacts	1
		Significant actual and potential negative social impacts in supply chain	4
		Percentage of suppliers identified as having significant actual and potential negative social impact with agreed improvements	100%
		Percentage of suppliers identified as having significant actual and potential negative social impact with relationships terminated	0%
GRI 415: Public Policy 2016			
Disclosure 3-3	Topic management disclosure	To represent the company's interests throughout the world, we rely upon direct engagement by Juniper leaders as well as indirect engagement through registered lobbyists and trade associations. We retain registered lobbyists at the federal, state, and local levels to promote full and open competition for public sector procurement programs.	
Disclosure 415-1	Political contributions	Juniper does not donate corporate funds to political candidates, political parties, or political action committees at the federal, state, or local levels. Juniper also does not maintain an employee-funded political action committee to make such donations. In 2024, no financial or in-kind contributions were made directly or indirectly by Juniper anywhere in the world.	
GRI 416: Customer Health and Safety 2016			
Disclosure 3-3	Topic management disclosure	The health and safety impacts of Juniper products are assessed during the certification and manufacturing/production lifecycle phases. Juniper is committed to providing products that undergo electromagnetic compatibility (EMC) safety testing for all markets in which we sell. Juniper provides assurance materials in its products and packaging that conform with the EU Restriction of Hazardous Substances (RoHS), Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and Waste Directives, as well as US Toxic Substance Control Act product environmental health regulations.	



Disclosure	Topic	Report Location / Response
Disclosure 416-1	Assessment of the health and safety impacts of product and service categories	Juniper assesses the health and safety impacts of 100% its products during the New Product Introduction (NPI) phase. Product safety reports are prepared in accordance with the latest version of the IEC 62368-1 standard or an equivalent, as applicable to Juniper’s hardware product categories.
Disclosure 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2024, Juniper did not receive any reports of non-compliance related to the health and safety impacts of its products or services through the compliance hotline.
GRI 417: Marketing and Labeling 2016		
Disclosure 3-3	Topic management disclosure	Juniper provides the information our customers need through marketing and labeling. We ensure proper labeling of all products in accordance with applicable laws.
Disclosure 417-1	Requirements for product and service information and labeling	Juniper’s Process Engineering Department issues specifications establishing prerequisites and processes for associated information and labeling of products. Juniper designs, manufactures, and tests our products to be fully compliant with environmental material requirements. Juniper’s prerequisites for the CE Label include carrying out EMC safety testing of all product types we ship.
Disclosure 417-2	Incidents of non-compliance concerning product and service information and labeling	In 2024, Juniper did not register any incidents of non-compliance related to product or service information and labeling. No concerns were reported by any external stakeholders, including customers, partners, or regulatory agencies.
GRI 418: Customer Privacy 2016		
Disclosure 3-3	Topic management disclosure	Juniper respects and is committed to protecting the privacy of individuals and their personal data. Our <b>Privacy Notice</b> outlines how we process personal data collected and used by our websites, products, services, and operations, and details our process for notifying individuals about the scope of information we may collect.
Disclosure 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	During fiscal year 2024, Juniper had no substantiated complaints of customer privacy breaches that require reporting to regulatory authorities.



# Juniper SASB Disclosures Index

## SASB Hardware 2018

Code	Metric	Response/Narrative
TC-HW 230 – Product Security		
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Our efforts to protect data security extend through the product value chain. Our security coverage is across all product lines covering Juniper’s core and legacy product lines, and products resulting from acquisitions. For more information on our approach, please see: <a href="https://www.juniper.net/content/dam/www/assets/white-papers/us/en/a-day-in-the-life-of-a-security-vulnerability.pdf">https://www.juniper.net/content/dam/www/assets/white-papers/us/en/a-day-in-the-life-of-a-security-vulnerability.pdf</a>
TC-HW 330 – Employee Diversity & Inclusion		
TC-HW-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	See GRI 405-1 (p. 65).
TC-HW 410 – Product Lifecycle Management		
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	99.8% of Juniper products contain substances known to be declarable. See GRI 301 (p. 58) for description of substance/material management.
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	0%
TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification	0%
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	We documented recovery of 1,502,010 pounds (lbs) of e-waste through site collection and collection from customers. The percentage recycled is not estimated, due to some unspecified data from recyclers.



Code	Metric	Response/Narrative
TC-HW 430 – Supply Chain Management		
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	In 2024, 79% of all Tier I supplier facilities completed an audit as part of the RBA Validated Audit Process (VAP). 100% of Tier I supplier facilities categorized as high-risk completed an audit as part of the RBA Validated Audit Process (VAP).
TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority nonconformances and (b) other non-conformances	Non-Conformance Rates:  Priority – 0.095; Other – 2.26  Corrective Action Rates:  Priority – 1.0; Other – 0.92
TC-HW 440 – Materials Sourcing		
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Juniper is committed to tracking our use of critical minerals. We have a means of identifying products that contain one or more critical minerals and we can report as needed. Our system also identifies where there may be shortages of critical minerals that may affect parts or assemblies within Juniper's supply chain. Our ongoing efforts to collect full material disclosures from suppliers improve our ability to track the presence of critical materials. Finally, Juniper directs e-waste coming from our sites and e-waste returned from customers to R2 certified recyclers. This recycling quality standard helps ensure more critical minerals stay in the value chain.  No critical minerals have been identified as so scarce that production concerns are affected.





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