Corporate Social Responsibility Report

2022

CSR at Juniper

Juniper's mission is to power connections and empower change—to be a responsible global citizen and influence meaningful differences in the world around us.
In everything we do, we act with a commitment to our customers, employees, partners, and the planet.

Introduction

(GRI 201 3-3)

Juniper Networks is a corporation that designs, develops, and sells products and services for high-performance networks, to enable customers to build scalable, reliable, secure, and cost-effective networks for their businesses, while achieving agility and improved operating efficiency through automation. We challenge the inherent complexity that comes with networking in the multicloud era. We do this with products, solutions, and services that transform the way people connect, work, and live. We simplify the process of transitioning to a secure and automated multicloud environment to enable secure, AI-driven networks that connect the world.

(GRI 202 3-3)

We invest in researching, developing, and engineering network technology, producing products and services that our customers implement, and their customers rely on. Together with our value chain partners, we are part of an ecosystem of product and service providers that contribute to the global internet infrastructure, which brings economic opportunities and impacts at a large scale to communities around the world. With our technology, our customers deliver critical solutions in areas of high social impact, such as education, government, healthcare, and retail.

JUNIPER NETWORKS

This report details Juniper's environmental, social, and governance (ESG) activities, impacts, and performance for fiscal year 2021. It is structured to give both a snapshot of our purpose and values and a more in-depth examination of how we lived those values and fulfilled our mission during the reporting period of January 1, 2021 through December 31, 2021. Addressing topics of interest to our customers, employees, investors and analysts, and other stakeholders we impact, it begins with the *what* and *why* of our vision, strategy, and value proposition, then continues into the *how*, describing progress across our three CSR pillars:

Enhance Trust & Governance

⊃ Advance integrity in our business, with our customers, and in our supply chain.
⊃ Build trust with our key stakeholders.

Enable the Workforce of the Future

⊃ Enable a diverse workforce and inclusive workplace at Juniper.
⊃ Provide equitable employment opportunities in the digital economy.

Build Global Resilience

⊃ Minimize our impact on the environment.
⊃ Respond to global health, natural, and climate-related disasters.
⊃ Advance climate solutions.

The report's concluding appendices lay out our 2021 sustainability facts and figures in alignment with the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) reporting standards.

Message from Our CEO

(GRI 2-22)

At Juniper Networks, our mission is to power connections and empower change. That's how we build our business, and it's also how we help build a better future: connecting the world's people, companies, and cultures to solve our shared challenges and advance meaningful change.

Across our global organization, our corporate social responsibility strategy is designed to ensure Juniper's readiness for that mission over the long-term, while also addressing our immediate energy and climate imperatives and enabling solutions for a low-carbon future.

In January 2022, we signaled our commitment to climate resilience by pledging to make all of Juniper's global facilities carbon neutral by 2025. Our ability to deliver on this goal requires energy efficiency measures and employing more renewable energy to meet our remaining power needs. From our labs to the back office, Juniper facilities work to optimize energy use through building design, systems efficiency, and resource conservation, and our most energy-intensive sites utilize solar power.

Juniper's products and services are critical for maintaining the global flow of information, enabling not only today's global economy but also new carbon reduction strategies, digital transformation, and the shift to a more circular economic model. To ensure trust and allow our products and services to continue providing global benefit, we are focused on providing Juniper's customers and partners with robust data security and privacy to meet today's constantly evolving threat landscape. Throughout 2021, our trust-focused design processes, policies, and procedures helped us deliver more secure and more resilient products, while optimization efforts delivered greater energy and materials efficiency and more responsible end-of-life management—all with the exceptional functionality, performance capabilities, and user experience our end-users have come to expect.

Our people make all our efforts possible, powering the innovations that will drive Juniper into the future. In 2021, we continued to support our employees who were coping with the ongoing challenges of the COVID-19 pandemic while also introducing new programs to promote better work-life balance and

a more inclusive and diverse culture. We remain committed to increasing our percentage of diverse hires and to increasing our percentage of women in leadership roles. To assure our ability to attract and retain not only the best but the most diverse talent, we are expanding the scope of outreach efforts for our internship, new college graduate, and academic partnership programs—seeking the diversity of backgrounds, perspectives, and experience that will make our company stronger and more innovative.

We live in challenging times, but they are also times in which we can all put our talents, energy, and ideas into helping create a better, greener, and more equitable world. Juniper is on that path, and we're aiming high.

Rami Rahim

Juniper at a Glance

(GRI 2-1)

Products & Services

Juniper Networks, Inc. is a global leader in designing, developing, and marketing AI networking, cloud, and connected security solutions, delivering high-performance networks, simplified operation, and a superior end-user experience.

$4.74B
2021 Revenue USD$

+7%
year-over-year

Customer Solutions & Revenues

$1.51B
(31.9%)

$1.67B
(35.2%)

$0.83B
(17.5%)

$0.73B
(15.4%)
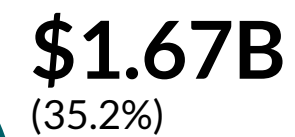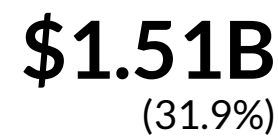
- Automated WAN Solutions
- Cloud-Ready Data Center
- AI-Driven Enterprise
- Hardware Maintenance & Professional Services

See our 2021 Form 10K for additional financial information.

![Juniper Networks logo]

7

CEO
Rami Rahim

Founded
1996

NYSE
JNPR

Headquarters
Sunnyvale, CA

Employees
10,191
(Headcount as of
Dec. 31, 2021)

Offices
95 locations around the globe
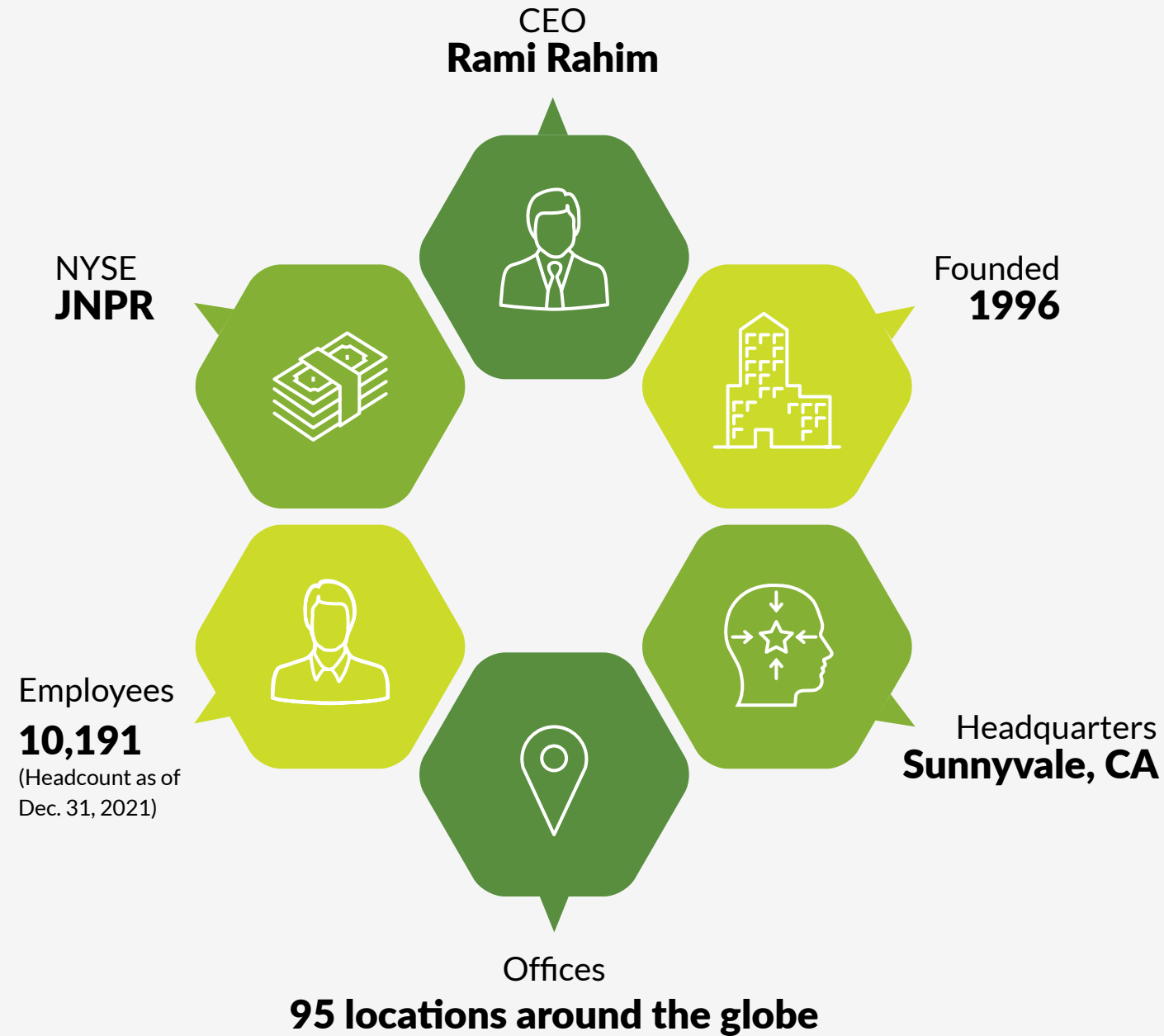
Recognition & Partnerships

Reaching the highest standards

Encouraging future innovators

SMASH

npower

10000 degrees

TECHNOVATION

WRO
WORLD ROBOT OLYMPIAD™

Our Business & Operations

Juniper Networks designs, develops, and sells products and services for high-performance networks to enable customers to build scalable, reliable, secure, and cost-effective business networks while leveraging automation for improved agility and operating efficiency. Our high-performance network and service offerings include routing, switching, Wi-Fi, network security, artificial intelligence (AI) or AI-enabled enterprise networking operations (AIOps), and software-defined networking (SDN) technologi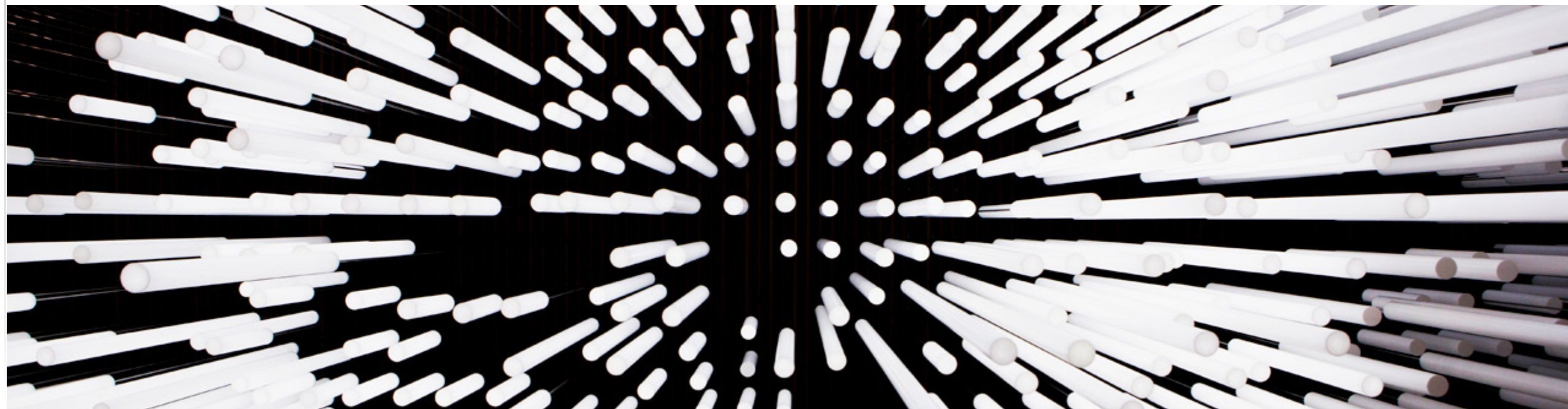es. In addition to our products, we offer our customers a variety of services, including maintenance and support, professional services, software-as-a-service (SaaS), and education and training programs. We sell our solutions in more than 150 countries in three geographic regions: the Americas, Asia Pacific (APAC), and Europe, the Middle East, and Africa (EMEA).

Within our product verticals (Cloud, Service Provider, and Enterprise), our products and services address the requirements of customers for whom high-performing networks are critical drivers of success. We believe our silicon, systems, and software represent innovations that transform the economics and experience of networking, helping our customers achieve superior performance, greater choice, and flexibility, while reducing overall cost of ownership.

Further, we have been expanding our software business by introducing new software solutions to our product and service portfolios that simplify the operation of networks and provide our customers greater flexibility in consumption and deployment.

Our Employees

Region	AMERICAS			APAC			EMEA		
	Male	Female	Other	Male	Female	Other	Male	Female	Other
Total # employees, by gender and region	**3412**	**1109**	**24**	**3270**	**952**	**0**	**1185**	**238**	**1**
Total # of:									
Permanent employees, by gender and region	3408	1108	24	3265	950	0	1176	234	1
Temporary employees, by gender and region	4	1	0	5	2	0	9	4	0
Non-guaranteed hours employees, by gender and region	0	0	0	0	0	0	0	0	0
Full-time employees, by gender and region	3393	1103	23	3209	936	0	1148	214	0
Part-time employees, by gender and region	11	5	0	0	1	0	1	5	0

Headcount is calculated as the total at the end of the reporting period (December 31, 2021). Only permanent employees are included in full-time/part-time numbers.

1. Agency Workers are engaged by Juniper to meet "short-term," "flexible," or "project-based" needs. Independent Consultants or Contractors are engaged by Juniper to achieve a specified result for an agreed-upon price. Vendor Service Providers are employees of companies providing services for Juniper, such as professional services (audit firms, consulting firms, legal firms, IT product/service firms) or outsourced service contracts (security, facilities management, payroll administration, janitorial, cafeteria services, etc.).

Workers Who Are Not Employees

At the end of the reporting period, we had 3,904 workers in our operations who were not employees, calculated by headcount. The most common types of non-employee workers are categorized as Agency Workers, Independent Contractors, and Vendor Service Providers.[1]

Our Business Strategy

At Juniper, we strive to deliver network experiences that transform how people connect, work, and live.

By challenging the inherent complexity of the 5G and cloud era, our solutions power the connections that matter most—from education to healthcare to secure banking. Our commitment is to advance real outcomes for network teams and every individual they serve. It's that simple.

Our Mission:
Power connections.
Empower change.

Our Strategy to Win

Experience-First Networking

Our true north is *Experience-First Networking.*

Connected Security

Automated WAN Solutions

Cloud-ready Data Center

AI-driven Enterprise

For each of our targeted strategic use cases, we will win with solutions to deliver *simplified operations & superior end-user experiences.*

The Juniper Way

Be Bold

Build Trust

Deliver Excellence

The Juniper Way, our values system, guides our actions and supports execution of our strategy.

10

11

Our Vision

We are driven by experience.

We strive to deliver a simplified experience for those who run networks and those who depend on them.

We are relentlessly focused on putting our customers at the center of all that we do, empowering network architects, builders, and operators to deliver an enjoyable and productive user experience for their customers—the teams connecting on Zoom, the student taking classes online, the associates using scanners in a store.

It all starts with innovation. From Junos to Apstra and Paragon to Mist AI, we push the envelope on predictability, programmability, automation, and insights. By making user experience the top priority, we help our customers build agile networks that transcend expectations.

Our Values

Our mission is to power connections and empower change—to be a responsible global citizen and influence meaningful differences in the world around us. We believe that powering connections will bring us closer together while empowering us all to solve some of the world's greatest challenges of health and well-being, sustainability, and equity.

The Juniper Way is the values system that powers our pursuit of that mission—connecting our people, guiding our actions, supporting the execution of our strategy, and holding us accountable. It's the foundation of our culture, pushing us to be bold, build trust, and deliver excellence. It's our promise—to one another and to our customers. It's how we work together as one Juniper toward our goal of connecting billions of people and devices.

We put Juniper on the map historically with big thinking and ambitious goals, and we remain bold as we evolve to meet the accelerating pace of change in our industry. The trusted relationships we build with our colleagues and customers are the cornerstone of our success. And through it all, we strive for excellence. This foundation is embodied in three values—Be Bold, Build Trust, and Deliver Excellence—along with a set of refined behaviors and aspirations for each.

When it comes to innovation, commitment, and creativity, our employees, also known as Junivators, lead by example. Every day, they bring our mission to life by embracing these core values.

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.

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.

DELIVER EXCELLENCE

We're obsessed with exceptional quality and a 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.

☰

Juniper
CSR Strategy

Our CSR strategy builds from the ground up, reinforcing our ability to deliver innovation and drive positive change. By enhancing trust and governance, enabling the workforce of the future, and building global resilience, we're creating the foundation for Juniper to thrive and contribute for decades to come.
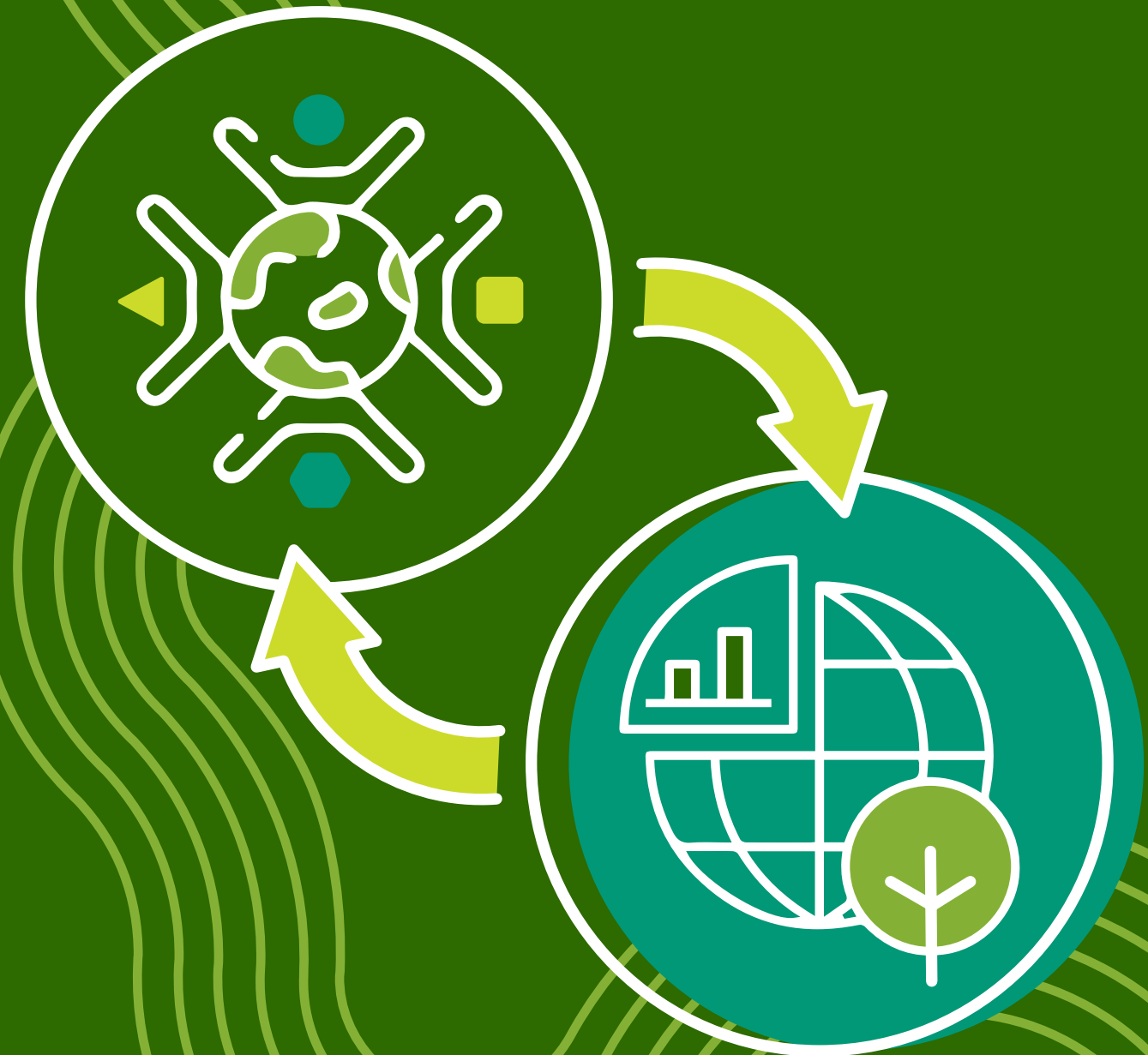
Power Connections, Empower Change

14

The tech industry is accustomed to moving fast and driving change. In just two decades, the industry's innovations in digital networks and wireless technologies have transformed the way society connects, works, and lives. Juniper Networks believes it is now time to direct that same innovative focus toward the urgent imperatives of today, including climate action and social progress. We want to make corporate social responsibility a built-in strategy, intrinsic to how we do business.

As a company, Juniper exists to facilitate connection, enabling the exchange of information that drives society and the global economy. That's our value proposition but also our societal function and higher calling—both the product of our efforts and the enabler of our impact. It's the story of Juniper today and the story of our future.

At Juniper, social responsibility and ESG aren't just implied by what we do, but are part of our purpose. If we're in the business of connecting, we have to acknowledge that connection can't be artificially siloed. As a business and as individuals, we're all connected to people and societies globally, and to the world's climate and environment—everything and everyone, networked together to sustain the systems on which our lives depend.

Now more than ever, Juniper Networks is committed to being a force for good in the world. This includes reducing our carbon footprint and enhancing climate resilience across our business and supply chain, delivering products that help our customers achieve responsible digital transformation and carbon reductions, promoting circular-economy innovations, and expanding network infrastructure for research and education—powering new solutions for a low-carbon future.

Three Pillars of Juniper's CSR Ambitions

In 2021, we committed to evolve and amplify our CSR commitments. We sought input from our leaders, employees, and other stakeholders to define an organic, holistic alignment between Juniper's business and our CSR/ESG strategy. Comprising more than half a year of leadership interviews, focus groups, employee surveys, and research, the process resulted in selection of three pillars that extend our previous ESG commitments and ensure they are embedded in who we are, what we do, and where we're going.

Enhance Trust & Governance

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

Enable the Workforce of the Future

Enable a diverse workforce and inclusive workplace at Juniper, and provide equitable employment opportunities in the digital economy.

Build Global Resilience

Minimize our impact on the environment; respond to global health, natural, and climate-related disasters; and advance climate solutions.

16

Rather than functioning separately, these pillars work together to bear the weight of both internal business needs and external pressures, creating a stable geometry that amplifies our ability to achieve positive impact for our customers, employees, partners, stockholders, and planet.

Being a transparent, trusted partner helps us form strong relationships and attract talent.

Focusing on inclusion and diversity (I&D) broadens that ecosystem, delivering new perspectives to inform innovation. Building global resilience strengthens every touchpoint of our business, including the internal systems that support our talent, the underserved communities touched through our I&D focus, our trusted value chain partners, and the wider society enabled by our increasingly innovative and efficient Juniper products.

Instead of making predictions about future need, our CSR strategy is designed to address today's acute challenges while building our capacity to help solve tomorrow's. By focusing on our ability to conduct our business and secure the talent, resources, and relationships to produce ever more innovative products, we're driving an upward arc of interconnected opportunity and resilience that we believe will have positive impact far beyond our company walls.

How Our CSR Pillars Drive Progress

Our customers want solutions that are efficient and reduce their carbon footprint, and we're focused on meeting those needs. That's the convergence point of our business and CSR strategies: creating opportunity and impact by doing what we do best.

Our three CSR pillars position us for success across both the reactive and opportunistic sides of the sustainability equation. By shoring up our internal systems, they help us guarantee security, privacy, trust, and resilience. On the opportunity side, they help us develop the future talent to support a healthy company, advance impactful technology, and make a difference.

Enhance Trust & Governance

Integrity and trust are at the heart of how people work at Juniper. They're in our culture and our values, and are critical to sustaining our reputation among investors, customers, and our own employees. Our stakeholders know that we say what we mean and that we follow through, supporting their success as the surest path to growing our own.

This pillar supports and strengthens that commitment, reinforcing our position on the table stakes of our business: integrity, ethics, effective governance, compliance and reporting, and respect for labor and human rights across our company and supply chain. It also supports our cybersecurity and privacy efforts to protect the security of people and data across our products and services. And, it extends our commitment to public advocacy on issues such as promoting network investment to close the digital divide and stimulate economic growth, protecting internet freedom, and educating the next generation of IT leaders.

©2022, Juniper Networks, Inc.

JUNIPER

NETWORKS

Enable the Workforce of the Future

Our CSR strategy centers on the fact that in the current moment of our industry and operating environment, talent is paramount. Like our competitors and partners, we rely on the ideas and initiative of our people who are creating the new technologies of a connected, sustainable future.

Juniper has always been about caring for our people, ensuring we have the right talent and then supporting that talent to reach their full potential. We strive to create an inclusive, inspirational community that empowers collaboration and diversity of thought, assuring our ability to continually innovate and grow. But our internal support and training are only part of the picture. As we move forward, we are working with partners and communities around the world to develop equitable opportunities in digital technology, and to share knowledge, technology, and opportunities to encourage the growth of functioning, sustainable sources of talent and innovation.

Build Global Resilience

Sustainability is all about resilience: to change, to risk, to disease and natural disaster, to the challenges of a warming planet. If managing our environmental impacts is like following a healthy diet, building resilience is like adding a daily workout—making us stronger and better prepared for any challenge.

In this moment, we can feel things changing in the world more rapidly than we'd expected. Some of those shifts are negative, such as the escalation in extreme weather events, fires, and drought. Others—including the rapid development of vaccines and the broader societal embrace of low-carbon strategies—point toward hope. Embracing a core company-wide strategy of resilience will position us to weather challenges, mitigate risks, and leverage opportunities all along our value chain. And it doesn't stop with our own four walls, because Juniper is about connection, and connection has no limits. By building resilience in our company, our people, and our supply chain, we can enable advances in materials innovation, recyclability, and energy efficiency at every stage of the product lifecycle and support moves toward a circular economy. By advancing the reach of our products, we'll enable connectivity in underserved communities worldwide, promoting vital connection in times of pandemic, disaster, and social change.

Juniper is committed to a sustainable future. We've [pledged to be carbon neutral](#) *in our own operations by 2025, but that's only the beginning of our journey.*

Materiality

19

©2022, Juniper Networks, Inc.

Juniper Networks conducts regular materiality assessments to gauge alignment of our CSR strategy, programs, and disclosures with the expectations of both internal and external stakeholders. Our latest assessment, completed in May 2022, revealed that stakeholder expectations for CSR are rising, as is our own acknowledgement of CSR's long-term value to the company. It also confirmed that stakeholders want Juniper to more tightly integrate CSR into our strategy and operations, to better drive change. Across the board, assessment results aligned with and validated Juniper's evolving CSR strategy, as described on pages 14–16 of this report.

In this report, we are not using the terms "material" and "materiality" according to their definitions in security laws in the United States or in the context of financial statements and financial reporting. Material topics are defined by their potential to directly or indirectly influence the creation, preservation, or erosion of economic, environmental, and social value for the company, our stakeholders, and society at large.

Materiality Assessment Process

Our materiality assessment process aligns with the requirements of the Global Reporting Initiative (GRI) for materiality and disclosure of ESG topics. The process includes three key steps:

1. **Selection of important ESG topics**, during which our CSR team identifies ESG topics and configures their boundaries considering previous assessment results, current GRI guidelines and SASB topics, and benchmarking against industry peers, customers, and reporting frameworks.

2. **Selection and survey of internal and external stakeholders**, who are chosen to represent a range of experience and perspectives, and whose interests we believe will impact our long-term value. We conduct our surveys in an interview style, to gather both qualitative and quantitative feedback on topics that our stakeholders prioritize by their relative importance and/or perceived impact. We also survey internal stakeholders to understand how Juniper's current ESG topic impacts are perceived.

3. **Documentation and analysis of the results** by prioritizing and mapping material and non-material topics. We quantify survey data and interview results and create a matrix that also includes other data. We then use these results to set company goals, drive programs, and inform our sustainability disclosures.

For our 2022 assessment, we explored the priorities of our top customers, largest investors, industry peers and competitors, raters and rankers, and industry groups, as well as company executives and employee focus groups. All key material topics identified by our stakeholders align closely with our three CSR pillars, giving us further confidence in our strategic direction. In addition, three key value-creation imperatives emerged from the assessment:

1. Environmental Strategy is Business Strategy
2. To Win, Win Talent
3. Trust Is a Must.

Like the alignment with our CSR pillars, these themes support our current evolution, pointing toward greater integration of CSR across the business, a focus on talent issues (including I&D and learning and development), and the strengthening of both trust drivers (cybersecurity, governance, stakeholder engagement) and supply chain management. Building from these fundamentals, Juniper Networks can use CSR as a driver for design excellence and innovation; integrate CSR performance into our products, services, and operations; and inspire our employees, investors, and partners with impactful CSR performance and a greater sense of social and environmental mission.

Materiality Matrix

22
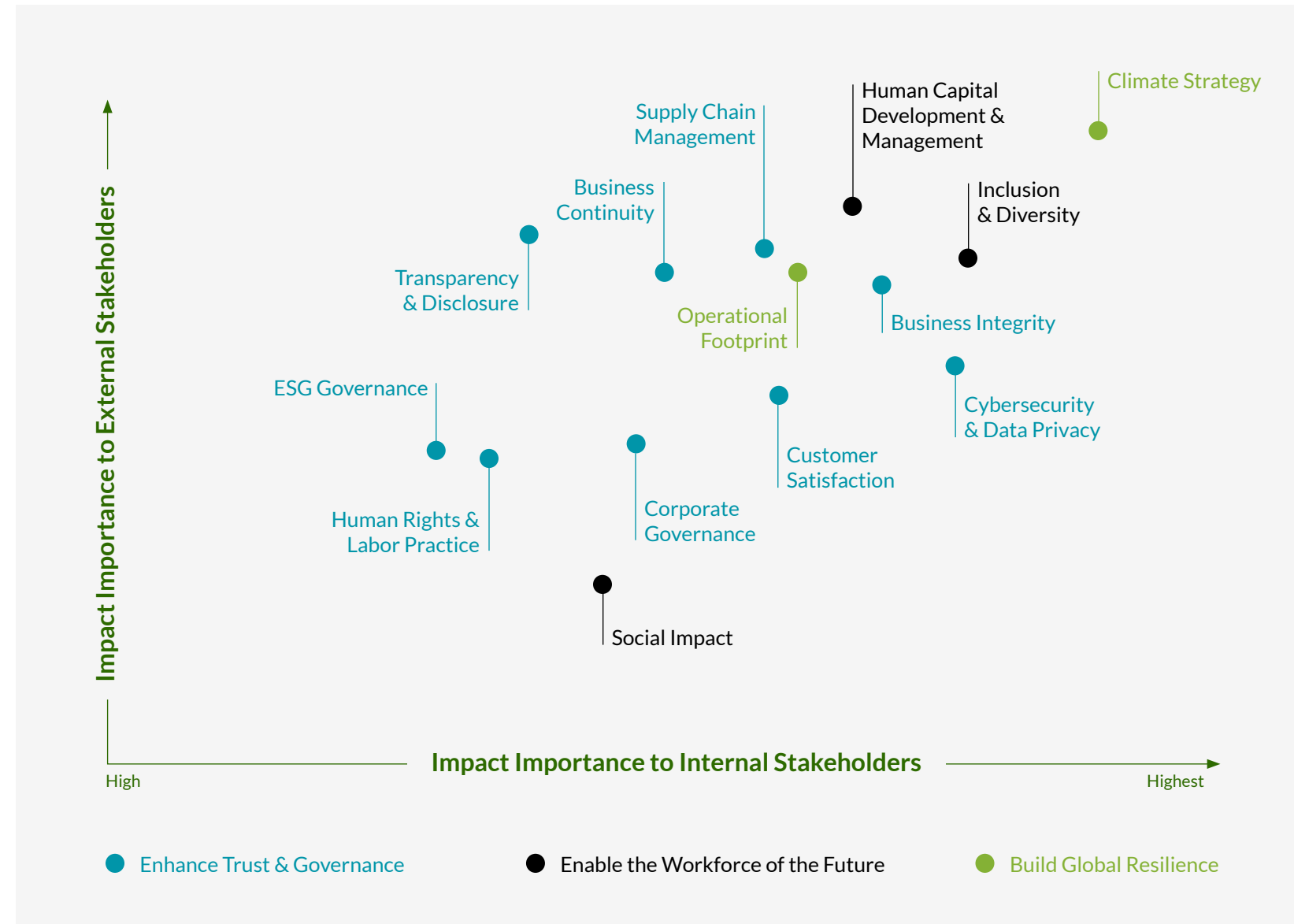
There Is Strong Alignment on Material Topics Between Internal and External Stakeholders

Topics rated near the outer edges of the chart represent stakeholders' highest priorities

—— External
—— Internal

Alignment of CSR Pillars & Material Topics
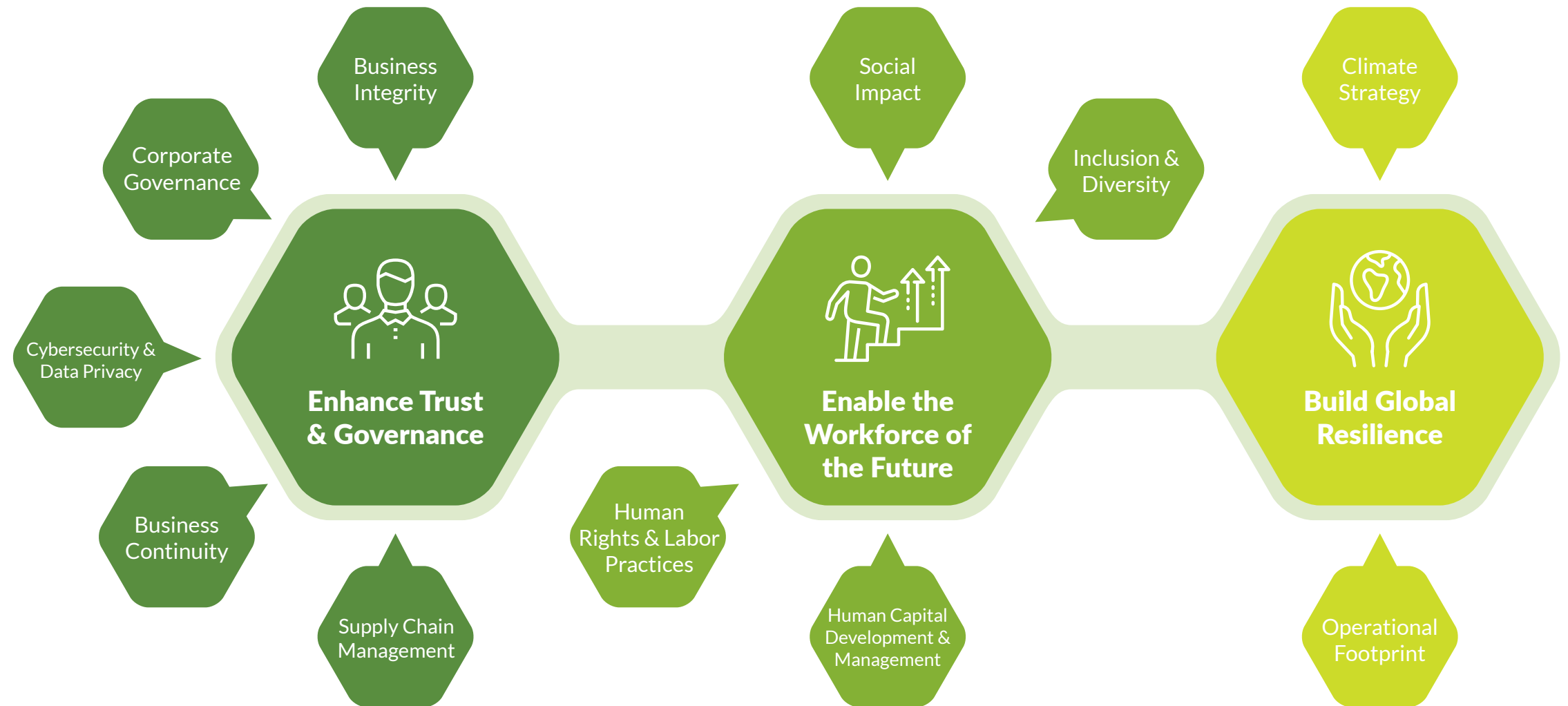
Stakeholder Communication & Engagement

(GRI 2-29)

In addition to regular materiality assessments, Juniper conducts robust, ongoing, and inclusive engagement with our employees, customers, investors, and community members. These dialogues allow us to:

⊃ communicate progress on identified material ESG topics and other salient issues;

⊃ secure valuable insight and feedback that helps us assess potential business risks and opportunities; and

⊃ improve how we manage, refine, and respond to identified issues and meet stakeholder expectations.

The table on page 25 outlines engagement mechanisms for our primary stakeholder groups.

Primary Stakeholder Groups & Channels for Engagement

Customers
- Customer surveys
- Meetings & business reviews
- Security and corporate social responsibility audits & assessments
- Codes of conduct compliance
- Materiality Assessment

Employees
- Surveys
- Meetings
- Internal corporate communication & engagement vehicles
- Materiality Assessment

Shareholders
- Annual meetings
- Quarterly financial results
- ESG surveys
- Shareholder outreach
- Investor Day
- Materiality Assessment

Suppliers
- CDP Supply Chain initiative
- Responsible Business Alliance (RBA)
- Responsible Minerals Initiative (RMI)
- Code of Conduct & compliance
- Audits & risk assessments
- Supplier business reviews
- Supplier forums

Strategic Partners
- Global Partner Conference
- Surveys
- Customer requests for proposal

Governments
- Industry organizations
- Government affairs
- Cybersecurity
- SEC filings
- Access to infrastructure

Communities & Nonprofits
- RBA & RMI
- CDP
- Juniper Networks Foundation
- Nonprofit partnerships
- Materiality Assessment

ESG Governance Structure

(GRI 2-12, 2-14)

Our ESG strategy encompasses our CSR activities, impacts, and performance. Oversight of our CSR program starts with our Board of Directors Board, reflecting CSR's position as a key priority for Juniper. The Board's CSR oversight extends through its committees:

- **Nominating and Corporate Governance Committee**. Reviews our CSR program, strategy, and progress made across the three pillars.

- **Compensation Committee**. Reviews the status of programs related to human capital management and inclusion and diversity.

- **Audit Committee**. Reviews the status of CSR initiatives through the Enterprise Risk Management framework as well as within our Trust pillar related to business ethics, anti-corruption, product responsibility, data privacy and security (including cybersecurity), and environmental compliance.

(GRI 2-13)

Our leadership team has ultimate responsibility for our CSR program. To ensure continued company focus and alignment on CSR, we have a dedicated CSR Committee comprised of senior executives representing the various business functions across the company, including human resources, marketing, engineering, manufacturing operations, legal, real estate and workplace services, and environmental, health, safety, and security. This leadership committee directs the overall vision, strategy, and execution of our CSR program, and further ensures alignment with our corporate priorities, objectives, and values.

(GRI 2-17)

At every meeting of the CSR Committee there is both an update of CSR activities and knowledge advancement within one or more areas of sustainability. In addition, members of the Legal Department routinely offer ESG knowledge development to the Board, including regular briefings on expectations under the SEC's proposed climate disclosure rules.

(GRI 2-22)

We are in the process of enhancing our CSR strategy. Part of that implementation is to assess opportunities to further enhance our CSR Governance and embed responsibility for, engagement with, and contribution to CSR initiatives in the organization. A statement on Juniper's sustainable development strategy from the highest governance body is included in the latest Proxy Statement, and should be read in conjunction with the CSR Strategy presented at the beginning of this section and the Message from Our CEO in this report.

Enhance Trust & Governance

Our value system, the Juniper Way, commits us to building trust. It's what bonds Juniper with every stakeholder in our ecosystem, from our employees and investors to our partners and communities. With trust comes connection, and with connection comes change.

JUNIPER
NETWORKS®

In every interaction, Juniper's leaders and employees say what we mean and take the initiative, all with the goal of creating customer success.

Our stakeholders know they can always count on us to get things done the right way.

That devotion to trust extends across every facet of our business ecosystem, beginning with the governance that structures our enterprise to realize its objectives. We are dedicated to upholding high standards of ethics and compliance, committed to accountability and transparency, laser-focused on delivering excellence in our products and services, and exacting in our pursuit of safety and customer satisfaction.

It's all connected, from personal integrity to business trust, customer and company success, and the fulfillment of our mission to deliver network experiences that transform how people connect, work, and live.

Product Security

Juniper secures the critical information infrastructure of society, powering the world's most demanding networks—including all but one of the Fortune Global 100.

(SASB TC-HW-230a.1)

Today, robust data security and privacy is table stakes for society and the tech industry, driven by a constantly evolving threat landscape and elevated stakeholder expectations.

Our products and services are critical for maintaining the global flow of information across network core, access, and aggregation layers, and we assure the safety of that information by embedding integrity, security, and reliability into our core product functionality. Through trust-focused design processes, policies, and procedures executed through strong cross-functional partnerships, we deliver products that are more secure, more resilient, and better able to address security requirements for our service provider customers, enterprise customers, and Internet users. Our legal team and product security teams meet regularly to tackle product security issues and elevate the impact of our work, and we continually evolve our supply chain security practices to tackle emerging software threats, further enhancing product integrity and security. As our portfolio expands and diversifies from on-premises to cloud and SaaS solutions, our protocols expand and strengthen with them to overcome new challenges and assure secure connectivity.

Our business relies on a foundation of customer trust, and it's by rewarding that trust that we drive success for Juniper, our customers, and our customers' customers.

Security at the Cutting Edge

The way we work has gone through a generational, global transformation because of the pandemic. As distributed workforces become prevalent, the way we secure the network edge is changing, giving way to new cloud-based architectures. Traditionally, network security has lived at the network edge within corporate walls and in the data center, with all traffic needing to be routed through it for inspection. In a modern, cloud-based networking environment, that leads to constraints that can deteriorate the user experience—and security. Juniper operates at the center of the paradigm shift that revolutionizes network and access security. The implications of this shift for a secure networking experience, and the safe use of high-impact economic and societal applications that are run on top of the networks, are unprecedented.

Secure Access Service Edge, better known as SASE, is a security architecture that centers around bringing services closer to the user and granting secure access to those users based on the risk they introduce at that moment. It allows our customers to choose how to design, build, and maintain the network architecture to optimize user experience and secure services and data. Threats can be introduced into the network from many sources, and SASE can be used to protect against these attacks regardless of where the user is located, ensuring consistent security enforcement without having to backhaul traffic to a corporate location.

A SASE architecture moves most of these capabilities to the cloud, where many applications already reside. Connectivity should be fast, reliable, and secure. The flexibility of a SASE architecture is a game-changer because it delivers on the value of what a cloud-driven network can do and frees organizations from the limitations inherent in static environments.

It's essential to understand that SASE is not a product; it's an architectural shift in how networking and security technologies are implemented—one that has unprecedented potential for positive impact for society by safeguarding users, applications, and infrastructures.

With so many options available, organizations need the flexibility to leverage existing investments and transition to a cloud-delivered architecture seamlessly, securely, and at their own pace. Juniper SASE champions two services that our customers use to offer seamless and secure end-user experiences.

Juniper Secure Edge delivers full-stack Secure Services Edge (SSE) features including Firewall as a Service (FWaaS), Secure Web Gateway (SWG), Cloud Access Security Broker (CASB), Data Loss Prevention (DLP), and advanced threat prevention—empowering organizations to secure their workforce wherever they are located. Users have fast, reliable, and secure access to the applications and resources they need, ensuring great experiences for users. IT security teams gain seamless visibility across the entire network, all while leveraging their existing investments, helping them transition to SASE at a pace that is best for their business.
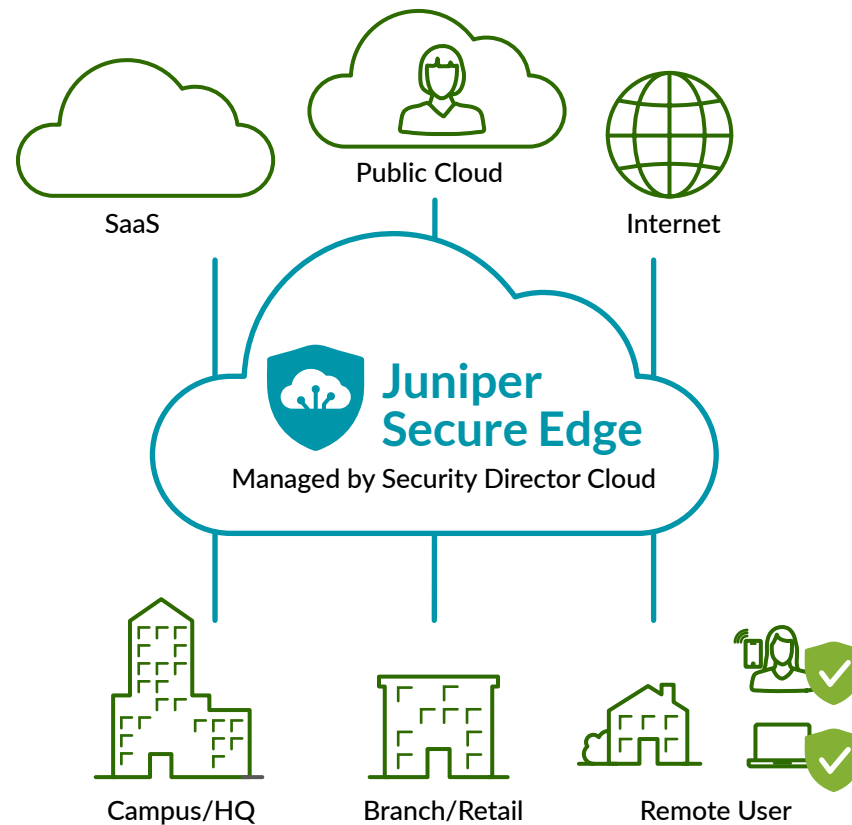
Where Juniper Secure Edge is the full stack of features to enable a SASE architecture for customers, Security Director Cloud is the portal to it, bridging current security deployments with a SASE rollout.

Network security management is how administrators operationalize their firewall architecture; provide visibility across individual deployments, policies, and traffic; and gain insight from threat analytics across the entire network. It can be a curse if management solutions are slow or restricted in their level of granularity and visibility, or a blessing with intuitive wizards, time-saving orchestration tools, and insightful dashboards. Juniper Security Director Cloud provides unified visibility and security policy management for all physical, virtual, and containerized firewalls, and for firewall-as-a-service. Through an intuitive, centralized, web-based interface, Security Director reduces management costs and errors by providing visibility, intelligence, automation, and effective security across Juniper SRX deployments and Juniper Secure Edge in both public and private clouds concurrently.

SaaS

Public Cloud

Internet

Juniper
Secure Edge

Managed by Security Director Cloud

Campus/HQ

Branch/Retail

Remote User

SRX
Physical Firewall

vSRX
Virtual Firewall

cSRX
Container Firewall

Secure Edge
Security as a Service

**Juniper Security
Director Cloud**

Single Policy Framework
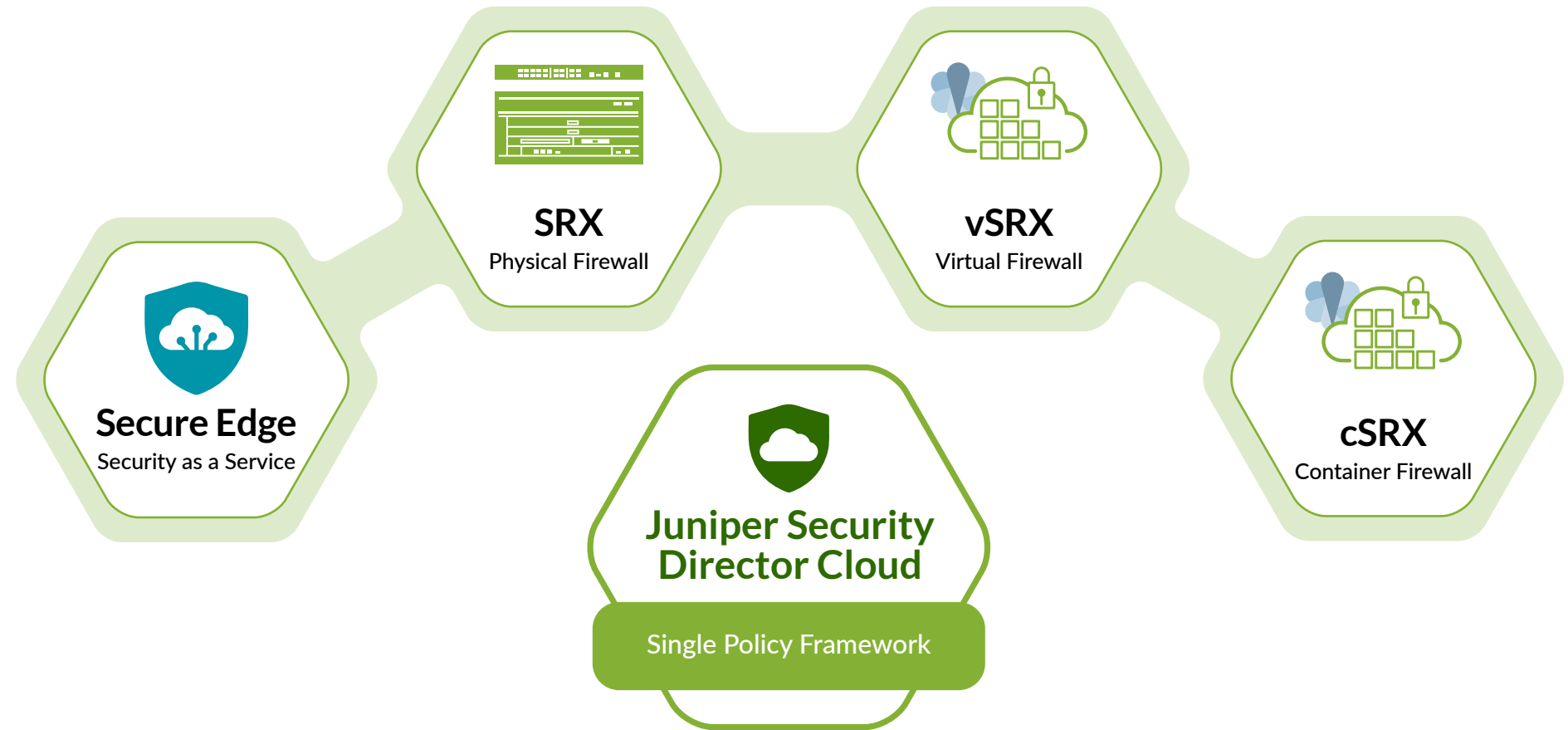
Easy migration to a cloud-delivered architecture
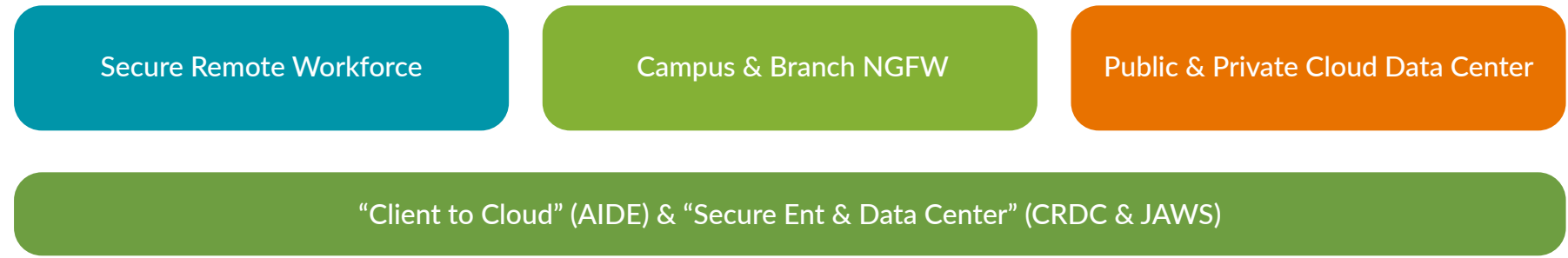
Secure Remote Workforce

Campus & Branch NGFW

Public & Private Cloud Data Center

"Client to Cloud" (AIDE) & "Secure Ent & Data Center" (CRDC & JAWS)

Third-party testing helps us and our customers understand the effectiveness of our products and the threats customers can avoid by using our products to transition seamlessly to a SASE architecture.

Juniper has been rated #1 in every security effectiveness test for the past three years, according to independently validated security efficacy organizations.
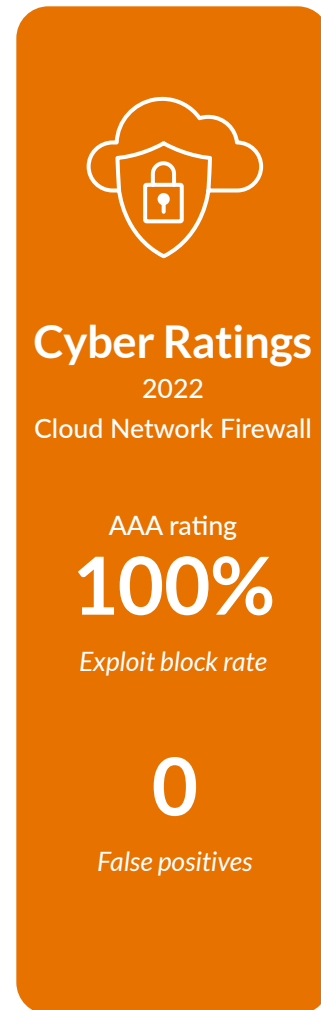
NetSecOPEN
2022

99.8%

Cyber Ratings
2021
Next-Gen Firewall

AAA rating
99.5%

*Client- and
server-side exploits*

Cyber Ratings
2022
Cloud Network Firewall

AAA rating
100%

Exploit block rate

0

False positives

ICSA Labs
Advanced Threat Defense

Q2 2022
Q1 2022
Q4 2021
Q3 2021
Q2 2021
Q1 2021

100%

Malware block rate

<0.5%

False positives

Secure Development Lifecycle & Incident Response

Juniper Networks Secure Development Lifecycle methodology assures conformity to industry practices and supports customer requirements for continually improving security and resiliency. The methodology is structured into six practices that address the major goals of Internet security:

⊃ **Confidentiality**: ensuring only authorized individuals can access resources.

⊃ **Authentication**: ensuring controls to verify user identity.

⊃ **Integrity**: guaranteeing that the message sent is the message received.

⊃ **Availability**: ensuring the information system's proper operation.

⊃ **Non-repudiation**: guaranteeing that an operation cannot be denied.

Together, the six Secure Development Lifecycle practices form a layered, holistic security model that aligns with Juniper's overall Product Development Lifecycle (PDL) methodology, a consistent process for product planning, design, implementation, testing, release, and ongoing support. Information involved in secure product development not only flows between practices, but is also exchanged with processes related to the overall product release and delivery in the PDL.

Juniper Networks Secure Development Lifecycle

1. **Secure Coding Training**. Providing the foundation for building more resilient software, this training is mandatory for all developers but is also available 24-7 to all Juniper employees, reflecting our belief that everyone from our managers to testers and IT personnel is responsible for product software security. Provided in multiple coding languages, the training covers fundamental concepts related to secure coding, secure design, secure testing, and privacy.

2. **Security Considerations in Design**. Careful planning around security considerations is critical at the beginning of a project, mitigating the potential rework costs, revenue impacts, and reputational risks associated with identifying issues late in product development or after a product release. This practice considers potential vulnerabilities and threats as well as associated mitigations related to product operation, establishing a baseline security posture. Activities include vulnerability assessments using industry-standard information and publications, security posture evaluation in product software functional specifications, and security feedback integrated into product planning and design.

3. **Threat Modeling**. Building a more secure product requires that developers understand the threats to that product. Via threat modeling, we evaluate the product to identify potential compromising threats (including to components/systems with which it interacts), determine the product's potential attack surfaces and the level of risk from those threats, and set the boundaries for a range of appropriate mitigations.

4. **Penetration Testing**. After a product's potential attack surfaces have been identified, the Secure Development Lifecycle calls for evaluation and validation of security risks through penetration testing, using commonly used hacking tools and techniques and focusing on areas such as authentication, authorization, cryptography, and access privileges. Identified vulnerabilities can be fixed or mitigated in the PDL prior to the product release. Vulnerabilities learned from penetration tests provide a baseline for future product testing.

5. **Release Security Review**. With each practice, the Secure Development Lifecycle is building a picture of a product's security posture. The Release Security Review is a deliberate examination of a product's security posture prior to release, with the goal of identifying and evaluating security risks that might then be eliminated, reduced, mitigated, or

accepted in relation to the PDL. The review considers background information about the product and related documentation, functional specifications and any recommendations for product enhancement, prior security and bug reviews, and results of threat modeling and penetration testing.

6. **Incident Response Plan**. The Incident Response Plan outlines how Juniper responds to potential product vulnerabilities and how these threats and mitigations are communicated to customers. This practice builds on Juniper's industry-respected Security Incident Response Team (SIRT) framework, which encompasses:

⊃ dedicated security experts available for response;

⊃ established communications channels for resolving incidents;

⊃ multi-source vulnerability identification, including internal review, customer service, threat monitoring, and cooperation with researchers, partners, and other vendors;

⊃ security bug evaluation and scoring using the industry-standard Common Vulnerability Scoring System (CVSS) methodology;

⊃ customer advisories published with industry-standard Common Vulnerabilities and Exposure (CVE) identifiers to aid customer understanding; and

⊃ information sharing with industry peers to prevent the spread of threats and allow repair of vulnerabilities in multivendor customer networks.

Click here for a more in-depth look at our Secure Development Lifecycle.

Enhancing trust and security is part of Juniper's culture. On our Yammer platform, more than 300 global employees participate regularly in a security group, sharing information about product, operational, and workplace security.

Security Certifications

Juniper maintains a portfolio of third-party-validated security-related certifications that verify our product security claims against defined evaluation criteria and prove independent assurance to boost customer decision-maker confidence. Our certifications include:

Federal Information Processing Standards (FIPS). Ensure the security of algorithms and cryptographic functions in IT security systems that protect unclassified information. They are used as a guideline for federal procurements and are recognized by the U.S., Canada, and other national governments. Juniper has 45 active FIPS Certifications.

***ISO/IEC 15408* Common Criteria Certifications.** A set of internationally recognized and accepted standards that allow vendors to make claims about the security functionality of their products and then demonstrate product performance against those claims. Juniper has 14 active Common Criteria Certifications.

In our SaaS business, Mist AI has obtained a Payment Card Industry Data Security Standard (**PCI DDS**) Certification for our AWS hosted services.

Several other Juniper products/environments are currently preparing for certification to various standards.

Click here for a list of certifications by product.

Leadership in Cybersecurity

JUNIPER NETWORKS

CSR AT JUNIPER

JUNIPER CSR STRATEGY

ENHANCE TRUST & GOVERNANCE

Product Security
Leadership in Cybersecurity
Operational Security
Corporate Governance
Business Integrity
Supply Chain Management

ENABLE THE WORKFORCE OF THE FUTURE

BUILD GLOBAL RESILIENCE

APPENDICES

We are proud to be thought leaders in the areas of privacy and cybersecurity, and to engage collaboratively with industry groups and government initiatives to enhance the security of ICT products, networks, and critical infrastructure.

To respond to international cybersecurity incidents, fight cybercrime, and improve the state of cyber defenses, we engage with organizations such as the Forum of Incident Response and Security Teams (FIRST). For nearly a decade, Juniper has engaged with FIRST in a leadership capacity, developing standards such as the common vulnerability scoring system and developing programs for multi-stakeholder forums and conferences. In 2021, we helped facilitate and advise on the integration of the Industry Consortium for the Advancement of Security on the Internet (ICASI) into FIRST, a merger designed to help standardize and consolidate industry best practices.

Juniper also is active in initiatives sponsored by the United States federal government: The Enduring Security Framework (ESF) and the Joint Cyber Defense Collaborative (JCDC). The ESF is a cross-sector working group whose goal is to address threats and risks to the security and stability of U.S. national security systems critical infrastructure. The JCDC, led by the Cybersecurity and Infrastructure Security Agency (CISA) leads the development and implementation of shared cyber defense plans and operations with partners from the private sector and various levels of government.

To support our customers, we publish white papers, ebooks, podcasts, blogs, and articles on data protection strategies and compliance.
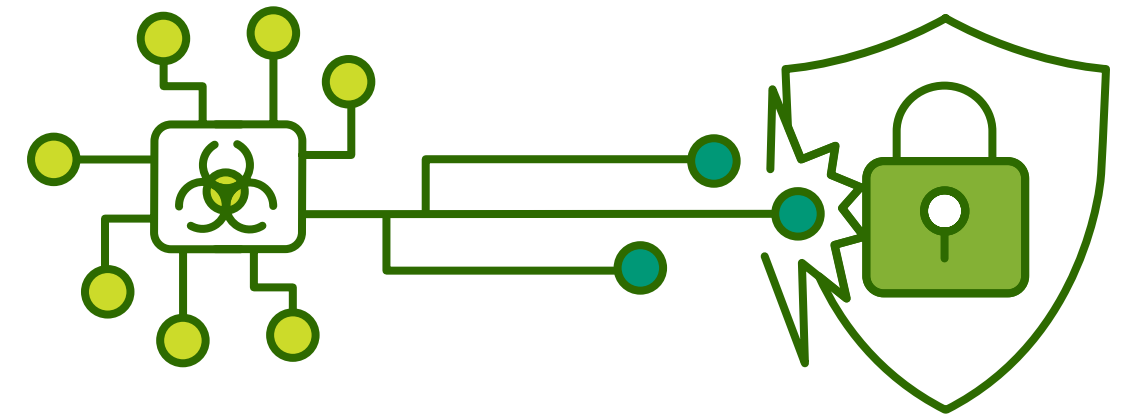
In 2021, for the second consecutive year, Gartner named Juniper a Challenger organization in its Magic Quadrant for Network Firewalls. Juniper is also participating in a Gartner-led collaboration to establish industry benchmarks for measuring data security effectiveness.

Operational Security

Within our operations, we are diligent about data security and protecting the personal information entrusted to us by our customers, vendors, partners, and visitors to our facilities and website. Our operational security infrastructure continuously manages risk across multiple areas, including:

⊃ assuring the integrity of our products' intellectual property to prevent intrusion and the potential for broader backdoor attacks on our products' users;

⊃ protecting the build environments we manage and ensuring the software and firmware they produce is trustworthy and reliable;

⊃ acting as a trustworthy steward of sensitive information from both employees and customers; and

⊃ assuring the availability of our critical computing systems.

We require all employees to complete annual cybersecurity trainings (see following section), and all new employees to complete privacy training. Employees most likely to have access to sensitive information must also complete annual job-specific privacy trainings.

As part of our vendor compliance process, we conduct regular reviews of our key suppliers' privacy and security controls, assuring they meet our standards.

Cybersecurity Program & Oversight

Our security organization maintains the policies and controls through which all Juniper technologies are managed, with responsibility for the execution of those policies divided between IT and Juniper's business units, engineering groups, cloud properties, and other parties. Our cybersecurity program is overseen by our Chief Information Security Officer in coordination with our Chief Information Officer, and includes common security controls, a cyber incident response plan that provides controls and procedures for timely and accurate reporting of material cybersecurity incidents, and maintenance of insurance coverage to defray any financial losses suffered by the company in the event of a cybersecurity breach.

Designed to protect the confidentiality, integrity, and availability of information owned by or in the care of Juniper, our cyber risk management program includes annual third-party penetration testing, secure configuration management, and comprehensive compliance oversight. We have also implemented a robust cybersecurity training and testing program that includes multiple mandatory trainings for all Juniper employees, specialized role-based training (e.g., for software

engineers), and surprise testing to confirm employees are implementing best practices learned during the trainings.

Over the past two years, as pandemic protocols have encouraged greater reliance on remote and hybrid work models, we have enhanced our network security to support secure connections for all employees.

Juniper's security goal is to enable effective risk decision-making by empowered employees and leaders to establish a culture of shared outcomes and ownership, supported by modern technology and processes.

Oversight of Juniper's cybersecurity program rests with the Board as part of its operational risk management responsibilities. In support of the Board's oversight duties, the Audit Committee receives regular cybersecurity reports from our Chief Information Officer, Chief Information Security Officer, and other senior executives. In addition, management provides the Board

(periodically) and Audit Committee (regularly) with reports detailing the results of third-party independent assessments of our company-wide cybersecurity strategy and internal response preparedness exercises.

Currently, four of our directors, including two members of our Audit Committee, have cybersecurity expertise.

Data Privacy Compliance in Our Products, Services & Operations

Juniper's Privacy Policy outlines individuals' rights to their personal information, how that personal information may be collected and used, and our process for notifying individuals about the information we may collect.

We work to remain current with privacy regulations in this changing regulatory environment, and to make our compliance policies, protocols, and standards easily accessible to our customers and the public. To help our customers navigate the rapidly changing cybersecurity landscape and respond to evolving data protection regulations globally, we produce and distribute information about data protection strategies and compliance. Recently, we've published FAQs and whitepapers on the most pressing privacy regulations, including an example of our compliance with the regulatory changes under the General Data Protection Regulation (GDPR).

As our cloud and AI portfolio offerings grow, so do customers' inquiries about our privacy policies and cybersecurity practices. With the increasing demand regarding our Mist product, we prepared a privacy and security technical brief to help customers understand the processing of their data, and we will continue to prepare customer privacy and security briefs as our products and services evolve.

Corporate Governance

JUNIPER NETWORKS

CSR AT JUNIPER

JUNIPER CSR STRATEGY

ENHANCE TRUST & GOVERNANCE
- Product Security
- Leadership in Cybersecurity
- Operational Security
- **Corporate Governance**
- Business Integrity
- Supply Chain Management

ENABLE THE WORKFORCE OF THE FUTURE

BUILD GLOBAL RESILIENCE

APPENDICES

Board Composition & Structure

(GRI 2-9)

Our business is managed under the direction of our Board of Directors, which is currently composed of eleven members, including three women directors. For more information on Board Diversity, please see the Inclusion and Diversity at Juniper section of this report. All of our current directors are independent with the exception of our CEO, Rami Rahim. Our stockholders elect the company's Board members annually. Ten of our directors were elected at our 2022 Annual Meeting. One director, Steven Fernandez, was appointed by the current Board of Directors at a later date, after the 2022 Annual Meeting.[1]

The Board has a standing Audit Committee, Compensation Committee, and Nominating and Corporate Governance Committee.

1. For more information, see the Form 8-K filed on May 12, 2022.

BOARD OF DIRECTORS

The Board allocates time at each quarterly meeting to engage in substantive discussions with management about areas of broad, strategic risk and opportunity. It delegates certain risk oversight responsibilities to its committees, and committee chairs report back to the full Board on these matters after every meeting.

COMMITTEES

AUDIT
- financial reporting
- compliance—legal and regulatory, including:
  - environmental
  - data privacy and security, including cybersecurity and physical
  - litigation
  - ethics and compliance
- outside auditor independence

COMPENSATION
- compensation practices and programs
- executive succession planning
- human capital management and workforce inclusion and diversity
- CEO performance
- board compensation

NOMINATING & CORPORATE GOVERNANCE
- governance structure and practices
- director independence
- board performance
- board succession Planning
- oversight of applicable ESG matters

MANAGEMENT
- Design and operate risk management program, including risk identification, assessment and prioritization.
- Conduct regular, executive-level committee review of key risk areas with updates to the Board.
- Engage with Board and committee chairs on areas of assigned risk oversight.

41

©2022, Juniper Networks, Inc.

Risk Management Oversight

(GRI 2-11)

The Board's leadership structure is comprised of an independent Chair of the Board and a Lead Independent Director, each of whom is appointed and at least annually reaffirmed by a majority of Juniper Networks' independent directors. Scott Kriens has served as Chairman of the Board since 1996 and served as our CEO from 1996 to 2008. Gary Daichendt has served as the Lead Independent Director since March 2015.

(GRI 2-10, 2-18, 2-19, 2-20, 2-21)

For additional information on the Board's governance structure and composition, Board nomination and selection procedures, procedures for annual evaluation of director performance, remuneration process, director compensation, and annual CEO compensation ratio, please see our latest Proxy Statement.

Our Board has oversight responsibility for the company's Enterprise Risk Management (ERM) framework, which is designed to identify, assess, prioritize, manage, and communicate risks to which the company is exposed and foster a corporate culture of integrity.

To fulfill its oversight responsibility, the Board regularly reviews, consults with, and holds discussions with management regarding the company's strategic direction, challenges, and risks. It also reviews the company's annual and quarterly financial results and forecasts. The Board as a whole and through its committees oversees the company's management of material enterprise-level risk, primarily in the areas of strategic, operational, compliance, and financial risk. Under each of these risk areas, Board committees maintain oversight duties and provide regular reports to the full Board on the company's risk management efforts.

⊃ Our **Audit Committee** oversees management of all four areas of enterprise-level risk: strategic, operational, compliance, and financial. It oversees financial risks in both financial performance and financial reporting as well as overseeing financial risk management strategies and the company's outside independent auditors. The Audit Committee also reviews and provides oversight of strategic risks inherent in all four risk areas (each of which is included in the company's enterprise risk assessment and management policies) and oversees compliance risk management including legal, regulatory, and ethics programs. While the Board oversees the company's cybersecurity risk management program as part of its operational risk management responsibilities, it has designated the Audit Committee with the responsibility for regularly reviewing the company's processes and procedures around managing cybersecurity risks and incidents.

⊃ Our **Compensation Committee** assists the Board in fulfilling its oversight responsibilities with respect to the management of operational risks and compliance risks relating to and arising from the company's executive and employee compensation plans, policies, programs, and practices, including human capital management and workforce inclusion and diversity.

Our **Nominating and Corporate Governance Committee** assists the Board in fulfilling its oversight responsibilities with respect to the management of strategic risks associated with Board organization, membership and structure, succession planning for our directors and management, and corporate governance, including programs, policies, and practices relating to ESG matters applicable to the company.

Management is responsible for the direct management and oversight of strategic, operational, compliance, and financial risks, and for the company's formal program to continually and proactively identify, assess, prioritize, and mitigate enterprise risk. Critical risks are managed through cross-functional participation in the senior-level Corporate Compliance Committee (legal and regulatory compliance risks) and the Enterprise Risk Management Committee (strategic, operational, compliance, and financial risks).

Annually, management reviews with the Board a comprehensive assessment of the company's risks based upon the COSO Integrated Risk Management Framework methodology. In addition, throughout the year, our CEO and other members of senior management review with the Board key strategic and operational issues, opportunities, and risks. Both the Board and the Audit Committee receive reports and presentations from management on the company's risk mitigation programs and efforts, cybersecurity programs, compliance programs and efforts, investment policy and practices, and the results of various internal audit projects.

See the ESG Governance Structure section of this report for details on our Board's role in ESG oversight.

©2022, Juniper Networks, Inc.

COVID-19 Pandemic Risk Oversight

The Juniper Crisis Management Team has followed a risk-based and phased approach throughout the ongoing COVID-19 pandemic, aligning with local government guidelines and national mandates for our operations. The Board has overseen crisis management policies and cross-functional responses throughout the company to ensure that we continue to identify and respond to emerging risks and provide meaningful updates to our stakeholders. Through regular updates and communications with management, the Board has:

⊃ exercised oversight of COVID-19's impacts on our employees, business operations, financial position, and results of operations;

⊃ maintained an understanding of how management is assessing the pandemic's impact;

⊃ considered the nature and adequacy of management's responses, which include health safeguards, business continuity planning, internal communications, and infrastructure; and

⊃ reviewed stakeholder communications plans with management, ensuring effective and transparent communications.

Business Continuity Planning

To ensure we fulfill our promise to transform the economics and experience of networking for our customers, we have invested in Business Continuity Planning.

We have established a business continuity management system that aligns with the requirements of ISO 22301. We elected not to pursue ISO 22301 certification at this time. Our business continuity strategy is authorized by our executive management and overseen by a Corporate Enterprise Risk Management Committee and the Juniper Networks Board of Directors. The Senior Vice President (SVP), Legal has executive responsibility. Operational responsibility for implementation of the business continuity strategy lies with the Vice President, Environmental, Health, Safety, and Security (EHSS).

Our business continuity strategy includes documented processes for Risk Management and a Corporate Emergency Preparedness and Business Continuity Plan.

Business Integrity

Integrity matters—in every action and every decision, every day.

We are committed to conducting business honestly and transparently, and hold our employees, partners, suppliers, and customers to the highest standards of integrity and conduct. Guided by our codes of conduct, our policies, and our values, we strive to implement intuitive operating principles, comprehensive policies and procedures, and effective educational curricula.

Integrity & Compliance Program

(GRI 2-24)

Our Integrity & Compliance Group (ICG) leads Juniper's efforts to promote business ethics and compliance. It is responsible for engaging with Juniper employees on key issues, providing employee training on compliance policies, communicating channels for reporting ethics concerns, and managing our annual Integrity Survey. In 2021, ICG rolled out our enhanced

Integrity and Compliance 2.0 program, which centers around five principles:

1. fostering a strong speak-up culture
2. building deeper integration with internal stakeholders
3. aligning to the strategic direction of the company
4. atrengthening the core compliance program
5. leading with data

ICG is led by our Chief Compliance Officer and a team of diverse, global compliance professionals including three Theater Heads who provide compliance support and guidance to Juniper employees in their respective AMER, EMEA, and APAC regions. The CCO and Theater Heads personally attend all new-hire integrity and compliance trainings, as well as new manager trainings.

ICG aims to be a trusted advisor to our global employees, fostering a culture that empowers our people to raise concerns, provide feedback, and share ideas. Each year, ICG's Integrity Survey assesses and measures Juniper's culture of compliance, trust

in senior management, training efficacy, fear of retaliation, and perception of company integrity. Results from these annual surveys have helped us improve the accessibility of our company policies, procedures, and the surveys themselves, which are interactive and mobile-friendly.

ICG also works closely with internal partners and core functions to address the frictionless adoption of compliance protocols that align with the company's strategic vision. By being a strong internal partner, ICG can support the development of relevant training and policies and address core compliance areas for each employee group.

(GRI 2-27)

We report lawsuits, investigations, and other disputes that are material to the business in our <u>latest Form 10-K</u>. In 2021, we had no significant instances of non-compliance with laws and regulations for which fines or non-monetary sanctions were incurred by the company.

Policy Commitments

Juniper's Codes of Business Conduct cover several areas such as ethics, conflicts of interest, anti-corruption, unfair dealings, information protection, trade compliance, human rights, and fair workplace practices.

Worldwide Code of Business Conduct

Our Worldwide Code of Business Conduct (Code or Juniper's Code) provides ethical guidance for a range of stakeholders and business circumstances, and communicates our expectation that all parties will behave in a responsible, authentic, and trustworthy way, in compliance with all applicable laws and regulations. The Code covers Juniper employee responsibilities during interactions with customers, interactions with third parties, interactions with sensitive information, and interactions in the workplace, as well as employees' options for reporting ethics concerns. Key elements of the Code include:

- **Conflicts of Interest**. Juniper's Code enjoins all Juniper employees (including the Board and Executive Leadership Team) from accepting appointments to industry groups, serving on the boards of for-profit entities, or participating in technical advisory boards without prior disclosure and written approval. The Code also explicitly prohibits:

(GRI 2-15)
- outside employment with a Juniper business partner or competitor;

- significant financial interest in a Juniper business partner or competitor held by any worker or a family member;

- conducting business with a Juniper business partner that employs a close family member or significant other in a substantial role; and

- giving or receiving gifts to influence any decision impacting Juniper's interest.

JUNIPER
NETWORKS

≡

CSR AT JUNIPER

JUNIPER CSR STRATEGY

**ENHANCE TRUST
& GOVERNANCE**

Product Security
Leadership in Cybersecurity
Operational Security
Corporate Governance
Business Integrity
Supply Chain Management

ENABLE THE WORKFORCE
OF THE FUTURE

BUILD GLOBAL RESILIENCE

APPENDICES

(GRI 205, 3-3)

⊃ **Anti-Bribery & Corruption**. Juniper maintains measures to address the risks of corruption and bribery in our dealings with foreign governments and state-owned entities. These includes review and pre-approval of expenses for business courtesies, due diligence review and monitoring, monitoring of high-risk spending, review and pre-approval of non-standard discounts, quarterly reviews of employee certifications and identification of high-risk activities or transactions, mandatory Code of Conduct training and refresher training, and region- or role-specific training.

In 2021, our ICG team enhanced several processes and controls for mitigating bribery and corruption risk, including:

⊃ streamlining the Non-Standard Pricing approval process with a simplified questionnaire;

⊃ consolidating the tracking, approval, and management of business courtesy expenses (gift, travel, meals, entertainment) to a single platform; and

⊃ joining the Blue Umbrella Technology Industry Integrity initiative (Ti3) to access an industry-standard due diligence questionnaire and shared due diligence information from participating industry partners.

(GRI 206, 3-3)

⊃ **Anti-Competitive Behavior**. Juniper's Code prohibits anti-competitive behavior such as horizontal price fixing, vertical reseller price maintenance, discriminatory treatment of business partners, and inappropriate gathering of competitive intelligence. This Code reduces our risk of unfair treatment of people and communities where we do business.

⊃ **Insider Trading**. Juniper's employees, officers, and directors are prohibited from buying or selling securities, or providing trading advice to others, while in possession of material, non-public information about Juniper or another company.

Additional Conduct Codes & Policies

Our Business Partner Code of Conduct applies to all business partners, including direct and indirect suppliers, vendors, and contractors. It is aligned with the RBA Code of Conduct and communicates our expectations to our suppliers on environmental and social matters, including upholding human rights.

Other relevant policies include our General Terms and Conditions of Purchase, Modern Slavery Statement, and Conflict Minerals Policy, as well as the Responsible Business Alliance (RBA) Code of Conduct, to which our expectations align.

(GRI 2-23)

All Juniper policies consider the environments, context, industry, and business relationships unique to us and are reviewed annually against the results of annual risk assessments and Juniper's Enterprise Risk Management program, with revision as necessary.

Compliance Training

All our employees and business partners receive regular training on the values and principles outlined in our codes of conduct. Additionally, we require regular corporate compliance training beyond the Code of Conduct for all employees, accessible through online and in-person interactive sessions. To ensure that our curriculum is delivered effectively, we target compliance training based on risk profiles related to an employee's location, job function, and department. Building on our Code training, the ICG provides additional messaging tools on core principles of priority topics, enabling managers to cascade compliance requirements to their teams in a scalable and effective manner.

In 2021, we rolled out a new, more interactive version of our Code of Conduct training and shifted to an annual cadence with quarterly refreshers. The year saw 100% participation in Code of Conduct training across our full-time employee workforce.

At the end of 2021, we engaged with Qstream to roll out a new precision-learning platform for employees. Over a period of several weeks, the platform delivers mini-challenge questions on compliance rules applicable to an employee's role and function and continues delivering questions until the topic is mastered—boosting learner engagement, content proficiency, and knowledge retention.

In our **2021 Integrity Survey**, Juniper significantly exceeded external benchmarking in categories such as Comfort Speaking Up, Clarity of Expectations, and Openness of Communication.

In 2021, ICG developed and launched a data analytics tool that makes it easier to execute a **risk-based training** approach targeted to particular employee groups. Over the course of the year, the team was able to identify and execute nearly 50 trainings globally, targeting high-risk geographies and functions.

In 2021, our Code of Conduct training won the Brandon Hall Group Gold Award for Best Advance in Compliance Training.

Reporting Concerns
& Anti-Retaliation Policy

We aim to empower every Juniper employee to be a champion for honesty, integrity, and compliance. Recognizing the strength it takes to come forward with concerns, we foster an open and collaborative culture where employees trust management and are comfortable speaking up about questionable, fraudulent, or illegal activities that relate to Juniper.

Our third-party-managed **Integrity Helpline** (+1-855-410-5445) is available to employees, contractors, stakeholders, and members of the public, anonymously or by name. The helpline is offered in several languages, with translation support available. Questions or concerns can also be submitted via an **online** portal or internal **email alias**, or emailed directly to our Chief Compliance Officer. These reporting channels are communicated and reiterated to employees via the Juniper website, ICG's intranet homepage, during onboarding and annual Code of Conduct training and documentation, in major communications to employees on ethics topics, and in ICG's quarterly publication, which is distributed to all employees.

Our data supports that most employees who raise concerns feel comfortable doing so, as only 10% of reports to the ICG in 2021 were submitted anonymously.

Juniper maintains a zero-tolerance policy toward retaliation against any employee who reports an issue in good faith or cooperates in an investigation. This is guaranteed through our Worldwide Code of Business Conduct and communicated to workers through the ICG website. We have put proactive controls in place with the HR team to monitor employees who have or are participating in investigations to protect them from retaliation attempts.

(GRI 2-16, 2-25, 2-26)
Resolving Critical Concerns

All critical concerns about business conduct in Juniper's operations or business relationships are communicated to the Corporate Compliance Committee and the Board's Audit Committee, which also have visibility into details of investigations for all substantiated cases. Executives from major functions within the organization may communicate critical concerns to the Chief Compliance Officer through various channels on an ad hoc basis or during quarterly meetings of our Corporate Compliance Committee. Our Chief Compliance Officer may report critical concerns to the Audit Committee on an ad-hoc basis or during quarterly meetings, depending on the nature of the concern.

Anti-Corruption

All of our operations are assessed for risks of corruption. Significant risks identified are:

- ⊃ direct and indirect bribery
- ⊃ inaccurate books and records
- ⊃ improper business courtesy (i.e., gifts, travel, and entertainment)

These inherent risks are considered high for the company given the amount of sales interactions with foreign government and state-owned entities in high-risk markets, reliance on third-party partners, multiple tiers of channel transactions, and unpredictable discounting and transparency to third parties' use of funds.

In addition, severity of these risks is high as consequences from violations, if any, would be severe. Company and individual executives could be fined or even sentenced to prison, costs to the organization could be significant (investigative and litigation costs on top of reputational damage), and the company could be barred from federal government contracting.

Juniper has measures in place to address the risks of corruption. This includes review and pre-approval of expenses for business courtesies, due diligence review and monitoring, monitoring high-risk spending, review and pre-approval of non-standard discounts, quarterly reviews of employee certifications and identification of high-risk activities or transactions, mandatory Code of Conduct training and refresher training, and region- and role-specific training.

To measure the functioning of our programs, we perform periodic internal audits, third-party assessments, track objectives and key results and report those to management on a quarterly basis, and track outcomes against the Enterprise Risk Management risk profile. The Board's Compliance Committee and Audit Committee receive quarterly reports on these efforts and their results.

Improvements identified in audits, assessments and reviews are addressed timely and incorporated into processes and policies as necessary. An annual Integrity Survey allows internal stakeholders to engage and assesses the compliance climate and culture at our organization.

During 2021, we recorded no confirmed incidents of bribery.

In 2021, we communicated relevant anti-corruption policies to all our employees across all employee categories, in all our regions. We also provided anti-corruption training to all employees and to our sales channel partners.

CSR AT JUNIPER

JUNIPER CSR STRATEGY

ENHANCE TRUST & GOVERNANCE

Product Security
Leadership in Cybersecurity
Operational Security
Corporate Governance
Business Integrity
Supply Chain Management

ENABLE THE WORKFORCE OF THE FUTURE

BUILD GLOBAL RESILIENCE

APPENDICES

Anti-Competitive Behavior

(GRI 206, 3-3)

In our industry, there is a limited risk of anti-competitive behavior. Juniper has put in place controls that aim to prevent these incidents from occurring

The ICG makes information on anti-competitive behavior available to all employees at dedicated locations, trains employees on best practices, periodically trains targeted roles and functions, and is part of decision-making in high-risk deals.

The company has implemented deal registration, contributes to standard-setting organizations, reviews employee participation in speaking opportunities or events where competitors are present to avoid inadvertent sharing or receiving of inappropriate information, and has implemented data loss prevention technology. Trained investigators carry out internal investigations and apply remediation as appropriate.

(GRI 206-1)

In 2021, we had one case where a company pursued litigation against Juniper for alleged anti-competitive behavior. The case was dismissed by the adjudicating court in Israel.
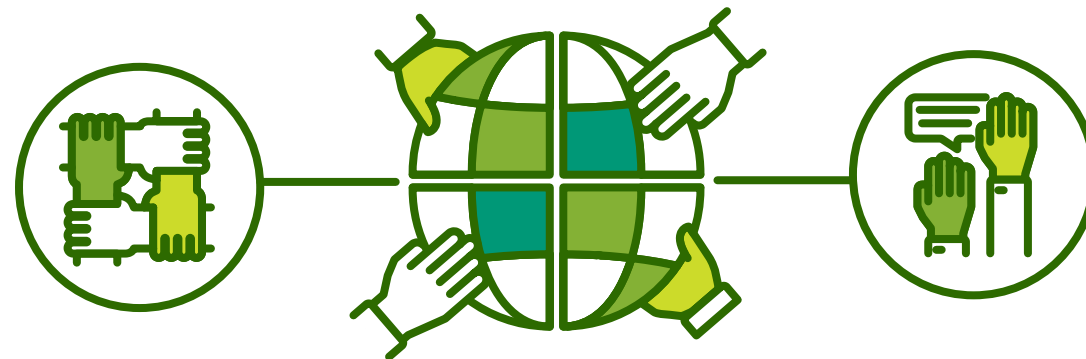
Public Policy

(GRI 415, 3-3)

Public policy affects our company, sometimes promoting network investment, stimulating economic growth, and enabling us to deliver high-performance connectivity to our customers and partners worldwide—and sometimes the opposite. To protect the interests of Juniper's business and stakeholders, we work with governments to develop an approach that achieves the best outcomes for our business, our customers, and society. Our expertise and thought-leadership allows us to contribute in areas including closing the digital divide for a more connected and empowered world, protecting internet freedom and innovation, protecting intellectual property, advancing new technologies, cybersecurity and privacy, and educating the next generation of IT leaders.

Our Board's Nominating and Corporate Governance Committee oversees our public policy, advocacy, and lobbying activities.

(GRI 415-1)

Juniper Networks does not donate corporate funds to political candidates, political parties, or political action committees at the federal, state, or local levels, nor does the company have an employee-funded political action committee (PAC) to make such donations. In 2021, no financial or in-kind political contributions were made directly or indirectly by Juniper, anywhere in the world.

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 government levels to promote Juniper solutions for specific public sector procurement opportunities.

Tax

Taxes are the primary source of revenue for communities and regions in which we operate. We adhere to global tax laws and regulations and apply good tax governance to the benefit of our organization and our stakeholders.

(GRI 207-1)

We manage tax in line with our group governance framework and procedures, and document and report tax strategy, activities, and uncertainties on a regular basis. We seek to manage all taxes to provide a responsible outcome in the interests of all stakeholders. Operating alongside this, our guiding tax principles govern our behavior and the tax choices we make when facing new decisions or directions.

Tax Governance

(GRI 207-2)

The highest body in the company overseeing tax governance is the Audit Committee of the Board of Directors, whose bylaws require that it oversee financial statements, legal and regulatory compliance, enterprise risk, internal controls, and independent audit. Tax governance is covered by Juniper's internal controls framework, and reviewable both by internal and independent audit.

The Chief Financial Officer is the highest management position accountable for tax strategy. The Vice President of Tax reports to the CFO and oversees a global team ensuring proper administration of global tax laws and regulations governing direct and indirect taxes such as corporate income taxes, transaction taxes, and withholding taxes. Internal policies that address the company's planning, reporting and administration of taxes provide required foundational principles. These policies include accounting and financial reporting, tax reporting, employment, and other tax-related considerations.

Our Relationship with Tax Authorities

(GRI 207-3)

As an organization, we seek to operate with integrity, and we reflect that intention in our relationships with tax authorities, with whom we strive to establish constructive relationships. Juniper is under routine review by tax authorities in such jurisdictions as the Netherlands, U.K., France, Germany, Japan, China, Australia, India, and the U.S. Under certain circumstances, we offer and discuss Advanced Pricing Arrangements with tax authorities to provide consistency and certainty sought by both payer and payee.

In addition to operating with integrity, we seek where possible and appropriate to be proactive with tax authorities to ensure the efficient resolution of issues as they arise. We seek tax clearances and guidance from tax authorities where and when appropriate.

Supply Chain Management

(GRI 308, 3-3)

At Juniper, we develop trust with our customers, our employees, and our suppliers by being honest, respectful, and reliable in all our business dealings. We expect ethical business practices throughout the value chain and encourage our suppliers to adopt critical corporate social responsibility policies that help ensure working conditions in the technology supply chain are safe and workers are treated with respect and dignity.

Our hardware, software, and cloud solutions are developed and produced within a global network of software developers, contract manufacturers (CMs), original design manufacturers (ODMs), component suppliers, warehousing and logistics providers, and recruiting firms. We are committed to meeting our customers' expectations of responsible sourcing practices and transparency throughout this entire networked ecosystem, and we communicate these expectations to our partners and suppliers through codes of conduct and audits based on industry-leading frameworks. We are a member of the Responsible Business Alliance (RBA) and have adopted the social, environmental, and ethical principles of both the RBA and the Joint Audit Cooperation (JAC). We are committed to working with our suppliers and conducting due diligence to help maintain compliance with these responsible sourcing standards. Currently, we have 141 active measures identified for suppliers where we seek improvement.

Our suppliers are expected to support Juniper's compliance obligations, including trade compliance laws and trade restrictions from sanctioned entities and persons. Our membership in the RBA, and requirement that suppliers follow the RBA Code of Conduct, gives assurance that we observe these rights and expect suppliers to support workers' rights to freedom of association and collective bargaining.

See the Build Global Resilience section of this report for more information on environmental sustainability in our supply chain.
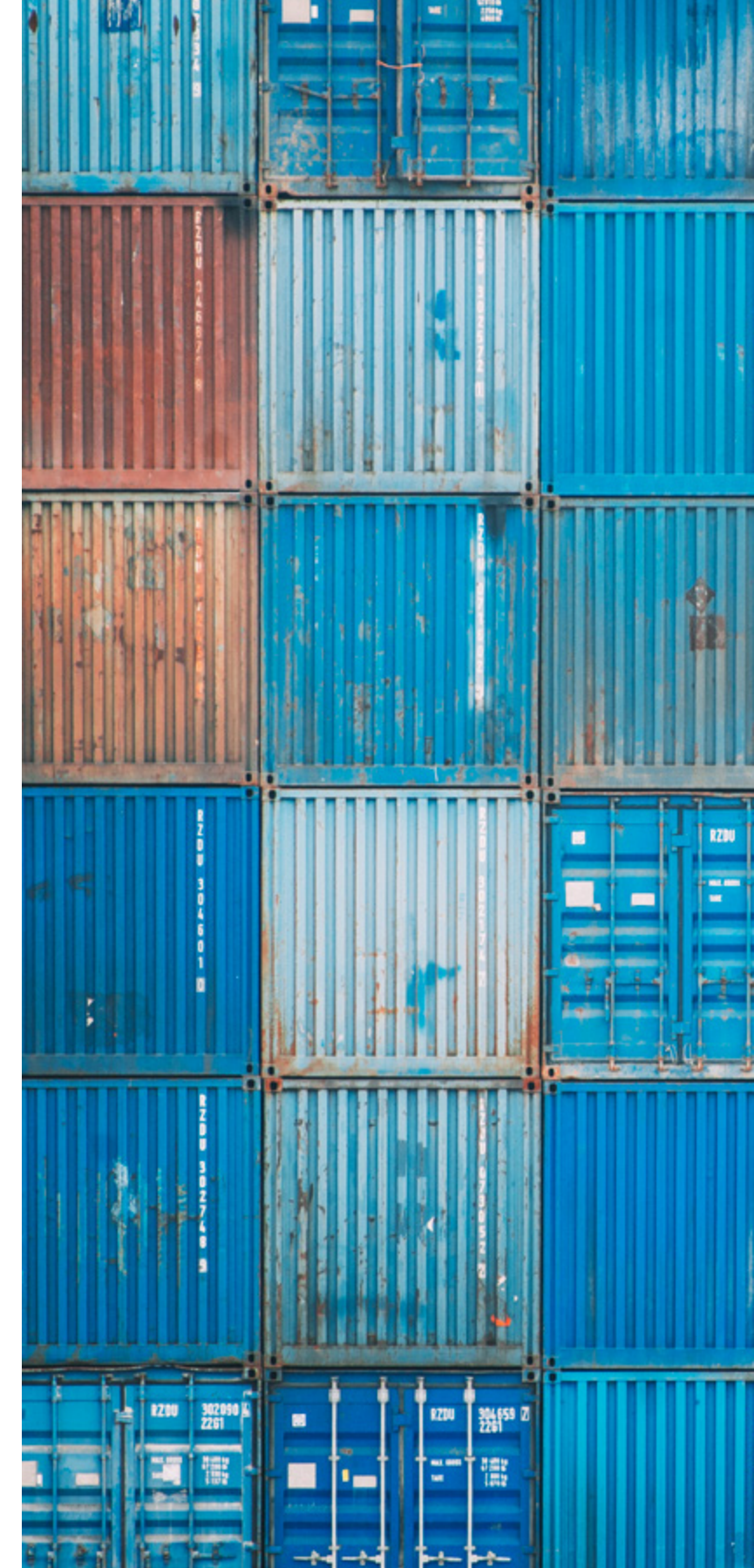
Supply Chain Integrity

Protecting supply chain integrity is part of our commitment to protecting brand integrity through all stages of the product lifecycle. Through our supply chain integrity program, we protect our partners and customers by guarding against the introduction of counterfeit or gray market components and the vulnerabilities they could create in our products, and by facilitating failure analysis on products or processes when quality problems arise.

Our multiyear investment in data analytics focused on component-level risk allows us to predict the likelihood and timeframes of risk impacts and to manage environmental compliance and other sourcing risks. By incorporating an enhanced understanding of key risk factors into our lifecycle approach, we benefit from risk reduction and revenue protection throughout the design and production processes.

We work with the U.S. government and regulatory bodies around the world to meet and exceed security standards and ward off attempts to influence the integrity of our products. We maintain the resilience to quickly adapt, implement, and assure compliance with all new requirements while maintaining business continuity.

To help ensure supply chain continuity, we utilize a third-party risk management platform that offers real-time information on susceptibilities, vulnerabilities, and threats.
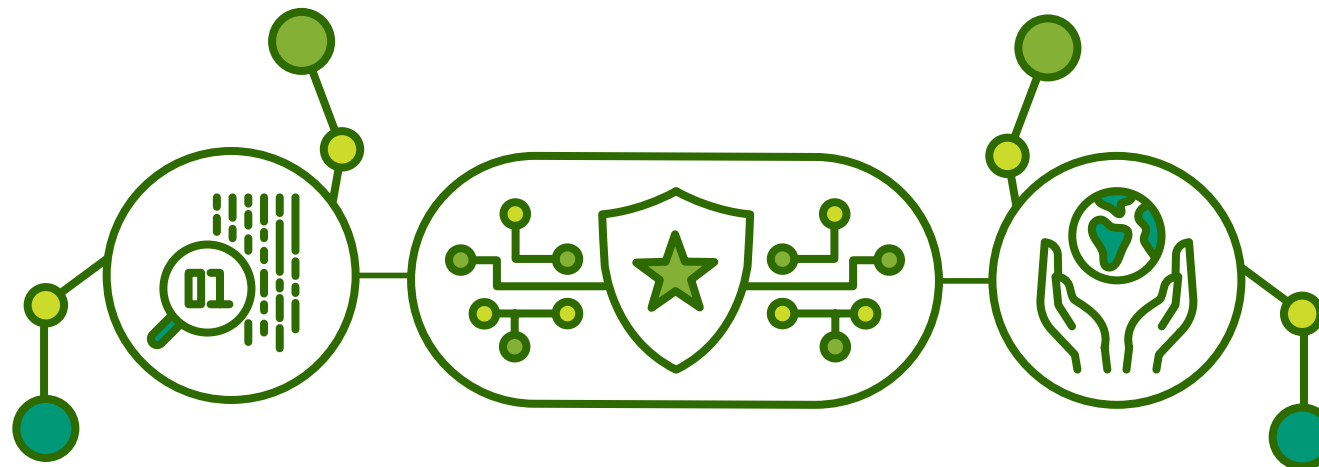
Responsible Sourcing Program

(GRI 308, 3-3 / GRI 414, 3-3)

We engage with our supply chain partners to work together toward the management of a resilient and responsible supply chain. We encourage the adoption of responsible and sustainable business practices among our direct and indirect suppliers. We aim to manage the majority of our suppliers through a direct agreement, and select our suppliers using sourcing strategies drafted in coordination with our engineering teams.

Our Supplier Management Program is based on several key elements, including:

⊃ **Performance Evaluation**. We use our Supplier Excellence Framework to evaluate suppliers, beginning with onboarding and continuing throughout our engagement.

⊃ **Verification and Audit**. We conduct assessments and announced onsite audits of our CMs, ODMs, and critical partners to assess and evaluate their performance compared to Juniper standards, and communicate results during business reviews.

⊃ **Certification**. Suppliers must certify that they have read, understood, and committed to complying with Juniper's Business Partner Code of Conduct, which communicates our expectations on important corporate social responsibility standards and is informed by the RBA Code of Conduct and the Ten Principles of the United Nations Global Compact.

⊃ **Accountability**. Both our suppliers and Juniper employees who manage supplier relationships are held accountable for upholding the Juniper Business Partner Code of Conduct and executing on the Supplier Excellence Framework. If suppliers do not follow Juniper's policies or meet Juniper's performance expectations, we may escalate the matter in the supplier business review process and take the non-compliance into account in supplier performance scorecards. Supplier non-compliance and poor performance on scorecards may result in a determination to suspend, disengage, or take other corrective actions with respect to the supplier.

Key Juniper Manufacturing & Distribution Sites
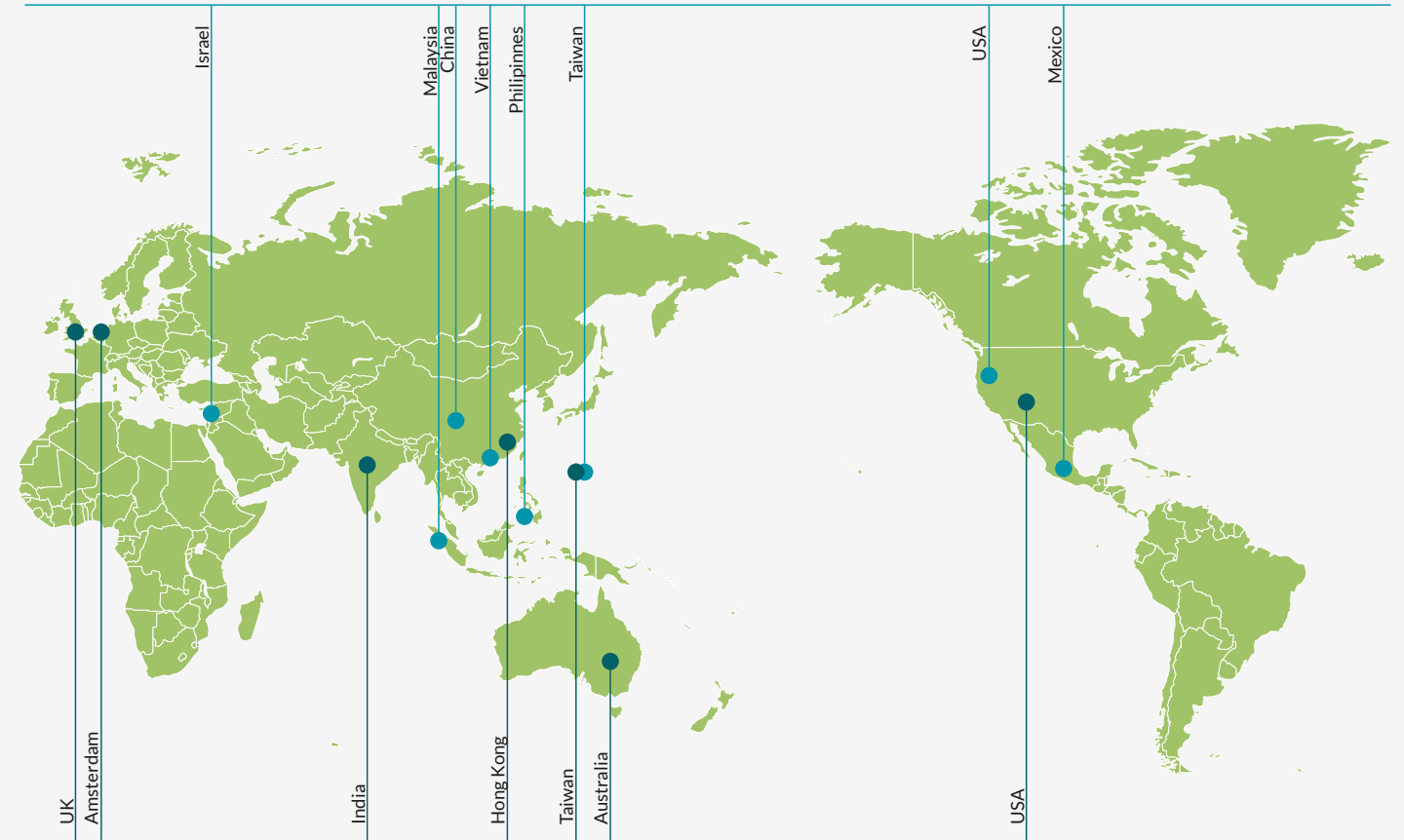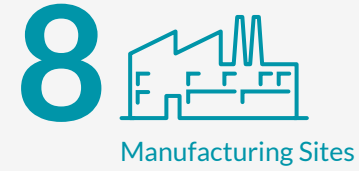
8

Manufacturing Sites

7

Distribution Sites

Vetting & Monitoring Suppliers

(308, 3-3 / 414, 3-3, 308-1, 308-2, 414-1, 414-2)

At Juniper, we work to maintain a culture of integrity and ethics to inspire confidence throughout our ecosystem. It is important that our suppliers are committed to promoting fair labor practices, upholding high ethical and human rights standards, and making a positive impact on society. We screen all new direct material suppliers and manufacturing partners to confirm their commitment to these important principles through our robust vetting process for new suppliers, which includes examination of financials and compliance as well as comprehensive risk assessments and background checks.

We also monitor tier-one suppliers who represent at least 80% of our direct material expenditure in the relevant calendar year (based in part on forecasted spend), 100% of our CMs and ODMs, and all direct material suppliers who provide what are identified as the most critical technologies and can have a broad impact across Juniper. We verify these suppliers' compliance with the RBA Code of Conduct and the Juniper Business Partner Code of Conduct. Additionally, we conduct Customs Trade Partnership Against Terrorism (CTPAT) security audits and business continuity program

reviews at critical supplier sites, and use supplier self-assessments, risk assessments, declarations and certifications, and announced onsite audits to ensure supplier conformity.

Scheduled onsite audits at our CM, ODM, and critical component supplier facilities are crucial to the success of our supplier program. Annually, based on risk assessment results and incident and performance trends, we conduct (or partner with a third party to conduct) social responsibility, security, and loss prevention audits at select CM and ODM, tier-one component, and logistics supplier sites. During the COVID-19 pandemic, Juniper pivoted to virtual audits to continue to monitor our suppliers' performance. This process is aligned with industry standards, including the RBA risk assessment and Validated Assessment Process (VAP), which require an audit of 25% of suppliers categorized as high risk. All audit findings are tracked to closure in accordance with our corrective action process.

(SASB TC-HW-430a.2)

In 2021, Juniper saw completion of 35 VAP audits, the highest number completed since joining the RBA in 2015. We found one Priority non-conformance, for which a Corrective Action Plan (CAP) has been approved and is underway. We discovered 34 non-priority findings, for which 23 CAPs were completed and closed. The remaining 11 CAPs are underway.

VAP Audit Volume by Year

Year	Initial	Closure	Priority	Total
2015	10	3		13
2016	12			14
2017	15	6	2	23
2018	15	11		27
2019	19	8		27
2020	14	8		23
2021	29	5		35

■ Initial   ■ Closure   ■ Priority

In 2021, our RBA-audited suppliers averaged a "silver" score, 40 points higher than the average RBA audit.

While suppliers often pass our audits without significant issue, we have noted some serious concerns reported in our supplier audits:

⊃ workweek for some employees exceeding 60 hours

⊃ ineffective system of controls for monitoring working hours

⊃ missing or unavailable inspection reports for buildings or safety equipment

⊃ inadequate PPE training

⊃ lack of controls or labeling over waste storage or hazardous material

⊃ fire escape doors not operating properly or blocked

⊃ inaccuracies in wage or benefit calculations

⊃ no reasonable accommodation for pregnant mothers

Our approach is to drive change through corrective measures. For all non-conformances, we have instituted action to mitigate. We, along with other members of the RBA, pressure suppliers to bring corrective action measures to closure.

Human Rights Commitment

(GRI 407, 3-3 / GRI 408, 3-3 / GRI 409, 3-3 / GRI 407-1)

We are committed to upholding human rights, supporting just labor practices, and eradicating human trafficking, modern slavery, and forced and child labor. We collaborate with our business partners to drive performance and compliance with critical corporate social responsibility policies.

As a member of the RBA, we support the development of industry guidelines and resources designed to ensure that working conditions in the electronics industry supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally responsible. Juniper fully supports the vision, mission, and principles of the RBA and is

committed to the industry's collaborative approach in applying leading standards and practices throughout the supply chain.

Our Juniper Business Partner Code of Conduct lays out our zero-tolerance policy for human trafficking, involuntary servitude, and child labor, and articulates our alignment with the RBA Code of Conduct on fair labor practices and human rights. This code is reviewed annually and is woven into our supplier contracts when entering into or renewing supplier master agreements.

Click here for our 2022 Modern Slavery Statement, which outlines our commitment and approach to promoting a workplace and supply

chain free from modern slavery and human trafficking, and one where workers are treated with respect and dignity.

(GRI 409-1)

We have not identified any of our suppliers as having a significant risk for incidents of forced or compulsory labor. Where we have identified instances of labor non-conformances through the RBA VAP, we are following resolution.

(GRI 408-1)

None of our 48 active suppliers on the RBA platform are at significant risk for incidents of child labor, or at significant risk for incidents of young workers exposed to hazardous work.
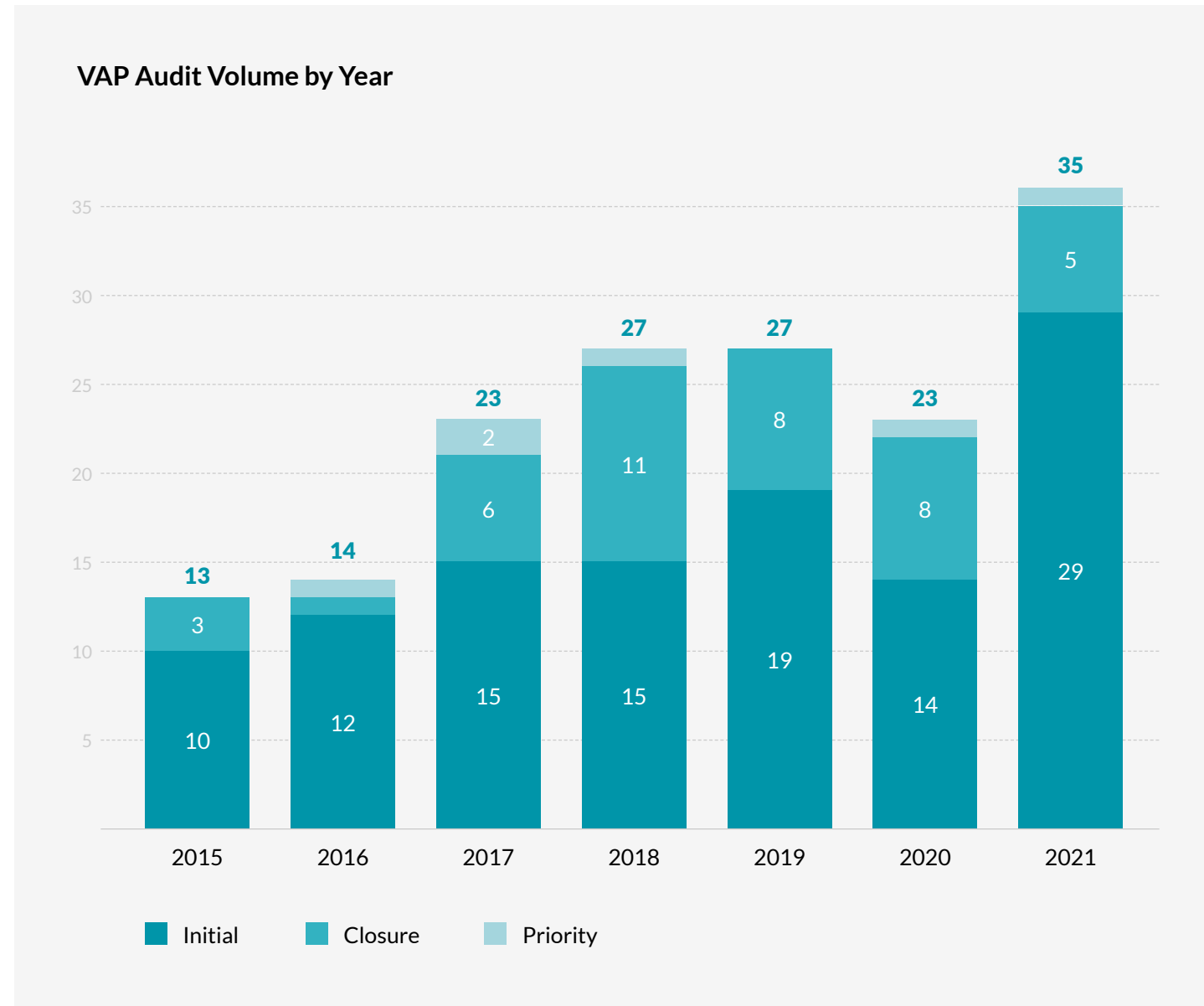
CSR AT JUNIPER

JUNIPER CSR STRATEGY

**ENHANCE TRUST
& GOVERNANCE**

Product Security
Leadership in Cybersecurity
Operational Security
Corporate Governance
Business Integrity
Supply Chain Management

ENABLE THE WORKFORCE
OF THE FUTURE

BUILD GLOBAL RESILIENCE

APPENDICES

Conflict Minerals Policy

Juniper Networks is committed to the responsible sourcing of materials used in our products. This commitment includes our policy around tantalum, tin, tungsten, and gold, commonly referred to as 3TG or conflict minerals owing to their frequent origin in the Democratic Republic of the Congo (DRC) and adjoining countries, where their trade poses a risk of supporting armed conflict and human rights abuses.

We believe the only way to create a conflict-free supply chain is through multilateral support and industry alignment. We support and engage in industry-wide, multi-stakeholder efforts to promote responsible sourcing. For nearly a decade, Juniper has supported the development of industry tools and programs that facilitate the reporting and collection of due diligence information on the source and chain-of-custody of 3TG through our membership and participation in the Responsible Mineral Initiative and a number of its workgroups.

We expect our suppliers to exercise due diligence and source responsibly from certified conflict-free smelters. We conduct due diligence by working closely with our suppliers to collect information about the sourcing of 3TG used in components, as we do not maintain direct relationships with the smelters or refiners. We are dedicated to ongoing engagement with our manufacturing partners and first-tier suppliers in order to share best practices, advance knowledge, and build their capacity to source responsibly and provide complete and accurate information on the origin and chain of custody of any 3TG used in the products provided to Juniper.

We expect our suppliers to exercise due diligence and source responsibly from certified conflict-free smelters, and have seen an increase in suppliers reporting exclusive use of smelters conformant with the Responsible Minerals Initiative's Responsible Minerals Assurance Process (RMAP).

Click here for our most recent SEC Conflict Minerals Disclosure and Report.

Supplier Diversity Commitment & Progress

Juniper believes diversity is more than just a social responsibility—it also provides competitive advantage. In line with this belief, we are committed to increasing our spend with women-owned businesses, businesses owned by underrepresented minorities, small to medium-sized businesses, and other diverse suppliers that offer the right mix of competitively priced goods and services, flexibility, innovative solutions, and quality.

In January 2021 we established a Supplier Diversity Policy related to procurement of goods and services. We currently measure percentage of spend with diverse suppliers, percentage of diverse suppliers in the supply base, number of diverse suppliers invited to participate in RFXs, percentage of contracts won by diverse suppliers versus RFXs, and cost savings by awarding contracts to diverse suppliers. Juniper spent at least US$31.4 million with diverse suppliers in 2021. Currently, diverse suppliers represent 3% of the number of indirect suppliers.

Growing our relationships with diverse suppliers benefits all stakeholders in the relationship through:

⊃ increasing the breadth and resilience of Juniper's supply chain

⊃ better reflecting Juniper's global customer diversity

⊃ providing opportunity to diverse suppliers and small businesses

⊃ delivering economic growth and sustainability to the communities in which we do business

⊃ bringing innovation and fresh ideas to our supply chain operations

⊃ driving competition and potential cost savings

For U.S.-based enterprises, diverse businesses are defined as being at least 51% owned, operated, and managed by women, underrepresented minorities, veterans, or disabled persons (any of whom must be U.S. citizens or permanent legal residents), or businesses that operate in and employ individuals residing in a Historically Underutilized Business Zone (HUBZone), as defined by the U.S. Small Business Administration.

As part of our overall commitment to inclusion and diversity, Juniper Procurement encourages all our internal businesses to consider using diverse suppliers, and tracks program success using multiple key performance indicators, including total percentage spend, total percentage of diverse suppliers, RFPs that include diversity considerations, and number of contracts awarded to diverse suppliers.
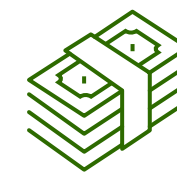
$31.4 M

In 2021 we spent at least US$31.4M with diverse suppliers.

≡

Enable the Workforce of the Future

Great companies are magnets for the world's talent, embracing a diversity of backgrounds, identities, experiences, and thinking styles and then unleashing that combined talent to produce innovative, cutting-edge solutions.

☰

Juniper is about making connections, both in our mission and in the workplace. Every day, we bring people together to build an innovative, inclusive, and value-rich culture. In everything they do, our teams strive for excellence and authenticity, and our people managers provide inspiring and caring support. We want to win for our business, deliver for our customers and society, and provide equitable employment opportunities in the digital economy—and to do that, we need to maintain an environment where talented people feel at home: welcomed, valued, and able to be who they are.

Recognized for Employee Support

Juniper Networks is committed to supporting our employees and communities, and in 2021–22 we were recognized for that commitment by top raters and rankers:

- Great Place to Work certified
- Bloomberg Gender-Equality Index
- Forbes America's Most Just Companies
- Fortune World's Most Admired Companies
- Forbes America's Best Midsize Employers
- LinkedIn Top Companies in the U.S.

As part of Great Place to Work certification, nearly 90% of Junivators called Juniper a great place to work—a score 32 points higher than the U.S. average.

Talent Attraction, Engagement & Retention

CSR AT JUNIPER

JUNIPER CSR STRATEGY

ENHANCE TRUST
& GOVERNANCE

**ENABLE THE WORKFORCE
OF THE FUTURE**

Talent Attraction, Engagement
& Retention

Inclusion & Diversity at Juniper

Community Engagement
& Social Impact

Environmental, Health, Safety
& Security (EHSS)

BUILD GLOBAL RESILIENCE

APPENDICES

(GRI 401, 3-3)

Competition for talent is one of the biggest challenge in today's tech industry. We know our success rests on attracting highly skilled and creative individuals, empowering them to perform their best, and bringing them together in dynamic teams to drive innovation.

To do that, we need to offer much more than competitive compensation and benefits. Juniper has to be a place people want to work—a company they can be proud of, and where they know they'll get the support to thrive and the encouragement to be their most authentic selves.

We think of our company as a community and our employee experience as a continuous evolution. From day one, we want to get in touch with who our employees really are as individuals, learning what motivates them, what they consider most challenging and rewarding, and how we can help them meet goals and aspirations for their career, their life, and their connection to a larger societal purpose. Throughout our employees' careers at Juniper we provide opportunities for them to

pursue their changing passions, moving upward or laterally within the organization or even changing their focus entirely.

In every decision, we consider the impacts on our employees' happiness, their performance, and how they perceive Juniper and their place within the company. As an innovation-led company, we know every aspect of human capital management—including career and leadership development, inclusion and diversity efforts, culture development, wellness offerings, and community support—needs to appeal to the kinds of people who live and breathe technology innovation. From leadership and management style to the design of our campuses, the Juniper experience aims to foster community, communication, and collaboration, and inspire our employees to find the best new solutions for our the world's challenges.

Junivators lead by example—bringing our mission to life with innovation, commitment, and creativity.

In a third-party survey, U.S. Junivators told us:

95%
Feel welcomed by other Junivators when they start

92%
Feel they are able to take time off from work when they think it's necessary

94%
Think people here are given a lot of responsibility

63

Building the Next Generation of Tech Talent

Creating a more connected world is our ongoing mission. To help secure the next generation of tech talent that will help us carry that mission forward, Juniper has created programs to offer tech training and certification at the community and university level, along with internship and early career programs to introduce students directly to the Juniper experience.

University Talent Program

Our University Talent Program (UTP) invites talented individuals from schools around the world to join Juniper for internships and early career positions. In 2021, we welcomed 148 interns globally, with cohorts beginning the program together for a greater sense of community and collaboration. Interns own challenging projects and are encouraged to offer ideas while also receiving guidance, training, and mentoring; attending talks with company leaders; and participating in social activities. The all-encompassing UTP experience teaches about our company and industry, introduces students to new career paths, helps build professional relationships, and contributes to communities through volunteer opportunities curated specifically for our interns. A highlight of each year is our **Intern Showcase**, where summer interns present their projects to their cohorts and interested Junivators, and are celebrated for their hard work.

Our 2021 intern class represented some 45 colleges and universities across the U.S. and included 23% women interns, 16% Hispanic, Black, or Pacific Islander interns, and 5% first-generation college students.

The new college graduate (NCG) element of our university program starts NCGs on projects from day one. NCGs are instructed, mentored, and supported by experienced Junivators as they work to help solve customer problems, change the way people live, and lay the foundation for a rewarding career.

CSR AT JUNIPER

JUNIPER CSR STRATEGY

ENHANCE TRUST
& GOVERNANCE

**ENABLE THE WORKFORCE
OF THE FUTURE**

**Talent Attraction, Engagement
& Retention**

Inclusion & Diversity at Juniper

Community Engagement
& Social Impact

Environmental, Health, Safety
& Security (EHSS)

BUILD GLOBAL RESILIENCE

APPENDICES

64

©2022, Juniper Networks, Inc.

New Employee Hires by Region

AMER

834

Gender Group		Male			Female			Other		
			564			243			27	
Age Group	< 30	30–50	> 50	< 30	30–50	> 50	< 30	30–50	> 50
	105	289	170	62	129	52	8	13	6

APAC

899

Gender Group		Male			Female			Other		
			666			231			2	
Age Group	< 30	30–50	> 50	< 30	30–50	> 50	< 30	30–50	> 50
	199	445	22	108	118	5	0	2	0

EMEA

269

Gender Group		Male			Female			Other		
			212			56			1	
Age Group	< 30	30–50	> 50	< 30	30–50	> 50	< 30	30–50	> 50
	45	146	21	23	29	4	0	1	0

Number & Rate of Turnovers by Region

AMER

753

Gender Group		Male			Female			Other		
			531			221			1	
Age Group	< 30	30–50	> 50	< 30	30–50	> 50	< 30	30–50	> 50
	78	261	192	50	101	70	1	0	0

APAC

565

Gender Group		Male			Female			Other		
			441			124			0	
Age Group	< 30	30–50	> 50	< 30	30–50	> 50	< 30	30–50	> 50
	131	296	14	56	66	2			

EMEA

156

Gender Group		Male			Female			Other		
			130			26			0	
Age Group	< 30	30–50	> 50	< 30	30–50	> 50	< 30	30–50	> 50
	17	97	16	16	9	1			

An Internship Success Story

Madison Summers grew up and attended college in Idaho, but by her junior year she was ready to move outside her comfort zone. She set her sights on Silicon Valley, landing a summer internship within Juniper's Executive Briefing Center (EBC), which exposed her to both sales and marketing colleagues and skills.

"From beginning to end, it was an amazing experience," she says. "I was able to connect with marketing leaders and learn from all of the people around me, and the work was very hands-on and meaningful. I was shocked at how much I was trusted with to execute and bring to fruition."

Madison's projects included building an app to facilitate the EBC experience and helping design a new EBC space to give customers, prospects, and partners an interactive experience of Juniper's products.

"With the app, I created everything the developers needed in order to launch," Madison says, "including connecting with Juniper subject matter experts and using that information to write promo copy for the EBC's top 25 topics. In a few weeks, I learned a lot about our product portfolio and solutions, going into more technical depth than standard marketing. Meanwhile,

working on the new Executive Briefing Center space gave me event experience, and I'm proud to have contributed to making it happen. Today our multiple award-winning EBC is considered best-in-class."

Back at college for her senior year, Madison began exploring new college graduate (NCG) positions and soon secured a spot in Juniper's marketing rotation program, beginning on corporate communications' social media and digital team. "It was a completely different Juniper experience than I'd had before, but I fell in love with it," she says. "I had a great manager and mentor, and a great team to challenge me and help me grow. I really felt I'd found my place, so with the team's support, I moved into the position full-time rather than complete the rotation program."

Today, five years into her career, Madison leads Juniper's Global Social Media program. She credits her internship and NCG experiences with providing a strong foundation for her career growth, and Juniper's supportive culture for empowering her to do her best work.

"Time and time again, I've had leadership that has seen my potential, believed in me, and helped me see that within myself," she says. "My internship

taught me to stay curious and never be afraid to speak up, and my entire Juniper experience has helped me grow both professionally and personally. I really enjoy my work and I try to make it fun not only for myself but for my team. Being able to do that while also doing something that makes a difference is really what it all comes down to. I feel very fortunate to be here."

JUNIPER
NETWORKS®

☰

CSR AT JUNIPER

JUNIPER CSR STRATEGY

ENHANCE TRUST
& GOVERNANCE

**ENABLE THE WORKFORCE
OF THE FUTURE**

▶ **Talent Attraction, Engagement
& Retention**
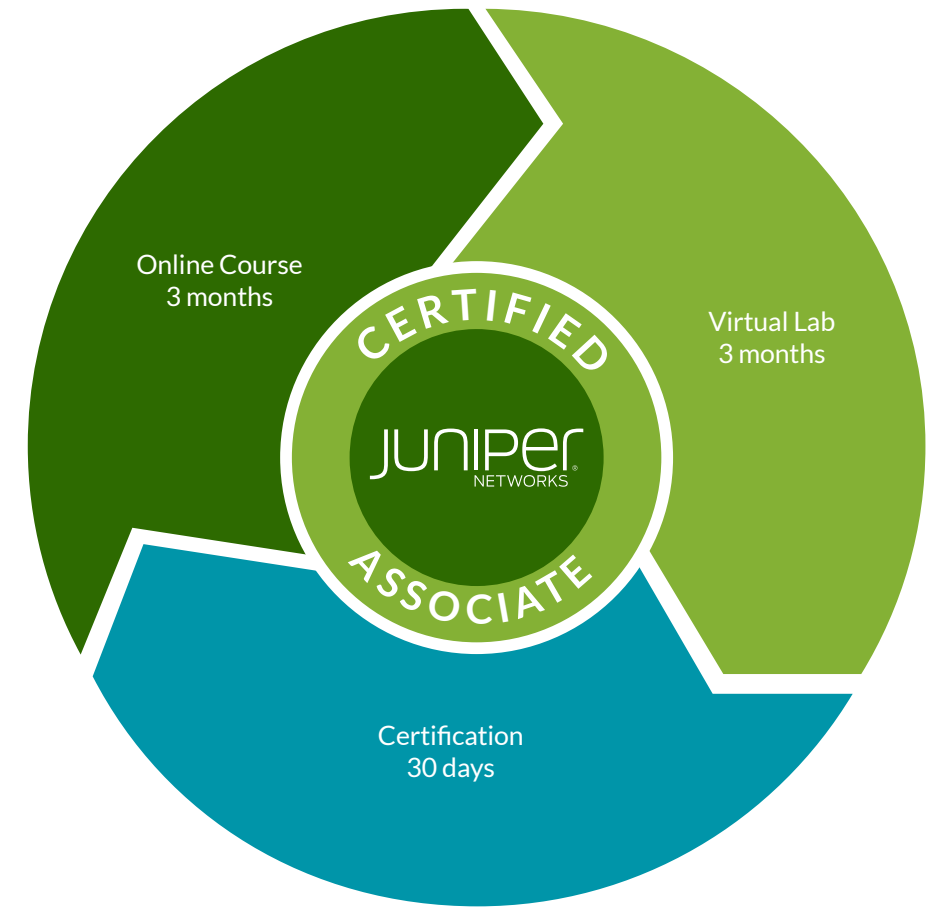
Inclusion & Diversity at Juniper

Community Engagement
& Social Impact

Environmental, Health, Safety
& Security (EHSS)

BUILD GLOBAL RESILIENCE

APPENDICES

Juniper Networks Cloud & Automation Academy (JNCAA)

The JNCAA is an industry-academic partnership designed to promote education on Juniper's products among the next generation of tech professionals. By providing students and faculty access to free, on-demand courseware, cloud-based and on-site lab access, and opportunities to earn entry-level Juniper certifications, we're deepening Juniper's own talent pipeline and seeding Juniper experience across the broader industry—building market access and assuring our customers a ready pool of Juniper-certified talent.

In our Americas, EMEA, and APAC regions, our regional program managers assess interested universities' existing programs and begin building relationships at different engagement levels. At the basic level, on-demand training courses provide hands-on, lab-based technical training that supplements students' university coursework. Each course includes self-paced, web-delivered instruction along with access to online lab exercises. At the premium engagement level, Juniper courseware and instructional materials are integrated into the school curriculum, and branded, on-site labs give students the opportunity for hands-on work with industry-leading Juniper equipment. Students are also able to obtain vouchers that can be used toward associate-level Juniper certification exams in:

⊃ Cloud and SDN
⊃ DevOps and automation
⊃ Service Provider Networking
⊃ Enterprise Networking
⊃ Security
⊃ Mist AI
⊃ Design

In 2021, the JNCAA program trained over 6,400 students from more than 100 universities worldwide. Students trained in nearly 8,200 Juniper courses and gained nearly 700 Juniper certifications. During summer 2022, 76 JNCAA students were brought into Juniper directly as interns.

Juniper Open Learning

In parallel to the college-focused JNCAA, we offer the Juniper Open Learning (JOL) platform to help individuals of every age and career stage learn Juniper technologies, whether they're transitioning from another industry, another specialization, or other vendor technologies.

After completing all course modules and passing a Voucher Assessment Test with a score of 70% or higher, students receive a 75% discount on live exams, bringing the cost of certifications to just $50 and $75 for associate- and specialist-level exams, respectively. Students may pursue Juniper Networks Certified Internet Associate (JNCIA), Certified Design Associate (JNCDA), and Certified Internet Specialist (JNCIS) certifications in products and concepts including:

⊃ migrating from other systems to our Junos OS

⊃ Junos (JNCIA-Junos)

⊃ cloud enabled networks, service deployment concepts, and virtualized network platforms (JNCIA-Cloud)

⊃ SRX Series firewall devices and associated security solutions (JNCIA-SEC)

⊃ Mist AI components, configurations, and WLAN monitoring (JNCIA-MistAI)

⊃ network design best practices, theory, and design principles (JNCDA)

⊃ DevOps automation tools, protocols, and technologies (JNCIA-DevOps)

⊃ routing and switching implementations in Junos (JNCIS-SP)

⊃ enterprise routing and switching implementations in Junos (JNCIS-ENT)

⊃ Juniper Connected Security concepts (JNCIS-SEC)

CSR AT JUNIPER

JUNIPER CSR STRATEGY

ENHANCE TRUST
& GOVERNANCE

**ENABLE THE WORKFORCE
OF THE FUTURE**

**Talent Attraction, Engagement
& Retention**

Inclusion & Diversity at Juniper

Community Engagement
& Social Impact

Environmental, Health, Safety
& Security (EHSS)

BUILD GLOBAL RESILIENCE

APPENDICES

69

Juniper Voice Survey

Employee engagement is extremely important to Juniper, helping us gauge enthusiasm, connection to the organization, and motivation to go above and beyond. To better understand and improve our employees' experience and to capture feedback in areas such as manager effectiveness, company confidence, trust in leadership, and workplace inclusivity, we annually conduct an employee engagement survey called the Juniper Voice.

The past two pandemic years were critical times for us to listen to our employees and learn how to best support them. We saw unprecedented levels of engagement, with a 91% response rate in 2021 (up 1% over 2020).

Results from our 2021 Juniper Voice Survey include highlights across key metrics:

- 89% stated they were proud to work at Juniper;

- 90% reported role-modeling the Juniper Way

- an increase of 10% in Junivators who feel all the right stakeholders are involved in the decision-making process

2021 Juniper Voice Highlights

91% +1pt
RESPONSE RATE

9,003
Employees

4,592
Comments

Highest Factor Scores

92%
Work Environment

90%
Wellbeing

87%
Manager Effectiveness

79%
Employee Engagement

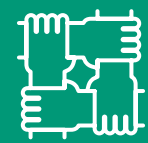**88%**
Recommend Juniper as
a Great Place to Work

Most Improved Factor Scores

Career

Leadership

Company Confidence

Training & Development

(GRI 404, 3-3, 404-2)

We see professional development as both a responsibility and an opportunity, driving work performance, career growth, leadership skills, and personal success while promoting an agile mindset for all our employees, in everything they do.

Juniper provides our employees with role-specific internal and external technical education/training aligned to a two- to three-year strategic horizon, helping us upskill our Junivators to emerging critical competencies. We also offer management and leadership development training to drive best practices.

Additionally, all Juniper employees participate in compliance- and industry-related coursework associated with our Worldwide Code of Business Conduct and topics including human rights and environmental performance. To support an inclusive and open environment, we collaborate with our training partners to offer training that encourages respect, awareness, empathy, compassion, and emotional intelligence.

We regularly solicit employee input about our training courses to assess whether we are meeting their needs. In 2020, we launched **LinkedIn Learning** in response to feedback that requested more content focused on personal and skills growth. As of March 2021, over 50% of our employees had used the platform to improve their business, technology, and creative skills.

Learning @ Juniper Overview

Key 2021 programs that upgrade the skills of our employees, managers, and leaders include:

Juniper University Education Services

Juniper University Education Services (JUES) develops and delivers learning experiences, training, labs, and certifications for employees, partners, and customers.

We provide:

⊐ Role-specific learning programs for colleagues in the Marketing, PLM/TME, GS, & Engineering functions

⊐ Corporate Training Services in collaboration with Legal, HR, Finance, Cybersecurity, and EHSS partners

⊐ Juniper product/solution training and certification delivered in both instructor-led and on-demand, self-paced formats

Professional & Career Development

Virtual learning opportunities to all colleagues to improve their professional skills and grow their careers in areas such as communication, influence, problem solving, presentation skills, and strategic thinking.

Legal & Compliance Training

Compliance, import/export, and intellectual property training to help Junivators perform day-to-day activities ethically and within the boundaries of the law.

Juniper Networks Learning Platforms

Learning Center

Juniper Networks Learning Center provides employees with access to thousands of learning opportunities—both live events and e-learning.

Learning Portal

The Learning Portal is used by Juniper's customers, partners, and employees to get training and earn industry-recognized certifications on Juniper's products and solutions, with employees receiving a discount on all training options.

LinkedIn Learning

Our employees can take advantage of 8,000+ on-demand courses on LinkedIn Learning to help build professional skills across all job functions and develop leadership and management skills.

O'Reilly

Juniper employees get access to content from 200+ of the world's best publishers. They can gain technology and business knowledge and hone their skills with learning resources created and curated by experts, including live online training, video, books, and coding sandboxes.

Conversation Days. To build greater openness, clarity, collaboration, and sense of purpose within Juniper, our managers facilitate quarterly Conversation Days with their direct reports. Conversation Days are an opportunity for managers and employees to assess previous contributions and plan for future performance expectations and development opportunities. Conversations may follow the employee's evolving interests and aspirations, discuss new positions within Juniper, plan new professional or personal goals, ask for additional manager support, or find strategies to better align their work to team, company, and personal objectives.

Best Boss Program. This 90-day, instructor-led development program delivers a suite of management fundamentals that help first-time people managers transition quickly and effectively from being an individual contributor to leading a team. Over the course of seven immersive, 90-minute virtual workshops, participants build the confidence, competence, and tools needed to explore fearlessly in their new role, build engaged teams on a foundation of trust, and lead those teams to execute on Juniper's strategy. Each workshop focuses on a different topic or skill and provides resources to help managers apply their new learning. In 2021, four cohorts attended the program, comprising 106 Junivators from around the globe.

People Manager Network. Our People Manager Network supports all Juniper people managers in executing the Juniper Manager Responsibilities: building high-performing teams, hiring and developing the right people, managing inclusively, and driving results. The People Manager Network offers resources, development opportunities, and support for managers at all levels. In 2021, the program offered four live virtual workshops on leading teams through change, holding challenging conversations, creating a deep trust / high expectations culture, and consult and commit. Workshops included breakout sessions and instructional materials to help people managers drive the learnings in their team environment.

New VP Integration Program. This six-month cohort experience for newly promoted VPs is designed to accelerate success in the new role and support the individual in reaching their full performance and potential. The program focuses on various elements of competency development, self-awareness, and network building, and in 2021 included monthly meetings with speakers including Juniper leadership and industry experts.

VP Summit & Forums. Monthly meetings give VP+ leaders a forum for planning collective execution on our strategy, discussing potential roadblocks, and engaging on leadership development topics aligned to our corporate focus areas. In 2021, those topics included the RAPID decision-making model, creating a deep trust / high expectations culture, using a strategic narrative to create clarity and alignment, and creating thought leadership on LinkedIn.

Coaching Circles. Focused on living the company's values, this forum gives Juniper leaders a space to learn, reflect, and challenge one another. In 2021, leaders participated in two Coaching Circles on the topics of Building Resilience and Developing a Culture of Trust, working in a guided group dialogue to grow key mindsets and behaviors that contribute to building team trust. Participants showed growth in self-awareness, alignment, relationship building, and key drivers of stress management, including cognitive agility, focus, and emotional regulation.

(GRI 404-1)

Average 2021 Training Hours (by gender* & career level)

Career Level	Male	Female
Early Career, Technical	19.7	18.7
Early Career, Non-Technical	13.0	9.1
Mid-Level, Technical	21.0	10.4
Mid-Level, Non-Technical	18.9	12.4
Director & above, Technical	14.3	10.9
Director & above, Non-Technical	17.7	12.4

■ Male   ■ Female
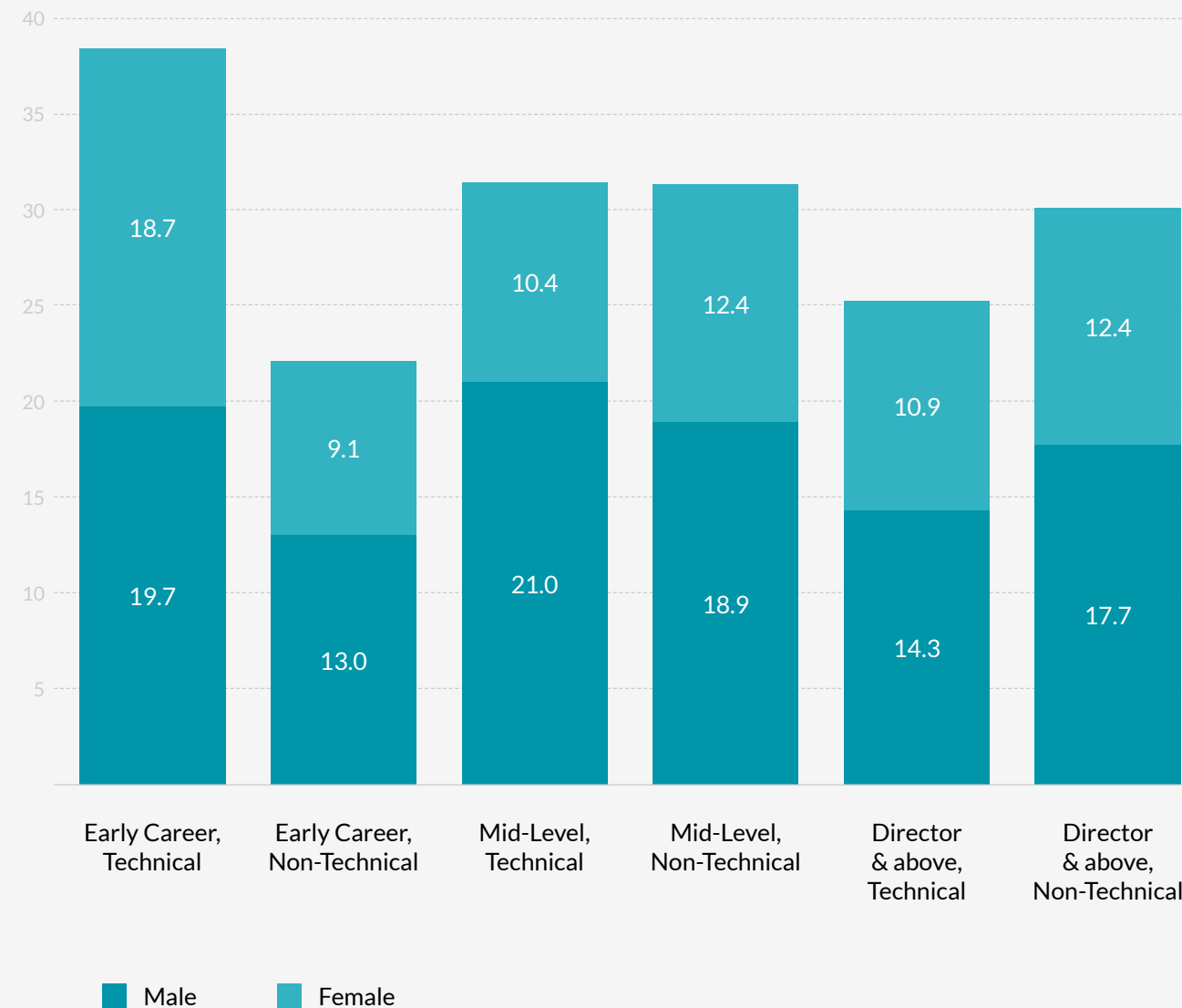
*Does not include employees who identify as non-binary, prefer to self-subscribe or preferred not to disclose their gender. This group total is 25 employees across all career levels.
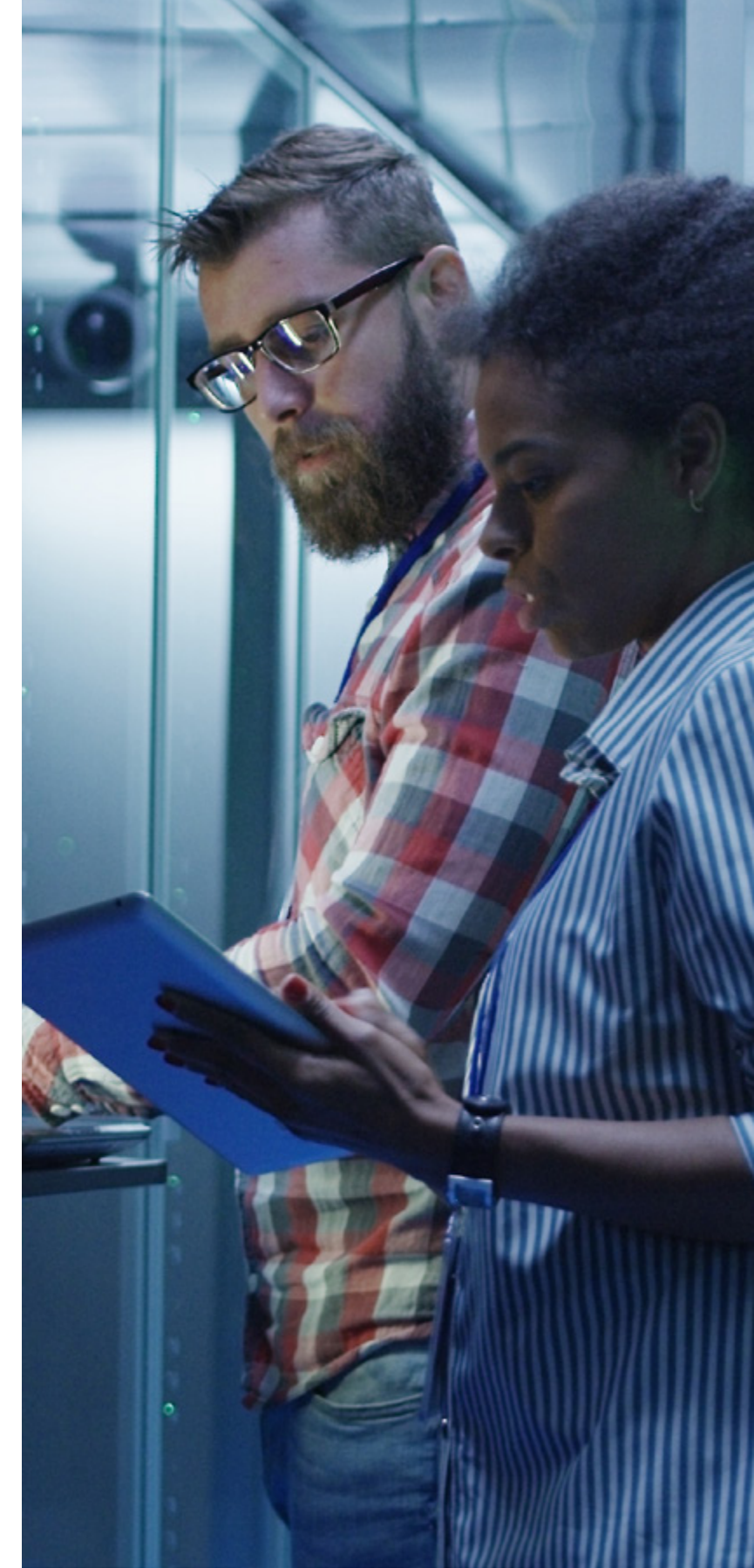
Work-Life Balance & Employee Benefits

(GRI 401-3)

We provide benefits and wellness programs that are holistic, flexible, and inclusive, helping each person to be their most authentic self. Our offerings are designed to be as inclusive and diverse as our employees' needs, and include:

⊃ sixteen weeks of paid new-parent leave globally, covering birth, surrogacy, adoption, and fostering

⊃ expanded medical coverage for gender-affirming procedures

⊃ benefits covering infertility treatments

⊃ childcare support

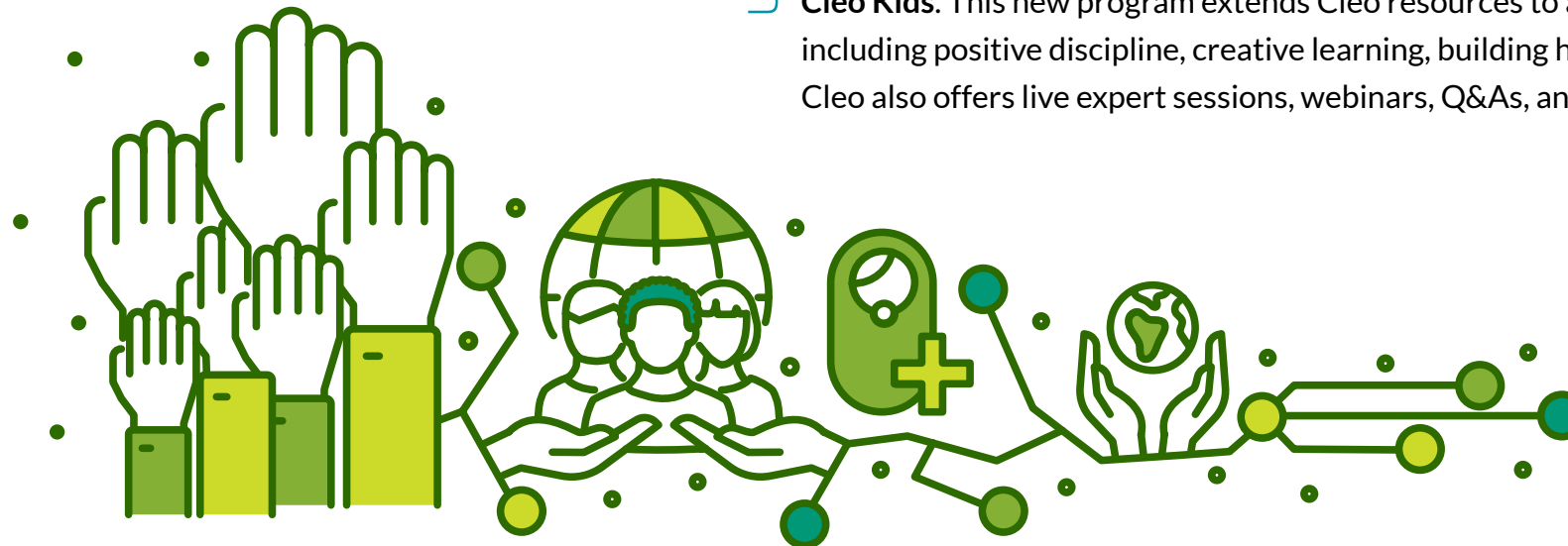In addition to continuing programs initially prompted by COVID-19 (including paid crisis leave, enhanced employee assistance, telemedicine services, and remote work reimbursement), we introduced or expanded several new offerings in 2021:

⊃ **TaskHuman**. Available globally, the virtual coaching application TaskHuman covers hundreds of wellness topics from yoga and nutrition to financial guidance. Employees have unlimited access to the platform, and in the first month alone we provided over 22,000 minutes of coaching. In addition to employees, the company provides access for employees' spouses and domestic partners, as well as our intern population.

⊃ **Wellness Days**. Quarterly wellness days provide a companywide wellbeing day off for employees to rest and recharge.

⊃ **Cleo Baby**. A global concierge resource for new and expecting working parents, Cleo connects users with a personalized Cleo Guide, a professional in their field who is their personal support throughout the caregiving journey. Cleo Baby offers support from the first trimester to a baby's first birthday, with modules covering birth preparation, emotional wellness, lactation consultation, and child CPR.

⊃ **Cleo Kids**. This new program extends Cleo resources to a child's twelfth birthday,covering topics including positive discipline, creative learning, building healthy habits, and the adolescent transition. Cleo also offers live expert sessions, webinars, Q&As, and community groups.

(GRI 401-2)

Standard Benefits for Full-Time Employees

	US	India	Netherlands	UK	China	Canada	Japan	Germany	Australia
Life Insurance	●	●	●	●	●	●	●	●	●
Healthcare	●	●	●	●	●	●	○	●	●
Disability & Invalidity Coverage	●	●	●	●	●	●	●	●	●
Parental Leave	●	●	●	●	●	●	●	●	●
Retirement Provision	●	●	●	●	●	●	●	●	●
Stock Ownership	●	●	●	●	●	●	●	●	●

● Benefit provided to FTE and Non-FTE

○ Benefit provided by nationalized program

A non-FTE is any employee with fewer hours per week, month, or year than an FTE

77

Inclusion & Diversity at Juniper

(GRI 405, 3-3)

In an industry defined by innovation and creativity, progress comes through leveraging diverse perspectives and pushing the boundaries of what's possible. By making Juniper a more diverse, equitable, and inclusive company and elevating our employees' sense of value and belonging, we can expect to become a better company—more resilient as a business, more attractive for our employees, more innovative for our customers, and more responsible as a corporate citizen.

We believe in bringing that spirit of inclusion and appreciation of diversity to all aspects of business, and are committed to transparency as we work to become the kind of workplace we have always strived to be: one where our employees of all races, ethnicities, ages, genders, and sexual orientations are not only free from discrimination, but are fully represented, respected, and vested in the culture.

Our senior executives are committed to this work, with our Vice President, Inclusion and Diversity responsible for program execution under the direction of our SVP Chief Human Resources Officer.

Every year, we publish information on gender globally and race in the U.S., allowing us to track our progress and provide transparency for our stakeholders. We acknowledge that we have a long way to go to achieve true equality, but we believe we're heading in the right direction.

(GRI 405-1)

2021 Leadership & Board Diversity

% of individuals in governance bodies

By gender	Male	Female	Other*
% Board	73%	27%	0%
% Executive Management	77%	23%	0%

By age group	< 31	31–50	> 50
% Board	0%	9%	91%
% Executive Management	0%	14%	86%

Other indicators of diversity					
Underrepresented Groups:	American Indian or Alaska Native	Black or African-American	Hispanic	Native Hawaiian or Pacific Islander	Two or More Races
% Board	0	0	1	0	0
% Executive Management	0	0	0	0	0

*Defined as employees who identify as non-binary, prefer to self-subscribe or preferred not to disclose their gender.

79

Employee Representation

By gender	Male	Female	Other*
% Early career technical	70.3%	29.4%	0.4%
% Early career non-technical	45.0%	54.7%	0.3%
% Mid-level technical	88.6%	11.3%	0.1%
% Mid-level non-technical	73.0%	26.7%	0.3%
% Director & above technical	92.9%	6.9%	0.2%
% Director & above non-technical	73.6%	26.0%	0.4%
By age group	**< 31**	**31–50**	**> 50**
% Early career technical	55.2%	41.3%	3.5%
% Early career non-technical	30.0%	58.2%	11.8%
% Mid-level technical	2.0%	77.0%	21.0%
% Mid-level non-technical	1.5%	60.8%	37.7%
% Director & above technical	0.0%	45.8%	54.2%
% Director & above non-technical	0.0%	39.0%	61.0%

*Defined as employees who identify as non-binary, prefer to self-subscribe or preferred not to disclose their gender.

Other indicators of diversity

Description	Disability	Veteran Status
% Early career technical	0.5%	0.7%
% Early career non-technical	0.2%	0.7%
% Mid-level technical	0.7%	1.1%
% Mid-level non-technical	0.6%	1.2%
% Director & above technical	0.5%	0.7%
% Director & above non-technical	1.0%	1.2%

Cultivating Diversity & Inclusion, Every Day

We're committed to attracting, developing, and retaining a diverse and uniquely innovative workforce, and we're continually evolving our approach and capabilities to deliver on that commitment.

To maximize impact, our inclusion and diversity (I&D) initiatives empower change on multiple levels:

⊃ **supporting inclusive mindsets** to help ensure behavioral and organizational change and provide learning opportunities that build the trust and accountability needed to drive inclusive practices

⊃ **building diverse teams** through an I&D focus at every employment stage, from outreach to underrepresented talent to inclusive hiring and promotion practices

⊃ **growing an inclusive "Juniper for All" culture** and celebrating our rich diversity via our I&D Ambassadors Program, employee affinity groups, and other internal and external partnerships

To promote awareness and accountability among leadership, we utilize **I&D dashboards** that give leaders a comprehensive statistical view of their organization, including a demographic breakdown of the race and gender of their employee base with respect to hiring, promotion, attrition, and other qualitative data from the Juniper Voice survey. By understanding this data, leaders can evaluate both their successes and their gaps in building diversity and equity among their teams.

(GRI 406, 3-3)

We strive to ensure that our employees feel valued, respected, and empowered from day one of their Juniper experience. In the past two years, our Talent Management team has worked to improve our **promotion framework** to ensure equal opportunity for our employees, and our Total Rewards teams has conducted targeted **pay equity analysis** to eliminate race and gender and discrimination in wage-setting. To help ensure I&D buy-in by our managers, our People Manager Network provides interactive instructor-led development sessions, group coaching, and on-demand support resources to explore topics such as recognizing and counteracting unconscious bias and managing inclusively to help teams reach new performance and engagement levels.

2021 results of other key I&D programs and processes are discussed in the following sections.
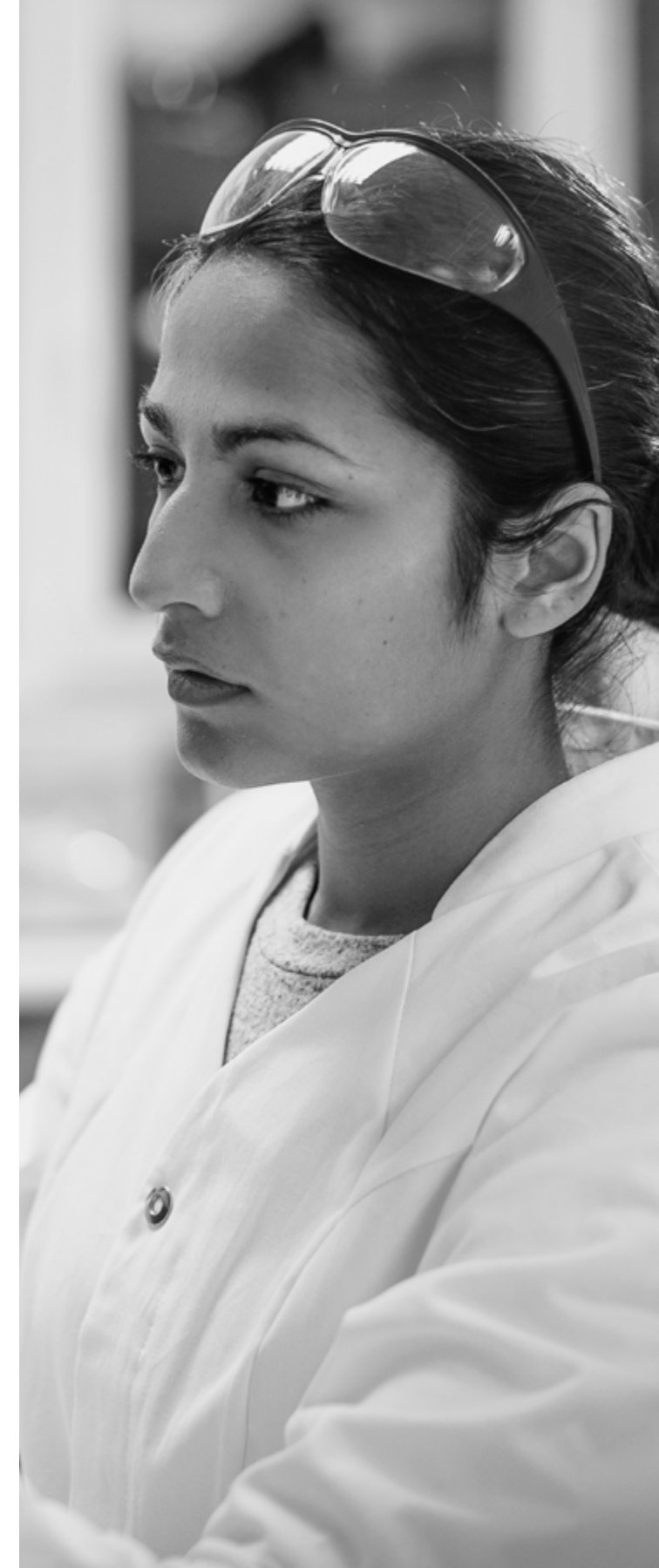
JUNIPER NETWORKS

CSR AT JUNIPER

JUNIPER CSR STRATEGY

ENHANCE TRUST
& GOVERNANCE

**ENABLE THE WORKFORCE
OF THE FUTURE**

Talent Attraction, Engagement
& Retention
Inclusion & Diversity at Juniper
Community Engagement
& Social Impact
Environmental, Health, Safety
& Security (EHSS)

BUILD GLOBAL RESILIENCE

APPENDICES

Inclusion & Diversity Ambassadors Program

Initiated in 2020, our global I&D Ambassadors program fosters awareness, respect, and inclusion within the workplace. The ambassadors are a small team of volunteer Junivators from various regions and business functions who share a passion for creating a welcoming workplace where everyone feels they can be their true selves and do their best work.

In 2021, ambassadors supported companywide I&D events, distributed educational information, and facilitated increased employee feedback about ways of building a culture of inclusion and belonging.

Developing a Culture of Trust

Through a partnership between Juniper's Talent Management team and the organization BetterUp, nearly 150 Juniper people managers in the U.S. participated in a six-week leadership Coaching Circles program themed on Developing a Culture of Trust.

Women's Sponsorship Program

Our global Women's Sponsorship Program works to promote gender parity and empower the next generation of women leaders at Juniper. Offered over the course of a year, the program provides more diverse perspectives at our most senior levels and gives participants opportunities for development, collaboration, visibility, and growth. Participants are selected through a nomination process and work closely with leadership to apply. In 2021, 20 women participated. To date, 42% of all Sponsorship Program participants have received promotions. The program's participants, past and present, are creating a community of mutual support, learning, and networking, and their efforts to mentor junior colleagues create cascading benefits throughout the company.

Women's Leadership Development Program

Building on the success of the Sponsorship Program, our Women's Leadership Development Program expanded globally in 2021, organizing monthly workshops, group coaching, and individual coaching sessions for women who are slightly more junior in their careers. The program explores leadership styles and women leaders' potential transformational effect, and provides a platform for women to share their stories and the challenges they've faced. To date, 40% of all Development Program participants have received promotions

Women's Conference Sponsorships

Juniper's ongoing sponsorship of prestigious conferences for women in technology helps grow women's contributions to the industry and provide attending Junivators with valuable networking and professional development opportunities. Recent sponsorships include:

- California Conference for Women
- Massachusetts Conference for Women
- Watermark Innovation Conference
- Women in Tech
- Grace Hopper Celebration of Women in Computing

Celebrating Our Cultures

Throughout 2021, we programmed awareness-raising events during celebrations of Black History Month, Women's History Month, Asian/Pacific American Heritage Month, Mental Health Awareness Month, LGBTQ Pride Month, Hispanic Heritage Month, Veteran's Day, National Native American Heritage Month, and International Day of People with Disabilities.

Employee Affinity Groups

In 2022, the Juniper Pride Alliance officially launched as Juniper's first Employee Affinity Group, with 36 members. Membership is open to all employees who are committed to the group's mission, which is to support the LGBTQ+ community within Juniper, create acceptance of LGBTQ+ identities, and increase awareness of LGBTQ+ causes.

Junivators have expressed interest in forming additional affinity groups for women, people of color, Latin, Asian, and neurodiverse employees.

Allyship & Gender Partnerships

Juniper works to promote men's advocacy for inclusion and diversity, and asks our male colleagues to make a personal commitment to enable and support a culture of inclusion.

In June 2021, Brad Johnson, Ph.D. (Department of Leadership, Ethics & Law, U.S. Naval Academy) and David Smith, Ph.D. (College of Leadership & Ethics, U.S. Naval War College) facilitated a workshop with Juniper's executive leadership team that focused on understanding the benefits of allyship/gender partnership to the organization and making the connection between allyship and leadership. The team explored how to put allyship into action and analyzed opportunities to improve organizational clarity, transparency,

and accountability. Drs. Johnson and Smith had also delivered a related presentation at Juniper's International Women's Day celebration three months earlier, in March 2021.

In 2021, our Product Organization partnered with the global nonprofit Catalyst to conduct its MARC (Men Advocating Real Change) workshop for 100 leaders in the U.S. and EMEA. A research-based, experiential training, MARC focuses on increasing awareness of the need for allyship starting from the leadership level, and helps leaders develop greater skills at speaking up courageously and providing space for all. We are continuing to roll out the MARC program to other Juniper business units.

☰

©2022, Juniper Networks, Inc.

Community Engagement & Social Impact

(GRI 413, 3-3)

As a global technology leader, we create networks of opportunity for the world's thinkers, innovators, and problem solvers. Through our corporate social efforts and the work of the Juniper Foundation, we extend that network of opportunity to our communities and society at large—supporting STEM education to elevate the next generation of tech innovators, empowering women and underrepresented populations, targeting donations and volunteer hours to causes our employees are passionate about, and providing funding for disaster relief.

In a recent employee survey, 95% of respondents indicated that "It is important to me that Juniper has a positive impact in the world" and 93% indicated "It is important to me that Juniper leaders live our mission to power connections in the community and empower change through a commitment to giving back."

Currently, our community engagement efforts encompass grants administered through the Juniper Foundation, an employee matching gift program, and an employee volunteering program. In 2021 we continued to support COVID-19 relief efforts around the world, including through various employee matching campaigns and through donations of refurbished laptops, helping communities throughout the U.S. stay connected. We also donated to the Global Giving Foundation's Afghanistan Emergency Fund and to Women for Women International for its emergency support of Afghan women. In March and April 2022, we donated $75,000 to UNICEF to provide aid in the Ukraine crisis and $10,000 to the Global Fairness Initiative on behalf of the Ukrainian Freedom Fund.

In Orohalli Panchayat, India, Juniper's partnership with local nonprofits under the AshaKirana project supported local schools, the village sanitation committee and community toilet/water management committees, shared (parent-teacher-administrator) decision-making committees in the schools, women's self-help groups, and other efforts.

Supporting Relief

Juniper and the Juniper Foundation have donated to the following organizations that drive opportunity for underserved communities and address pressing global needs:

Juniper Networks Foundation

Our philanthropic activities are an important part of what Juniper stands for as a global organization, and we are dedicated to making positive impact in communities worldwide through grantmaking focused on education, equity and social justice, and social services, as well as through an employee Matching Gift Program.

Educational Support

Since its creation in 2000, the Juniper Networks Foundation has granted more than $18 million to nonprofits worldwide to support future generations in science, technology, engineering, and math (STEM) education, with a particular focus on girls and students from underprivileged and underrepresented populations. In 2021, the Foundation added a new scholarship program at Middlesex Community College in Massachusetts, helping underrepresented students with tuition support as well as through mentoring and job shadowing at Juniper's site in Westford, Massachusetts.

We're proud to have supported incredible organizations and initiatives that make a lasting and meaningful difference in students' lives, including:

- Girlstart
- Iridescent
- Merrimack Valley Robotics, Inc.
- Project Learn
- Silicon Valley Education Foundation

- SMASH Academy
- The Hidden Genius Project
- Techbridge Girls
- Code for Fun
- City Year
- Girls Who Code

- Girls@theTech
- The Tech Interactive
- Technovation
- TechWomen

Equity & Social Justice

Juniper is proud of our diverse talent and supports the fight for equity and justice in our communities around the world. In this past year, Juniper has donated to AAPI Women Lead to support efforts combatting anti-Asian violence. During Pride Month, Juniper supported a global "Understanding LGBTQ+ Experiences in the Workplace" event organized by Spain-based LGBTQ+ nonprofit COGAM.

86

Giving

As part of Juniper's 25th anniversary celebration in 2021, the Juniper Foundation made several donations to organizations our employees have a passion for, including:

- American Cancer Society, Inc.
- World Central Kitchen
- Sloth Foundation for Pediatric Cancer
- Specially Adapted Resource Clubs (SPARC)
- Make-A-Wish Foundation of America
- Doctors Without Borders

Matching Gift Program

Through the Foundation's Matching Gift program, Juniper employees worldwide may support worthy causes of their choice with annual donations of up to $1,000 and have their gift doubled. In 2021, our combined Matching Gift Program and special matching COVID-19 relief program provided causes worldwide with nearly $1.3 million in combined employee and Juniper donations.

To celebrate Juniper's 25th anniversary in 2021, we gave all our employees $25 in Juniper Foundation funds to donate to their favorite charity or nongovernmental organization.

Employee Volunteering

Every year, Juniper allots each of our employees 40 hours or five paid working days of paid time off so they can contribute their knowledge, skills, and passion to community causes. We also organize live and virtual events to help our employees fundraise for their communities.

In 2021, our employees logged a total of 1,710 volunteer hours, participating in fundraising run/walks with Rise Against Hunger and the American Diabetes Association's Tour de Cure, as well as smaller local efforts.

Environmental, Health, Safety & Security (EHSS)

©2022, Juniper Networks, Inc.

(GRI 403, 3-3)

Juniper's global Environmental, Health, Safety, and Security Commitment articulates our pursuit of excellence in maintaining healthy, safe, secure, and respectful working conditions and ensuring that our products and operations are environmentally responsible.

(GRI 403-1, 403-3, 403-8)

Our EHSS management system provides a framework to reduce and eliminate potential hazards, risks, and negative impacts to our employees, partners, customers, communities, and the environment. It is developed and implemented in conformance with the globally recognized ISO 45001 and ISO 14001 standards. Our Sunnyvale and Amsterdam facilities, our Corporate and Sales Headquarters, and our APAC and EMEA Headquarters maintain certified ISO 14001 management systems, and our Amsterdam facility is also ISO 45001 certified. We comply with all applicable local rules and regulations. To date, Juniper has not received any fines or citations for noncompliance with laws and regulations relating to environmental, health, or safety.

(GRI 403-4)

Our Corporate EHSS Department is responsible for the management, execution, and monitoring of our EHSS management system. EHSS is also authorized to conduct corporate environmental, health, safety, and security investigations on behalf of Juniper management and report investigative findings and recommendations to the appropriate management personnel. Additionally, in most locations with more than 50 employees and in other locations as required by law (in total representing nearly 80% of our office-based workforce), Juniper maintains formal safety committees comprised of representatives from operational organizations, who meet on a quarterly basis.

(GRI 403-2)

Our Total Global Recordable Incident Rate[1] provides a measure of our EHSS management system's performance and effectiveness in promoting workplace safety. To date, policies, processes, and controls implemented to eliminate and manage identified workplace hazards have allowed Juniper to maintain a consistently low global incident rate, with the predominant recordable injury associated with exposure to ergonomic risk factors. To address these risks, we work with our employees to ensure a productive and comfortable work environment wherever they are located, providing ergonomic assessments and appropriate office equipment and furniture in both office and remote-work environments.

1. TCIR is calculated as (total number of OSHA Recordable injuries and illnesses x 200,000) / total hours worked by employees.

(GRI 403-9)

2021 Work-Related Injuries (all employees)

	#	Rate
Fatalities as a Result of Work-Related Injury	0	0
High-Consequence Work-Related Injuries	0	0
Recordable Work Injuries	3	0.02
Main Types of Work-Related Injuries	Repetitive motion injuries associated with remote working during pandemic	
Total # of Employees	11,997	
Number of Hours Worked	24,953,760	

In 2021 we reported three workplace injuries. Per our policies, all injuries and incidents, including near-misses, are investigated and forwarded to Safety for further review and mitigation actions to prevent recurrence. To date, Juniper has not experienced a workplace fatality.

(GRI 403-5, 403-7)

Employees are not required to perform any job that they feel could cause injury or health issues. Employees may report any safety issue directly to safety@juniper.net without fear of reprisal, as detailed in our employee Code of Conduct. Employees may also provide feedback on potential improvements to processes, procedures, and training. EHSS reviews all safety programs and employee feedback comprehensively at least annually, and adds any new processes requiring safety training to the Job Hazard Analysis summary. All employees receive some level of general EHS safety training, including during onboarding. Specific safety training is assigned to certain employees based on role, and may include chemical safety overview, workplace hazardous materials information system (Canada), electrical safety, hand and power tool safety, lab equipment installation, and office ergonomics.

(GRI 403-6)

All employees have access to non-occupational medical and healthcare benefits, which may vary by region. Juniper hosts occasional healthcare promotion fairs. Major non-work-related health risks are evaluated on a case-by-case basis and addressed accordingly.

Build Global Resilience

A resilient organization has the ability to flex with business and societal needs—or when faced with the immediacy of a global climate crisis. A resilient organization demonstrates agility and creativity, with its employees rising to the challenge in dynamic situations. A resilient organization knows that the flip side of risk is opportunity, and can pivot quickly to embrace it.

☰

At Juniper, building global resilience is one of our three corporate social responsibility pillars, focusing our efforts to mitigate environmental impact, advance climate solutions, and respond to global health, natural, and climate-related disasters. To make progress toward our environmental commitments, we're creating a more cohesive, holistic environmental strategy across our key impact areas: operations, products, and supply chain. By achieving an integrated view of our challenges and opportunities in those impact areas and how they interplay, we can be more proactive in identifying improvement opportunities and operationalizing solutions in alignment with customer needs.

In this section, we'll share our 2021 progress in two key areas: reducing our energy consumption and carbon footprint and evolving our product designs and packaging for reduced environmental impact.

Our Carbon Neutral Commitment

(GRI 305, 3-3)

Climate change is the greatest threat to our planet, and at Juniper Networks, we believe the IT industry must play a huge role in reducing greenhouse gas emissions.

Today's digital technologies have created revolutionary efficiencies in sectors from communications to logistics to industrial production, but those efficiencies have been offset by a surge in energy demand to power data centers, cloud infrastructure, and other ICT products and services—and most of that energy still comes from fossil fuels. The more we ask of our digital networks, the worse these dependencies become.

That's why Juniper views sustainable networking as an imperative, and is committed to achieving a sustainable future. In January 2022, Juniper CEO Rami Rahim committed Juniper to achieving carbon neutrality across our global operations by 2025. Our carbon neutral strategy is focused on two long-term sustainable solutions: leveraging energy efficiency measures and increasing our use of clean energy sources.

Beyond our operations, our climate focus is also prompting us to re-imagine our products' sustainability performance. Through a multi-year process, we have developed a tool to measure the energy efficiency of all hardware products; the carbon emissions inherent in those products' production, delivery, and use; and their potential for recyclability and reuse in a circular economy.

As a business focused on powering connection, those are challenges we're happy to help solve—for the benefit of the planet, its people, and every one of Juniper's employees, customers, and partners.

Juniper Networks has pledged to be carbon neutral across our operations by 2025.

Reducing Our Operational Footprint

Juniper continuously looks for ways to make our facilities more energy efficient, less resource- intensive, and ultimately more sustainable and cost-efficient.

To meet our climate commitments and achieve carbon-neutral operations, we're focused on verifiable measures such as reducing GHG emissions through clean energy sourcing and improving overall energy efficiency. We are also cognizant of our waste and water footprints, the latter being a priority in water-scarce operating locations like California.

To manage our sustainability performance and keep ourselves accountable, the Juniper real estate team leverages the energy management software Gridium to monitor building-level energy demand in real time, based on 15-minute interval data. This data-driven approach allows utility rate optimizations, peak demand shave-off, and identification of energy demand optimization opportunities.

Leveraging Renewable Power

At our key sites around the world, we have implemented strategic initiatives to source renewable, low-carbon energy through power purchase agreements (PPAs) and other mechanisms.

Our Bangalore site—Juniper's most energy-intensive location— has utilized solar energy since 2016. In 2021, the site was powered by 93% solar through PPA arrangements. In 2023, Juniper expects to source additional clean energy procurement and drive global energy efficiency measures as part of our carbon neutral strategy.

93

Reducing Greenhouse Gas Emissions

Ambitious corporate climate action requires us to credibly and transparently account for our carbon emissions and to significantly reduce the carbon footprint of our operations.

To meet our goals, we work with CDP, a non-profit organization that advises businesses on how to improve sustainability practices through the collection and public disclosure of self-reported data on climate change, water, and forest risk. Working with CDP through more than 15 years of reporting emissions data has helped us identify better ways of measuring and managing our footprint and improving energy efficiency. For comprehensive reports on Juniper's climate change and GHG management program, please refer to our CDP disclosures.

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

Juniper's GHG Emissions Profile (metric tonnes CO_2)

	2020*	2021
Scope 1	5,625	6,855
Scope 2 (market based)	41,844	36,290
Scope 2 (location based)	101,508	98,531
Scope 3	1,017,732	3,603,582

* Emissions data for 2020 is restated from prior publications to reflect improved measurement methods and enhanced data quality, with better quantification of certain emittance, revised product transport data, revised purchased goods and services data, and more complete use of sold products data. Use of sold products drive the majority of our total Scope 3 emissions. We have enhanced the method for calculating use of sold products, which is reflected in our reported 2021 Scope 3 emissions. We have not recalculated our 2020 use of sold products emissions. Changes calculated across all three scopes were needed to provide data sufficient for comparability, consistent with the CDP Technical Note on Restatements. Emissions data reported in, or related to, prior years should not be relied upon as they do not reflect updated measurement methods and enhanced data quality. The emissions restatement resulted in lower Scope 1, Scope 2 (market based), and Scope 3 emissions, and higher Scope 2 (location based) emissions for 2020.

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

Note on conversion factors: All emissions of non-CO2 greenhouse gases are converted to CO2-equivalent emissions by multiplying by the global warming potential (GWP). As per U.S. 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 IEA (2021), and regional emissions factors from EPA eGrid (2021) and the UK 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, upstream and downstream transportation and distribution, business travel, employee commuting, and use of sold products (2021 only).

For 2021, for the first time, our reported GHG emissions inventory scope includes all owned or leased Juniper Networks facilities. Sites containing labs, data centers, and other IT infrastructure for R&D and customer support figured into our Scope 1 and 2 calculations and our non-lab/IT sites counted as Scope 3 upstream leased assets.

The most significant portion of our overall carbon footprint derives from our Scope 3 emissions: activities outside of our direct operations such as business travel, employee commuting, supply chain emissions, and the distribution and use of sold products. Scope 3 emissions accounted for approximately 97% of our total GHG inventory in 2021. Calculating our 2021 Scope 3 baseline inventory marks the start of efforts to continuously refine the calculations, emissions factors, data, estimates, and underlying assumptions, aiming to replace Environmentally Extended Input–Output (EEIO) with primary data wherever possible, while reporting any resulting changes and implications.

Since supply-chain-related emissions represent approximately 15% of our total reported Scope 3 emissions, we engage with our suppliers[1] to encourage measurement and disclosure of their own GHG emissions. Since 2009, we have engaged our top material suppliers to request they measure and report on their GHG emissions. We strive to achieve an 80% response rate on CDP Supply Chain climate change and water questionnaires, increase the overall number of suppliers reporting on key data points in those questionnaires, and increase the overall average supplier CDP scores to B. Our scrutiny is focused on five key areas in the CDP Supply Chain climate change questionnaire:

⊃ Scope 1 and 2 emissions
⊃ identification of active emissions reduction targets
⊃ emissions reduction activities
⊃ allocation of emissions to Juniper Networks

In 2021, 70% of suppliers contacted by Juniper responded to our request for climate change information, with 51% of them reporting active emissions reduction targets.

Through our partnership with CDP, we provide our suppliers with free training and resources to support them in submitting their CDP climate change and water security disclosures and developing their internal programs. We are committed to partnering with suppliers who share our goals and will work collaboratively to mitigate risks, identify opportunities, and reduce emissions across our value chain.

1. Identified as tier-one component suppliers, logistic partners, contract manufacturers, and original design manufacturers who represent approximately 99% of total annual direct and indirect material expenditure.

Encouraging Alternative Transportation

For 20 years, Juniper has encouraged our employees to make sustainable travel decisions that can benefit their health, the environment, and Juniper's Scope 3 emission reduction efforts. Through the Juniper Networks Employee Transportation Program, we provide monetary rewards and non-monetary incentives and amenities for sustainable commuting that include:

⊃ rideshare services
⊃ charging stations and preferred parking for electric vehicles
⊃ rewards for biking, walking, and other active commuting options
⊃ secured bicycle storage lockers, emergency bike repair, and cycling apparel, gear, and merchandise

We survey employees annually on their commuting methods to track progress and better encourage sustainable transportation options.

Reducing Energy Consumption

At Juniper sites around the world, we've designed facilities for optimum energy efficiency and implemented sophisticated monitoring and management systems to encourage energy-efficient behaviors and drive continuous improvement.

Energy Efficiency in Building Design & Operation

Energy efficiency is an integral part of our campus and office design process, with our design, construction, and facilities management approach integrating LEED principles of energy efficient systems, resource conservation, and environmentally preferred materials. From our 635,000-square-foot corporate campus in Sunnyvale, California, to our India Excellence Center in Bangalore and other global facilities, we have been honored to receive Platinum and Gold LEED certifications at select locations.

Juniper's building operations, from lighting controls to cooling systems in the labs, are designed and managed for efficiency. At our lab sites in Wenatchee and Quincy, Washington, we use chiller-less mechanical cooling systems that use natural outdoor air to achieve significant efficiency gains.

Closing Inefficient Labs

In 2021, Juniper shut down Building 5 of our Sunnyvale headquarters campus, an older building which lacked modern energy optimization features. Consolidating the building's lab operations to other Juniper facilities resulted in operational efficiency gains, energy savings through greater building efficiency, and additional emissions savings due to 400kWh of shifted electrical load going to our new, chiller-less facility in Washington.

Juniper is pursuing similar efficieny-driven lab consolidations in other regions as well. We have successfully consolidated regional Sales Engineering labs in the U.S. and Amsterdam. A similar consolidation initiative is underway in the APAC region.

JUNIPER NETWORKS

- CSR AT JUNIPER
- JUNIPER CSR STRATEGY
- ENHANCE TRUST & GOVERNANCE
- ENABLE THE WORKFORCE OF THE FUTURE
- **BUILD GLOBAL RESILIENCE**
  - Our Carbon Neutral Commitment
  - **Reducing Our Operational Footprint**
  - Product Sustainability
- APPENDICES

Continuous Energy Management

Almost all major labs across Juniper employ an **Automated Power Management Tool** that enables shutoffs during periods of low power-use. In combination with an aggressive education program that promotes energy-efficient practices among lab equipment users, the tool has been instrumental in saving considerable energy across our lab operations.

(GRI 302-1)

2021 Energy Consumption

Total Fuel Consumption from Non-Renewable Sources, Onsite & Mobile Fuels	**21,308 MWh**
Energy Consumed, By Use	
Electricity	**241,504 MWh**
Heating	**0**
Cooling	**0**
Steam	**0**
Total	**262,812 MWh**

Reducing Water Usage & Waste

Juniper is committed to minimizing waste across our operations through responsible water-stewardship and recycling of landfill-bound waste.

Water & Wastewater Management

(GRI 303, 3-3, 303-1)

As a global company headquartered in drought-prone California, we are committed to responsible water consumption and stewardship practices. Juniper's water management protocols are guided by our Environmental, Health, Safety, and Security Policy, which outlines our principles and goals for resource use and conservation. Our operational goal is to use water as efficiently as possible and to use reclaimed water wherever possible.

Water stewardship is a priority at all of our global facilities. In Sunnyvale, California, our buildings are equipped with low-flow fixtures, and we use reclaimed wastewater from a local renewable supply for all toilets and landscaping.

Our partnership with water efficiency consultants provides us with regular water use metrics and insights to continue optimizing our water consumption efficiency and reporting on water withdrawal, discharge, and consumption. We track annual water use data from our major facilities in China, India, Japan, the Netherlands, and the U.S., where potable water uses include canteen and breakroom operations and cooling systems.

(GRI 303-3, 303-4, 303-5)

2021 Water Performance

	Units	2021
Third-Party Water Withdrawal	ML	92.5
Third-Party Water Discharge	ML	48.8
Total Water Consumption (from all areas)	ML	43.6

Juniper uses the WRI Aqueduct Water Risk tool and considers areas as "water stressed" where baseline water stress equals or exceeds 40%. Water consumption is calculated based on an estimation of water that we use for landscape irrigation and in cooling towers.

Juniper's reporting and operational boundary includes facilities supporting administrative and server lab activities. All water used by facilities within the reporting boundary comes from municipal suppliers. Potable water consumption, discharge and withdrawal are associated primarily with the following office and lab activities: cafes and break rooms, WASH services and cooling.

For 2021, we revised and improved our water withdrawal, consumption and discharges tracking method, leading our reported withdrawals for 2021 to show an increase of >100% compared to the metrics reported reported in 2020. Going forward, we anticipate water performance data to be approximately the same.

We recognize the significant water impacts stemming from our supply chain. We communicate our water expectations, gain visibility into our suppliers' water practices and potential water risks to our business (including supplier access to high-quality clean water), and measure performance.

(GRI 303-1)

Juniper Networks asks all our contract manufacturers, original design manufacturers, and a subset of our tier-one direct material suppliers (based on spend) to report on their water risks and management. From 2014 to 2021 we asked these suppliers to report on water-related issues through the CDP Supply Chain water questionnaire.

For comprehensive reports on Juniper's water management program, please refer to our annual CDP disclosures.

Solid Waste Reduction on Campus

(GRI 306, 3-3)

Our campuses worldwide reduce waste through recycling and composting. We track the weight of all waste we produce at our sites, monitor the landfill diversion programs of our waste vendors, and are working on waste diversion goals for sites of 100 or more employees for 2023. At our headquarters campus in Sunnyvale, California, we compost food waste, use reusable cutlery and plates to avoid single-use plastics, use compostable to-go ware, and follow a farm-to-fork policy for our café items. For meats, fish, pastries, bread, coffee, and kombucha, we prioritize local vendors located within a 150-mile range, and for fish we prioritize vendors within 500 miles.

Product Sustainability

Sustainable networking is our future. Since 2008, Juniper's R&D efforts have contributed to sustainable networking through:

⊃ delivering exceptional functionality, performance capabilities, and user experience in a compact physical footprint; and

⊃ delivering greater energy efficiency, more environmentally responsible materials, and responsible end-of-life management.

We are committed to continual product innovation to enable automated, scalable, secure, and power-efficient networks that move at the speed of business. By focusing on performance and efficiency at every stage of our hardware and software products' lifecycle, we improve our own environmental performance while empowering our customers to reduce their operating expenses, energy use, and carbon emissions.

As part of our new product introduction (NPI) process, our product designers and suppliers can seek to identify, prioritize, and recommend environmental improvements at the earliest stages

of product design, across parameters from materials to lifetime energy efficiency to ultimate repairability and recyclability. This approach follows guidelines developed to meet evolving customer expectations and regulatory requirements, and is instructed by the expertise of our employees and our supplier network.

Our efficiency focus continues onto the factory floor, where an optimization process has led to significant reductions in testing hours and operational power consumption while continuing to mitigate the risk of defects and failures during product operation. Instructed by statistical analysis and supported by ongoing product monitoring in the factory and the field, these optimization efforts resulted in an estimated 250MW savings across our global factories in 2021. In addition to product design and manufacturing improvements, we also focus on reducing the environmental impact of our logistics and shipping operation.

Like our product engineers, our packaging experts work throughout the early NPI process to create more sustainable solutions and engage our network of experts on efforts to improve environmental

performance for future shipments. The result of this innovation is lighter, more compact, recycled, recyclable, and biodegradable packaging materials that continue to protect our products during transit.

Our flagship PTX 10000 Packet Transport Router series, a high-density solution optimized for service provider and high-volume content provider networks, achieved significant efficiency gains in subsequent iterations. Powered by the latest generation of Juniper's custom Express family, ASICs consume 0.12 to 0.15 Watts per Gigabit, compared to 0.4 Watts per Gigabit in previous generations.
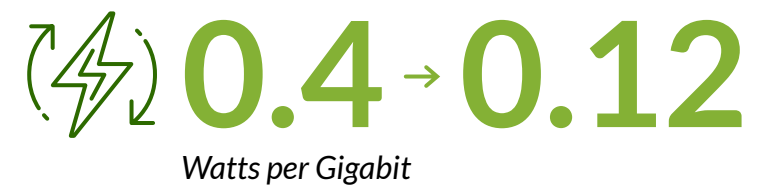
0.4 → 0.12

Watts per Gigabit

Energy Efficiency

Our customers are increasingly seeking collaborative opportunities to boost energy efficiency and reduce emissions, and Juniper is responding with a focus on efficiency that begins during the first phases of R&D and product design. By providing power-efficient networking equipment and designing our hardware products for an extended operational life, we help our customers lower their operating expenses, shrink their carbon footprint, and meet their carbon neutral, net zero, and circular economy ambitions.

The efficiency of every Juniper product is measured in throughput per watt—a metric on which we've improved year after year, with each product iteration. All products that go through our NPI process undergo a quantitative assessment to track improvements in energy usage, and all Juniper products are independently tested by a third party for compliance with industry energy-efficiency standards. Our efficiency focus also keeps us ahead of evolving product efficiency standards in countries and jurisdictions worldwide. Product energy consumption specifications are made available on all of our product technical sheets.

Driving Efficiency for the World's Top Service Providers

Juniper's flagship MX and PTX families power 49 of the 50 top service providers and the 20 largest cloud providers globally. Our efficiency innovations have enabled a watts-to-gigabit ratio improvement of over 96% over the past decade, enabling enormous customer gains in operational efficiency, energy consumption, and GHG emissions reduction. These gains support energy savings for our customers but also lower our own Scope 3 product lifecycle emissions. Certain configurations of the products deliver further energy savings through modularity, allowing customers to turn off functionality based on need.

Product Materials Compliance

As part of our commitment to environmentally responsible behavior, our products comply with standards such as the European Union's Waste Electrical and Electronic Equipment (WEEE) Directive, the 2011/65/EU Restriction of Hazardous Substances (RoHS II) Directive, and the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regulation.

Wherever possible, Juniper's products incorporate materials that have the smallest possible environmental impact. We collaborate with our supplier network to source recycled gold, copper, and aluminum content, creating demand for less natural resource intensive production.

Delivering Energy-Efficient Cloud Routing

A recent Juniper study modeled a 10,000 router network using the Juniper ACX7509 Cloud Metro router and two competing routers with significant global deployment. Results showed that the Juniper technology delivered emissions reduction of between 69,765 and 145,063 MTCO2 compared to the competing systems—equivalent to taking 11 to 22 cars off the road for a year—and a 53% to 71% total-cost-of-ownership benefit.

Lifecycle Management

Juniper supports the vision of a circular economy by designing for the complete product lifecycle. Our circular economy principles includes six stages:

1. **Engineer**. We design products with sustainability in mind, making them more efficient, reliable, and long-lasting.

2. **Manufacture**. We select suppliers and business partners who share our values and commitment to environmental sustainability.

3. **Use**. Our products are built for flexibility, interoperability, and scalability, which we believe drive long-term customer value.

4. **Repair**. Our modular design makes our products easy to dismantle and repair.

5. **Refurbish**. The Juniper Certified Pre-Owned Program lets our customers extend the life of their existing Juniper architecture. This helps save e-waste from landfills and reduces carbon emissions.

6. **Recycle**. Juniper designs products to be easily dismantled, and our parts are labeled to encourage recycling. For components and products in the EU that can no longer be used, Juniper partners with an industry leader in responsible electronics recycling.

Details of our circular economy principles are available here.

Juniper's Certified Pre-Owned Program

The durability and quality of Juniper's hardware products present an opportunity for extended life, which supports a circular economy, promotes environmental sustainability, and delivers the benefits of networking to more users around the world. The Juniper Certified Pre-Owned (JCPO) program allows our customers to extend the life of their existing Juniper architecture by offering certified pre-owned hardware that carries a fully Juniper-backed warranty with full eligibility for Juniper Care support and services. We also offer our Technology Migration Incentive Program, which enables our customers to trade previously purchased equipment for discount credits on new equipment.

Since JCPO's inception, we've expanded our offerings to meet a growing variety of customer needs on an increasingly larger scale. In 2021, we partnered with circular economy platform PureWrx to create a buyback program, providing another way for our customers to monetize previously purchased Juniper hardware and reduce the net impact of future upgrades and investments.

Repair & Recyclability

Juniper's modular product design makes repair simple and scalability possible. Our regional Global Return Centers for products limit travel cost and time, logistics miles, and air transport emissions. Our Juniper Certified Pre-Owned program (see above) extends the life of hardware products with the warranty and support that Juniper customers expect. In countries with producer-responsibility programs for components and products that can no longer be used, we partner with an industry leader in responsible electronics recycling to mitigate the resulting e-waste.

Packaging Innovation

We are constantly working to create more sustainable packaging, partnering with our suppliers to encourage greater use of recycled and recyclable content and assuring we meet our customers' dual needs for effective product protection and environmental performance. We are constantly looking for new packaging innovations to improve performance in:

⊃ reducing emissions by delivering lighter, more compact packaging for product transport; and

⊃ reducing waste-to-landfill by replacing virgin polyurethane foam, plywood, and polyurethane bags with recycled and recyclable materials

In 2021, approximately 92% of the polyethylene (PE) foam used for Juniper packaging was made with recycled plastic content as a sustainable alternative to virgin plastic. We increased our use of 100% recycled high-density polyethylene (HDPE) to approximately 606,797 pounds, and our use of ocean-bound plastic (OBP) to approximately 8,891 pounds. We also continued utilizing a new base pallet design that eliminates the use of non-recyclable low-density polyethylene (LDPE) between wood layers, making the complete pallet recyclable.

New sustainable packaging solutions being developed for our upcoming Bugatti and Avengers product launches are 100% recyclable, with Bugatti packaging being 100% paper-based and Avengers packaging combining paper products and recycled PE foam created from ocean-bound plastics. In addition to helping our customers mitigate what they're putting into the waste stream, the new packaging delivers significant cost reductions.

In 2022, Juniper received an Award of Distinction from ReFlex Environmental Packaging for our use of recycled plastic in our packaging, which has saved 3.2 million pounds[2] of virgin plastic through June 2022.

2. Comprising 3,039,470 pounds of virgin PE plastic, 196,315 pounds of virgin PET plastic, and 11,421 pounds of ocean-bound PE plastic.

Saving Materials from Ocean Disposal

Juniper uses packaging cushions made from 100% recycled ocean-bound plastic (OBP). By creating new packaging components using readily available plastics at risk of ocean disposal, we create an economic incentive for plastics to be diverted from risky waste streams, helping protect our oceans, beaches, and rivers.
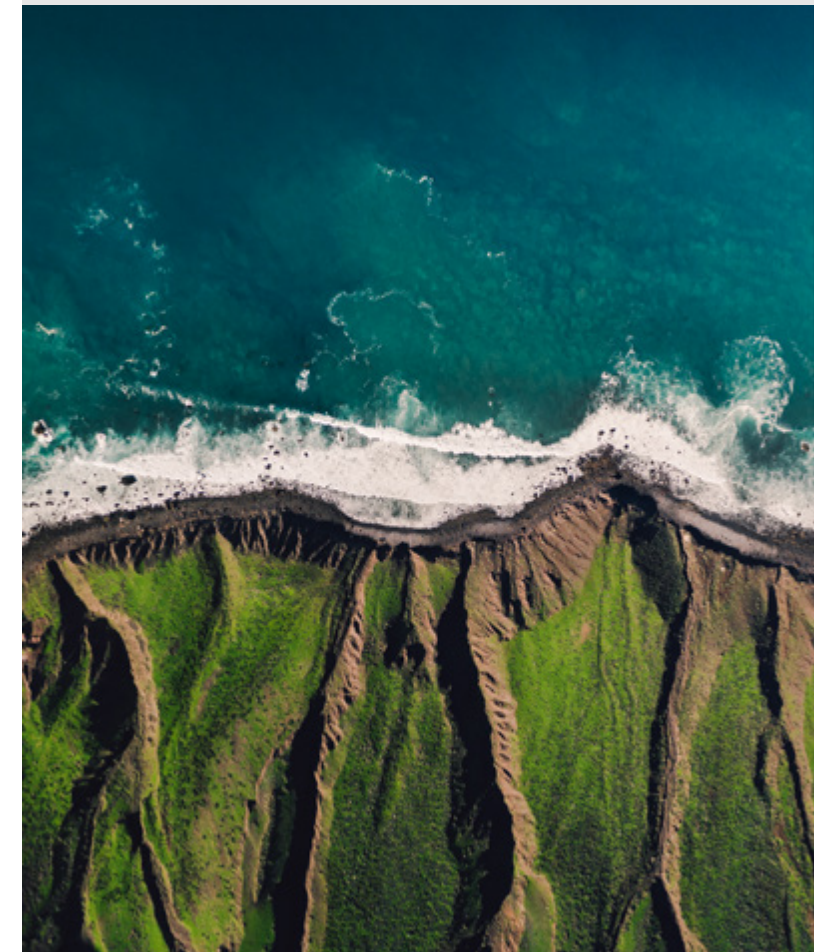
Appendices

About This Report

(GRI 2-2)

Juniper Networks produces its CSR Report on an annual basis and data is reported by fiscal year. This 2022 CSR Report summarizes the company's ESG activities, impacts, and performance for fiscal year 2021, 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, 2021, and ended December 31, 2021, including the company's significant subsidiaries Juniper Networks International B.V. and Juniper Networks (US), Inc.

(GRI 2-3)

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' last CSR Report was released in September 2021. Our next report, covering 2022 performance, will be released in late 2023.

Report Availability & Contact

This report is available in its entirety on our website:

https://www.juniper.net/sustainability

We welcome your questions, comments and feedback at

corp-citizenship-sustainability@juniper.net

Memberships, Associations & Partnerships

(GRI 2-28)

Entities highlighted in **bold** signify significant participation by Juniper.

Public Policy & Government Affairs

- ⊃ **Information Technology Industry Council**
- ⊃ **US-India Business Council**
- ⊃ **US-India Strategic Partnership Forum**
- ⊃ TechNation Canada
- ⊃ Open RAN Policy Coalition
- ⊃ IT Sector Coordinating Council
- ⊃ Communications Sector Coordinating Council
- ⊃ DHS Joint Cyber Defense Collaborative

Supplier Diversity

- ⊃ **Western Regional Minority Supplier Development Council**
- ⊃ **Women Business Enterprise Council**

CSR / ESG

- ⊃ **RBA** (https://www.responsiblebusiness.org)
- ⊃ **CDP** (https://www.cdp.net/en)
- ⊃ **RMI** (https://www.responsiblemineralsinitiative.org)

Open Source

- ⊃ **LFN – Linux Foundation for Networking** (https://lfnetworking.org)

Technology Sector Memberships

- 3GPP (www.3gpp.org)
- Accellera (https://accellera.org/)
- **ATIS** (www.atis.org)
- **BBF** (www.broadband-forum.org)
- BLE SIG (https://www.bluetooth.com/)
- **ETSI** (www.etsi.org/)
- **FIRST** (www.first.org)
- **GSMA** (www.gsma.com)
- **IEEE** (https://www.ieee.org)
- **IETF** (www.ietf.org)
- **IOWN** (www.iowngf.org)
- ISOC (www.isoc.org/)
- **ITU-T** (www.itu.int/ITU-T)
- **MEF** (www.mef.net/about-mef)
- NetSecopen (www.netsecopen.org)
- **NGMN** (https://www.ngmn.org)
- **OnGo Alliance** (https://ongoalliance.org/)
- **O-RAN Alliance** (https://www.o-ran.org)
- Open RAN Policy Coalition (www.openranpolicy.org/)
- **PCI SIG** (https://pcisig.com)
- QuEST Forum (www.tiaonline.org)
- **TCG** (https://www.trustedcomputinggroup.org)
- **TIP** (www.telecominfraproject.com)
- **TM Forum** (https://www.tmforum.org)
- **WI FI ALLIANCE (WFA)** (www.wi-fi.org)
- **Wireless Broadband Alliance (WBA)** (www.wballiance.com)

Optics Network Technology Memberships

- **COBO** (www.onboardoptics.org)
- **EA** (www.ethernetalliance.org)
- **OIF** (www.oiforum.com)
- IEEE (https://www.ieee.org/)
- ETC
- **SNIA-SFF-TA** (www.snia.org) **100G Lambda MSA**
- OpenEye MSA
- OpenZR+ MSA
- OSFP MSA
- QSFP-DD MSA
- SFP-DD MSA
- CPO JTCA

Material Topic Boundaries

Material Topic	Topic Boundaries		Relevant GRI Disclosures
Environmental Topics			
Climate Strategy	Efforts to address risks and opportunities presented by climate change, reduce energy consumption and greenhouse gas emissions across the value chain including product energy use, our own operations, and those of our suppliers. Includes product efficiency, operational energy efficiency and conservation, and renewable energy.		GRI 301 GRI 302 GRI 303 GRI 305 GRI 306 GRI 308
Operational Footprint	Refers to compliance to environmental regulations/legislations and adopting principles, practices and processes that minimize, eliminate, and manage the negative environmental impacts and waste generated (hazardous and non-hazardous) from the organization's own activities and in its value chain through circularity measures.		GRI 302 GRI 303 GRI 305 GRI 306
Social Topics			
Social Impact	Giving back to communities and society to effect positive change within communities in which we and our suppliers operates. This includes company philanthropy and donations, community engagement, employee volunteering and fundraising in support of hunger relief, disaster relief, and other causes that impact local communities.		GRI 203 GRI 413
Inclusion & Diversity	Developing a conscious culture that promotes diversity, inclusion, and equitable opportunities at all levels of the organization and throughout our value chain through policies, training, and engagement. This includes initiatives aimed to ensure equality inclusive of gender, generation, race, ethnicity, orientation, ability, nationality, religion, veteran status, background, culture, experience, strengths, and perspectives.		GRI 202 GRI 401 GRI 404 GRI 405 GRI 406 GRI 407

Material Topic	Topic Boundaries	Relevant GRI Disclosures
Human Rights & Labor Practice	Efforts to protect human rights, including the eradication of human trafficking, modern slavery, and forced and child labor as well as promote wellbeing of employees, laborers, contractors, contingent workforce and workers in our supply chain which encompass ethical, fair, and responsible sourcing and supplier conduct. Social compliance by suppliers; fair working conditions; fair wages; human rights; ethical sourcing of raw materials (e.g., conflict minerals); and contractor training, incentives, benefits, health and wellbeing are all included under this topic.	GRI 407 GRI 408 GRI 409 GRI 414
Human Capital Development	Refers to the mental and physical condition of employees with respect to their health, happiness, comfort and morale. It includes initiatives that promote healthy lifestyles, offer physical and social activities within a company, and support mental health, as well as work arrangements that allow employees a level of autonomy to follow a work schedule aligned with a work-life balance that best suits them.	GRI 403 GRI 404
Governance Topics		
Business Integrity	Ethical and transparent conduct by Juniper in its business dealings, and among employees, suppliers, business partners. Includes regulatory compliance; anti-corruption and anti-bribery; fair business, marketing, and competition; non-retaliation; transparent participation in elections and policy.	GRI 204 GRI 205 GRI 206
Corporate Governance	Corporate governance policies that include corporate strategy, risk management, executive compensation, accountability, transparency, and security.	GRI 201 GRI 203 GRI 415
Cybersecurity & Data Privacy	Maintaining strong protections for Juniper's customers, solutions, workers, and company by safeguarding the security and reliability of the network, promoting security and privacy in the development of our solutions, processes, systems, and services, and securing our value chain.	N/A
Transparency & Disclosure	Emphasizes transparency in reporting the company's sustainability and corporate social responsibility goals, progress, and programs using relevant, benchmarked, and easily accessible public disclosures.	GRI 207
ESG Governance	Emphasizes the responsibility of the Juniper's leadership for decision-making on economic, environmental, social, and governance topics, and that leadership's consultation of stakeholders on these topics including ESG strategy, objectives, and goals. This refers to the governance bodies and organizational structures that define and manage Juniper's ESG strategy, objectives, and goals.	GRI 2-12 GRI 2-14
Customer Satisfaction	Refers to the degree to which end-users feel Juniper products meet or exceed performance expectations and emphasizes sustained product quality.	GRI 416 GRI 417
Business Continuity	Refer to business planning and preparation to ensure that Juniper can continue to operate in case of serious incidents or disasters and is able to recover to an operational state within a reasonably short period of time.	GRI 203

GRI Content Index

Statement of use: Juniper Networks Inc. has reported the information cited in this GRI content index for the period January 1, 2021 to December 31, 2021 with reference to the GRI Standards.

GRI 1 used "GRI 1: Foundation 2021"

GRI Disclosure	Topic	2021 Report Location / Narrative Response
Disclosure 2-1	Organizational details	Juniper at a Glance on p. 6.
Disclosure 2-2	Entities included in the organization's sustainability reporting	About This Report on p. 107 and the 2021 Form 10-K.
Disclosure 2-3	Reporting period, frequency, and contact point	About This Report on p. 107.
Disclosure 2-4	Restatements of information	Emissions data for 2020 is restated from prior publications to reflect improved measurement methods and enhanced data quality, with better quantification of certain emittance, revised product transport data, revised purchased goods and services data, and more complete use of sold products data. Changes calculated across all three scopes were needed to provide data sufficient for comparability, consistent with the CDP Technical Note on Restatements. Emissions data reported in, or related to, prior years should not be relied upon as they do not reflect updated measurement methods and enhanced data quality. The emissions restatement resulted in lower Scope 1, Scope 2 (market based), and Scope 3 emissions, and higher Scope 2 (location based) emissions for 2020.

GRI Disclosure	Topic	2021 Report Location / Narrative Response
Disclosure 2-5	External assurance	The General Counsel/SVP takes part in deciding both internal and external assurance of data in the CSR Report. In terms of Board-level oversight of ESG data/disclosures, see p. 15 of the 2022 Proxy Statement. The data in this report has not been externally assured.
Disclosure 2-6	Activities, value chain and other business relationships	2021 Form 10-K on p.4.
Disclosure 2-7	Employees	Our Business and Operations on p. 9.
Disclosure 2-8	Workers who are not employees	Our Business and Operations on p. 9.
Disclosure 2-9	Governance structure and composition	Corporate Governance on p. 41 and 2022 Proxy Statement on p. 7-29.
Disclosure 2-10	Nomination and selection of the highest governance body	Corporate Governance on p. 42 and 2022 Proxy Statement on p. 11 & 29.
Disclosure 2-11	Chair of the highest governance body	Corporate Governance on p. 42.
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	ESG Governance Structure on p. 26.
Disclosure 2-13	Delegation of responsibility for managing impacts	ESG Governance Structure on p. 26.
Disclosure 2-14	Role of the highest governance body in sustainability reporting	ESG Governance Structure on p. 26.
Disclosure 2-15	Conflicts of interest	Business Integrity on p. 46.
Disclosure 2-16	Communication of critical concerns	Business Integrity on p. 49 and 2021 Form 10-K on p. 55.
Disclosure 2-17	Collective knowledge of the highest governance body	ESG Governance Structure on p. 26.
Disclosure 2-18	Evaluation of the performance of the highest governance body	Corporate Governance on p. 42.
Disclosure 2-19	Remuneration policies	Corporate Governance on p. 42.
Disclosure 2-20	Process to determine remuneration	Corporate Governance on p. 42.

GRI Disclosure	Topic	2021 Report Location / Narrative Response
Disclosure 2-21	Annual total compensation ratio	Corporate Governance on p. 42 and 2022 Proxy Statement on p. 45.
Disclosure 2-22	Statement on sustainable development strategy	Message from Our CEO on p. 5 and ESG Governance Structure p. 26.
Disclosure 2-23	Policy commitments	Business Integrity on p. 47.
Disclosure 2-24	Embedding policy commitments	Business Integrity on p. 45.
Disclosure 2-25	Processes to remediate negative impacts	Business Integrity on p. 49.
Disclosure 2-26	Mechanisms for seeking advice and raising concerns	Business Integrity on p. 49.
Disclosure 2-27	Compliance with laws and regulations	Business Integrity on p. 45. Any instances that meet our threshold of significance are reported in our Form 10-K, on p. 30.
Disclosure 2-28	Membership associations	Memberships, Associations & Partnerships on p. 108.
Disclosure 2-29	Approach to stakeholder engagement	Stakeholder Communication & Engagement on p. 24.
Disclosure 2-30	Collective bargaining agreements	7.52% (+/- 0.5%) of Juniper employees are covered by collective bargaining agreements.
GRI 201: Economic Performance 2016		
Disclosure 3-3	Topic Management Disclosure	2021 Form 10-K on p. 60.
Disclosure 201-1	Direct economic value generated and distributed	2021 Form 10-K on p. 60-64.
Disclosure 201-2	Financial implications and other risks and opportunities due to climate change	2021 Form 10-K and 10Q submissions, item 1A.
Disclosure 201-3	Defined benefit plan obligations and other retirement plans	2021 Form 10-K on on p. 93-94.
Disclosure 201-4	Financial assistance received from government	We received no financial assistance from government in 2021.

GRI Disclosure	Topic	2021 Report Location / Narrative Response
GRI 205: Anti-Corruption 2016		
Disclosure 3-3	Topic Management Disclosure	Business Integrity on p. 47 and our Worldwide Code of Business Conduct on p. 8.
Disclosure 205-1	Operations assessed for risks related to corruption	Business Integrity on p. 50.
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	Worldwide Code of Business Conduct on p. 8.
Disclosure 205-3	Confirmed incidents of corruption and actions taken	There have been no confirmed incidents of bribery.
GRI 206: Anti-Competitive Behavior 2016		
Disclosure 3-3	Topic Management Disclosure	Business Integrity on p. 51.
Disclosure 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Integrity on p. 51.
GRI 207: Tax 2019		
Disclosure 3-3	Topic Management Disclosure	Please see our Global Tax Strategy.
Disclosure 207-1	Approach to tax	Business Integrity on p. 52 and our Global Tax Strategy.
Disclosure 207-2	Tax governance, control, and risk management	Business Integrity on p. 52.
Disclosure 207-3	Stakeholder engagement and management of concerns related to tax	Business Integrity on p. 52.
Disclosure 207-4	Country-by-country reporting	Juniper Networks' only resident tax jurisdiction is the United States. The U.S. competent authorities then share this information with other tax authorities and governments either automatically via data exchange or upon request.

GRI Disclosure	Topic	2021 Report Location / Narrative Response
GRI 301: Materials 2016		
Disclosure 3-3	Topic Management Disclosure	We are omitting this disclosure in 2022, as we are working to ensure data accuracy. We expect to disclose this information in future reporting.
Disclosure 301-1	Materials used by weight or volume	We are omitting this disclosure in 2022, as we are working to ensure data accuracy. We expect to disclose this information in future reporting.
Disclosure 301-2	Recycled input materials used	We are omitting this disclosure in 2022, as we are working to ensure data accuracy. We expect to disclose this information in future reporting.
Disclosure 301-3	Reclaimed products and their packaging materials	We are omitting this disclosure in 2022, as we are working to ensure data accuracy. We expect to disclose this information in future reporting.
GRI 302: Energy 2016		
Disclosure 3-3	Topic Management Disclosure	Reducing Our Operational Footprint on p. 96.
Disclosure 302-1	Energy consumption within the organization	Reducing Our Operational Footprint on p. 97.
Disclosure 302-2	Energy consumption outside of the organization	Juniper does not collect energy use data from our value chain. Scope 3 emissions were calculated using spend-based calculation methodology, not energy-use data.
Disclosure 302-3	Energy intensity	262,812 MWh / $4,735,000,000 = 0.000056 We currently only track energy consumption related to Scope 1 and 2 emissions.
Disclosure 302-4	Reduction of energy consumption	Data to calculate energy use reduction is not tracked at this level of detail.
Disclosure 302-5	Reductions in energy requirements of products and services	Data to calculate energy requirement reductions is not tracked at this level of detail.

GRI Disclosure	Topic	2021 Report Location / Narrative Response
GRI 303: Water & Effluents		
Disclosure 3-3	Topic Management Disclosure	Reducing Our Operational Footprint on p. 98.
Disclosure 303-1	Interactions with water as a shared resource	Reducing Our Operational Footprint on p. 98.
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. This is confirmed with the Facility team on an annual basis. There are no additional water treatment standards beyond local regulatory requirements.
Disclosure 303-3	Water withdrawal	Reducing Our Operational Footprint on p. 98.
Disclosure 303-4	Water discharge	Reducing Our Operational Footprint on p. 98. Due to a lack of data, we did not include data for breakdown of total water discharge, discharge to areas with water stress, or priority substances of concern for which discharges are treated.
Disclosure 303-5	Water consumption	Reducing Our Operational Footprint on p. 98. Change in water storage is not identified as a significant impact. Total water consumption from all areas with water stress could not be disclosed due to data not being available.
GRI 305: Emissions 2016		
Disclosure 3-3	Topic Management Disclosure	Our Carbon Neutral Commitment on p. 92.
Disclosure 305-1	Direct (Scope 1) GHG emissions	Reducing Our Operational Footprint on p. 94.
Disclosure 305-2	Energy indirect (Scope 2) GHG emissions	Reducing Our Operational Footprint on p. 94.
Disclosure 305-3	Other indirect (Scope 3) GHG emissions	Reducing Our Operational Footprint on p. 94.
Disclosure 305-4	GHG emissions intensity	Scope 1 and Scope 2 emissions intensity: 105,386 tCO$_2$e / \$4,735,000,000 unit total revenue = 0.000022 Scope 3 emissions intensity: 3,603,582 tCO$_2$e / \$4,375,000,000 = 0.000761

JUNIPER NETWORKS®

GRI Disclosure	Topic	2021 Report Location / Narrative Response
Disclosure 305-5	Reduction of GHG emissions	Reducing Our Operational Footprint on p. 96.
Disclosure 305-6	Emissions of ozone-depleting substances (ODS)	Juniper does not produce, import or export ODSs. We do use and track certain ODS refrigerants (e.g. R22) in chiller equipment with potential for refrigerant losses. In 2021, losses were substantially under 1 MT CFC-11E.
Disclosure 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	We are omitting this disclosure in 2022, as we are working to ensure data accuracy. We expect to disclose this information in future reporting.
GRI 306: Waste 2020		
Disclosure 3-3	Topic Management Disclosure	Reducing Our Operational Footprint on p. 99.
Disclosure 306-1	Waste generation and significant waste-related impacts	We are omitting this disclosure in 2022, as we are working to ensure data accuracy. We expect to disclose this information in future reporting.
Disclosure 306-2	Management of significant waste-related impacts	We are omitting this disclosure in 2022, as we are working to ensure data accuracy. We expect to disclose this information in future reporting.
Disclosure 306-3	Waste generated	We are omitting this disclosure in 2022, as we are working to ensure data accuracy. We expect to disclose this information in future reporting.
Disclosure 306-4	Waste diverted from disposal	We are omitting this disclosure in 2022, as we are working to ensure data accuracy. We expect to disclose this information in future reporting.
Disclosure 306-5	Waste directed to disposal	We are omitting this disclosure in 2022, as we are working to ensure data accuracy. We expect to disclose this information in future reporting.

GRI Disclosure	Topic	2021 Report Location / Narrative Response
GRI 308: Supplier Environmental Assessment 2016		
Disclosure 3-3	Topic Management Disclosure	Supply Chain Management on p. 53.
Disclosure 308-1	New suppliers that were screened using environmental criteria	Supply Chain Management on p. 56.
Disclosure 308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Management on p. 56.
GRI 401: Employment 2016		
Disclosure 3-3	Topic Management Disclosure	Talent Attraction, Engagement & Retention on p. 63.
Disclosure 401-1	New employee hires and employee turnover	Talent Attraction, Engagement & Retention on p. 65.
Disclosure 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Attraction, Engagement & Retention on p. 76.
Disclosure 401-3	Parental leave	Talent Attraction, Engagement & Retention on p. 75.
GRI 403: Occupational Health & Safety 2018		
Disclosure 3-3	Topic Management Disclosure	Environmental, Health, Safety & Security (EHSS) on p. 88.
Disclosure 403-1	Occupational health and safety management system	Environmental, Health, Safety & Security (EHSS) on p. 88.
Disclosure 403-2	Hazard identification, risk assessment, and incident investigation	Environmental, Health, Safety & Security (EHSS) on p. 88.
Disclosure 403-3	Occupational health services	Environmental, Health, Safety & Security (EHSS) on p. 88.
Disclosure 403-4	Worker participation, consultation, and communication on occupational health and safety	Environmental, Health, Safety & Security (EHSS) on p. 88.
Disclosure 403-5	Worker training on occupational health and safety	Environmental, Health, Safety & Security (EHSS) on p. 89.
Disclosure 403-6	Promotion of worker health	Environmental, Health, Safety & Security (EHSS) on p. 89.

GRI Disclosure	Topic	2021 Report Location / Narrative Response
Disclosure 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental, Health, Safety & Security (EHSS) on p. 89.
Disclosure 403-8	Workers covered by an occupational health and safety management system	Environmental, Health, Safety & Security (EHSS) on p. 88.
Disclosure 403-9	Work-related injuries	Environmental, Health, Safety & Security (EHSS) on p. 89.
Disclosure 403-10	Work-related ill health	In 2021, Juniper had no recorded work-related illness resulting in fatality or ill-health.
GRI 404: Training & Education 2016		
Disclosure 3-3	Topic Management Disclosure	Talent Attraction, Engagement & Retention on p. 71.
Disclosure 404-1	Average hours of training per year per employee	Talent Attraction, Engagement & Retention on p. 74.
Disclosure 404-2	Programs for upgrading employee skills and transition assistance programs	Talent Attraction, Engagement & Retention on p. 71.
Disclosure 404-3	Percentage of employees receiving regular performance and career development reviews	Juniper Networks conducts "Conversation Days" every quarter. See Talent Attraction, Engagement & Retention on p. 73.
GRI 405: Diversity & Equal Opportunity 2016		
Disclosure 3-3	Topic Management Disclosure	Inclusion & Diversity at Juniper on p. 77.
Disclosure 405-1	Diversity of governance bodies and employees	Inclusion & Diversity at Juniper on p. 78.
Disclosure 405-2	Ratio of basic salary and remuneration of women to men	We are omitting this disclosure in 2022, as we are working to ensure data accuracy. We expect to disclose this information in future reporting.
GRI 406: Non-Discrimination 2016		
Disclosure 3-3	Topic Management Disclosure	Inclusion & Diversity at Juniper on p. 80.
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.

juniper NETWORKS®

GRI Disclosure	Topic	2021 Report Location / Narrative Response
GRI 407: Freedom of Association & Collective Bargaining 2016		
Disclosure 3-3	Topic Management Disclosure	Supply Chain Management on p. 58.
Disclosure 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supply Chain Management on p. 58 and our Modern Slavery Statement.
GRI 408: Child Labor 2016		
Disclosure 3-3	Topic Management Disclosure	Supply Chain Management on p. 58.
Disclosure 408-1	Operations and suppliers at significant risk for incidents of child labor	Supply Chain Management on p. 58.
GRI 409: Forced or Compulsory Labor 2016		
Disclosure 3-3	Topic Management Disclosure	Supply Chain Management on p. 58.
Disclosure 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We have no reported incidents of forced labor, however we are aware there are risks. Some of the risks we flag in our supply chain include: working hours that go beyond allowable rates, inappropriate worker fees, and holding of worker identity documents. These are all remediated when found.
GRI 413: Local Communities 2016		
Disclosure 3-3	Topic Management Disclosure	Community Engagement & Social Impact on p. 84.
Disclosure 413-1	Operations with local community engagement, impact assessments, and development programs	4 of our 9 large operation sites (100+ employees) engage with local communities through work councils, OHS committees, and other worker representation bodies. 2 of our 9 large operation sites participate in social impact assessments.

GRI Disclosure	Topic	2021 Report Location / Narrative Response
GRI 414: Supplier Social Assessment 2016		
Disclosure 3-3	Topic Management Disclosure	Supply Chain Management on p. 54.
Disclosure 414-1	New suppliers that were screened using social criteria	100% of new component or contract manufacturing suppliers were assessed for social criteria by our internal tool and by our third-party risk service during 2021.
Disclosure 414-2	Negative social impacts in the supply chain and actions taken	None of our 49 suppliers have been found to have significant negative social impacts.
GRI 415: Public Policy 2016		
Disclosure 3-3	Topic Management Disclosure	Business Integrity on p. 51.
Disclosure 415-1	Political contributions	We did not make any political contributions in the reporting period.
GRI 416: Customer Health & 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 EMC safety testing for all markets it sells. Juniper provides assurance that materials in its products and packaging conform with the EU Waste Directive, and the RoHS and REACH product environmental health regulations.
Disclosure 416-1	Assessment of the health and safety impacts of product and service categories	100% of hardware product categories receive EMC safety testing (electromagnetic) and 99.96% of categories are evaluated for RoHS/REACH/Prop 65 and TSCA (toxic/harmful materials). This is due to a single SKU that is not sold into the EU market.
Disclosure 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2021, there were no incidents reported on health and safety grounds to our compliance hotline.

JUNIPER NETWORKS®

GRI Disclosure	Topic	2021 Report Location / Narrative Response
GRI 417: Marketing & 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 means we carry out EMC safety testing of all product types we ship.
Disclosure 417-2	Incidents of non-compliance concerning product and service information and labeling	We did not register any incidents during the reporting period.

SASB Disclosures Index

SASB Hardware 2018

TC-HW 230 – Product Security

TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Product Security on p. 29.

TC-HW 330 – Employee Diversity & Inclusion

TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Content disclosed as part of GRI 405-1. Refer to GRI Index for additional information.

TC-HW 410 – Product Lifecycle Management

TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	We do not have this information available.
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, meeting ENERGY STAR® criteria	0%
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	We do not have this information available.

SASB Hardware 2018

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	For the Tier 1 suppliers for which we requested an audit, 73% of those manufacturing facilities were audited. 100% of Tier 1 suppliers' manufacturing facilities categorized as high-risk were audited.
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 non-conformances and (b) other non-conformances	Supply Chain Management on p. 56.

TC-HW 440 – Materials Sourcing

TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	We cannot currently report on the management of this risk.

Forward-Looking Statements

This report contains forward-looking statements regarding future events or future expected results of Juniper Networks, Inc. that involve a number of uncertainties and risks because they are based on our current expectations, estimates, forecasts, and projections about our business, economic and market outlook, the industry in which we operate and the beliefs and assumptions of our management. Words such as "expects," "anticipates," "targets," "goals," "projects," "would," "could," "intends," "plans," "believes," "seeks," "estimates," variations of such words, and similar expressions are intended to identify such forward-looking statements. These statements may include information with respect to Juniper's future strategies; technology; competitive landscape; partners, customers and suppliers; product portfolio and pipeline; performance; and overall prospects and are

forward-looking statements within the meaning of the Private Securities Litigation Reform Act. Actual results or events could differ materially from those anticipated in these forward-looking statements.

Further information on these and other factors that could affect the company's financial results is included in the company's report on Form 10-K, Form 10-Q and other filings we make with the Securities and Exchange Commission from time to time. All statements contained in this report are made only as of the date of this report, and Juniper Networks undertakes no obligation to update the information in this report in the event facts or circumstances may change after the date of this report.