

MAVENIR[®]

2026 Corporate Responsibility Report

FISCAL YEAR FEBRUARY 2025 – JANUARY 2026

mavenir.com



About Mavenir

Mavenir is enabling intelligent, automated, programmable networks through the development of telco-first, cloud-native, AI-by-design software solutions for mobile operators. The company's deep telco domain expertise has been proven through deployments with 300+ operators globally in over 120 countries, which together serve more than 50% of the world's subscribers. Mavenir combines its deep telco experience with the cloud and IT expertise and data science skillsets essential to solving real customer challenges. Its proven software solutions are AI by design, delivering the AI-native future and operators' evolution to TechCos.



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



Global Force
3,400+ EMPLOYEES &
CONTRACTORS IN 2025



SUPPORTING 300+
CUSTOMERS



IN 120 COUNTRIES
ACROSS 6 CONTINENTS

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Message from Mavenir CEO,

Pardeep Kohli



Mavenir combines its deep telco experience with the cloud and IT expertise and data science skillsets essential to solving real customer challenges. At Mavenir, we embrace new technology and use it to drive breakthroughs in the telecom industry.

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 that leverage novel chipset, software and platform features, and AI/ML solutions at multiple touch points in the network. Thereby, Mavenir is able to realize sustainability outcomes across our product portfolio in various deployments. Mavenir's commitment has never been stronger, and we are fully engaged in protecting our workforce, the future of our communities and the environment.

A handwritten signature of Pardeep Kohli in a light blue color. The signature is stylized and cursive, matching the name 'Pardeep Kohli'.

Pardeep Kohli
President and Chief Executive Officer

Mavenir Profile



MAVENIR OVERVIEW

Telco is in Mavenir's DNA. With deep domain expertise built through decades of telco experience, proven through deployments with 300+ operators globally, Mavenir is authentically telco-first. Mavenir unlocks the automation, security and energy-efficiency benefits of cloud, enabling operators to streamline operations, strengthen resilience and advance toward autonomous networks ready for the AI-native future.

[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; and Brno, Czech Republic.

[GRI 2-1]

MAVENIR GLOBAL WORKFORCE (YEAR END 2025)

By Gender	
Men	2,836
Women	592
Unspecified	1
Total	3,429

By Region	
APAC	2,571
EMEA	560
NA	274
LATAM	24
Total	3,429

Type by Gender		
	Full Time	Part Time
Men	2,832	4
Women	586	6
Unspecified	1	-
Total	3,419	10

[GRI 2-7, 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 economic, environmental, and social principles, including:

- EcoVadis
- CDP
- Quest Sustainability
- Global Reporting Initiative (GRI)
- UN Global Compact signatory
- Science Based Target initiative (SBTi)

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, cyber security 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 products and operations. When it comes to the environment, Mavenir's impact and risks are minimal, as we are primarily a software solution provider. In cases where we supply hardware to customers, we work with suppliers and customers to ensure that the ultimate disposal of equipment is managed according to local and regional legislation. Mavenir's primary influences on the environment relate to electricity consumption in offices, travel, and energy consumed by goods sold.

The need to travel is continuously reviewed to balance costs and energy consumption with business needs. In 2025, Mavenir took additional steps to optimize office space with space needs, reducing and consolidating where feasible. Facility rationalization will continue in 2026.

Mavenir products are continuously evolving to enable customers to reduce their carbon footprint and impact on the environment. Mavenir solutions are fully compatible with virtualized, containerized and cloud-based platforms. This reduces both energy consumption and the physical footprint requirements. In 2026, using dynamic software, hardware scaling, and energy-aware automation capabilities, Mavenir is updating cloud-native 5G Core products to allow customers to significantly reduce energy use and CO₂ emissions.

Mavenir works hard to ensure the security of our products and systems, including maintaining ISO27001 certification for our corporate processes.

Health and Safety Progress

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

Mavenir's global employee assistance program (EAP) is always available to all in need of support, especially for circumstances involving mental health, isolation, and illness. Global country-specific telephone lines are available 24/7, 365 days a year, at no cost. Employees can reach out to guidance counsellors for confidential assistance on a variety of topics. Employees (and their family and household) can take advantage of EAP resources and program benefits. These include life coaching, professional consultation and custom research for referrals, and local providers to assist with a wide spectrum of work, family, and personal issues. Programs are available for physical and mental health and wellness; stress management; healthy eating; physical fitness; childcare; 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 suppliers to implement engaging employee health and wellness sessions, both virtually and in-offices. Programs include activities such as voluntary yoga, dance, meditation, and mindfulness sessions. Employees receive information on global health and wellness events, such as Mental Health Awareness Month, International Yoga Day, International Stress Awareness Week, and World Meditation Day. Communication is provided through the company's 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 2025, Mavenir had zero (0) reported instances of discrimination.

Employee Engagement

Mavenir's global ESG committee continued its focus on employee engagement, Engagement, Opportunity and Wellbeing, health and wellness, philanthropy, and social welfare. This committee is tasked with advancing Mavenir's Employee Resource Group (ERG) charter, which consists of the launch of local and regional ERGs in 2023, with 10 global ERGs in place as of January 2025, including ERGs focused on Physical and Mental Health and Wellness, a Multicultural ERG, and an ERG for Working Parents & Friends.

MAVcares

Mavenir's global giving program – MAVcares: "United for Change" – provides a unified way for employees to support their local communities and participate in global initiatives. Throughout the year, employees have the opportunity to volunteer to support causes they care about through recognized charities alongside their colleagues. These include organizations such as Aarna Foundation (India), The Cowshed (UK), Upkirti (India), Network of Community Ministries (USA), as well as initiatives supporting Breast Cancer Awareness (USA) and Blood Donation (Germany).

To further encourage participation, we are actively linking MAVcares with our Employee Resource Group (ERG) activities, creating more opportunities for employees to engage with causes that align with their values and communities. This ongoing commitment to social responsibility reflects Mavenir's dedication to making a positive impact beyond the workplace.

New Joiner Corner

To provide equitable onboarding and learning experiences for its workforce, Mavenir offers a New Joiner Corner – a virtual destination that 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.

Mavenir was certified by the India-based, Forum for Women in Leadership – WILL Forum India in New Delhi, where over 25 senior women leaders received board readiness and ESG certifications. We are also proud to have been awarded 'Best Employers for Women' by the WILL Advisory Board, for our commitment to advancing gender diversity and inclusion across our organization.

Mavenir continues to invest in building an inclusive and equitable workplace through ongoing education and awareness initiatives.



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 support women's leadership development, creating a more inclusive workplace culture.

Engagement, Opportunity and Wellbeing at Mavenir

Mavenir is committed to fostering a respectful and collaborative environment where every individual feels valued and supported. We recognize the unique backgrounds, perspectives, and experiences that each team member brings, and we actively work to ensure fair access to opportunities, resources, and advancement within the company.

We strive to build a culture where all voices are heard and enables every employee to contribute to their fullest potential. Our policies and practices are designed to enhance engagement, promote understanding, and ensure that everyone experiences genuine belonging in our workplace.

To promote overall wellbeing, we prioritize policies and practices that support both personal and professional growth, psychological wellbeing, and a healthy working environment. We continuously assess our hiring, training, leadership development, and talent management efforts to ensure they reflect our commitment to a balanced and representative workforce.

By championing fairness, mutual respect, and meaningful participation, we aim to create a thriving environment for all employees, partners, and stakeholders.

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 69,875 employee page views in the last quarter, 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. The Intranet is also home to the company's ERG Corner, showcasing regular news and updates from Mavenir's global Employee Resource Groups.

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 thousands of expert-led online courses and video tutorials. Mavenir additionally offers all employees a premium subscription to Coursera, 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's MAVachievers Hall of Fame portal on our 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

Mavenir was recognized with a 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 received the Ragan Workplace Wellness Award in honor of our dedication to fostering a culture of wellbeing for employees. This prestigious program recognizes companies that prioritize the mental, physical, social, and financial wellness of their workforce, creating a healthier, happier, and more productive environment.

MISSION

Enabling intelligent, automated, programmable networks through the development of telco-first, cloud-native, AI-by-design software solutions for mobile operators.

VISION

From AI-integrated to AI-native networks

BRAND VALUES

UNITED: One Company; One Team; One Unified Vision

HONORABLE: Integrity; Respect; Commitment

PASSIONATE: Customer Success; Innovation; Winning

FEARLESS: Courageous; Bold; Determined



ETHICS & INTEGRITY

Ethics Concerns

Mavenir encourages all employees and stakeholders to speak up when they suspect 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 / or 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), and 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 & 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 environmental health and safety incident. In the event of a critical situation, a remediation team of leaders will 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]

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 Directors, 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 2025, a total of 33 employees were covered by collective bargaining agreements.

In France, Italy, Brazil, Sweden, Spain, and Finland, Mavenir adheres to industry-specific agreements on employment standards.

[GRI 2-29, 2-30]

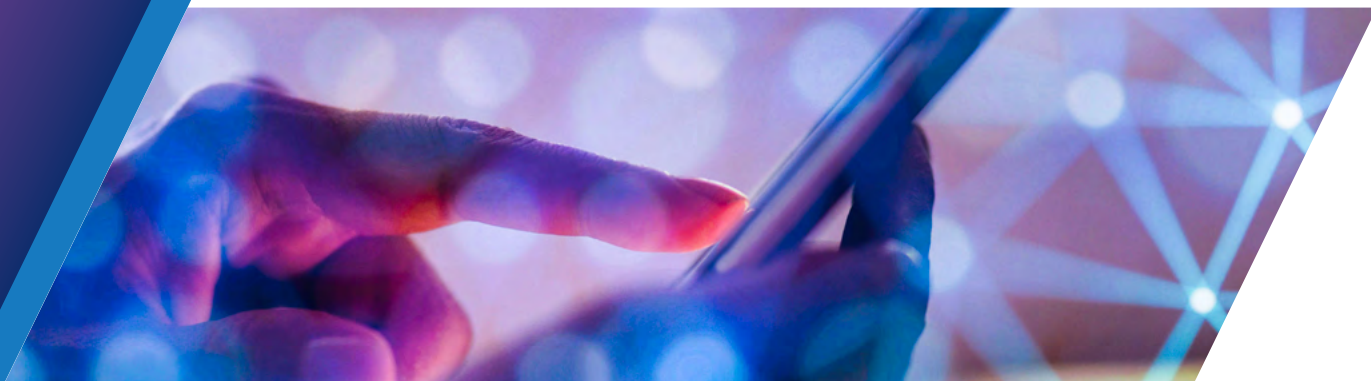
SUSTAINABILITY CONTEXT

Mavenir believes in appropriate environmental management. Mavenir, as primarily a software company, is able to achieve low environmental impact through our environmental initiatives.

In order to take initiatives for improvement, we follow the ISO 14001 best practices. Our primary suppliers are ISO 14001 certified, and have active objectives to reduce electric consumption, efforts to increase recycling, and grow our monitoring.

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

- EcoVadis
- CDP
- Quest Sustainability
- Global Reporting Initiative (GRI)
- UN Global Compact signatory
- Science Based Target initiative (SBTi)



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 a full greenhouse gas inventory for fiscal year 2025 and compared the results against our baseline year, fiscal year 2022. As our primary consumption is office electricity we are working with the facility managers regarding electricity consumption and where it is purchased from.

Mavenir committed to the Science Based Target initiative (SBTi) program in January-2024 and validation of SBTi targets is planned for second half of 2026. This program continues to improve various aspects of our sustainability context, such as:

- External verification of our GHG inventory
- Review of all existing consumption, and introduction of targets for reducing overall carbon emissions

REPORTING PRACTICE

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 2025 fiscal year, which started February 1, 2025, and ended January 31, 2026. We are using 2022 fiscal year GHG inventory as our baseline year, from which to measure progress to GHG reduction targets. There are no other restatements or changes to prior years 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 of our workforce, 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, 2, 3]

ENERGY & EMISSIONS

Mavenir has collated a full Green House Gas (GHG) Inventory for FY 2025, and our baseline year of FY 2022, both according to GHG Protocol.

Mavenir's facilities are not owned but are leased or rented space within buildings.

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, electricity consumption directly attributable to Mavenir office space is available, otherwise we have estimated usage based on Energy Use Intensity numbers.

[GRI 302-1]

2025 Report Statement – Scope 1 & 2 Results

	FY 2025 MT Co2e	FY 2022 MT Co2e	Change
Scope 1: Diesel, Heating & Company Cars	328	315	13
Scope 2: Location-based Electricity	10,776	13,729	-2,953
Scope 2: Market-based Electricity	7,125	9,828	-2,703

Mavenir's GHG Inventory for FY 2022 was verified to the requirements of ISO 14064-1 with consideration of ISO 14064-3 by external consultants. Mavenir's GHG Inventory for FY 2025 has been informally verified by consultants, and external verification to ISO14064-1 is planned.

Renewable Electricity Energy Consumption

The percentage of electricity (MWH) consumed by Mavenir in 2025 FY that came from renewable electricity was 66%.

[GRI 302-4, 5, GRI 305-1, 2]

2025 Report Statement – Scope 3 Results

	FY 2025 MT Co2e	FY 2022 MT Co2e	Change
1. Purchased goods and services	8,520	20,785	-12,265
2. Capital goods	18	301	-283
3. Fuel and energy related activities	3,708	5,331	-1,622
4. Upstream transportation and distribution	525	1,873	-1,348
5. Waste generated in operations	42	62	-21
6. Business travel	10,596	5,687	4,909
7. Employee commuting	5,058	5,279	-221
8. Upstream leased assets	115	197	-82
11. Use of sold products	24,464	22,233	2,231
12. End-of-life treatment of sold products	23	37	-14

[GRI 302-3, GRI 305-3]

These Scope 3 results have been informally verified by consultants and external verification to ISO14064-1 is planned.

The following scope 3 categories have been deemed not applicable for Mavenir:

- 9: Downstream transportation & distribution
- 10: Processing of sold products
- 13: Downstream leased assets
- 14: Franchises
- 15: Investments

Mavenir GHG Reduction Targets

Mavenir has committed to SBTi and the Mavenir commitment is scheduled to be validated by SBTi in the second half of 2026.

SBTi commitment:

- 42% Reduction in Scope 1 and 2 Carbon Emissions by 2030
- 42% Reduction in Scope 3 Absolute Carbon Emissions by 2030 (fixed reduction in carbon)
- 52% Reduction in Scope 3 Intensity Carbon Emissions by 2030 (reduction per item sold to customers)
- Net Zero, No net carbon emissions by 2040

[GRI 302-4, GRI 305-1, 2, 3, 4]



Reduction of Energy Consumption: Energy Star Rated

All 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. Virtualization will also support scaling down of servers, in response to expected reduction in traffic load during the nighttime, to reduce unnecessary energy consumption. Leveraging chipset capabilities to lower the clock frequency during idle times can further help reduce energy consumption.

Using dynamic software, hardware scaling, and energy-aware automation capabilities in Mavenir's cloud-native 5G Core software allows customers to significantly reduce energy use and CO₂ emissions.

In July 2026, Mavenir won the Deutsche Telekom Partner of the Year Award for Best Network Innovation, award presented to Mavenir's CEO and president Pardeep Kohli at the Telekom Campus Fair 2026 by Deutsche Telekom's senior leadership. The award recognizes Mavenir's innovation, with Mavenir's cloud-native 5G Core software and energy-aware automation capabilities being central to Deutsche Telekom achieving up to 65% energy savings in live network validation, setting a new benchmark for sustainable, high-performance 5G Core operations in Europe.

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 IMPACT

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 generally limited to office activities such as use of paper, water and commuting.

When 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 received no 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.

2025 Report Statement

In alignment with the Global Reporting Initiative (GRI) framework, we report our voluntary attrition rate as part of our commitment to transparency and continuous improvement in employee engagement and retention.

In FY2025, our attrition rate increased to 10.23% from 7.40% in the prior year.

While quarterly attrition in FY 2025 improved from 2.60% in Q1 to 1.97% in Q4. We remain focused on refining our approach to employee experience, with a continued emphasis on wellbeing, growth, and long-term retention.

By fostering a supportive work environment and valuing our employees, we aim to minimize attrition and its impact on our teams and customers. We will 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.

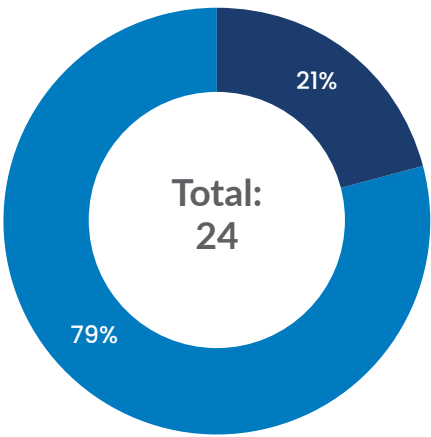
Our wellness programs encompass various initiatives, such as fitness programs, mental health support, stress management resources, employee assistance programs and educational sessions on nutrition, healthy living, and financial planning.

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

At Mavenir, 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 401-1]

Employees on Parental Leave During 2025



■ Women ■ Men

[GRI 401-2]

Joining the Company

by Region	New Hires
APAC	128
EMEA	52
NA	10
LATAM	3
Total	193

by Gender	New Hires
Women	34
Men	159
Total	193

by Age Group	New Hires
Under 30	101
30 to 50	81
Above 50	11
Total	193

Leaving the Company

by Region	# of Leavers
APAC	841
NA	145
EMEA	114
LATAM	5
Total	1,105

by Gender	# of Leavers
Women	181
Men	924
Total	1,105

by Age Group	# of Leavers
Under 30	250
30 to 50	745
Over 50	110
Total	1,105

[GRI 401-3]



OCCUPATIONAL HEALTH & SAFETY

Reported for Mavenir direct employees and contractors.

2025 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. We perform regular management-system assessments, and annual internal and third-party compliance audits and inspections. 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 standard and are ISO 45001 certified.

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

[GRI 403-7, 9, 10]

General safety training is given to all staff at hiring.

[GRI 403-1, 8]

Mavenir is low risk for health and safety issues, given that we are primarily a software company, and have an active program to address risks. We experienced no deaths, ill health, or serious injuries during this reporting period related to company activities. When third-party customers or suppliers are involved, we require that they have a health and safety policy and management system in place.

[GRI 403-4, 5, 6]

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.

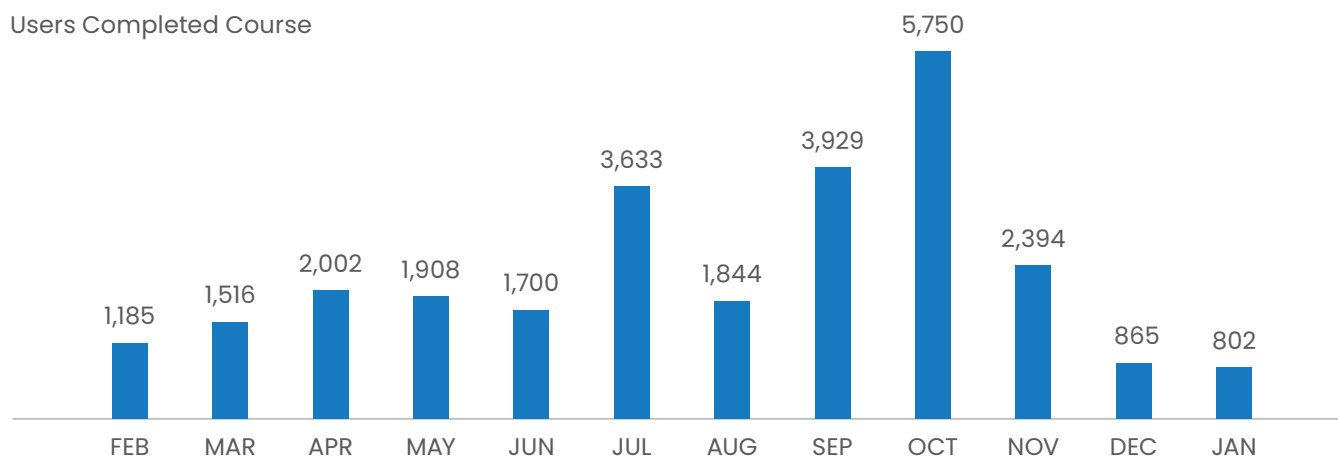
2025 Report Statement

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

Mavenir maintains a proprietary system called Mavenir University, where staff can access internal and external training materials to enhance their skills. We have recently moved to Coursera for external training and certification opportunities. The graphic below indicates the number of staff members accessing courses through Mavenir University and Coursera. Staff can also undertake training outside these platforms for topic-specific learning as required.

Mavenir University & Courses Completed on Coursera – current information

Users Completed Course



Feb 2025 to Jan 2026 Results:

- Mavenir University (average hours per learner*): 13.65
- Coursera (average hours per learner*): 21.18
- Average training hours per learner*: 14.93
- Total training hours delivered on Mavenir University and Coursera: 58,822
- Percentage of total workforce trained on compliance and mandatory training: 88.9%

A total of 1,265 unique courses were accessed through Mavenir University and Coursera, including mandatory courses.

[GRI 404-1, 2, 3]

*Unique learner

Instructor-led courses are not included

Coursera launch date: June 2025



NON-DISCRIMINATION

Reported for Mavenir staff and contractors.

2025 Report Statement

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 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 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.

There have been no reported incidents of alleged discrimination within our organization.

We continue to monitor and evaluate our practices, ensuring they align with our commitment to maintaining an inclusive workplace. 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.

2025 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 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.

2025 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 believe in the fundamental rights of individuals and 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.

Mavenir understands 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]

GRI Content Index

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GRI 1	GRI 1: foundation 2021	

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MATERIAL TOPICS

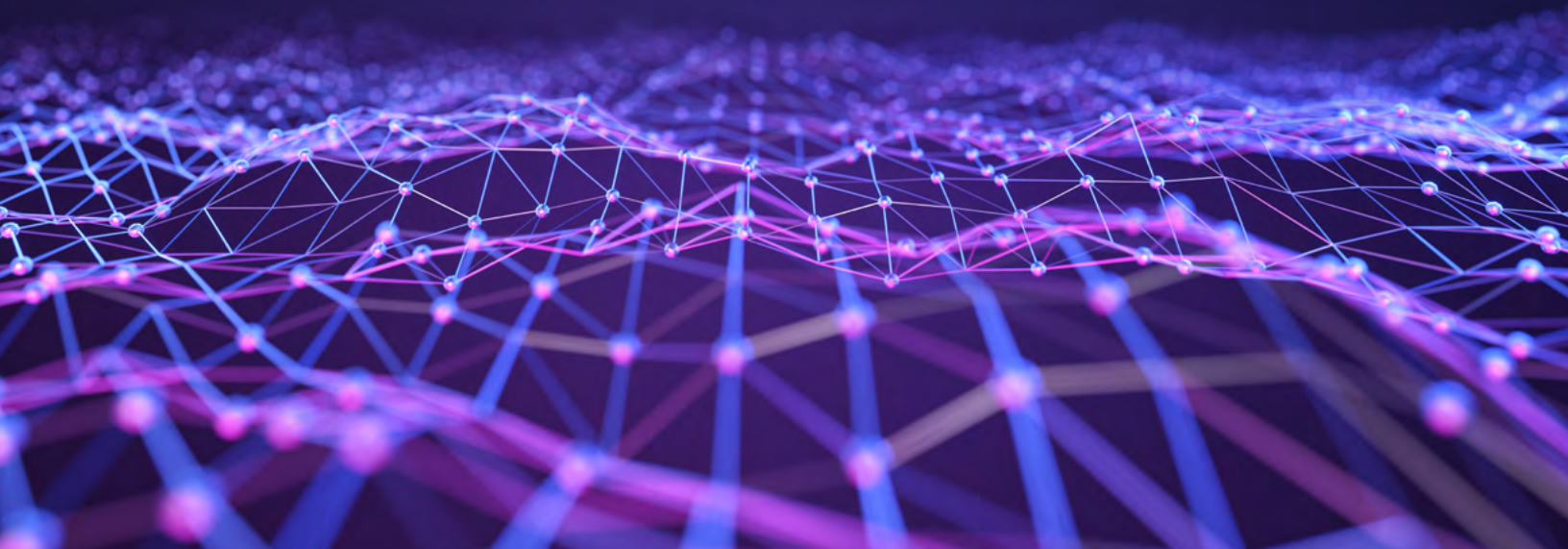
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