

harmonic™

Corporate Social Responsibility

Interim Update

About this Interim Update

This Interim Update extends our 2024 CSR Report by highlighting our corporate social responsibility (CSR) progress and initiatives in fiscal year 2025. It focuses on the most significant developments of the year. The policies and commitments set out in our 2024 CSR Report remain current and continue to apply.

Reporting period. This Update covers Harmonic's fiscal year 2025, which ended December 31, 2025. Unless otherwise stated, all references to years are to our 2025 fiscal year. Information is current as of the date of initial publication.

Scope. Unless otherwise stated, this Update covers the global operations of Harmonic Inc. and its entities as they operated during fiscal 2025, when the Company had two business units: Broadband and Video. Because our CSR activities, programs and data (such as workforce, facilities and emissions) were managed at the corporate level and cannot be reliably attributed to one business unit, we report them for the Company as a whole. Where information relates only to the Broadband business, we say so explicitly.

Divestiture of the Video business. In June 2026, Harmonic completed the sale of its Video business. Harmonic is now focused solely on its Broadband business, and this Update emphasizes Broadband wherever the data allow. Figures for fiscal 2025 that cover the combined Company are therefore not directly comparable with the Company's future performance as a standalone Broadband business, and we have not restated them. For more information on the divestiture, see our Video divestiture press release.

"Harmonic," "we," "us," "our" and "the Company" refer to Harmonic, Inc. and its affiliates. All references to dollars ($) are to U.S. dollars.

We welcome your questions about this report and Harmonic's corporate social responsibility (CSR) efforts via email to csr@harmonicinc.com.

In each section, this report shows icons of the SDGs that Harmonic supports through its actions and initiatives.

About Harmonic

Harmonic (NASDAQ: HLIT) is the worldwide leader in virtualized broadband. The Company revolutionized broadband networking via the industry's first virtualized broadband solution, enabling operators to more efficiently and flexibly deploy high-speed internet for data, voice and video services for their customers.

Harmonic is an industry leader for Remote PHY (R-PHY) and in Distributed Access Architectures (DAA) with the most trusted virtualized cable access solution deployed worldwide. We are shaping the next generation of multigigabit connectivity. Our market-leading cOS™ virtualized broadband platform and portfolio of network edge devices enable telcos and broadband operators to accelerate the deployment of reliable, high-speed broadband services, deliver brilliant broadband experiences and drive lasting subscriber growth.

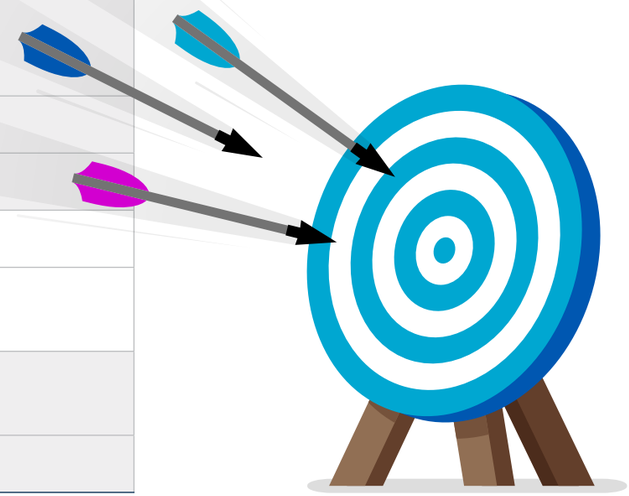
harmonic™ | SUSTAINABLE DEVELOPMENT GOALS

Harmonic supports the Sustainable Development Goals

Key Targets and Assessments

Our Values

THEME	TARGETS	PROGRESS TOWARDS TARGETS
Environment	Reducing its greenhouse gas (GHG) Scope 1 & 2 emissions by 45% in 2030 and by 90% in 2050, compared to the 2022 baseline	Decrease of Scope 1 & 2 emissions in 2025 compared to previous years (-4.6% vs. 2024 and -2.4% vs. the 2022 baseline)
	Reaching a 90% waste diversion rate by 2030	77% in 2025 (+4.8% compared to the 2022 baseline)
	Recycling 100% of our electronic waste	Achieved
Social	Increasing gender diversity across our Company	Continuous actions (28% of new employees identified themselves as female in 2025)
	Paying 100% of our employees at or above the applicable local living wage standard	Achieved
	Designing our website so it is fully accessible by disabled users by 2026	Ongoing
Governance and Ethics	Annually provide training to 100% of our personnel on our Code of Business Conduct and Ethics	Achieved
	Maintaining a Board of Directors diverse in skills, backgrounds, experiences, gender and other factors to maximize its effectiveness	Achieved
Responsible Supply Chain	Having 100% of our top 80% suppliers (by spending) externally assessed on ESG	Continuous improvement (+10 points of percentage in 2025 vs. 2024)
	Annually provide training to 100% of our procurement team on sustainable procurement practices	Achieved



Third Party Sustainability Assessment

EcoVadis is an independent sustainability rating platform that evaluates and promotes the environmental, social, and ethical performance of companies worldwide. It has assessed over 75,000 companies across more than 200 industries in over 160 countries. In 2025, we increased our EcoVadis score by 11 points, reaching 64/100. We have improved our score on each of the 4 categories of the assessment and have scored higher than our industry average in each of them. We were able to maintain our Bronze Medal, which ranked Harmonic in the 35th percentile, indicating that our performance was equal to or better than 65% of all companies evaluated by EcoVadis.

CDP is another annual external assessment we participate in. As a not-for-profit organization, CDP promotes environmental action through a comprehensive global disclosure system. It is aligned with key frameworks including TCFD, GRI, the Greenhouse Gas Protocol, and the European Sustainability Reporting Standard (ESRS) E1. In 2025, we have scored from "Awareness" (C) to "Leadership" (A) levels, getting for instance an "A" on "Emissions Reduction Initiatives and Low Carbon Products", denoting a best practice approach on this theme. We are committed to improving our score by meeting all essential criteria in the next assessment. In addition to this climate-related assessment, we receive a B- score in the CDP Supplier Engagement Assessment.

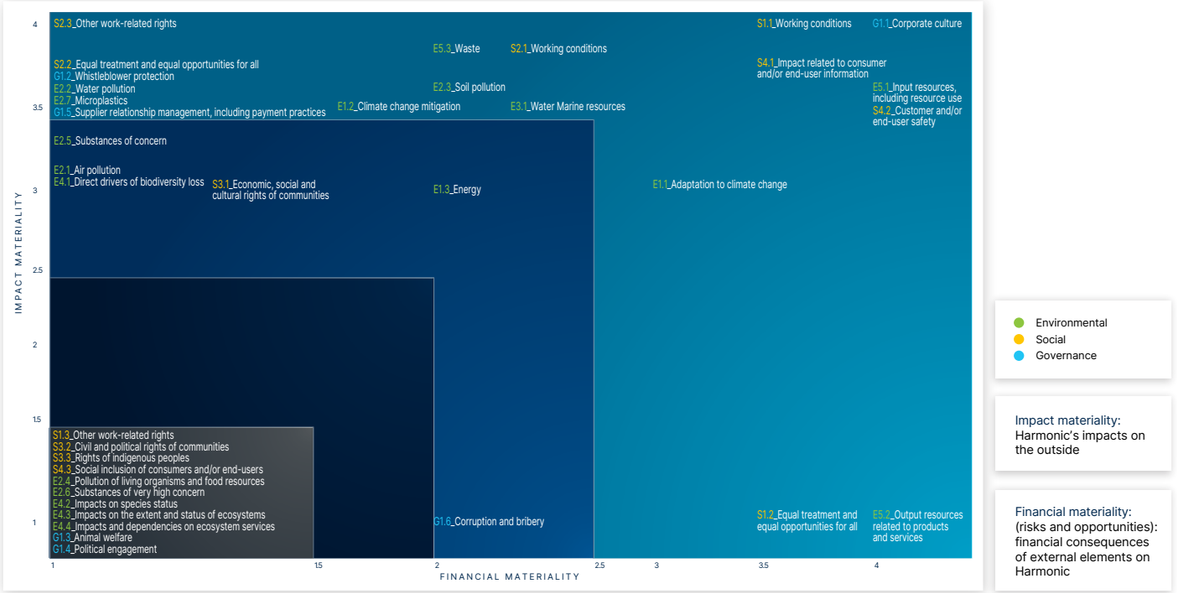
Double Materiality Assessment: Harmonic France

In anticipation of the potential applicability of the EU Corporate Sustainability Reporting Directive (CSRD) to our French subsidiary, a cross-functional working group at Harmonic France conducted a double materiality assessment in 2025. The group analyzed the subsidiary's business model and value chain, and identified the associated impacts, risks, and opportunities (IROs).

Each of the 90 identified IROs was evaluated from two perspectives: impact materiality, which considers the company's effects on people and the environment, and financial materiality, which considers the effects of sustainability matters on the company's financial position and performance. Nearly half of the IROs exceeded the defined materiality threshold and were therefore classified as material.

Following changes to the CSRD in February 2026 and our sale of the Video Business, which significantly reduced our employee and business footprint in France, we do not anticipate the requirements of the CSRD to apply to our French entity in the foreseeable future.

DOUBLE MATERIALITY MATRIX – HARMONIC FRANCE 2025



Our People

Employee Engagement Survey

We conduct regular employee surveys to measure engagement and satisfaction, and we use the feedback to shape our workplace strategies and policies.

Participation in the 2025 survey reached 78%, an increase of six percentage points over 2024, reflecting sustained employee confidence in the process. Our overall engagement score was 80%, in line with the 2024 and 2023 results, and above the global benchmark for high-performing companies, as measured by Microsoft Viva Glint.

Talent Development

Our Rennes, France office has a long-standing commitment to early-career development through its internship and apprenticeship programs. The number of apprentices has steadily increased over the past six years. In 2025, Harmonic France hosted twelve interns (25% women) and twenty-seven apprentices (22% women).

Diversity and Belonging

Our commitment to diversity includes disability inclusion. In France, we have employed people with disabilities in our logistics department for more than 20 years. In 2025, thirteen employees with disabilities worked with us, and we adapted their workstations to ensure accessibility and ease of use.



Ethical Conduct and Fair Pay

As set out in our Whistleblower Policy, employees can anonymously report misconduct or other violations through our dedicated whistleblower hotline. No reports were received through the hotline in 2025.

Harmonic is committed to paying all employees and contractors above the local living wage. Our 2025 verification confirmed that all employees were paid above this threshold.

Read more in our 2025 Proxy Statement, 2025 Annual Report, and 2024 CSR Report.

Community Impact

In 2025, Harmonic employees took part in community and engagement activities across several regions, reflecting our values, and driven by our local teams.

Supporting Education and Communities

Employees volunteered with youth, families, and vulnerable communities, continuing relationships with Rise Academy, SOS Children's Villages, and Pivotal.

- **Rise Academy – UK (1):** Harmonic again sponsored the Rise Academy Summer School, and employees volunteered at workshops in Glasgow, Salford, and London.
- **Pivotal – San Jose (2):** Our San Jose office hosted Pivotal foster youth high school students for career exposure, product demonstrations, and mentoring, as well as a Pivotal holiday event in December.
- **SOS Children's Villages (Israel):** Harmonic Israel partnered with SOS Children's Villages on Purim support and donations.

Other sites held events for employees' families and local schools. During the year, the France site hosted female students from several high schools to introduce them to careers in technology, and also opened its offices to employees' families with activities for children (3). Our Bangalore team volunteered at a local school.

Environmental and Health Initiatives

- **Environment (4):** Employees took part in park and community clean-ups in Vancouver, San Jose, and Rennes.
- **Health (5):** Activities included blood drives, the "Heart & Soles" charity run in San Jose to support local youth health, and wellness events.
- **Skills-based volunteering:** Employees also volunteered and mentored using their technical and professional skills.

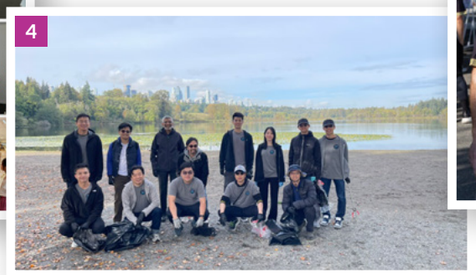
In 2025, Harmonic received the Media Tech Sustainability Series (MTSS) ESG Company Award and was shortlisted for the Corporate Star Awards' Changemaker Award.

Read more in our 2024 CSR Report.











Environmental Responsibility

Reducing Operational Emissions

Methodology

For 2025, we largely kept the calculation methods used in 2024. We also allocated 2025 and historical emissions so that the GHG inventory focuses on our Broadband business.

The main methodological improvement concerns manufacturing emissions. Working with our supplier Plexus, we calculated product carbon footprints for our main Broadband products and now use product-specific emission factors in place of generic ones. This significantly reduced the calculated manufacturing emissions of the products we sold. Other methodological refinements were made, but all were below our defined materiality threshold.

Results

- **Scope 1:** Emissions decreased by 42.9% compared to 2024 and by 49.8% compared to 2022. The main drivers were lower vehicle use, a higher share of electric vehicles, reduced refrigerant refilling in air-conditioning systems, and improvements to office systems.
- **Scope 2 (2.1% of the total GHG inventory):** Emissions increased by 10.9% compared to 2024, due to new laboratory capacity.
- **Scope 3 (97.7% of the total GHG inventory):** Emissions decreased by 28.9% compared to 2024 and by 10.2% compared to 2022. The decrease reflects lower product sales volumes, more energy-efficient products, and the improved calculation of manufacturing emissions described above.

Data Quality and Assurance

In 2025, 84% of our emissions were calculated using primary data, including product-specific data. Our 2025 GHG inventory was verified by an independent third party.

In 2025, Harmonic formally committed to SBTi to set near-term science-based targets, and continued to work on developing Scope 3 targets.

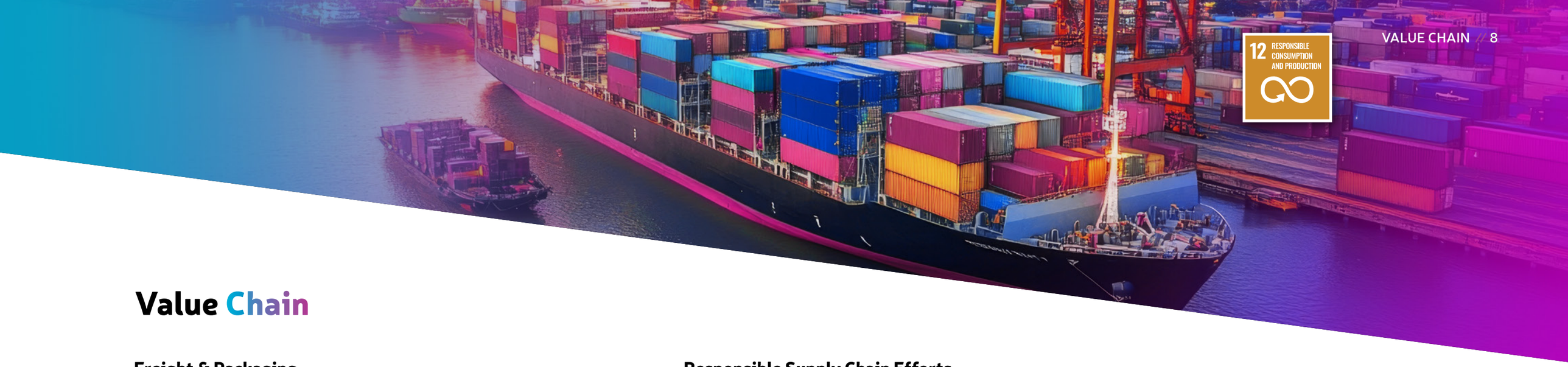
Helping our Customers Reduce their Environmental Impact

Energy efficiency is at the heart of our products' development. We continue developing energy-efficient products.

Read more in our 2024 CSR Report.

28.9%
Scope 3 emissions decrease compared to 2024





Value Chain

Freight & Packaging

After a record year for ocean freight in 2023, we continued to use this lower-emission mode of transport in 2024 and 2025, though at reduced volumes. The decrease was mainly due to the launch of several new products, for which fast delivery was needed to meet customer expectations and air freight was used. In 2025, 31% of our goods sold, by weight, were shipped by ocean, and the other 69% of our goods sold were primarily transported by air freight.

Our current packaging meets its functional requirements, and we continue to look for ways to reduce its material content, weight, and volume. In France, we designed new packaging for hard disk drives (HDDs) made entirely of recyclable materials, with no fossil-fuel-based components. The box is cardboard, and the inner cushioning is made of starch, which can be composted or recycled, where facilities exist.

Quality

As part of our ISO 9001 continuous commitment, a mandatory Quality training was rolled out for all employees in December 2025. It included environmental and social topics.

Responsible Supply Chain Efforts

We continue to raise awareness and engagement across our supply chain by sending our CSR Supplier Questionnaire to our main suppliers. In 2025, the questionnaire covered suppliers representing 67% of our total expenditure, compared with 75% in 2024.

In 2025, we also introduced the EcoVadis Carbon Action Module, sent to the same group of main suppliers. Its purpose is to collect more precise and complete data on how suppliers measure and manage their carbon emissions.

Internally, we also ensure awareness with 100% of our procurement team who completed the annual training on sustainable procurement.

We conducted our annual Conflict Minerals survey and the report covering fiscal year 2025 is available on our website.

Read more in our 2024 CSR Report.



Annex

Performance Data Tables – Social[1]

Global Workforce	2025		2024		2023	
	Women	Men	Women	Men	Women	Men
Total Workforce (number)[2]	105	412	103	409	94	372
Total Workforce (percent)[2]	20.2%	79.8%	20.1%	79.9%	20.1%	79.9%
Leadership (number, including VPs, SVPs, CEO)	4	26	NA	NA	NA	NA
Leadership (percent, including VPs, SVPs, CEO)	13.3%	86.7%	NA	NA	NA	NA
Board of Directors (number)	3	5	3	5	4	3
Board of Directors (percent)	37.5%	62.5%	37.5%	62.5%	57.1%	42.9%
Global new hires that identified as women (percent)[2]	28.0%		18.6%		22.7%	

Employee Regional Split	2025		2024		2023	
	Number	Percent	Number	Percent	Number	Percent
North America	189	36.6%	NA	NA	NA	NA
EMEA	288	55.7%	NA	NA	NA	NA
APAC	33	6.4%	NA	NA	NA	NA
Latin America	7	1.3%	NA	NA	NA	NA

Additional Workforce Metrics	2025	2024	2023
Direct employees covered by a living wage analysis (percent)	100%	-	-
Direct employees paid above living wage (percent)	100%	-	-
Employees covered by collective bargaining agreements (percent)[3]	13.7%	NA	NA
Employees who are represented in formal joint management-worker health & safety committees (percent)[4]	13.2%	NA	NA
Accident frequency rate	0	0	0
Accident severity rate	0	0	0
Employees who received regular performance and career development reviews (percent)[2]	75.0%	86.0%	82.0%
Total employee and contractor training hours through online training (number)[5]	595	1,019	2,003
Employee engagement (overall satisfaction score, percent)	80%	79%	81%

[1] These metrics reflect only our Broadband business unit employees and exclude contractors. Figures are partially based on estimates, for corporate function employees who were allocated to the Broadband business based on business activity. Total workforce as of February 2026.
[2] Based on Broadband and Video business unit historic percentages, assuming similar percentages in each business unit.
[3] In France and Spain
[4] In France
[5] Historical number of training hours multiplied by the percentage of Broadband employees among all employees (assuming same average hours of training per employee)

Performance Data Tables – Governance and Ethics[6]

Governance and Ethics	2025	2024	2023
Incidents reported through whistleblowing procedure (number)	0	0	0
Employees who completed Code of Business Conduct and Ethics training (percent)	100%	100%	100%[7]
Nonconformance in third-party audits	No significant or material issues identified in ISO 9001 audits.	No significant or material issues identified in ISO 9001 audits.	No significant or material issues identified in ISO 9001 audits.
Number of confirmed cases of corruption[8]	0	-	-
Number of confirmed information security related incidents[9]	0	-	-

6 These metrics reflect only our Broadband business unit.

7 Includes employees who completed the training soon after the 2023 CSR Interim Report was issued.

8 A confirmed corruption incident is defined as the corruption incident that has been found to be a substantiated violation of the corruption related code of conduct, company policies or law. Incident that is still under investigation during the reporting period is not regarded as a confirmed incident. (EcoVadis definition)

9 A confirmed information security incident is defined as the information security incident that has been found to be a substantiated violation of the information security related code of conduct, company policies or law. It includes unauthorized access to company networks, data or applications, breaches of customer privacy, etc. Incidents that are still under investigation during the reporting period is not regarded as a confirmed incident. (EcoVadis definition)

Performance Data Tables – Environment[10]

Greenhouse Gas Emissions [11] (Metric tons of carbon dioxide equivalent (tCO2e))	2025	2024	2023	2022
Total Scope 1 and 2	**3,996**	**3,866**	**3,317**	**2,780**
Total Scope 1	**310**	**543**	**535**	**617**
Mobile combustion	254	430	463	526
Stationary combustion	45	52	61	64
Refrigerants	11	61	12	27
Scope 2 – Purchased electricity	**3,686**	**3,323**	**2,782**	**2,163**
Total Scope 3	**173,048**	**243,370**	**196,959**	**192,681**
Total Scope 3 Upstream	**42,306**	**54,648**	**38,327**	**36,316**
Purchased goods and services[12]	32,958	33,127	30,249	28,728
Capital good	3,256	5,210	1,902	865
Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	566	612	515	386
Upstream transportation and distribution	3,572	12,944	3,238	4,563
Waste	40	45	45	49
Business travel	1,268	1,820	1,506	1,102
Employee commuting[13]	645	892	872	624
Total Scope 3 Downstream	**130,743**	**188,722**	**158,632**	**156,365**
Downstream transportation and distribution	2,415	3,452	2,700	1,574
Use of sold products	127,524	184,091	155,090	154,039
End-of-life treatment of sold products	804	1,179	841	751
Total GHG emissions (Scope 1, 2, 3)	**177,044**	**247,236**	**200,276**	**195,461**
GHG Emissions Intensity Variation (percent)[14]	-3.0%	-1.8%	-7.4%	NA

Energy Consumption	2025	2024	2023
Total energy consumption (gigajoules)	37,654	35,743	31,185
Total electricity consumption (gigajoules)	33,717	30,009	24,958
Total stationary fossil fuel consumption (gigajoules)	472	540	624
Total mobile fossil fuel consumption (gigajoules)	3,465	5,195	5,603
Renewable energy (percent) – location-based	18.9%	23.6%	14.6%
Water – Direct Usage (cubic meters)	**2025**	**2024**	**2023**
Water withdrawal	2,804	1,514	1,558
Water discharge	2,690	1,426	1,457
Water consumption	114	88	101
Water recycled and reused	0	0	0
Waste	**2025**	**2024**	**2023**
Total operational waste generated (metric tons)	33	39	37
Total operational waste generated (not including e-waste) (metric tons)	25	29	32
Total electronic waste (e-waste) generated (metric tons)	8	10	5
Total operational waste generated (not including e-waste) sent to landfill (metric tons)	12	11	15
Total operational waste generated (not including e-waste) recycled (metric tons)	22	28	22
Waste diversion rate (not including e-waste) (percent)	66.5%	72.2%	59.4%
Electronic waste recycled (percent)	100%	100%	100%

[10] These metrics reflect only our Broadband business unit

[11] GHG emissions were calculated using the GHG Protocol methodology. Operational control was used to set organizational boundaries. Data is provided for all sites, rounded to the nearest ten. All emissions in this table are location-based. The 2025 GHG inventory has been audited by an external third-party. Changes compared to previous CSR Reports are due to recalculation, as detailed in each applicable category.

[12] Improvement in the methodology (see page xx) has led to the recalculation of previous years.

[13] Including emissions from remote work.

[14] Metric ton of GHG per $million of net revenue

Performance Data Tables – Supply Chain[15]

Supply Chain	2025			2024			2023		
Suppliers by geographic region[16]	North America (NA)	Europe and Middle East Asia (EMEA)	Asia Pacific (APAC)	NA	EMEA	APAC	NA	EMEA	APAC
	6	1	1	5	2	1	4	1	0
	3 of 8 are Responsible Business Alliance (RBA) members			4 of 8 are RBA members			5 of 5 are RBA members		
Conflict Minerals responses from suppliers (percent)	88%			88%			84%		
Supplier diversity: Minority Owned Business, Women Owned Business, Small Business Enterprise (percent of spend)[17]	9.4%			13.0%			13.2%		
Buyers who received training on sustainable procurement (percent)	100%			100%			100%		
Supplier audits conducted (number)	0			0			1 virtual audit		
Targeted suppliers that have gone through a CSR assessment (e.g., questionnaire) (percent of spending)	67%			57%			Initiated in 2024		
Number of products returned by our customers through our Take-Back program	0			0			0		

[15] These metrics reflect both the Broadband and Video business units.
[16] Includes Tier 1 suppliers, which account for approximately 90% (96% in 2025 and 2024, for significance) of our product-related supplier spending in each of the listed years. Geographic region is based on the headquarters of the supplier.
[17] Percentage of "Not Classified" suppliers regarding Diversity Status: 17.0% in 2025 - 22.8% in 2024 - 27.9% in 2023.

Sustainability Accounting Standards Board (SASB) Standards Index

SASB STANDARDS
Now part of IFRS Foundation

The SASB Standards are a set of standards to guide the disclosure of sustainability information by companies to their investors. The following Index maps our disclosures to certain SASB indicators in the Hardware industry, with additional indicators from the Software & IT industry included where relevant.

Topic	Accounting Metrics	2025 Report Location/Response	SASB Code
Product Security	Description of approach to identifying and addressing data security risks in products	See Cybersecurity and Data Privacy, page 36 of our 2024 CSR Report.	TC-HW-230a.1
Data Security	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	See Cybersecurity and Data Privacy, page 36 of our 2024 CSR Report.	TC-SI-230a.1
Managing Systemic Risks from Technology Disruptions	Description of business continuity risks related to disruptions of operations	Business continuity risks are described in our 2025 Annual Report.	TC-SI-550a.2
Employee Diversity & Inclusion	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	See Performance Data Table, page 9.	TC-HW-330a.1 TC-SI-330a.3
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	Through our human capital strategy, we purposefully employ a globally distributed team working across many geographic locations. We continue to see below-average industry turnover across our organization.	TC-SI-330a.1
Recruiting & Managing a Global, Diverse & Skilled Workforce	Employee engagement as a percentage	We conduct annual all-employee engagement surveys with an online engagement platform, and we track employee engagement as a quantitative metric. See Employee Engagement, page 5.	TC-SI-330a.2
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	We do not currently have the data available to calculate this metric.	TC-HW-410a.1
Product Lifecycle Management	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Harmonic is not aware of any products that fall within the scope of EPEAT or equivalent registration.	TC-HW-410a.2
Product Lifecycle Management	Weight of end-of-life products and e-waste recovered, percentage recycled	**Weight and Percentage of end-of-life products recovered and recycled:** We have a product take-back program. Customers didn't use it in 2025. **Weight and Percentage of e-waste recovered and recycled:** See Performance Data Table, page xx.	TC-HW-410a.4
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	(1) 37,654 GJ (2) 89.5% (3) 18.9%	TC-SI-130a.1
Environmental Footprint of Hardware Infrastructure	Discussion of the integration of environmental considerations into strategic planning for data center needs	Onsite data centers are optimized to manage cooling, and we set temperatures to higher than average to save energy. We also outsource data centers to cloud-based systems from Microsoft Azure, Amazon Web Services and Google Cloud that all claim to be carbon neutral.	TC-SI-130a.3
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Harmonic complies with the Conflict Minerals provisions of the U.S. Dodd-Frank Act. We work to eliminate irresponsibly sourced tin, tantalum, tungsten and gold Conflict Minerals from our products.	TC-HW-440a.1

Forward Looking Statements

Certain statements contained in this communication may be deemed forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended (the "Securities Act"), and Section 21E of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), including, without limitation, statements regarding our expectations, beliefs, intentions or strategies regarding the future. In some cases, you can identify forward-looking statements by terminology such as, "may," "will," "should," "expects," "plans," "anticipates," "could," "believes," "intends," "estimates," "predicts," "potential," or "continue" or the negative of these terms or other comparable terminology.

These forward-looking statements include, but are not limited to, statements regarding:

- our business and the anticipated capabilities, advantages, reliability, efficiency, market acceptance, market growth, specifications expected demand for and benefits of our products and services; and
- our ESG-related plans and initiatives.

These statements are subject to known and unknown risks, uncertainties and other factors, any of which may cause our actual results to differ materially from those implied by the forward-looking statements. Important factors that may cause actual results to differ from expectations include those discussed in our Annual Report on Form 10-K for the year ended Dec. 31, 2025, Quarterly Reports on Form 10-Q and Current Reports on Form 8-K. All forward-looking statements included in this communication are based on information available to Harmonic on the date thereof, and Harmonic disclaims any obligation to update any forward-looking statements.



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