

2023 Corporate Responsibility Report

Fiscal Year February 2022 – January 2023



MAVENIR CORPORATE RESPONSIBILITY REPORT 2023

ABOUT MAVENIR

A proven expert in network transformation, Mavenir helps Communications Service Providers (CSPs) transform network economics by embracing disruptive and innovative technology and business models, delivering service agility, flexibility, and velocity, and driving NFV evolution to achieve web-scale economics.

Mavenir's cloud-native, web-scale architectures foster new service models, open interfaces, and rapid innovation across the entire network.

Mavenir offers fully virtualized 5G-ready cloud-native software solutions across every layer of the mobile network stack, bringing cloud technologies to telecommunications.

Mavenir, with over 5,000 employees and contractors in 2022, servicing 250+ CSPs in over 120 countries, is building the future of networks, focusing on the vision of a single, software-based automated network that runs on any cloud. As the trusted partner to customers around the globe,

Mavenir is transforming the way the world connects — realizing new services and the promise of 5G and beyond.



Global Force
5000+ EMPLOYEES &
CONTRACTORS IN 2022



SUPPORTING 250+
CUSTOMERS



IN 120 COUNTRIES
ACROSS 6 CONTINENTS

For more information, visit mavenir.com
or email contactus@mavenir.com

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Message from Mavenir CEO,

Pardeep Kohli



Mavenir has always been a telecom industry disruptor, virtualizing the mobile core and being the first to market with innovative solutions such as VoWi-Fi, VoLTE, and RCS Business Messaging. Today, Mavenir is building the future of networks and pioneering advanced technology towards a single, software-based automated network that runs on any cloud. At Mavenir we embrace new technology and use it to drive breakthroughs in the telecom industry. It is a fundamental tenant of our company – to transform and invent. We have driven virtualization of RAN and Packet Core and are pioneering efforts to open RAN. Technology has made this disruption possible, and we are boldly using it to create the future of networks, with a software driven network that supports all generations.

Our Corporate Responsibility Report spotlights the innovative and ongoing actions we are taking to ensure a healthy and diverse workforce, promote community involvement, and advance environmental performance. Highlights include increasing the use of renewables in our operations and lowering carbon intensity while investing in breakthrough technologies. Mavenir's commitment has never been stronger, and we are fully engaged to protect our workforce, the future of our communities and the environment.

A handwritten signature of Pardeep Kohli in black ink. The signature is stylized and cursive, with the first name 'Pardeep' and the last name 'Kohli' clearly visible.

Pardeep Kohli
President and Chief Executive Officer

[GRI 2-22]

Mavenir Profile



MAVENIR OVERVIEW

Mavenir is building the future of networks and pioneering advanced technology, focusing on the vision of a single, software-based automated network that runs on any cloud. As the industry's only end-to-end, cloud-native network software provider, Mavenir is transforming the way the world connects, accelerating software network transformation for 250+ Communications Service providers and Enterprises in over 120 countries, which serve more than 50% of the world's subscribers.

[GRI 2-6]

Mavenir is a privately held company with its global headquarters in Richardson, TX, USA. Mavenir has operations in over 40 countries globally — key offices are in Richardson, TX, USA; Bangalore, India; Ra'anana, Israel; Brno, Czech Republic; Shanghai, China; and Reading, UK.

[GRI 2-1]

SCALE OF THE ORGANIZATION

Mavenir's 2022 fiscal year combined workforce consisted of approximately 5,000 employees and contractors globally. The organization has operations in over 40 countries, producing 100+ products in various configurations of solutions, in multiple product categories.

[GRI 2-7, 2-8]

MAVENIR GLOBAL WORKFORCE (YEAR END 2022)

By Gender		By Region		Type by Gender		
				Full Time	Part Time	
Men	4,255	NA	601	Men	4,237	18
Women	833	LATAM	41	Women	825	8
Unspecified	6	EMEA	827	Unspecified	6	
Total	5,094	APAC	3,625	Total	5,068	26
		Total	5,094			

Mavenir's non Full Time (contract) workforce was reduced by 237 people in line with market and project needs.

[GRI 2 -8]

MAVENIR ASSOCIATIONS

Mavenir is part of a large ecosystem of associations, including the following:



[GRI 2-28]

For a complete list, please visit mavenir.com.

Our corporate social responsibility initiatives include participation in and assessment by global organizations which promote which promote economic, environmental, and social principles, including:

- 1) EcoVadis
- 2) CDP
- 3) Quest Sustainability
- 4) Global Reporting Initiative
- 5) UN Global Compact

MAVENIR SUPPLY CHAIN

Mavenir Supply Chain and Procurement manage over 2,000 active suppliers around the world through economic and efficient management of the flow of goods and services, as well as effective screening processes of suppliers on topics including human rights, health and safety, and environmental practices. Supplier diversity is included in our management process; women-owned business suppliers are one example.

There were no significant changes to our supply chain during the reporting period.



MAVENIR STRATEGY

Mavenir regularly reviews the impacts, risks, and opportunities associated with its operations and products. Mavenir's impact and risk to the environment are minimal. In cases where we supply hardware to customers, we work with suppliers and customers to ensure the ultimate disposal of this equipment is managed according to local and regional legislation.

Mavenir products are evolving to enable customers to reduce footprint and decrease economic and environmental impacts.

The main impact of Mavenir operations on the environment relates to electricity consumption and travel. Both are reviewed annually to ensure that financial and environmental impacts are considered.

Health and Safety Progress

Mavenir prioritizes employee wellbeing and workplace wellness, including our workforces' mental, physical, social, and financial health.

During FY 2022, we continued COVID-19 prevention measures and safety protocols in accordance with public health guidelines. Preventative measures included temperature check stations, thorough cleaning and sanitation, and adequate provisions of PPE for every location. Hybrid return-to-work initiatives were implemented in 2022, with personnel returning to Mavenir offices on phased and rotational schedules. Office spaces and seating arrangements were also reconfigured, allowing for employee safety, comfort, and suitable social distancing. Global staff are educated on the signs and symptoms of COVID-19 and encouraged to report cases, and stay home if feeling ill, to prevent the spread of germs in Mavenir offices.

Mavenir's global employee assistance program (EAP) is always readily available to all those in need of support, especially for circumstances involving mental health, isolation, and illness. With global country-specific telephone lines available free and 24x7x365 days a year, employees can reach out to guidance counselors for confidential assistance on a variety of topics. Employees (and those in their family and/or household) can also take advantage of EAP resources and program benefits, including life coaching, professional consultation and custom research for referrals and local providers to assist with a wide spectrum of work, family, and personal issues, including physical and mental health and wellness; stress management; healthy eating; physical fitness; child care; adult care and caregiver support; parenting, adoption, pregnancy and infertility; grief and loss; addiction and recovery; pet care; legal issues and financial wellness; education, skill building and career training; coworker relationships; immigration, transition and relocation.

Mavenir's global Human Resources team partners with regional benefits insurance brokers, to implement engaging employee health and wellness sessions, both virtually and in-offices, such as voluntary yoga, dance, meditation, and mindfulness sessions. Employees receive information on global health and wellness events and day, such as Mental Health Awareness Month, International Yoga Day, International Stress Awareness Week, and World Meditation Day, through the company's employee Intranet, accessible to all staff globally.

Social and Ethical Progress

Mavenir has zero tolerance for harassment or discrimination of any nature. Mavenir staff globally (including Full Time Employees, Contingent Workers, and Subcontractors) are required to complete Global Workplace Harassment training for awareness and understanding. In 2022, Mavenir had one reported instance of discrimination which has been resolved with no further action required.

Employee Engagement

Mavenir's global ESG committee continued focus on employee engagement, Diversity, Equity and Inclusion, health and wellness, philanthropy, and social welfare. This committee is tasked with advancing Mavenir's Employee Resource Group (ERG) charter, including launch of local and regional ERGs in 2023.

MAVcares

In 2022, we launched Mavenir's global giving program – MAVcares: United for Change" – to provide a unified way for employees to support their local communities and participate in global initiatives. The program kicked off with a new MAVcares CSR platform, introducing a way for employees, company-wide, to purposefully donate, volunteer, and take action on social issues they care about. Beneficiaries of employee-driven donations campaigns included the Ukraine Red Cross Society, Girls Who Code, UNICEF and other worthy causes.

Mavenir demonstrated corporate commitment with a USD 100,000 pledge to match employee donations and volunteer time throughout fiscal year 2022.

Mavenir proudly supports causes and initiatives throughout the world. Mavenir's corporate matching funds were distributed to charities under six pillar causes:

- Support for Children with Hearing Loss
- Supporting People with Disabilities
- Empowering Girls' Education
- Protecting Our Environment
- Fighting Hunger
- Eliminating Poverty

Mavenir gives all staff Paid Time Off to encourage participation in MAVcares Giving Days hosted in the Spring and Fall. In 2022, approximately 700 employees participated in 49 company-sponsored Giving Day events across the globe.

New Joiner Corner

To provide equitable onboarding and learning experiences for its workforce, Mavenir launched an innovative program in 2022 - Mavenir's New Joiner Corner. This virtual destination enables all new employees to get started with onboarding activities, familiarize themselves with frequently used portals and tools, virtually "meet" leadership teams, and understand Mavenir's business portfolio. This internal company portal includes training and course materials, tailored for new joiner learning and success. Development of this platform has allowed Mavenir to create an inclusive team environment for all employees, regardless of whether they work remotely, hybrid or in-office. The New Joiner program has positively impacted employee engagement – as all employees have a centralized platform with common employee experiences and events.

Commitment to Advancing Diversity in Telecom

Mavenir is a founding member of the Telecom Infra Project (TIP) Diversity Committee. Launched in October 2021, the TIP Diversity Committee focuses on enabling a broad range of voices to drive telecom innovation. The group seeks to highlight the business value of diversity in its many forms – from diverse representation in

the workplace, to diversity of supply chain, non-traditional funding options, and more. Mavenir is committed to working alongside our industry peers to ensure a collaborative approach to diversity in Telecom. In 2022, Mavenir supported and sponsored the committee's industry outreach efforts and events. Emphasis was placed on gender-diversity initiatives, encouraging the advancement of girls, women, female-identifying and non-binary individuals, in the Tech and Telecom industries, which have typically been male-dominated. In 2022 Mavenir was awarded a co-chair seat on the committee.

Mavenir was certified by the India-based, Forum for Women in Leadership - WILL Forum India in New Delhi, where over 50 senior women leaders received board readiness and ESG certifications, in December 2022. We are also proud to have been awarded 'Best Employers for Women 2022' by the WILL Advisory Board, for our commitment to advancing gender diversity and inclusion across our organization. WILL provides Mavenir with valuable benchmark information. This includes employee insights on our current gender diversity and inclusion practices, helping us identify areas for improvement, and targeted interventions to support women's leadership development, creating a more inclusive workplace culture.

Enhanced Diversity Referral Bonus

At Mavenir, we believe it is our shared responsibility to strengthen the diversity of our global teams, enabling us to better understand one another, and the needs and expectations of our global customers. As our workforce continues to grow, employee referrals are our most valuable recruitment method, and employees are invited to help us build a larger recruiting pipeline. For all successful referrals, employees are paid a referral bonus. As part of our commitment to Diversity, Equity and Inclusion, Mavenir has introduced an Enhanced Referral Bonus, with higher referral bonuses for introductions that lead to the hiring of Diversity candidates - including veterans,

women, underrepresented minorities, and people with disabilities – who are well-suited for open positions. All referred candidates are included in Mavenir’s recruiting pipeline. Mavenir is an Equal Opportunity Employer and hiring decisions are merit based and not based on diversity status.

Unconscious Bias Awareness

In 2022, Mavenir launched a course for all global employees on Unconscious Bias. Additional DEI trainings will be launched in 2023 year and provided to all employees through Mavenir’s learning platform, Mavenir University.

An important factor in promoting participation was a series of video blogs by company leaders discussing their experiences and insights related to Unconscious Bias. This Leader’s Speak - DEI series promoted awareness and the importance of strengthening diversity across the Mavenir organization.

Employee Intranet:

Celebrating Cultural Diversity

At Mavenir we are proud to celebrate our rich cultural diversity, and our employee intranet has become a popular employee destination for cross-cultural exchange. With over 53,000 employee page views in 2022, we recognize the value of this forum as part of our employee experience, and are committed to showcasing traditions, celebrating international holidays, and opening opportunities for cultural exchange between our global citizens. Each month, internal communications posts feature happenings across our global sites, highlight regional holidays, and inform employees of major global events.

Advanced Virtual Learning Opportunities

Mavenir encourages employees worldwide to seek out personal and professional advancement opportunities, from skill-building and continuous learning tools to leadership development. All global employees are enrolled in Mavenir University – our internal 24/7 learning platform, designed to hone the state-of-the-art

technologies, skills, and competencies needed to thrive in today’s fast paced environment, with access to over 13,000 expert-led online courses and video tutorials. Mavenir additionally offers all employees a premium subscription to LinkedIn Learning, for advanced virtual learning opportunities.

Rewards and Recognition – MAVachievers Hall of Fame

Mavenir embraces a global culture of recognition – appreciating and awarding exceptional performance and achievements of our employees throughout the year. Our global employee recognition program, MAVachievers, rewards outstanding performance of our employees and their significant contributions to organizational success.

With the need for real-time, virtual recognition of employee successes, Mavenir proudly launched the MAVachievers Hall of Fame in 2022. This portal on Mavenir’s employee Intranet showcases award recipients, while also providing a forum for employees to give their peers recognition throughout the year, in the form of kudos and praise.

Industry Recognition for Employee Engagement and Wellbeing

In 2022, Mavenir was recognized with a 2022 Tech Cares Award from TrustRadius, a trusted research and review platform, for demonstrating commitment to the wellbeing of employees, customers, and stakeholders, and for providing impactful corporate social responsibility programs for Mavenir’s workforce and surrounding communities.

Mavenir was also announced as a 2022 Finalist for Ragan’s Workplace Wellness Awards, in three Wellness Initiatives and Programs categories: Diversity, Equity and Inclusion (DEI); Environmental, Social and Governance (ESG); and Learning & Development.

ETHICS & INTEGRITY



Mavenir's Mission

Building the future of networks with cloud-native software that runs on any cloud and transforms the way the world connects.



Mavenir's Vision

Trust the Future

One Network. Any Cloud. All Software.

Mavenir's Brand Values

UNITED: One Company; One Team; One Unified Vision

HONORABLE: Integrity; Respect; Commitment

PASSIONATE: Customer Success; Innovation; Winning

FEARLESS: Courageous; Bold; Determined

Ethics Concerns

Mavenir encourages all employees and stakeholders to speak up when they suspect some activity or behavior by anyone within the Company, or acting on behalf of the Company, that is not reflective of the spirit and tone of the Code of Conduct. The opportunity to address potential problems helps ensure that we can fulfill the expectations of the Code of Conduct, protect our brand and reputation, and create a productive and fulfilling work environment. We are continually seeking to improve our environment and business processes, including our ethics and compliance procedures and results and solicit and welcome input from our employees to assist us in improving such environment and business processes.

The Company provides many venues for reporting concerns or seeking guidance, including anonymously via an independent third party. The Company also encourages its employees to discuss any concerns with their managers or a member of the HR or legal department if they feel comfortable doing so.

Remediation

All grievances and reports are forwarded to appointed members of the Company's Compliance, HR, and Legal departments. All reports are tracked (including via a third-party platform) and investigated until resolved with appropriate action taken as relevant. The Company is committed to eliminating or improving any negative impact discovered during any grievance process.

[GRI 2-25, 2-26]

GOVERNANCE

Mavenir's executive leadership team, including our Chief Executive Officer, Chief Financial Officer (CFO), Chief Legal Officer (CLO), Chief Information Officer (CIO), and Chief People Officer, supports Mavenir's efforts and commitment to economic, environmental, health and safety for our employees and their communities. The team's diverse experience brings together a collective knowledge and guidance that help us set and meet our goal to make a positive impact for the people and the world that surrounds us. Mavenir's Board of Directors provides oversight and guidance to the Mavenir executive leadership team. The leadership team appoints the Mavenir ESG Committee, which includes executive sponsorship by the CFO, CIO & CLO. The chair of the Mavenir ESG Committee is a senior executive.

[GRI 2-9, 2-10, 2-11]

Mavenir's corporate performance is reviewed with Mavenir's Board, investors, and employees in regular communications. The leadership team collaborates on developing and honing corporate strategies, including an enhanced awareness for risk management, conflicts of interest, child labor laws, employee rights, and safety. Because of the nature of Mavenir's business, with low risk to environmental health and safety, and with the leadership team's oversight, Mavenir has never had a critical incident to report. In the event of a critical situation, a remediation team of leaders would be assembled by the leadership team to take the necessary actions and follow up with regular progress reports.

[GRI 2-2, 2-12, 2-15, 2-16]

Mavenir's Corporate Social Responsibility (CSR) Committee is comprised of the heads of the Environmental Health and Safety (EHS) and Quality departments, which oversee the decision-making on economic, environmental, and social topics which in turn are shared with the leadership team for their opinions, knowledge, and approvals. The CSR committee is responsible for compiling and approving the sustainability report for each location around the globe.

The CSR team enlists the global site leads, HR managers, and EHS administrators to enforce and implement the EHS policies and procedures, as well

as communicate issues and successes back to the committee. The CSR committee also, in conjunction with the HR team, introduces social responsibility training and environmental awareness via Mavenir University, a proprietary training forum available to employees. Mavenir's board engages an external company to perform an audit on Mavenir CSR activities annually.

The Mavenir ESG Committee is responsible for providing guidance to the Executive team in shaping Mavenir's ESG strategy, and for implementing activities which address the ESG Initiatives. The primary responsibilities for the team include:

- Define, with the Executive team, the Company's ESG strategy, policy and key objectives, using a thoughtful approach to prioritizing ESG efforts and investments based on materiality, risk, and impact
- Identify Executive Sponsor, Initiatives and Priorities, and Key Metrics and KPIs for each initiative. The metrics include measuring the outcome of the initiatives, as well as continually improving the ESG committee's knowledge and skills for future initiatives
- Provide guidance with respect to communications with employees, investors, and other stakeholders
- Report the Company's progress toward its key ESG objectives, including publishing an annual Corporate Responsibility Report and Modern Slavery statement

[GRI 2-5, 2-13, 2-14, 2-17, 2-18]

Remuneration policies for senior executives in Mavenir are determined by the Compensation Committee in keeping with local regulations in each country and local market practices. The Compensation Committee includes the Executive Chairman and other members of Mavenir's Board of directors. The compensation committee takes into consideration information from recently published reliable market data to determine the remuneration of senior executives. Sources of market data are independent of management. Mavenir does not publish compensation information related to senior executives.

[GRI 2-19, 2-20, 2-21]

Reporting Principles



STAKEHOLDER ENGAGEMENT

Our leadership solicits input from multiple stakeholders, including employees at all levels, the Mavenir Board of Governors, channels, customers, suppliers, and other key stakeholders. We collate input related to sustainability and use this to ensure that we focus on the most relevant material topics and key performance indicators (KPIs).

Stakeholders	Engagement & Dialogue
Customers & Channels	Regular meetings and discussions with teams, feedback through tools where available, web resources, conference calls
Mavenir Board	Regular meetings and discussions, reports
Employees	Engagement surveys, internal media, interviews, all-staff communications
Suppliers	Sustainability surveys and audits

Mavenir recognizes the importance of fostering positive labor relations and remains committed to upholding the rights and interests of all employees, including those covered by collective bargaining agreements. As of the end of fiscal year 2022, a total of 58 employees were covered by collective bargaining agreements. These agreements serve as a means of ensuring fair and equitable working conditions, wages, and benefits for the employees involved.

[GRI 2-29, 2-30]

SUSTAINABILITY CONTEXT

Mavenir believes in appropriate environmental management. Mavenir, as primarily a software company with some hardware manufacture, has low environmental impact.

We follow the ISO 14001 best practices and include environmental factors in our continuous improvement initiatives. Our primary suppliers are ISO 14001 certified, and have active objectives to reduce electric consumption, improve recycling, and improve monitoring.

We participate in annual assessments from third party organizations, including:

- EcoVadis
- Quest Sustainability
- CDP – formerly Carbon Disclosure Project
- United Nations Global Compact - UNGC

Mavenir continues to develop products which optimize our customer energy consumption, including a focus on cloud-based systems, containerization, and other technologies, with the objective to have a positive impact on climate and energy related impacts.



Our staff are in over 40 locations globally, with customers in over 120 countries, so travel is an important part of our business. We are actively requiring staff to reduce travel to purely business critical trips and to use remote communication methods as the default communication method.

Mavenir has collated scope 1 and 2 greenhouse gas consumption for fiscal year 2022 and compared the results against fiscal year 2021. As our primary consumption is office electricity, where Mavenir rents office space, we are working with the facility managers to impact the electricity consumed and where it is purchased from. Where we own and manage the facility ourselves, we have already switched to green suppliers for electricity.

In 2023, we are planning to initiate the Science Based Target initiative (SBTi) program, which will improve various aspects of our sustainability context, such as:

- External verification of Scope 1 & Scope 2 carbon emissions
- Collation of applicable scope 3 carbon emissions, including employee commuting, purchased goods and services
- Review of all existing consumption, and introduction of targets for reducing overall carbon emissions

REPORTING PRACTICE

As Mavenir is a privately held company, we do not share financial information publicly.

As a global software company, Mavenir is exposed to risks at several levels. We are governed by functional teams, which work together to agree on a sustainability strategy, and maintain appropriate checks and balances designed to minimize social, environmental, physical, and ethical risks. Corporate Social Responsibility discussions across all functions occur on a regular basis to ensure our goals and performance are reviewed and appropriate actions for improvement agreed upon.

[GRI 2-24]

Details of performance in this report relate to the 2022 fiscal year, which started February 1, 2022, and ended January 31, 2023, and has no restatements or changes in this reporting.

[GRI 2-3, 2-4]

For any questions about this report or its content, please contact compliance@mavenir.com.

Material Topics



ASSESSMENT

We conduct material assessments periodically to review the sustainability issues we face, capture input from our stakeholders, shape our strategy, and clarify where to focus our resources and reporting.

We considered a wide range of economic, environmental, and social topics, and reviewed internal documents, researched web resources, and considered best practice within our industry group, as well as other emerging trends in sustainability. We have set short-term and long-term goals related to several of our most relevant and/or material topics/aspects/issues to manage performance and track progress. We have adapted our material topics to match the latest version of the GRI standard.

[GRI 3-1, 3-2, 3-3]

We do not currently use or apply the Precautionary Principle or approach, as our operations and products have little, or no, potential for causing harm to the environment.

[GRI 2-23]

Category / Sub-Category	GRI	Topic / Aspect / Risk / Opportunity	Boundary	Communication
Environmental	305	Greenhouse gas emissions	Both, within & outside	Sustainability Report
	302	Energy consumption		Sustainability Report
Social – Society	205	Anti-corruption program	Within organization	Sustainability Report
Social – Human Rights	408	Child labor	Both, within & outside	Sustainability Report
	409	Forced or compulsory labor	Both, within & outside	Sustainability Report
Social – Labor Practices	401	Employee retention / turnover	Within organization	Sustainability Report
	403	Work injuries, fatalities	Within organization	Sustainability Report
	404	Training	Within organization	Sustainability Report
	405	Diversity and equal opportunity	Within organization	Sustainability Report
	406	Non-discrimination	Within organization	Sustainability Report



ANTI-CORRUPTION

Mavenir enforces a zero-tolerance policy for bribery or corruption of any kind. All staff and contractors, in all regions, are required to take annual training about anti-corruption, and compliance is tracked. There have been no unaddressed incidents of corruption identified during the reporting period.

[GRI 205-1, 205-2, 205-3]

ENERGY & EMISSIONS

Mavenir's facilities are not owned, but are leased or rented space within buildings. We are able to track energy consumption for about 80% of our staff within these buildings.

Mavenir plans to track supplier energy consumption and GHG emissions associated with suppliers in 2023.

Mavenir does not emit other significant air emissions, such as ozone-depleting substances (ODS), nitrogen oxides (NO_x) or sulfur oxides (SO_x).

[GRI 305-6, 7]

Management Approach

Energy consumption for Mavenir-operated facilities

We have three sources of energy consumed in Mavenir-operated facilities – electrical consumption, which is purchased from 100% renewable sources, natural gas, and diesel, for emergency generator use.

Energy consumption for third-party-operated facilities

When we use a facility that is operated by a third party, we have limited control of where the electricity is purchased from. For many of the facilities, the electricity consumption directly attributable to Mavenir office space is available, and in these cases, we collate information annually.

[GRI 302-1]

2022 Report Statement

	Total Consumption	GHG Impact (Co2e Tonnes)	Co2e/Staff Member
Scope 1: Diesel & Heating	353.71 MWh	69.16	n/c
Scope 2: Total Electricity	33,007 MWh	14,554.37	2.82
Scope 2: From Renewables	9,519 MWh (35%)		n/c
Scope 3 Travel	8,256 Trips	2,037	0.394

[GRI 305-1, 2, 3, 4]



Reduction of energy consumption: Energy Star rated

All our new equipment is Energy Star rated. We do not track this formally but do consider energy consumption when we purchase new IT and development/test equipment.

Reduction of energy consumption: Server Virtualization

Mavenir solutions are fully compatible with virtualized, containerized and cloud based platforms.

These bring significant environmental benefits, including reduction in e-waste, energy consumption and data center footprint. Hosting applications on large, energy-efficient servers requires fewer physical machines, networking gear, and other infrastructure, versus traditional discrete hardware-based solutions.

This reduces both energy consumption and the physical footprint requirements. E-waste reductions are similarly achieved, with fewer servers being obsoleted and discarded with each new generation of hardware.

Our IT, Development, and Test systems use cloud-based systems for many business needs, including email, databases, and product test infrastructure.

Our customers are also evolving to these solutions. Mavenir fully supports these activities and is well-positioned to meet their requirements. We work closely with system providers to ensure that our products are optimized for our customers' needs.

[GRI 305-5]

ENVIRONMENTAL

Mavenir provides software to our customers. While we also manufacture some hardware, most of the hardware we provide to customers is purchased from third-party suppliers. Our direct environmental impact is limited to general office activities, such as use of paper, water, etc.

Where we purchase hardware for a customer, we ensure that the environmental aspects of that hardware are appropriately managed by the supplier.

For our office space, we work with the office management company to recycle as much as possible.

Mavenir has not received any fines or sanctions for non-compliance with environmental laws and/or regulations.

[GRI 2-27]



EMPLOYMENT

Reported for Mavenir direct employees and contractors. All staff are managed using defined processes.

2022 Report Statement

In fiscal year 2022, our strategic approach to managing workforce growth aligned with our business plan has influenced the size and mix of our workforce. By carefully evaluating our talent acquisition and contractor engagement processes, we aim to optimize efficiency and ensure that we have the right individuals in the right roles.

In line with the Global Reporting Initiative (GRI) framework, we provide information on our voluntary attrition rate to demonstrate our commitment to employee engagement and retention. During fiscal year 2022 our voluntary attrition rate was 16.3% across all departments and regions globally.

We've made progress in reducing attrition by addressing key factors such as limited advancement opportunities, work-life balance, and desire for challenging roles. Our targeted initiatives, including enhanced career development programs, improved flexibility in work arrangements, and regular performance conversations, have yielded positive results.

This is reflected in a promising downward trend in attrition rates from Q1 (4.49%) to Q4 (3.34%), demonstrating the effectiveness of our efforts in creating a more desirable work environment. We're encouraged by these outcomes and remain committed to sustaining this positive momentum, prioritizing employee wellbeing and growth.

By fostering a supportive work environment and valuing our employees, we aim to minimize the impact of attrition on our organization. We'll continue to monitor rates closely, set measurable targets for improvement, and refine our strategies

based on feedback. Our ultimate goal is to cultivate a sustainable and thriving workforce where every employee feels valued and motivated to contribute their best.

Comprehensive Benefits Program

Our commitment to employee wellbeing extends to the comprehensive healthcare benefits we provide. We believe that access to high-quality healthcare is essential, which is why we offer a range of insurance options and disability programs. These benefits ensure that our employees and their families can receive the medical care they need without facing financial hardship.

In addition to healthcare benefits, we understand the importance of supporting employees during significant life events. Our Parental Leave policy is designed to provide ample time and flexibility for new parents to bond with and care for their newborn or newly adopted child. We recognize the significance of this special time and aim to offer the necessary support and resources.

Retirement planning is a vital aspect of our benefits package. We offer a robust 401(k) or other local pension plans to help employees secure their financial future. We understand the importance of long-term financial stability and aim to provide options that align with employees' individual needs and goals.

Wellness is a priority for us, and we believe that promoting a healthy work-life balance is key to employee satisfaction and productivity. Our wellness programs encompass various initiatives, such as fitness programs, mental health support, stress management resources, employee assistance programs and educational sessions on nutrition, healthy living, and financial planning.

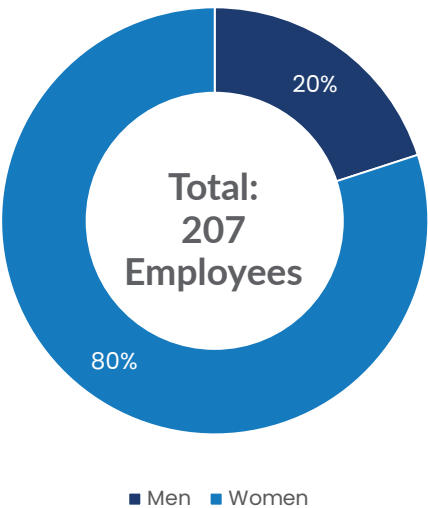
By prioritizing employee wellbeing, we foster an environment that encourages individuals to thrive both personally and professionally.

Mavenir offers the opportunity to participate in our Mavenir Stock Options program, subject to nomination and compensation committee approval. We understand the importance of aligning the success of our employees with the growth and performance of our company. Through this program, eligible employees have the chance to receive stock options, which can be a valuable long-term incentive. We believe that by offering stock options, we not only incentivize our employees but also create a sense of ownership and shared success. This program encourages our team members to take an active interest in the company’s performance and align their goals with the long-term success of Mavenir.

At our company, we strive to go beyond offering a standard benefits package. We aim to provide comprehensive and competitive benefits that address the diverse needs of our employees, ensuring their overall wellbeing and satisfaction. The benefits offered by Mavenir are typically designed for full-time / part-time employees who are officially employed by the company.

[GRI 401-2]

Employees on Parental Leave



[GRI 401-3]

Joining the Company

by Region	New Hires
APAC	921
EMEA	109
NA	104
LATAM	9
Total	1,143

by Gender	New Hires
Women	164
Men	220
Total	1,143

by Age Group	New Hires
30 to 50	660
over 50	56
under 30	427
Total	1,143

Leaving the Company

by Region	# of Leavers*
APAC	547
EMEA	97
NA	96
LATAM	3
Total	743

by Gender	# of Leavers
Women	128
Men	615
Total	743

by Age Group	# of Leavers
30 to 50	498
over 50	57
under 30	188
Total	743

*includes employees only

[GRI 401-1]



OCCUPATIONAL HEALTH & SAFETY

Reported for Mavenir direct employees and contractors.

2022 Report Statement

Mavenir's Occupational Health & Safety (OHS) management system provides structure for identifying, regulating, and minimizing the risks associated with the locations in which we operate. Besides performing regular management-system assessments, we also perform internal and third-party compliance audits and inspections annually. The goal of these assessments is to identify and correct site-specific issues, and to educate and empower employees to implement corrective actions.

[GRI 403-2]

Our OHS management system is based on the International Standards Organization (ISO) 45001 standards. Currently we maintain ISO 45001 certification in our UK location.

[GRI 403-1, 8]

In several locations, mandated and non-mandated health and safety committees work with management to provide a risk-free and safety-compliant workplace for all employees.

General safety training is given to all staff at hiring.

[GRI 403-4, 5, 6]

Being that we are primarily a software company with some hardware manufacture, there is a low-risk environment throughout the company. To date, there have been no deaths, ill health, or serious injuries. When third-party customers or suppliers are involved, we make sure they have either a health and safety policy or management system in place.

[GRI 403-7, 9, 10]

As stated in our corporate EHS policy, we are committed to preventing injury and ill health of staff, and to investigating, understanding, and mitigating potential health and safety hazards and risks.

Safety and wellness are among our top priorities, and Mavenir provides comprehensive resources that help our employees thrive, with a full benefits package available to all.

[GRI 403-3]



TRAINING & EDUCATION

Reported for Mavenir staff and contractors. Training, performance, and career development are managed using internal tools and processes.

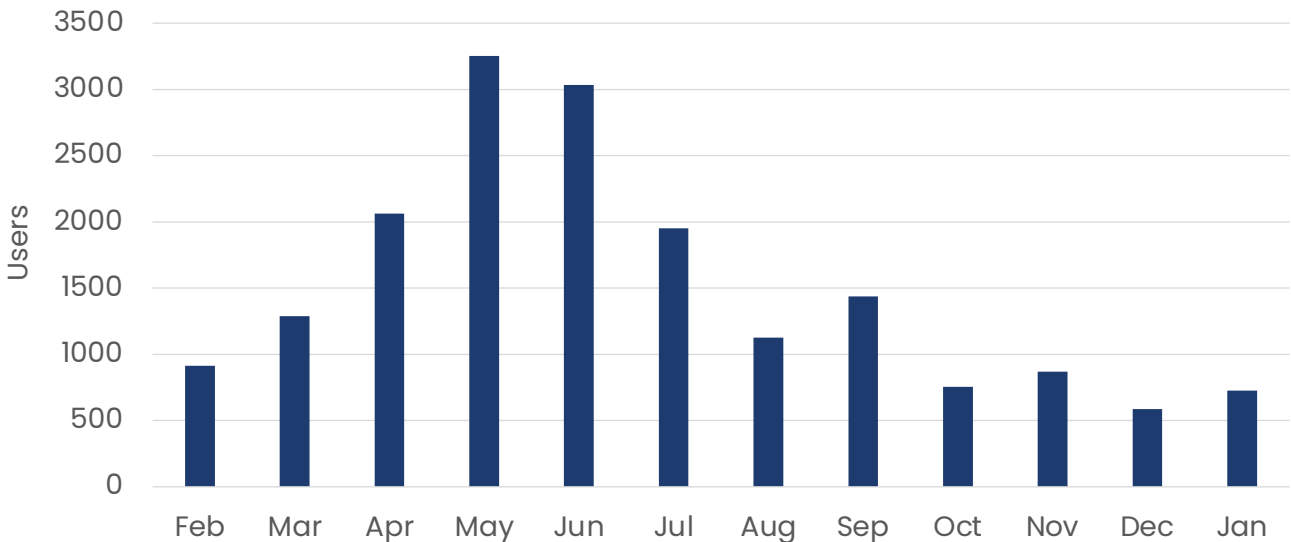
2022 Report Statement

All our staff are required to receive annual performance and career development reviews, and we carefully monitor compliance.

Mavenir maintains a proprietary system called Mavenir University, where staff are able to access internal and external training material to enhance their skills. Currently, we include LinkedIn

Learning for the external training material, also tracked within Mavenir University. The graphic below indicates the number of staff members accessing courses through Mavenir University. Staff can also access training outside of this system for topic-specific training as required. From the training tracked within Mavenir University, staff have an average of 25 hours training per year, and over 88% of all staff are accessing training. The number of different courses accessed through Mavenir University was 802, of which 16 are mandatory.

Mavenir University – Staff Training



[GRI 404-1, 2, 3]



NON-DISCRIMINATION

Reported for Mavenir staff and contractors.

2022 Report Statement

Mavenir has a commendable record with regards to discrimination incidents during the reporting period. We are delighted to report that there have been no reported incidents of alleged discrimination within our organization.

At Mavenir, we prioritize creating an inclusive and respectful work environment where everyone feels valued and treated fairly. We are committed to fostering a culture of diversity and inclusion, and promoting equal opportunities for all employees. Our policies and practices reflect our dedication to preventing discrimination and ensuring a workplace free from bias.

Through ongoing awareness campaigns, diversity training, and robust policies, we strive to promote an inclusive atmosphere where individuals from diverse backgrounds can thrive and contribute their unique perspectives. Our commitment to non-discrimination extends across all aspects of employment, including recruitment, hiring, promotion, compensation, and professional development.

We remain vigilant and proactive in addressing all potential discrimination instances promptly and transparently. We encourage all employees to raise concerns or report any instances of discrimination through our designated channels and Mavenir's Ethics Line. By fostering an open and supportive culture, we aim to maintain an

environment where all employees can feel safe, respected, and empowered.

We continue to monitor and evaluate our practices, ensuring they align with our commitment to maintaining a workplace free from discrimination. Our goal is to foster an environment that embraces diversity and promotes equality, enabling every employee to reach their full potential and contribute to Mavenir's success.

[GRI 406-1]

CHILD LABOR

Reported for Mavenir staff and contractors.

2022 Report Statement

At Mavenir, we are committed to upholding the highest standards of employment practices and ensuring compliance with international law. We are proud to affirm that all of our employees are employed in accordance with the appropriate international labor laws and regulations.

As part of our commitment to responsible sourcing and supply chain management, we have implemented stringent measures to prevent the use of child labor. Our contracts with suppliers include explicit clauses that require them to comply with all applicable legislation, including laws prohibiting the use of child labor. We take these responsibilities seriously and expect our suppliers to adhere to the same ethical standards that we uphold.

Mavenir's Code of Conduct for Suppliers reinforces our stance against child labor. This code includes a clear and unequivocal statement that suppliers must not utilize child labor in any form. By including this provision in our contractual agreements, we demonstrate our unwavering commitment to promoting ethical business practices throughout our supply chain.

We recognize the importance of fostering a responsible and sustainable business ecosystem and ensuring that the wellbeing and rights of all individuals, especially children, are protected. By enforcing these measures, we strive to create a positive impact not only within our own organization but also within the broader business community.

We continuously monitor and assess our suppliers' compliance with these obligations, utilizing a robust supplier management program. This program includes regular audits, performance evaluations, and corrective actions, ensuring that our suppliers maintain the highest standards of ethical conduct.

At Mavenir, we firmly believe that by upholding ethical standards and promoting responsible business practices, we contribute to a more sustainable and equitable future. We remain dedicated to our commitment to combatting child labor and will continue to work diligently to ensure that our supply chain operates in line with these principles.

[GRI 408-1]

FORCED OR COMPULSORY LABOR

Reported for Mavenir staff and contractors.

2022 Report Statement

At Mavenir, we are dedicated to upholding the highest standards of ethical employment practices and ensuring the well-being of our employees and contractors. We are proud to emphasize that all individuals working within Mavenir, including

employees and contractors, are employed in strict compliance with appropriate international labor laws.

We firmly believe in the fundamental rights of individuals, and therefore, we have implemented robust measures to prevent any form of forced or compulsory labor. Our commitment to eradicating such practices extends throughout our supply chain as well. The contracts we establish with our suppliers include specific clauses that mandate their compliance with all relevant legislation, particularly those addressing forced or compulsory labor.

To reinforce these expectations, we have developed and implemented the Mavenir Code of Conduct for Suppliers. This comprehensive code explicitly states that suppliers must not engage in any form of forced or compulsory labor. By making this commitment an integral part of our contractual agreements, we emphasize our zero-tolerance approach to such practices.

We recognize that responsible business practices extend beyond our own operations, and we hold our suppliers to the same high standards that we set for ourselves. Through regular audits, performance evaluations, and proactive monitoring, we ensure that our suppliers maintain strict adherence to the Mavenir Code of Conduct for Suppliers. These measures demonstrate our dedication to promoting ethical conduct across our entire supply chain.

At Mavenir, we understand the importance of transparency and accountability in combating forced or compulsory labor. We are committed to continuously improving our efforts and actively collaborating with our suppliers to ensure ongoing compliance with our stringent standards. By doing so, we strive to create a sustainable and responsible business ecosystem where the rights and dignity of every individual are respected.

[GRI 409-1]

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