NETSCOUT

Environmental, Social, and Governance Report

JULY 2024

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INTRODUCTION

ABOUT NETSCOUT

We are the Guardians of the Connected World.

With four decades of experience in providing service assurance and cybersecurity solutions, our mission is to protect the global leaders of industry from the risks of digital disruption. Our pioneering deep packet inspection at scale technology allows our customers to solve their most challenging security and network performance problems, ensuring that the connected world runs safely and smoothly.

Purpose
We take our responsibility as Guardians personally and have a deep sense of duty to our employees, our customers, and our industry.

Vision
As the connected world continues to expand and evolve, so too does our commitment to innovating solutions that provide end-to-end visibility across today's complex networks – including remote client, network, cloud, multi-cloud, hybrid cloud, and data center service edges.

Smart Data
We have a relentless focus on delivering high quality data. Our patented smart data technology captures, analyzes, and curates data intelligence at the source to provide the highest-fidelity data available for actionable insights.

Leadership
As a trusted partner to 90% of Tier 1 service providers and U.S. Fortune 100 enterprises, we continue to advance in key technology trends to keep our customers unstoppable. From 5G technology and network evolution to digital transformation/cloud migration; from the expanding cybersecurity threat landscape to artificial and business intelligence and analytics, we engage with our customers to understand and help solve their most pressing problems.

OUR COMMITMENT TO ESG

A Letter from the CEO

NetScout celebrates our 40th anniversary this year. As I reflect on the past and look to the future, I'm intrigued by how much has changed yet so much has stayed the same. Our scalable deep packet Inspection technology has been helping our customers make smarter, better decisions faster – for decades. Now, as organizations seek to accelerate their digital transformations with AI and machine learning, we are still playing a critical role by providing the highest quality data developed from the single source of truth.

We continue to help customers navigate the challenges of digital transformation and accelerate those transformations, so they can achieve their critical business objectives and initiatives. Whether it is ensuring the security and availability of clinical applications in health care settings, protecting the performance of financial applications in banking, keeping applications and networks spanning production and business processes in manufacturing running well, or ensuring safe and secure transmissions for energy and utility companies, NetScout's technology, people, and processes are proudly enabling us to serve as Guardians of the Connected World.

Even though the world has indeed changed, the culture of NetScout has remained the same. We've always been focused on doing things the right way, being active contributors in our communities, investing our personal time and energy in worthy charitable causes, caring for our surroundings, and embracing our Lean But Not Mean business philosophy. NetScout has been working and living the foundational principles of Environmental, Social, and Governance ("ESG") throughout our history – even before it was something corporations openly discussed.

I'm very proud of the continued progress we have made on critical ESG-related initiatives and programs including:

- Improving product energy efficiency to help customers achieve their business and sustainability goals.

- Advancing our sustainability efforts by establishing emission reduction targets and streamlining our focus.

- Maturing our program to include cybersecurity as a critical component of digital infrastructure. sustainability

- Empowering our talented and diverse employees to drive impactful change in our communities, where we completed 31 team volunteer projects across six countries and marked a milestone with the completion of our 200th team volunteer project since the inception of this innovative employee-led program in 2013.

We believe our firm commitment to ESG principles is an essential part of creating value for our customers, partners, and shareholders. We will continue to drive progress by incorporating ESG-related programs into the development and execution of our strategic initiatives.

Having the best people driving innovation to help our customers thrive in their digital transformations means, even with a rich history, our best days are right in front of us. Please enjoy reading our 2024 ESG report.

Anil Singhal
Co-Founder, President,
Chief Executive Officer
and Chairman of the Board

A Message from our Chief ESG Officer

At NetScout, we are guided by our core tenets, beginning with our purpose of being the guardians of the connected world. In taking on that leadership, we are driven by a deep sense of responsibility to our employees, our customers, our shareholders, our communities, and the progress of our industry.

Our ESG strategy reflects our sense of responsibility. We understand that ESG is not a one-size-fits-all approach, but rather a dynamic and evolving process that requires alignment, integration, and communication across our organization and with our stakeholders. We continue to work to accelerate our efforts where we are making a difference.

As an example, this year NetScout took an important step in its commitment to responsible stewardship by submitting emission reduction targets to the Science Based Target initiative ("SBTi"). We deliberately set targets to show our commitment and to ensure integration with our existing corporate strategy. Our targets and the work that goes into it reflect the progress we have made with our sustainability by design innovation approach that supports long term value creation.

Along those lines, we had an opportunity to share our sustainability approach with our customers and technology partners at our annual Engage user event and look forward to another year of similar positive engagement with our many stakeholders. In other areas, we continue to use our strengths and expertise in cybersecurity to create value for our customers, investors, and communities. As we have mentioned before, we have established a robust governance structure and internal processes to manage our ESG initiatives, which are overseen by our Board of Directors and guided by senior leadership. We seek to continue learning from best practices and stakeholder perspectives to further improve our ESG performance and disclosure.

In this report, we invite you to learn more about our company, our products and services, our ESG performance and goals, and our vision for the future. We appreciate your engagement, and we look forward to continuing our journey together.
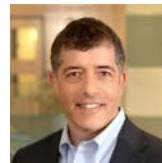
Jeff Levinson
Senior Vice President, General Counsel, and Corporate Secretary
Chief ESG Officer

ABOUT THIS REPORT

We are pleased to present this ESG Report ("2024 ESG Report") to share NetScout's most recent accomplishments.[1]

We are dedicated to increasing our understanding and effective management of relevant environmental, social, and governance issues, from both risk management and opportunity perspectives. During the last twelve months we have made significant progress across our ESG program, including setting our first greenhouse gas ("GHG") emissions reduction targets and by publishing the ESG Maturity Model, a publicly available guide for company ESG governance. We reviewed and strengthened our policy governance program, updating our Code of Conduct and a number of key policies, including artificial intelligence ("AI"). Our employees also achieved the significant milestone of completing 200 team volunteer projects since this aspect of our innovative employee-led program was launched in 2013.

As our ESG program continues to develop, so does our opportunity to address and mitigate risk; attract, retain, and motivate top talent; and drive growth. We will continue to do this by ensuring alignment of our ESG-related programs with our strategic initiatives. This year we are continuing to provide transparency on our ESG efforts with our voluntary SASB and TCFD disclosures. Additionally, our cybersecurity solutions and our continued investment in understanding and bringing global awareness of, and defense against, the ever-evolving threat landscape affecting the world's digital ecosystems are examples of our commitment to making a meaningful difference to real problems that threaten the connected world.
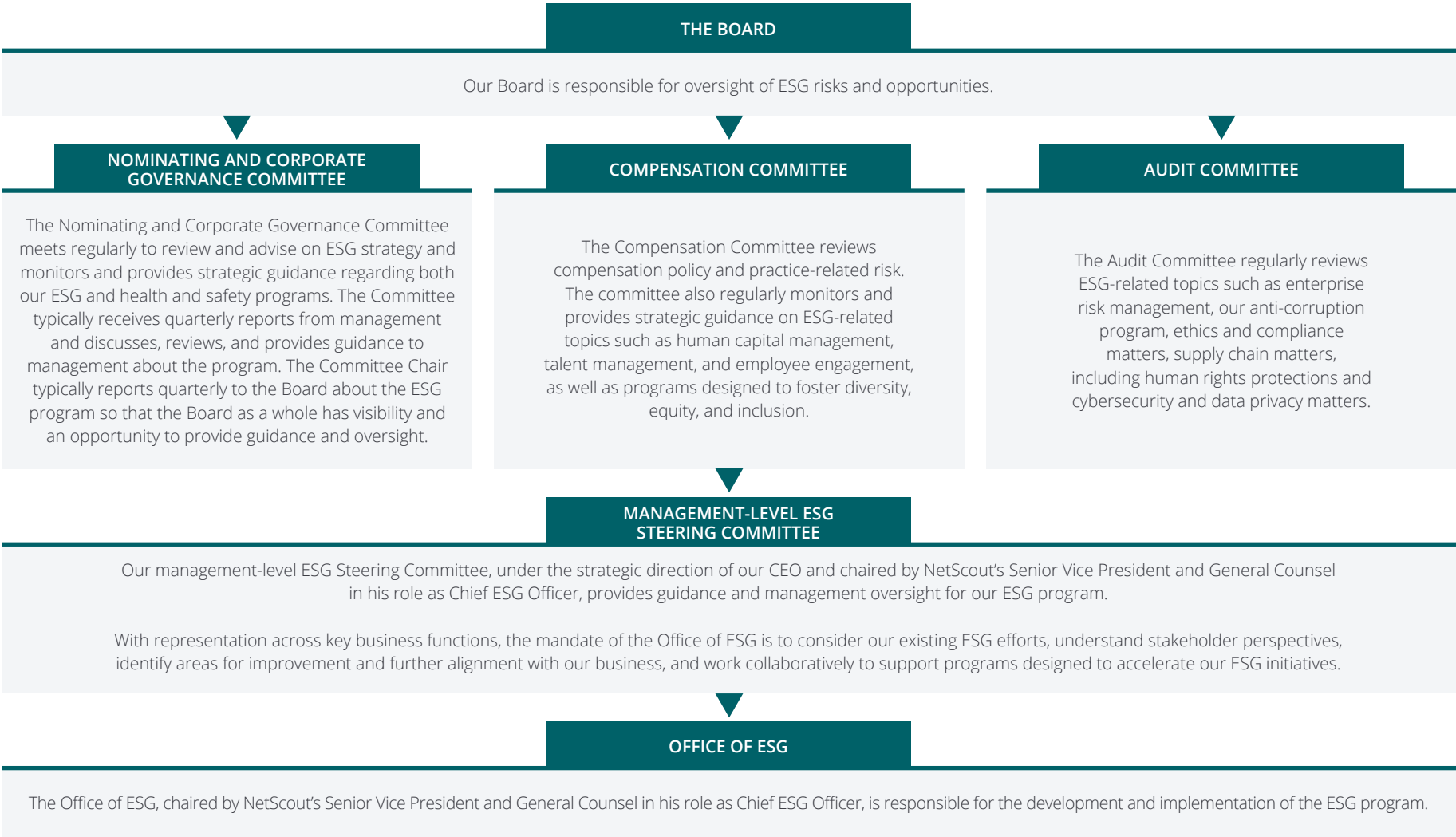
[1] This 2024 Environmental, Social, and Governance ("ESG") Report ("2024 ESG Report") covers NETSCOUT's operations for fiscal year 2024 ("FY2024"), which began on April 1, 2023 and ended on March 31, 2024, unless otherwise noted. Throughout this update, we define ESG as a way of categorizing factors that underpin or affect our company's performance as well as our strategy for integrating these factors into the business, consistent with our strategy and mission.

The contents of this 2024 ESG Report include disclosures in alignment with the Sustainability Accounting Standards Board ("SASB") standards and the recommendations of the Task Force on Climate-Related Financial Disclosures ("TCFD"). This voluntary sustainability reporting is aligned with disclosure topics included in the SASB Hardware and Software & IT Services standards, which we believe are the most relevant to our operations. These disclosures do not address all of the disclosure topics in these SASB standards but instead are intended to provide transparency and information that is most relevant to our business and to our stakeholders.

ESG PROGRAM OVERVIEW

OUR ESG GOVERNANCE STRUCTURE

At NetScout, we believe that a commitment to ESG is an important part of creating long-term business value. Oversight and responsibility for ESG starts with our Board of Directors and its committees, and our approach to ESG includes tactical support from our management-level ESG Steering Committee and our Office of ESG.

THE BOARD

Our Board is responsible for oversight of ESG risks and opportunities.

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

The Nominating and Corporate Governance Committee meets regularly to review and advise on ESG strategy and monitors and provides strategic guidance regarding both our ESG and health and safety programs. The Committee typically receives quarterly reports from management and discusses, reviews, and provides guidance to management about the program. The Committee Chair typically reports quarterly to the Board about the ESG program so that the Board as a whole has visibility and an opportunity to provide guidance and oversight.

COMPENSATION COMMITTEE

The Compensation Committee reviews compensation policy and practice-related risk. The committee also regularly monitors and provides strategic guidance on ESG-related topics such as human capital management, talent management, and employee engagement, as well as programs designed to foster diversity, equity, and inclusion.

AUDIT COMMITTEE

The Audit Committee regularly reviews ESG-related topics such as enterprise risk management, our anti-corruption program, ethics and compliance matters, supply chain matters, including human rights protections and cybersecurity and data privacy matters.

MANAGEMENT-LEVEL ESG STEERING COMMITTEE

Our management-level ESG Steering Committee, under the strategic direction of our CEO and chaired by NetScout's Senior Vice President and General Counsel in his role as Chief ESG Officer, provides guidance and management oversight for our ESG program.

With representation across key business functions, the mandate of the Office of ESG is to consider our existing ESG efforts, understand stakeholder perspectives, identify areas for improvement and further alignment with our business, and work collaboratively to support programs designed to accelerate our ESG initiatives.

OFFICE OF ESG

The Office of ESG, chaired by NetScout's Senior Vice President and General Counsel in his role as Chief ESG Officer, is responsible for the development and implementation of the ESG program.

NETSCOUT'S ESG PILLARS

In FY2024, we evolved the four pillars forming the basis of our ESG program in several meaningful ways. In particular, we streamlined our sustainability efforts under a single pillar for better focus and alignment with our emission reduction targets. We also added cybersecurity as a foundational pillar in recognition of the critical role cybersecurity plays in business resiliency and the digital infrastructure that underpins the connected world. We also made steady progress on our ongoing commitment to engage our employees, customers, suppliers, and community.
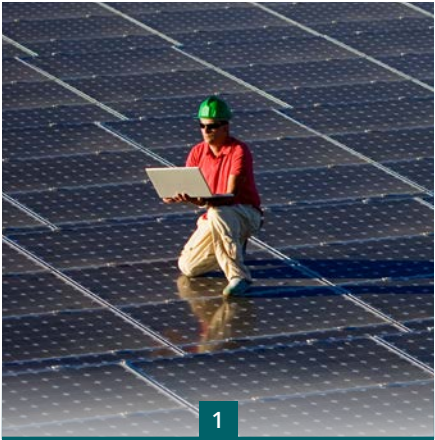
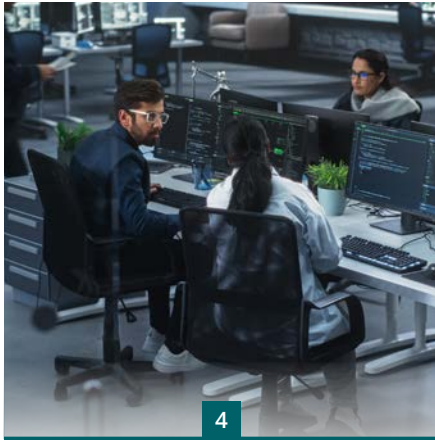| 1	2	3	4
SUSTAINABILITY	**DIVERSITY, EQUITY & INCLUSION**	**COMMUNITY**	**CYBERSECURITY**
Addressing the environmental footprint of our own operations, demonstrating product leadership through sustainability by design, and helping our customers reduce their environmental footprint.	Initiatives on employee engagement, talent management and professional development programs as well as external initiatives such as our supplier diversity program.	Digital inclusion programs that improve underserved communities' participation in the connected world and initiatives that empower our employees to drive meaningful change in our communities.	Strengthening cybersecurity and compliance for ourselves and our customers through internal governance and development of solutions designed to provide the scale, scope, and consistency required to secure today's digital infrastructure.

GOVERNANCE: Strong governance is the foundation of our ESG Program.

THE ESG MATURITY MODEL

In October 2023, we published the ESG Maturity Model, an innovative approach to aligning ESG and business strategy. As part of our own ESG program development, and to help companies navigate a shifting ESG landscape, we created an original, robust, practical, multi-stream ESG Maturity Model that is useful for any company regardless of business model or industry.

Every day, companies wrestle with the best way to build or advance their ESG programs. For large cap multi-nationals to small cap niche industry players, the demands from stakeholders – employees, customers, suppliers, investors, regulators, legislators, and communities – increase in both number and complexity. Boards of Directors, Chief Executive Officers, Chief ESG Officers, and everyone in those companies responsible for ESG and the plethora of topics it encompasses need a structured way to think through and manage their program development.

The ESG Maturity Model is a general framework for internal ESG program development that charts a path to continual improvement year over year. Informed by an approach that combines legal risk assessment and powerful data analytics, the ESG Maturity Model

addresses eight core components of a corporate ESG program, from board-level oversight to ESG reporting.

In today's business climate, it is critical to identify ESG priorities and initiatives that are tied to the company's core strategy, that support value generation, and that are right sized for a company's business model, industry, and stage. We were pleased to create and make publicly available the ESG Maturity Model to assist other companies in developing their own programs.

ESG PRIORITY ASSESSMENT

In FY2023, we conducted an ESG priority assessment to identify environmental, social, and governance topics that are a priority for our business. The contents of this 2024 ESG Report are informed by our ESG priority assessment, and we continue to regularly assess a range of ESG topics to inform our approach.

Our Methodology

Together with an external ESG consultant, we conducted research and peer benchmarking to identify ESG topics that are relevant to our company, industry, and stakeholders. The ESG priority assessment included data collection from a variety of sources and methods, including:

- Consideration of numerous customer requests for information, contractual requirements, and other discussions to understand their key priorities for us as a supplier.

- A review of the ESG priorities of our investors and proxy advisors through a review of their voting guidelines, stewardship principles, ESG policies, and other disclosures, as well as investor engagement.

- A review of our sustainability context to identify ESG topics that are relevant to our business, including research to identify sustainability challenges and ESG priorities specific to the technology sector.

- Benchmarking against the ESG priorities and disclosure practices of our peer companies and companies in the technology sector that are identified as best in class according to third-party ESG ratings and rankings.

- References to leading ESG standards and frameworks, including the SASB standards and the recommendations of the TCFD.

Findings

The ESG priority assessment helped identify the following topics relevant to our business: human capital management; diversity, equity, and inclusion; impact and local communities; climate change; sustainable operations; sustainable products; data security; corporate governance; risk management; business ethics; and supply chain responsibility. This 2024 ESG Report includes details on our progress on these topics and relevant measurements aligned with the SASB and TCFD standards.

STAKEHOLDER ENGAGEMENT

In FY2024, we engaged with key external stakeholders to better understand their priorities and to inform our own ESG initiatives.

Members of the Office of ESG and our Sustainability working group met with customers and other business partners at ENGAGE, our annual technology and user summit, to present on our sustainability initiatives.

Throughout the year we meet with shareholders and their stewardship teams to understand their ESG and other perspectives, as well as share our own perspective and approach for our ESG programs.

OUR PEOPLE

HUMAN CAPITAL MANAGEMENT

Our Compensation Committee oversees our key human capital management strategies and programs and shares oversight of health and safety matters with the Nominating and Corporate Governance Committee of the Board of Directors. At the management level, our Chief Human Resources Officer provides leadership to all employee programs, driving our global human resources strategy and culture initiatives.

We strive to remain a team of entrepreneurs, with the agility of a start-up and the sophistication of a global technology company.

We believe that our culture is critical to our success and growth. Our Lean But Not Mean culture complements and acts as a multiplier to our technology, exceptional talent, and forward-thinking innovation. "Lean" decision-making puts the tough calls up front and puts employees and the long-term success of the company first.

We believe our commitment to our culture and values, diversity, equity and inclusion, talent development, and health and safety, and providing for competitive total rewards has motivated our employees around the world and keeps our spirit thriving, and everyone, regardless of role, brings value to the organization.

EMPLOYEES	GENDER DIVERSITY[2]	RACE / ETHNIC DIVERSITY[3]	LOCATION
2,296 employees	**21%** of employees	**33%** of employees	**35** countries[4]
99% full time	**22%** of leadership	**26%** of leadership	**63%** of employees in U.S.

[2] Gender diversity represents the portion of our global employees identifying as female. Leadership defined as Supervisor and above
[3] Race/ethnic diversity represents the portion of our U. S.-based employees identifying as American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native 2 Hawaiian or Other Pacific Islander, or two or more races. Leadership defined as Supervisor and above.
[4] Location information reflects employee location; NETSCOUT maintains leased offices in 13 countries and serviced-only offices in a further 8 countries.

DIVERSITY, EQUITY, AND INCLUSION

Diversity, equity, and inclusion ("DEI") are important to our organizational excellence and complement our core values of performing with integrity, compassion, collaboration, and innovation. We embrace our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

We maintain a Diversity, Equity, and Inclusion Policy and seek to enhance our employees' understanding of DEI through company-wide training. In addition, we have a designated DEI program team which includes members from multiple functional areas and whose activities are overseen by our executive ESG Steering Committee, to foster transparent and equitable processes in employee engagement, onboarding, learning and development, policymaking, and career planning.

A cornerstone of our DEI strategy is collaborating with industry, nonprofit, and university partners to enhance our diversity and to help advance underrepresented populations into technology professions. We work with third-party recruiting organizations that specialize in diversity in hiring and post our open position requisitions on diversity job boards. We also partner with universities with diverse student enrollment to recruit college hires and summer interns.

Diversity of Leadership

DEI at NetScout includes addressing diversity at the highest level of governance. We seek a Board that reflects a range of talents, skills, viewpoints, professional experience, educational background, and expertise to provide sound and prudent guidance with respect to our operations and interests in services of value creation. Our Corporate Governance Guidelines state that the Board will identify and recruit diverse candidates, including women and minority candidates, as part of the search process for new Board members.

Supplier Diversity

NetScout encourages diversity within the supply chain and welcomes relationships and participation from small business enterprises, and those owned by minorities, women, and disabled veterans. All potential NetScout suppliers are requested to identify any applicable diversity certifications during the onboarding process, which are then recorded and used for reporting requirements.

ATTRACTION AND RETENTION

NetScout looks to attract and retain exceptional talent to deliver on our mission as Guardians of the Connected World. Consistent with our Lean But Not Mean philosophy, we purposefully manage hiring to meet both short-term needs and investment in support of strategic growth areas.

A recent initiative to attract diverse talent was based on the Diversity Directive published by NPower's Command Shift Coalition, one of NetScout's impact partners. We reviewed job descriptions and updated our template to encourage more applicants with diverse or non-traditional transferable skills to apply. This initiative was completed in May 2024.

Additionally, we provided inclusion and diversity training for NetScout managers and employees involved in the hiring process.

Next Generation of Guardians

NetScout recognizes the importance of engaging with young talent and investing in their career development.

In June 2023 we piloted the Guardians of the Future program for recent college graduates and early-stage professionals. Intended as a springboard to accelerate their careers, this two-year pilot program offers roles working with leading technology, shadow assignments, and exposure to company leadership.

SUMMER INTERN COHORT PROGRAM

NetScout's annual Summer Intern Cohort program provides our interns with exposure to all areas of the business, connections to company leaders, and the opportunity to build community with other interns across functions.

The Cohort program is in addition to the intern's day-to-day responsibilities and is designed to enhance the intern's employment experience.

We host a series of events throughout the summer, held at our major US locations with a virtual component to promote multi-location participation.

The events center around three tracks:

Learn with Leaders - the interns have the opportunity to meet with senior-level leaders across the company, learn about their leadership philosophy and practice, obtain career advice, and ask questions in a small group setting.

Tech Talks – the interns receive an introduction from NetScout's top engineers to topics such as networking, cybersecurity, and DDoS attacks.

Career Development – the interns are offered resume development resources, instruction on building a brand on social media, and exploring possible post-graduation career paths.

Cohort participants have the opportunity to lead a Heart of Giving team volunteer project and connect with our local community. In 2023, our interns organized an employee fundraiser and volunteered to help fill 500 backpacks for UTEC's Back to School events. The backpack giveaways alleviate some hardships for parents who may not have the money to buy their kids what they need for the upcoming school year.

EMPLOYEE ENGAGEMENT & CULTURE

We believe that our company culture is critical to our success and growth. Our culture complements and acts as a multiplier to our technology, exceptional talent, and forward-thinking innovation. As a result of our philosophy, we have pledged to be considerate, loyal, and appreciative of our employees while also enacting decision-making processes and business strategies that result in efficient business outcomes.

We dedicate heightened attention to our mission as Guardians of the Connected World, and this mission serves as a key component in our employee engagement program. We regularly communicate our mission, values, and goals to all of our global employees through town hall meetings that provide direct interaction with the CEO and in-depth focus groups that support messaging from top executives. These meetings allow leaders to stay connected with all employees and ensure everyone is equipped with the knowledge and tools to align their efforts with our vision, mission, and goals.

Guided by our Lean But Not Mean philosophy, we strive to create an environment that inspires and motivates our employees to reach their full potential. Our commitment to employee engagement not only fosters productivity, innovation, and talent retention but also ensures the well-being and satisfaction of our people. We strive to forge a culture where every individual feels valued, connected, and empowered to contribute to our mission.

Our key principles for employee engagement include:

Listening to Our Employees

Effective communication is essential for engagement. We get regular feedback through focus groups, employee listening sessions, and surveys. These mechanisms enable us to understand our employees' needs, concerns, and aspirations. We act upon the feedback received, driving positive change, and continuously improving the employee experience.

Connection and Community

We recognize the importance of cultivating a sense of community. We celebrate each other's wins and share stories of our Guardians making an impact with each other, for our customers, and for our stakeholders. Through communications efforts like our HR Bytes and Guardian Central newsletters, we provide updates to all our employees.

Supporting Work-Life Balance

Being an employer of choice means consistently striving to provide exceptional employee experience. We invest in initiatives that promote work-life balance, professional growth, and well-being. This includes flexible work arrangements, mentorship programs, and ongoing learning and development opportunities. We see this recognized through Comparably's quarterly awards, where we have been recognized for Best Leadership Teams, Best Company Work-Life Balance, Best Company Perks & Benefits, Best Company Compensation, Best CEO and Best Company for Diversity in calendar year 2023.

Our flexible work program, Guardian Flex, offers a 3-2 hybrid work environment with core in-office days on Tuesday, Wednesday, and Thursday. This program is intended to provide flexibility and address specific employee needs where practical and permitted by work requirements. We believe this arrangement fosters in-person collaboration while allowing appropriate flexibility in the way we work.

PATENT RECOGNITION PROGRAM

Our patent recognition program elevates our innovation culture by enhancing our patent portfolio and recognizing employees who have contributed to its development.

Employees are encouraged to submit invention disclosures to the Patent Review Committee, and we publicly recognize and reward employees who are awarded patents. During FY2024, 58 of our employees were named inventors on filed patent applications, and 63 employees were named inventors on patents granted to NetScout by the U.S. Patent and Trademark Office.

TALENT DEVELOPMENT AND TRAINING

We invest in the ongoing development of our employees across the globe.

As part of that program, we offer opportunities to identify leaders and develop and support all employees, including:

- **Management and leadership development** – to create leaders who provide direction, apply disciplined management practices, collaborate across functions, and understand the impact they have on others.

- **Hiring manager training** – to support an inclusive workplace and foster consistent management practices across the globe.

- **Management talent assessment** – to bring greater transparency and understanding of required skills and abilities as we identify leaders at all levels.

Diversity, Equity, and Inclusion Training
In FY2024, we further developed our DEI knowledge base by developing in-house inclusion and diversity training open to all NetScout employees.

Self-Paced Training
Our online learning platform provides an extensive library of courses, books, videos, and other tools to explore, develop, and reinforce technical and management skills.

Mentorship Program
Our established mentorship program provides a platform for career guidance and knowledge exchange to empower individuals to take ownership of their career and learn from leaders. Participants have the opportunity to build relationships and develop their networking, communication, and collaboration skills.

The mentorship program was created by employees and continues to be self-organized by a group of individuals passionate about providing employees with connection and growth opportunities. The mentorship program team is responsible for administration and content, which incorporates participant feedback, while allowing mentorship pairs to develop into fruitful professional relationships. For the FY2024 cohort, the team engaged an outside expert to conduct an "Establishing Your Mentor Relationship" workshop at the outset to foster and expedite connections between mentorship pairs.

LEADERSHIP DEVELOPMENT PROGRAM

The objectives of NetScout's purpose-driven Leadership Development Program ("LDP") are to develop leaders who:

- Connect themselves and their team with NetScout's purpose and mission

- Build high-trust, high-performing teams

- Think of leadership as a craft

"

LDP is one of the best training programs I have had in my career. The honest, safe space that is created allows you to have many interactions with a group of peers. You share your goals and struggles and collectively work on activities aimed to help productivity. I found the classes motivating, and building the relationships has proven its worth, time and time again. "

Heather Broughton
AVP, Product Marketing, NetScout

"

Leadership Development Program (LDP) truly helped me to become a better NetScout leader. Participating in the program helped me shift my mindset from 'managing' to 'leading' and take leadership to the next level by learning to develop future leaders so NetScout and the culture we are building continues to thrive and be successful. "

Mitzi Sapp
AVP, Customer Success, NetScout

WELLNESS AND BENEFITS

We believe when our team members are taken care of, they are empowered to perform at their highest levels and live happier, healthier lives. In support of our employees' well-being, we curate a variety of free, virtual programs focused on physical, emotional, family, and financial topics in a rolling, monthly wellness calendar. We refresh and promote the programs regularly via newsletters and our intranet.

Global well-being programs include:

- **Employee Assistance Program (EAP):** Our EAP provides individual, tailored support to employees and their families, covering a range of needs from mental health counseling and crisis support to work-life assistance and life coaching, available confidentially, 24/7.

- **Wellness Platform:** We offer a robust wellness platform that offers hundreds of classes that can be used by employees and all their family members for free. There are a variety of fitness, nutrition, and mindfulness classes available.

We offer a competitive compensation and benefits package to attract, retain, and motivate our employees. Our compensation package includes market-competitive salary, and equity incentive compensation, an Employee Stock Purchase Plan, retirement benefits, health benefits, paid time off and leave benefits.

GLOBAL STEPS CHALLENGE

In FY2024 we organized two virtual steps challenges, a fun way to bring all our global employees together for healthy competition.

To spice it up, we offered team and individual prizes. Any activity could count towards steps, including biking, kayaking, gardening, and kickboxing. In the first challenge we had 534 walkers in 80 teams, and for the second challenge there were 380 employees in 62 teams. Eighteen countries were represented in both rounds. As a company, employees logged more than 262 million steps – the equivalent of walking five laps around the world!

As our teams progressed through these themed challenges, we learned about eco-friendly cities around the world and interesting ways they help protect the environment including shark sanctuaries in Micronesia and an entire city heated by underground springs. We also had the opportunity to learn about different celebrations and festivals around the world including Tanabata (Star Festival) in Japan and the Water Festival in Thailand.

The virtual steps challenges energized our global workforce while fostering camaraderie, celebrating diverse cultures, and promoting environmental awareness.

Employees enjoyed participating, and shared this feedback in surveys at the conclusion of the events:

" *What made this walking challenge truly special was its role in fostering teamwork and camaraderie among us colleagues. By participating together and sharing our progress, we developed a sense of unity and support.* "

" *Thank you for organizing the walking challenge. I truly appreciate the opportunity to engage in such activities that promote a healthier lifestyle and a sense of community within our office.* "

" *It was a great motivational perk that challenged me to get out during the day and take walking breaks as time permitted.* "

HEALTH AND SAFETY

NetScout is committed to the health and safety of all our employees and contractors. NetScout is also committed to complying with all applicable health and safety laws, regulations, and requirements, identifying and assessing opportunities to reduce workplace hazards and risks, and providing healthy and safe working conditions in our workplace, including maintaining work areas, equipment, and systems.

NetScout's Health and Safety Council, which is chaired by our VP of Business Operations, is responsible for our health and safety policy, managing and coordinating health and safety regulatory compliance, and tracking goals and results. The Council reports to senior executives, and its results are reported to the Nominating and Corporate Governance Committee of the Board of Directors as part of the committee's comprehensive review of ESG.

NetScout maintains a publicly available Health and Safety Policy. The policy, which was recently revised, outlines our commitments and expectations regarding health and safety.

OUR GLOBAL COMMUNITY

BRIDGING THE DIGITAL DIVIDE

In the words of our CEO, "as Guardians of the Connected World, we bear special responsibility for keeping the world connected." To fulfill this mission in our communities, our social impact programs focus on helping to bridge the digital divide.

As defined by National Digital Inclusion Alliance, the digital divide is the gap between those who have affordable access, skills, and support to effectively engage online and those who do not. As technology constantly evolves, the digital divide prevents equal participation and opportunity in all parts of life, disproportionately affecting people of color, Indigenous peoples, households with low incomes, people with disabilities, people in rural areas, and older adults.

To help address these inequities, we have partnered with nonprofit organizations that strengthen those communities with connectivity and foundational digital skills, STEM and tech awareness programs for students, and technical skills training and career opportunities in tech for people from under-resourced and underrepresented communities.

In FY2024, we continued support for our digital divide impact partners with grants to Tech Goes Home for digital skills programs in Roxbury, Massachusetts, NPower's Command Shift Coalition, and the CARDBoard Project and Dallas Innovation Alliance for (Em)powerment PopUps.
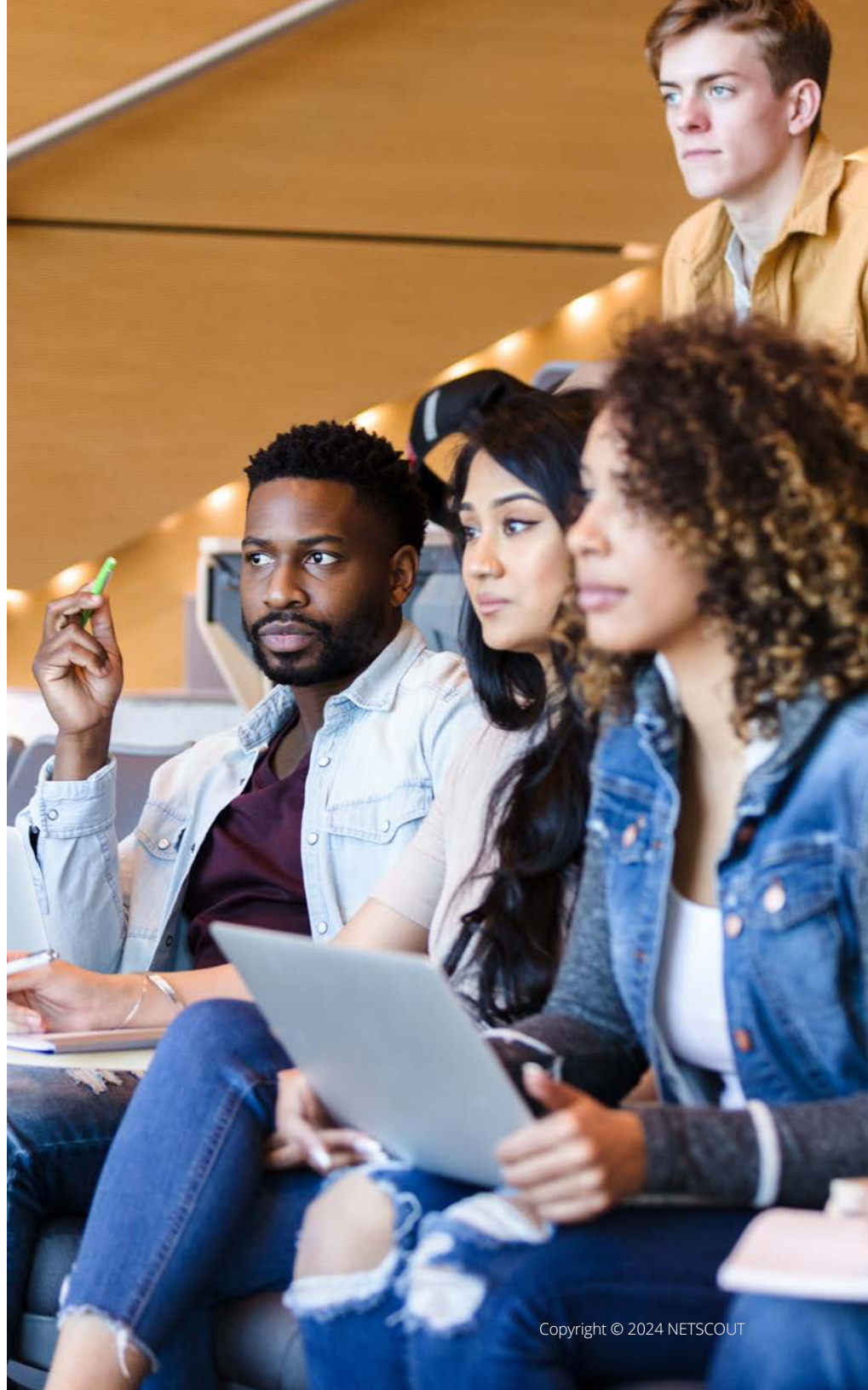
IMPACT PARTNER: SHOOTING STARS FOUNDATION

All Girls Hackathon

Hackathons can play a significant role in building digital skills by fostering innovation, collaboration with peers and industry mentors, and the opportunity to experiment with coding and technical skills. By inviting students into our office, empowering them with the tools, knowledge, and encouragement from our employee mentors, we can help them build confidence in their technology skills and inspire them to pursue STEM as a career pathway.

NetScout hosted its 10th civic hackathon in collaboration with Shooting Stars Foundation ("SSF"). Held at NetScout's office in Allen, Texas, this event was an 8-hour, all-girls hackathon that challenged students to think about hard problems and then to uniquely build and

design solutions to solve these problems utilizing their STEM and leadership skills. We had the pleasure of working with 68 girls in grades 6-12 representing more than 30 schools from 15 cities including Allen, Frisco, McKinney, and Plano. Prominent local leaders participated as keynote speakers and many community representatives attended. In advance of the event, Shooting Stars Foundation offered registered students the opportunity to attend free workshops in website design, app building, and leadership-focused areas.

More than 30 NetScout employees volunteered as mentors, guiding brainstorming, and advising the participants on their projects; as judges for the final presentations; and as general event support. We appreciate that so many people gave their time to work with the students at the

hackathon. Volunteers and mentors enjoyed the experience and were impressed with the quality of the students' projects.

The mission of Shooting Stars Foundation is to empower communities to break the cycle of generational poverty through STEM education. SSF offers a variety of programming including specialized workshops in areas such as cybersecurity, sustainability, personal financial planning, entrepreneurship and corporate-sponsored events like hackathons and tech immersion programs. SSF serves students from elementary through college and engages student volunteers as program leaders.

THE HEART OF GIVING

Employee Giving

Our employee Guardians, through their passion and desire to help those in need, are at the heart of our giving program. Employees across the globe take the initiative to identify, plan, and participate in charitable efforts within their own communities.

Our global giving programs are open to all full-time and part-time employees. Employees can support their favorite causes with matching gifts, individual volunteer grants, and team volunteer projects. A unique feature of our giving programs is the emphasis on supporting employee giving priorities through community grants, team volunteer grants, and an open, year-round matching gift program.

Heart of Giving Community Grant Program

Working with local community foundations, our employees identify a meaningful theme for each year's grant and research local charitable organizations that meet the year's criteria.

Employees are part of the philanthropic process from beginning to end— from learning about community needs and reading grant proposals to selecting finalists and planning volunteer service projects. We are not just writing checks – we provide human capital, too. Volunteer service is an important part of our grant program and our corporate culture.

In FY2024, our Westford office partnered with the Greater Lowell Community Foundation to award a $10,000 grant and our volunteer service through our Heart of Giving community grant program to Project Kompass, a nonprofit organization that provides secure housing and support to young adults at risk of homelessness. An additional $5,000 in grants were allocated to Women's Money Matters and UTEC for programs in support of mental health programs for young adults, ages 18-25.

In our Allen office, we partnered with Communities Foundation of Texas to award a $10,000 grant and our volunteer service to Meals on Wheels Collin County, a nonprofit organization that provides nutritious meals for disabled and older adults to combat hunger and isolation, enabling them to remain healthy and independent within their homes, families, and communities. An additional $5,000 in grants were allocated to the Texas Ramp Project and Seniors Pet Assistance Network for programs in support of seniors and elderly in the community.

Volunteer Time Off

In FY2024, NetScout established a Volunteer Time Off Policy, which encourages NetScout employees to participate in their local community engagement opportunities. The policy provides all full-time and part-time employees with 16 volunteer hours per calendar year for involvement in volunteering projects during the normal working week. Employees may elect to participate in NetScout team volunteer projects or other NetScout-sponsored volunteer or community engagement efforts or may independently volunteer with registered nonprofit organizations or accredited public and private K-12 schools, colleges, and universities.
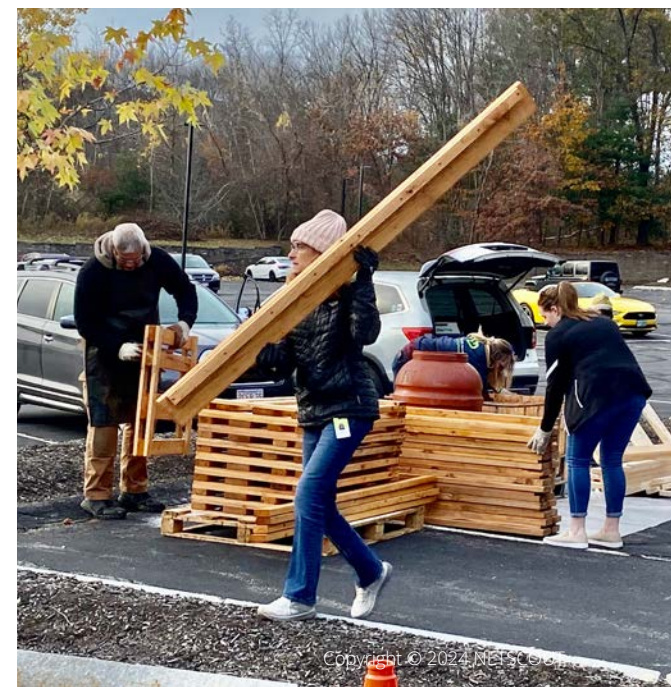
TEAM VOLUNTEER PROGRAM

The team volunteer program is about empowering employees to drive social impact in our local communities. Everything is in the hands of employees—from recognizing the community need and deciding to do something about it, to working with the organization to plan the volunteer event, submitting a proposal to our corporate social responsibility team, recruiting volunteers, and organizing and leading the effort.

We are proud of our unique team volunteer program which started in 2013 (FY2014) with one project at an elementary school in San Jose. In FY2024, our employees completed 31 projects in 6 countries, and we reached a milestone of completing 200 team volunteer projects.

Volunteer opportunities are an essential way to better understand how local non-profits support vulnerable people in our community. For many employees, it is a powerful, eye-opening experience. It also can provide an occasion for employees to share their own individual experiences or background and share why a cause or a particular organization is important to them.

One of the more rewarding outcomes is the lasting relationships employees build with the nonprofits and with each other. The program has evolved to include a mix of favorites that run each year along with new projects – for new organizations or locations or led by new team captains.

MILESTONE: OUR 200TH TEAM VOLUNTEER PROJECT

Our 200th team volunteer project was at the Northern Illinois Food Bank in Geneva, Illinois.

Twelve members of our North Central sales team spent an afternoon unloading, sorting, and packaging 5,480 pounds of food, which provided meals for 4,567 families in the Chicago area. Craig Krupke, NetScout regional director for the North Central region, was the team captain and spearheaded the effort.

" *I didn't realize we had done so many team projects. It's pretty cool to step back and take that in. And it's all done organically, driven by employees— individuals see a need in the community and organize company support. We have volunteered at the Northern Illinois Food Bank for the last eight or nine years, usually around the holidays. I always walk away impressed by the work they do and the sheer scale of their operations to address hunger relief. It really puts things in perspective.* "

" *You get to know someone more personally, on a different level. With our day-to-day work, we're in the field always focused on our customers and prospects. This is a chance to build bridges with each other, which helps collaboration. There's a great sense of camaraderie, and we have fun while helping our community. I feel fortunate to be part of NetScout's culture of giving back and appreciate the support of our leadership team.* "

Corporate Giving

In addition to employee giving, NetScout provides corporate donations and sponsorships that range from local community investment and support to digital equity and inclusion and disaster recovery and relief.

Review and Oversight

NetScout's Charitable Advisory Committee provides oversight of the Heart of Giving and other corporate philanthropy and community investment programs. This committee, with representatives from several functions and chaired by our Chief Operating Officer, approves program offerings, guidelines, and budget.

The Director of Corporate Social Responsibility provides program management, connects employees to the Heart of Giving mission and goals, supports global employee giving and volunteering efforts, and builds relationships with our key philanthropic and community partners.

The Heart
of Giving
Helping You Help Others

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OUR PLANET

NetScout is committed to environmental responsibility in both our operations and products.

Demonstrating product leadership through sustainability by design and helping our customers reduce their environmental footprint is an important part of the sustainability pillar of our ESG program. Equally important is our focus on addressing the environmental footprint of our own operations, including the management of GHG emissions. We are proud to report progress in both areas in FY2024.

Highlights of our approach to environmental responsibility in FY2024 include:

Our commitment to achieve science-based GHG emissions reduction targets.

Making significant progress to address the sustainability of our products, including a reduction in the amount of energy consumed by our InfiniStream solution.

Continued improvements in data collection process that enable us to better understand and address our environmental impact.

Photo: Rob Miskowitch, Labor Day Lift Off

SUSTAINABLE OPERATIONS

We are committed to addressing the environmental footprint of our own operations. We do this through our management of our inputs – materials, energy, and water – and our outputs – GHG emissions and material waste.

Managing our Operational Footprint

Our Sustainable Operations working group, which reports into the Office of ESG, is tasked with evaluating and working with our internal and external stakeholders to manage the environmental footprint of our own operations. At ENGAGE, our annual technology and user summit held in October 2023, NetScout's sustainability lead met with customers and other key business partners and shared our sustainability initiatives. The Sustainable Operations working group also led internal engagements with different employee groups on our efforts to address operational and product sustainability.

Given our data centers are the largest contributor to NetScout's scope 1 and 2 emissions, the Sustainable Operations working group works closely with our engineering, information technology, facilities, and finance teams to manage energy efficiency and to promote sustainability-related programs for our data centers. Environmental considerations and efficiency are integrated into strategic planning for our data centers during maintenance and upgrades. Such considerations include the transfers of infrastructure to cloud where feasible and the consolidation and increased efficiency of existing server rooms and data centers.

NetScout maintains a publicly available Environmental Policy that outlines our commitment to integrating environmental responsibility into our business practices. The Environmental Policy was recently updated and is regularly reviewed by the Office of ESG.

ENERGY MANAGEMENT

A key component of our approach to energy management is our ongoing effort to address the efficiency of our existing server rooms and data centers. In 2020, NetScout initiated a multiyear project to improve the efficiency of our global Engineering labs. This project has included efforts to identify and decommission assets that are no longer needed to achieve our strategic goals.

In FY2024, we advanced the energy efficiency of our Engineering labs, which included the closure of research and development server labs in the United Kingdom, Ireland, Germany, and the United States. Additionally, we identified and decommissioned over 200 individual devices in our San Jose facility. Decommissioned devices from San Jose or closed labs were either reused in our Allen, Texas facility, or processed as part of our e-waste and recycling initiatives.

To reduce the environmental impact of our computing resources, we approach operations from different perspectives:

Global System Design

- Consolidate lab sites to fewer, energy-efficient locations.
- Shift to cloud for select functions.
- Improve visibility and tracking of devices and energy consumption to inform strategy.

Lab Infrastructure Efficiency

- Implement equipment consolidation, hardware relocation, and virtualization.
- Optimize for facility energy efficiency, segregating hot/cold aisles, optimizing cooling fans and heat disbursement, improving power distribution efficiency.

User Behaviors

- Retire un-used equipment to reduce energy consumption.
- Promote lean operations such as upgrading to more efficient versions, powering devices off when not in use, enabling sleep modes for screens and hardware, and deleting data once no longer required.

One program that highlights how energy visibility combined with better lab management practices can enable lean behaviors is the progress we made on a power saving initiative at our development center located in Modena, Italy. Lab energy consumption has been reduced by approximately 20% as a result of automated power-saving processes enabled by this internally developed program. We intend to expand this approach to additional NetScout facilities.

We also developed and implemented a new update for our InfiniStream software and accelerated the roll out of that update across relevant Engineering labs. Facilities, including Pune, Bangalore, and Westford, demonstrated measurable energy savings from the deployment of those efficiency updates.

Additionally, we have made efforts to optimize the building thermal management systems and upgraded to internal and external LED lighting at our Westford, Massachusetts headquarters.

WASTE

Product Transport and Packaging

Managing product transportation and the amount of packaging we purchase is part of addressing our own operational sustainability.

We continue to look for opportunities to optimize packaging to prevent product damage while reducing waste. In FY2024, this included starting an inventory of the current packaging used for NetScout products with the goal of assessing our packing practices and identifying where we can reduce the amount of packaging materials used per product.

Recycling and Composting

Maintaining and expanding recycling and composting initiatives at NetScout facilities is also part of addressing our operational sustainability. In FY2024, we began reducing our use of plastic at NetScout facilities, including efforts to eliminate single-use plastics from employee facilities. Our Allen, Texas site maintains compost bins for food waste and we continue to look for opportunities to reduce the amount of single-use packaging, containers, and cutlery in key facilities.

WATER

NetScout consumes a very low volume of water. NetScout's water usage is for general office use and sanitation services only. NetScout does not withdraw or use water within any form of manufacturing, production, or cooling process. NetScout currently tracks and monitors water usage at our larger facilities in the United States.

CLIMATE CHANGE

NetScout is committed to doing its part to address the critical issue of climate change. We are working with our customers, partners, and suppliers to reduce GHG emissions from our own operations and from our products, including efforts to help our customers meet their own climate-related goals.

Our Nominating and Corporate Governance Committee oversees NetScout's ESG policies and programs, including efforts and initiatives related to NetScout's climate-related issues. At the management level, our Senior Vice President and General Counsel, in his role as Chief ESG Officer, is responsible for the development and implementation of ESG efforts, including climate-related initiatives, in cooperation with the management team and business operations leaders.

Additional information on our approach to climate-related governance, strategy, and risk management is contained in the TCFD Index included in this 2024 ESG Report.

NETSCOUT'S SCIENCE-BASED TARGETS

NetScout formally committed to set near-term company-wide GHG emissions reduction targets in FY2024 in line with the standards developed by the Science Based Targets initiative ("SBTi"). The SBTi is a global non-profit that develops standards, tools, and guidance used by over 5,000 companies around the world to take climate action. According to the SBTi, targets are considered 'science-based' if they are in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to 1.5°C above pre-industrial levels. In April 2024, NetScout submitted GHG emissions reduction targets to the SBTi for validation of meeting or exceeding this standard.

NetScout set science-based GHG emissions targets in part because addressing the environmental footprint of our own operations, including the management of GHG emissions, has been an important pillar of our ESG program. Equally important, many of our global customers are also setting science-based targets and asking us about our efforts and targets; setting and achieving targets of our own helps NetScout better support these customers in achieving their targets.

We made a commitment to reduce our GHG emissions in the near-term, with specific goals to reduce our Scope 1 GHG emissions by 57.4% and our Scope 2 GHG emissions by 42% by FY2030, from a FY2022 baseline. Additionally, we made a commitment to reduce Scope 3 GHG emissions from the use of our sold products (category 11) on an intensity basis by 51.6% by FY2030, also from an FY2022 baseline.[5,6]

Emissions Baseline and Near-Term Reduction Target

Emissions Category	FY2022 Baseline	FY2030 Target
Scope 1 (mtCO$_2$e)[7]	760	**57.4%** Reduction
Scope 2 (Market-based) (mtCO$_2$e)	11,000	**42.0%** Reduction
Scope 3 category 11 – Use of Sold Products (mtCO$_2$e/$mil product gross profit)	224	**51.6%** Reduction

Our commitment to reduce GHG emissions is currently under review by the SBTi, and we expect validation of our GHG emissions reduction targets within calendar year 2024. However, our efforts to reduce GHG emissions from a FY2022 baseline are already underway (see details on our GHG emissions inventory in the TCFD Index included in the Appendix).

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[5] The specific Scope 3 target submitted to the SBTi is to reduce Scope 3 GHG emissions from the use of our sold products by 51.6% per million USD of gross profit from NETSCOUT products by FY2030, from an FY2022 baseline.

[6] Scope 1 emissions are direct GHG emissions that occur from sources that are controlled or owned by NETSCOUT (i.e., emissions from fuel combustion in natural gas furnaces, or fugitive refrigerants from heating, ventilation, and air conditioning ("HVAC") systems). Scope 2 GHG emissions refers to indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling. Scope 3 emissions refer to all other indirect emissions, including supply chain emissions and emissions from the use of products.

[7] Meaning metric tons of carbon dioxide equivalent, which converts the emissions of each GHG (CO2, CH4, N2O, etc.) into an equivalent amount of CO2 based on the global warming potential of the relevant GHG.

NetScout's Decarbonization Pathway

Together with our science-based targets, NetScout has developed a preliminary decarbonization pathway to identify and execute on multiple workstreams that we believe will help us meet our climate-related targets, and which we intend to use when measuring interim progress towards our targets. These workstreams include:

- **Scope 1:** Reducing natural gas use at high-use locations (i.e., our San Jose facilities); reducing vehicle use for relevant internal functions; and addressing hydrofluorocarbon ("HFC") leaks from HVAC systems.

- **Scope 2:** Increased power-savings from deploying automated systems during the weekend; improved consolidation and efficiency of existing Engineering labs and other hardware infrastructure; continued efforts to reduce electricity consumption and associated GHG emissions by moving to energy efficient co-location and cloud server systems.

- **Scope 3:** Product efficiency improvements for existing NetScout products, including the NetScout InfiniStream, which results in reduced electricity consumption and associated GHG emissions on an intensity basis. Additionally, in calendar year 2024 we began detailed lifecycle assessments for NetScout products and expect to use the findings of these lifecycle assessments to identify further opportunities to reduce our Scope 3 GHG emissions.

In FY2023 and FY2024, we achieved measurable reductions in Engineering lab electricity use, driven by server and lab consolidation. Additional emissions reductions were driven by migration of business IT systems to the cloud, office building efficiency improvements, and improved maintenance practices for HVAC systems that use HFCs, a potent greenhouse gas. We continue to assess and consider additional measures to reduce our GHG emissions.

Together, these efforts to address our GHG emissions in FY2023 and FY2024 have led to a 55% reduction in Scope 1 GHG emissions from a FY2022 baseline,[8] meaning we have already made significant progress with respect to one of our three science-based targets. As part of our commitment, we look to maintain our progress and drive similar reduction in our Scope 2 GHG emissions and in our Scope 3 emissions on an intensity basis.[9]

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[8] This statement is based on GHG emissions inventories conducted by NETSCOUT. NETSCOUT has not obtained independent third-party verification of its GHG emissions inventory or disclosures.

[9] Progress on reducing our GHG emissions are monitored and assessed by the Office of ESG, which operates under the strategic direction of the CEO and is chaired by NETSCOUT's General Counsel. The Office of ESG is responsible for the development and implementation of our ESG program, including climate-related matters. Independent third-party verification of claims subject to California AB 1305 has not been obtained.

OUR SCIENCE-BASED TARGETS AND DECARBONIZATION PATHWAY

Measuring our Carbon Footprint

In FY2024, NetScout made continued progress in measuring its carbon footprint. We continued to improve our data collection for Scope 1 and Scope 2 GHG emissions globally.[10] Additionally, in this 2024 ESG Report we are disclosing newly assessed categories of Scope 3 GHG emissions, including purchased goods and services (including cloud services), transport, capital expenditures, and use of sold products.

These improved and additional measurements will continue to assist NetScout in developing appropriate and practical strategies to reduce GHG emissions.

Our GHG Emissions Summary

Greenhouse Gas Emissions	FY2022	FY2023	FY2024
Scope 1 (mtCO$_2$e)			
	760	410	340
Scope 2 (mtCO$_2$e)			
Location Based	11,500	11,200	10,700
Market Based	10,900	10,800	10,500
Relevant Scope 3 (mtCO$_2$e)[11]			
	107,000	77,000	54,000

[10] For more information on the methodology used to recalculate GHG emissions, please refer to the GHG Emissions Inventory included in the TCFD Index.

[11] The Scope 3 GHG emissions included in the 2024 ESG Report are consistent with the GHG Protocol, with the following categories of Scope 3 identified by criteria including their relevance to the business and the availability of data for FY2024 and prior reporting periods

Our GHG Emissions Trends

As shown in the charts, over the last several years our scope 1 emissions have significantly decreased due to initiatives to curb refrigerant leaks and reduce natural gas consumption at key sites.
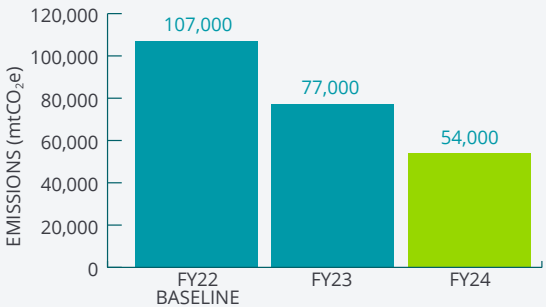
For emissions from electricity (scope 2), we see a historical reduction of approximately 2% each year. To decarbonize faster going forward to meet our target, we are scaling up the efficiency work which we have successfully piloted.

Our relevant scope 3 emissions are primarily attributable to "use of sold product" emissions. As we continue to introduce more power-saving features, we anticipate these emissions to continue to decrease.

Scope 1 Trend & Science-Based Target

Values (EMISSIONS mtCO$_2$e):
- FY22 BASELINE: 760
- FY23: 410
- FY24: 340
- FY30 TARGET: 322

Scope 2 Market-Based & Science-Based Target

Values (EMISSIONS mtCO$_2$e):
- FY22 BASELINE: 10,900
- FY23: 10,800
- FY24: 10,500
- FY30 TARGET: 6,329

Relevant Scope 3 Trend

Values (EMISSIONS mtCO$_2$e):
- FY22 BASELINE: 107,000
- FY23: 77,000
- FY24: 54,000

SUSTAINABLE PRODUCTS

Demonstrating product leadership through sustainability by design and helping our customers reduce their environmental footprint has been a pillar of our ESG program since its inception. NetScout helps customers minimize the footprint of their data centers, both in terms of power consumption and materials. We engage with our customers and channel partners at our user events and various business meetings to better understand their sustainability priorities and to share with them our sustainability priorities and activities.

Our efforts to address product sustainability in FY2024 included improvements to the energy efficiency of key products including our InfiniStream solution, and efforts to establish sustainability by design requirements for new products.

Sustainability by Design

Our sustainability-by design efforts consider operational impact and resources, including system and product design choices for minimal resource footprint:

System Design Processes:

- Engaging with key suppliers to better understand supply-chain sustainability of our products. Our efforts include obtaining embodied carbon inputs, materials, weights, packaging, and transportation information for screening lifecycle assessment studies.

- Augmenting product design, benchmarking, and test phases with power consumption visibility for software enhancements and hardware choices.

- Validating product efficiency improvements by collaborating with customers to understand operational impact

Product Design Principles:

- Integration of service types, such as network service assurance and cybersecurity, within a shared platform.

- Platform flexibility, including software designed for the cloud, thus enabling high-efficiency data center utilization.

- Reduced CPU and power usage, via lean design principles to minimize wasted energy.

- Reduced storage requirements reducing the number of appliances, servers, and disks required to store data and the associated operating costs for building space, power, and utilities to house and maintain these resources.

ADDRESSING SUSTAINABILITY IN THE NETSCOUT INFINISTREAM SOLUTION

As a software company with significant expertise in hardware, the energy efficiency of our platforms is a top priority for NetScout.

During product development and testing we monitor power consumption to optimize our designs to increase the efficiency of software and hardware deployed at customer sites.

Our sustainability efforts have led us to measure and validate energy consumption in customer environments. In FY2024, we engaged with select customers to conduct an energy study to better understand their operational InfiniStream electricity consumption patterns. Released in July 2023, our new InfiniStream solution features an innovation that, in this study, resulted in an average reduction in electricity consumption of 23% for our participating customers – with no trade off in optimized performance. We anticipate our new InfiniStream product will save our customers energy in both physical and virtual deployments and meet or exceed the same rigorous uptime and processing requirements.

23%
Energy Savings

*" Our new InfiniStream solution... resulted in an average reduction in electricity consumption of **23%** for our participating customers – with no trade off in optimized performance "*

Vendor Sustainability-by-Design Requirements

Once complete, our sustainability-by-design requirements are intended to provide guiding principles for product design and measurable metrics for reporting on progress. We intend to introduce our sustainability requirements to our vendors in FY2025 and begin applying sustainability-by-design requirements for new products in FY2026.

Responsible Disposal of Electronic Goods

NetScout is committed to the responsible disposal of electronic assets at the end of operational life, ensuring the most effective management of all electronic assets and responsible recycling of electronic waste. Whenever possible, we seek to re-use and redeploy electronic assets. If assets cannot be redeployed internally, NetScout will consider other uses or whether the asset needs to be "scrapped" and sent for recycling. We first remove and destroy data with oversight from the IT Security Team, and data deletion is required to meet NIST 800-88 standards. NetScout then works with vendors that meet Responsible Recycling ("R2") or e-Stewards certification for recycling of electronics. For equipment in the European Union ("EU"), NetScout complies with the WEEE Directive that sets out responsibilities regarding the collection and recycling of electronic waste and has developed a take-back program for proper disposal of NetScout products at reputable recycling centers. NetScout maintains a public Responsible Disposal of Electronic Assets policy.

Chemicals of Concern

To address potential chemicals of concern in our products, NetScout has established and implemented a Restricted Substance Compliance Program to ensure that all products comply with all applicable requirements related to restricted and hazardous substances. This includes compliance with the EU Restriction of Hazardous Substances Directive ("RoHS"), EU Registration, Evaluation, Authorisation and Restriction of Chemicals ("REACH"), and the China RoHS, among others.

OUR COMMITMENT TO SECURITY

In 2023, the FBI Internet Crime Complaint Center received a record number of cybercrime complaints: 880,418 complaints representing nearly a 10% increase over 2022 with potential losses exceeding $12.5 billion.[12] We understand the critical importance of ensuring data privacy and digital security throughout the enterprise in light of the ever-growing and ever-evolving threat of cybercrime. This is a crucial part of our customers' operations, compliance, and risk management, just as it is for NetScout.

For our part, NetScout is vigilant in protecting personal data and digital assets and complying with the highest standards of privacy and security. We take a layered defense approach to protect confidentiality and prevent data compromise and breaches, including, among other steps, technology safeguards, physical safeguards, and organizational safeguards including training and awareness programs.

Security for Today's Digital Infrastructure

In 2023, NetScout via its ATLAS platform observed 13,142,840 DDoS attacks. Hacktivism increased ten-fold and water torture attacks continued to rise targeting critical systems at the heart of the internet's control plane. This surge underscores a stark reality: Without proper DDoS protection, organizations are left desperately trying to mitigate an attack that is already causing major damage. The repercussions of an unmitigated DDoS attack extend beyond mere inconvenience; they manifest in tangible crises. Critical hospital services, including scheduling, can grind to a halt, risking lives when seconds count. Businesses face not only significant financial hemorrhaging but also erosion of customer trust that took years to build. And for network operators, the relentless barrage of DDoS threats creates a siege-like environment, with a constant state of security fatigue replacing the essential proactive stance needed to safeguard their digital assets.

Cyber resilience is therefore now an essential component of business resilience. NetScout's expertise in deep packet inspection and network traffic visibility technology that operates at scale has enabled us to provide solutions critical to maintaining the security of our customer's digital infrastructure. Our DDoS attack protection suite is embedded into the services of the largest communication providers in the world and is relied upon by their customers for the availability of their digital services. Our thought leadership around internet threat intelligence has and continues to bring global awareness to emerging DDoS attack tactics such as carpet bombing, multi-vector attacks, and bot-sourced attacks. Our goal is simple: keep the internet safe so that everyone can continue to benefit from the power of the connected world.

[12] Federal Bureau of Investigation, Internet Crime Report, 2023. https://www.ic3.gov/media/pdf/annualreport/2023_ic3report.pdf

Innovating for a More Secure World

As more organizations embrace cloud technologies and expand their operations across a globally distributed digital ecosystem, safeguarding this expanded threat surface requires a reinvention of security measures to protect against evolving cyber threats. NetScout's vision of providing visibility without borders has driven us to apply our technology to solutions that provide comprehensive visibility across an enterprise's entire digital infrastructure, real-time threat detection at source, and retrospective cyberthreat investigation and hunting.

The security features of our products are designed to help our customers mitigate data risks, such as unavailability, loss or unauthorized access, destruction, use, modification, or disclosure. At the same time, they allow users to customize their security posture in several ways, from how they configure their operating system and intra-system communications to access control of individual modules, role-based data visibility, and packet and data storage configurations.
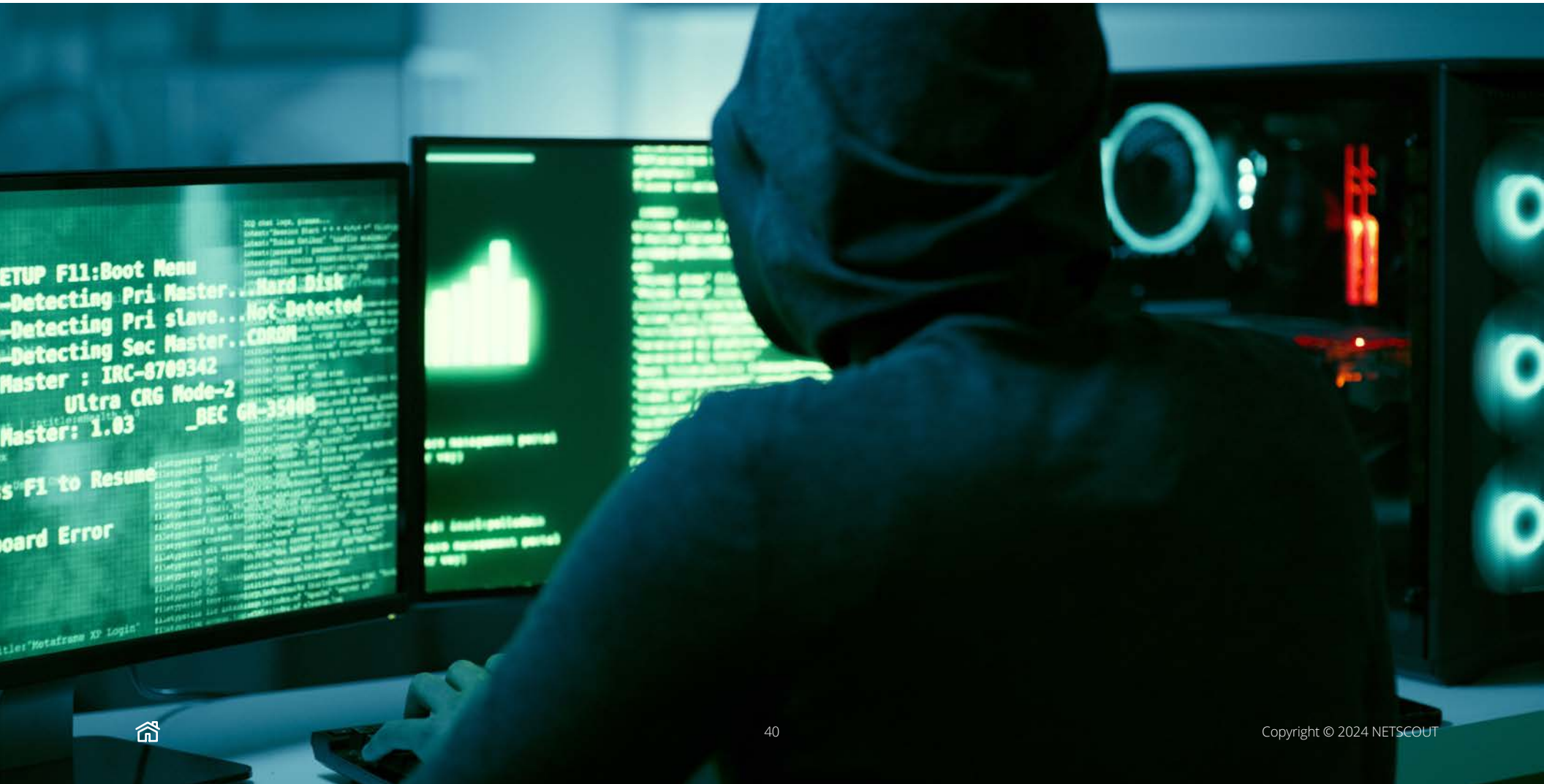
WORKING WITH OUR STAKEHOLDERS FOR A MORE SECURE WORLD

Global visibility is key to assessing the DDoS threat landscape.

Without visibility, it would be extremely difficult to create a timeline of global threats and traffic events, identify trends, and adequately prepare for and defend against network-based attacks such as DDoS. NetScout has the privilege to work in partnership with our customers to support a global internet cleanup effort. Our global sensor network gives NetScout unparalleled visibility into networks around the world, allowing us to see a staggering 401+ Tbps average of internet traffic in real time – an estimated 50 percent of international transit capacity.

Our knowledge, experience, and technology and security practices enable us to accurately detect, alert, and mitigate unwanted traffic from any network and provide comprehensive traceback for forensic analysis. This multi-layered, adaptive perimeter protection strategy is necessary to ensure availability for internet-facing organizations and their downstream customers.

DDoS Threat Intelligence Report

The distributed denial-of-service (DDoS) threat landscape continues to be mired in geopolitical tension. DDoS hacktivism groups new and old are increasing activity across the globe. Attack methodologies such as carpet bombing and DNS water torture continue to rise in prevalence. A "sophistication gap" has been noted regarding the complexity of attacks, with some using custom tools and complex architectures and others using basic, often free services to launch attacks. Agile, targeted defenses are a necessity for enterprises and service providers of all shapes and sizes. The 12th issue of NetScout's global DDoS Threat Intelligence Report covers this, and much more, to help inform on the latest DDoS threats.

Threats

The rise of tech-savvy and politically motivated DDoS hacktivism that transcends geographic borders, as exemplified by groups such as NoName057(16) and Anonymous Sudan in 2023, signifies a distinct shift in the global cybersecurity landscape. These groups demonstrate not only advanced technical prowess but also the ability to harness such skills for varied political agendas. This trend marks a new era in cyberattacks, profoundly impacting networks and organizations worldwide.

Targeting

Imagine an unseen world where a hidden epidemic of malicious activity thrives. Beneath the surface of normal internet traffic, analysis reveals a growing infection of DDoS attacks targeting authoritative and recursive Domain Name System (DNS) servers, the unsung heroes of the internet's infrastructure. From groups such as Lazarus Bear Armada (LBA) in 2019 to more successful operations run by Anonymous Sudan, DNS query floods can cause a domino effect, knocking systems offline that serve hundreds to thousands of websites. Massive industries such as gaming and gambling experience similar collateral damage when gaming servers, hosting tens of thousands of users, experience increasing waves of DDoS attacks.

Defense

A "sophistication gap" in DDoS attacks is becoming increasingly evident. On one end, advanced attackers employ custom tools and cloud infrastructure; on the other, some still use basic, often free services. This disparity demands quick and targeted responses to effectively safeguard against these evolving cyberthreats.

Our Information Security Program

NetScout has implemented and maintains information security processes designed to identify, assess, and manage material risks from cybersecurity threats to our critical computer networks, third party hosted services, communications systems, hardware and software, and our critical data, including intellectual property, confidential information, and the information of our customers and employees ("Information Systems and Data").

Our information security program includes:

- Annual information security awareness training for employees involved in our systems and processes that handle customer and employee data and audits of our systems and enhanced training for specialized personnel. We have instituted regular phishing email simulations for all employees and all contractors with access to corporate email systems to enhance awareness and responsiveness to such threats.

- Review and assessment by external, independent third parties to test and validate our program. We achieved ISO 27001 certification demonstrating our adherence to ISP best practices, including risk assessment, protection against threats, legal compliance, and incident response and mitigation.

- Data security incident response plan that provides controls and procedures for timely and accurate reporting of any material cybersecurity incident, along with regular review, training, assessments, and exercises.

Security and Privacy Compliance

NetScout is committed to managing its legal and contractual compliance obligations with respect to security and privacy laws, including the EU General Data Privacy Regulation and the California Consumer Privacy Act. We have devoted considerable resources to ensuring compliance with applicable data privacy laws and developing our privacy policy and providing regular security training to employees.

Governance and Risk Management

Our Cybersecurity Executive Council ("Council"), which is led by the Chief Information Officer ("CIO") and includes our Chief Information Security Officer ("CISO"), Chief Operating Officer ("COO"), General Counsel ("GC"), Chief Compliance Officer ("CCO"), SVP of Research & Development, Senior Director of Engineering, and AVP of Engineering, oversees NetScout's cybersecurity program, including strategy, threats, risks, and mitigations. The CISO and Senior Director of Engineering, with guidance from the Council, work to identify and assess risks from cybersecurity threats by monitoring and evaluating our threat environment and NetScout's risk profile using various methods such as implementing manual and automated tools, subscribing to services that identify cybersecurity threats, analyzing reports of certain threats and actors, conducting scans of the threat environment, evaluating our and our industry's risk profile, conducting audits and threat assessments, conducting vulnerability assessments to identify vulnerabilities, and engaging in tabletop incident response exercises.

Depending on the environment, we implement and maintain various technical, physical, and organizational measures, processes, and policies designed to manage and mitigate material risks from cybersecurity threats to our Information Systems and Data, including, among other things, an incident response plan, vulnerability management, systems monitoring, disaster recovery and business continuity plans; risk assessments; encryption of certain data; network security controls for certain systems; data segregation and access controls for certain systems; physical security measures; asset management; employee training; certain testing; and IT and software development lifecycle training. NetScout also employs certain proprietary detection tools, enabling enhanced visibility and warning systems in response to certain cybersecurity threats.

Our risk-based assessment and management of material risks from cybersecurity threats are integrated into our overall risk management processes. Cybersecurity risks are addressed as a component of our enterprise risk management program and our enterprise risk management processes include an Enterprise Risk Management Steering Committee ("Steering Committee"), led by the CCO and including members of management, that meets quarterly and considers ways to mitigate cybersecurity threats that are more likely to lead to a material impact to our business. The Steering Committee evaluates material risks from cybersecurity threats against our overall business objectives and reports to the Audit Committee of the Board of Directors, which evaluates our overall enterprise risk.

Our Board of Directors addresses NetScout's cybersecurity risk management as part of its oversight function and receives quarterly reports from the CISO and CIO concerning NetScout's significant cybersecurity threats and risk and the processes NetScout has implemented to address them. The Board of Directors also receives various reports, summaries, and presentations related to cybersecurity strategy, threats, risk, and mitigation. The Board of Directors' Audit Committee is responsible for overseeing NetScout's cybersecurity risk management processes, including oversight of mitigation of risks from cybersecurity threats. Our Council, in turn, oversees management's cybersecurity efforts.

GOVERNANCE

Board Independence

Eight of ten current directors are independent.

Board Tenure

0 to 5 Years
5 to 10 Years
> 10 Years

CORPORATE GOVERNANCE

NetScout engages in corporate governance practices designed to promote the long-term interests of our stockholders, strengthen the oversight of our Board of Directors (each member, a "Director") and the accountability of management, and reinforce our standing as a trusted member of the communities we serve.

Our corporate governance highlights include:

Accountability to Stockholders through annual board evaluations, maintaining a director resignation policy, not having a poison pill, and making efforts to fully disclose corporate governance practices of importance to our stockholders. We also maintain stockholder voting rights including no non-voting shares or multi-class shares.

Strong, Independent Leadership through our majority independent board. Currently, all Directors, other than our Chief Executive Officer and our Chief Operating Officer, are independent, and all Board Committees consist exclusively of independent Directors. We also have a Lead Independent Director with significant responsibilities to provide independent oversight of management, The Lead Independent Director and Board Chair are appointed annually by the other independent Directors, and committee members are appointed annually by the Board with periodic rotation of committee assignments. The Board holds executive sessions of the independent Directors, chaired by the Lead Independent Director, following each regularly scheduled meeting of our Board.

Responsiveness to Stockholders with year-round stockholder outreach, including responding to questions regarding corporate governance and ESG priorities. We maintain a process for stockholders and interested parties to communicate with the Lead Independent Director or other independent Directors. We have responded to investor interest in disclosure of the key skills of our Directors and our Board assessment and refreshment process, and we made and continue to make meaningful enhancements to our proxy materials, focusing on transparency, context, and readability.

Our Board Structure with five of our current Directors, including four independent Directors, elected to the Board for the first time since April 2018. We also have a Board-level commitment to diversity in our Corporate Governance Guidelines, and a diversity of skills reflected on the Board.

Our Board has established an Audit Committee, a Compensation Committee, and a Nominating and Corporate Governance Committee. The responsibilities of each committee are described in their respective written charter, which has been approved by our Board and which are available for each committee in the "Investor Relations" section of our website. During FY2024, our Directors attended on average approximately 96% of the total of all meetings of the Board and the committees on which they served.

BUSINESS ETHICS

NetScout is committed to maintaining the highest standards of conduct and ethics, including at the Board and senior management level. Our Board and CEO set the tone at the top – one that emphasizes adherence not only to all legal and compliance requirements but also to doing business "the right way" and to our other commitments and policies.

NetScout maintains a [Code of Conduct](#) which communicates standards of business conduct throughout our organization and aims to guide our actions, promote ethical behavior, deter wrongdoing, and encourage fair dealing with everyone we do business with. As our CEO has stated: "NetScout's core values embody a culture of professionalism and responsible corporate behavior. We act with integrity, compassion, collaboration, and innovation in everything we do. Our Code of Conduct builds on these values to help support fair business practices and principles, as well as the valued relationships we have with our customers, partners, and vendors."

We provide employees with education and training on the Code of Conduct annually, and likewise provide education and training with respect to our compliance programs and obligations. We review our Code of Conduct periodically with our Nominating and Corporate Governance Committee, provide quarterly updates to the Audit Committee with respect to compliance matters, and review at least quarterly with the Board material governance, legal, and compliance issues.

In FY2024, the Code of Conduct was amended to, among other things, emphasize our commitment to our values, provide more guidance and examples on conflicts of interest, include a reference to a new Generative Artificial Intelligence Use Policy, and add inclusivity as a commitment while referring to our DEI Policy.

Anti-Bribery and Corruption

NetScout maintains an Anti-Bribery and Anti-Corruption Policy. This policy sets forth NetScout's commitment to ensure that NetScout, its personnel and third parties with whom it does business comply with U.S. anti-bribery laws, the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, and local anti-bribery laws that apply in countries in which it operates.

Trade Compliance

NetScout maintains a Trade Management and Compliance Program to prohibit export and re-export where not permitted by law, as well as to screen parties, address matches against denied parties lists, prevent engaging in transactions with embargoed countries, and maintain appropriate documentation, including documenting the program in a manual for use by employees.

Fair Competition and Intellectual Property Protection

NetScout maintains a Competition Law Policy. This policy requires full compliance with all United States, European, and other applicable countries' antitrust laws (also referred to as competition laws). We take a zero-tolerance approach to anticompetitive conduct and are committed to acting professionally, fairly, and with integrity in all our business dealings.

Generative Artificial Intelligence Use Policy

NetScout maintains a Generative Artificial Intelligence Use Policy. This policy establishes guidelines for the use of generative artificial intelligence on behalf of NetScout.

Employee Compliance Training

Starting in April 2024, we updated our compliance training calendar. Employees are required to complete assigned compliance training courses between April 1 and August 31 each year, providing the flexibility to complete in a timeframe that best fits the workload of each department. Contractors are required to complete their assigned compliance training during the month of April. New employees and contractors are required to complete all assigned training courses within the first 30 days of their onboarding. Required training courses include data privacy, ethics and Code of Conduct, security awareness. Additional courses, including harassment prevention and anti-bribery, may be assigned as necessary.

RISK MANAGEMENT

Risk management at NetScout starts with the Board, which oversees enterprise risk management and oversight through the Board as a whole, as well as through various Board committees that address risks inherent in their respective areas. The Compensation Committee monitors the design and administration of our overall incentive compensation programs to ensure that they include appropriate safeguards to avoid encouraging unnecessary or excessive risk taking by senior management team or by our employees. The Nominating and Corporate Governance Committee oversees risks related to our corporate governance program.

The Audit Committee provides oversight with respect to our risk management process and litigation and compliance programs and oversees our enterprise risk management ("ERM") program. The Audit Committee also discusses with management our significant financial risk exposures, steps management has taken to monitor, control, and report such exposures, and our policies with respect to risk assessment and risk management and internal controls over financial reporting.

At the management level, NetScout has an ERM Steering Committee ("ERM Committee") consisting of a cross-function team led by our Chief Compliance Officer. The ERM Committee is tasked with identifying and assessing risks across the Company, including legal and regulatory, financial, and operational risks. The Board maintains direct responsibility for strategic risks as well as oversight, as noted above, of the other aspects of enterprise risk. The ERM Committee also oversees the functional group owners' risk management and mitigation strategies.

The ERM Committee regularly considers organization-wide perspectives and evaluates risks that may impact NetScout's objectives. The ERM Committee uses a risk ranking and assessment process to create a risk register on an annual basis, and reviews the risk register at least annually with the Audit Committee.

Additionally, the ERM Committee is supported by NetScout's Regulatory Monitoring Team, which creates a regulatory monitoring report, at least annually, which is provided to the ERM Committee.

Business Continuity

NetScout takes business continuity risks seriously, and we have programs, plans, and training in place to address them. We maintain relevant policies and procedures as part of our Business Continuity Program, which supports a robust business continuity and disaster recovery strategy for NetScout's critical systems and processes and has been developed from industry-accepted methodologies.

NetScout uses a combination of the following to address risks associated with business disruption(s):

- A bi-annual enterprise-wide Business Impact Analysis ("BIA") to establish baselines for recovery and restoration efforts as well as prioritization, with input collected from 21 functional groups across the company.

- An incident management and command center approach both at the enterprise level as well as the site level depending on the situation at hand.

- Functional level Business Continuity Plans for all critical functional areas and a documented Disaster Recovery plan for the IT team.

- A well-defined Business Continuity Test Schedule for drills, tabletop exercises, and simulations both to test our preparedness and identify potential gaps, with tests at the enterprise, function and site levels annually.

The Business Continuity Program is reviewed annually to include process enhancements and to ensure regulatory and governance compliance.

SUPPLY CHAIN RESPONSIBILITY

NetScout is fully committed to responsible sourcing. The NetScout Vendor Code of Conduct defines our expectations and obligations for all NetScout vendors, suppliers, and subcontractors. The Vendor Code of Conduct is designed to promote sustainable, safe, and fair working conditions and the responsible management of social, legal, ethical, and environmental issues within NetScout's supply chain. In FY2024, NetScout updated its Vendor Code of Conduct to better align with principles adopted by the Responsible Business Alliance.

In accordance with applicable legal requirements including the California Transparency in Supply Chains Act of 2010 and the UK Modern Slavery Act, NetScout has taken steps to help ensure that slavery and human trafficking is not taking place in its supply chains or in any part of its own business. The Company does not, in any circumstance, condone the exploitation of any child, child labor, or forced labor in any of its global operations. More detail can be found in our Statement on Child and Forced Labor.

We have established processes to identify and assess conflict minerals in the supply chain and respond to risks, consistent with applicable industry guidance, including the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. We expect our suppliers to commit to the responsible sourcing of minerals, including establishing a policy to reasonably assure that any conflict minerals in the products they manufacture do not directly or indirectly finance or benefit armed groups in the region. We report the results of our risk assessment and due diligence activities as part of our public Conflict Minerals disclosure.

NetScout complies with all applicable requirements related to restricted and hazardous substances, including, among others, the revised EU RoHS Directive 2011/65/EU known as the "RoHS II Directive" regarding restricted substances; the WEEE Directive, regarding collection and recycling of used products; the REACH – EU Regulation (EC) No. 1907/2006, concerning the Registration, Evaluation, Authorization and Restriction of Chemicals ("REACH"); China's version of RoHS entitled "Management Methods for the Restriction of the Use of Hazardous Substances in Electrical and Electronic Products"; the EU Battery Directive – Directive 2006/66/EC; the EU Packaging Directive – The Packaging and Packaging Waste Directive 2004/12/EC; and the State of California Proposition 65 regarding toxic chemicals.

More details on our commitment to compliance can be found on our Compliance page as well as our public disclosures.

APPENDIX

FORWARD LOOKING STATEMENTS AND MATERIALITY DISCLAIMER

This report contains "forward-looking statements." Forward-looking statements in this report are made pursuant to the safe harbor provisions of Section 21E of the Securities Exchange Act of 1934 and other federal securities laws. These statements are based on management's current opinions, expectations, beliefs, plans, objectives, assumptions, or projections regarding future events or results, including, but not limited to, our ESG commitments, strategies, initiatives, goals and targets; our business plans and strategy; our technology, products and services; ESG risks and opportunities; and our stakeholder engagement efforts. These forward-looking statements are only predictions, not historical facts, and involve certain risks and uncertainties, as well as assumptions. Actual results, levels of activity, performance, achievements, and events could differ materially from those stated, anticipated, or implied by such forward-looking statements. While NetScout believes that its assumptions are reasonable, there are many risks and uncertainties that could cause actual results to differ materially from forward-looking statements, including the risks discussed under the heading "Risk Factors" in our most recent Annual Report on Form 10-K and subsequent 10-Q filings with the U.S. Securities and Exchange Commission ("SEC"). NetScout undertakes no obligation to update or revise any forward-looking statement contained in this report, except as otherwise required by law.

Independent third-party verification of claims subject to California AB 1305 has not been obtained.

Any references to "material," "priority" or "relevant" in this report do not necessarily correspond to the concept of materiality used by the SEC.

We currently do not believe that NetScout's ESG goals or targets, initiatives or risks are material for SEC disclosure purposes, except to the extent referenced in our Annual Report on Form 10-K and subsequent 10-Q filings.

This report contains human capital measures or objectives that may be different from or are in addition to the human capital measures or objectives that NetScout is required to disclose in its SEC filings. For a discussion on human capital measures or objectives that NetScout focuses on in managing its business, please see the "Human Capital Management" section in our most recent Annual Report on Form 10-K.

SASB INDEX

This 2024 ESG Report is aligned with the Sustainable Accounting Standards Board ("SASB") Hardware and Software & IT Services standards, which are the most relevant to our operations. NetScout is voluntarily providing this disclosure to aid its stakeholders in understanding NetScout's business operations. Unless otherwise specified, the data and descriptions are current as of March 31, 2024, the last trading day of our FY2024.

SASB Code	Accounting Metric	Response or Cross-Reference
Environmental Footprint of Hardware Infrastructure		
TC-SI-130a.1	1) Total energy consumed 2) Percentage grid electricity 3) Percentage renewable	1) Our energy consumption in FY2024 was approximately 106,000 GJ.[1] For more information on our approach to energy consumption and efficiency, please see the "Our Planet" section of this report. 2) Approximately 93% of our electricity consumption was sourced from grid electricity. 3) NetScout is evaluating its approach to purchasing renewable sources of energy, including the potential use of renewable energy certificates or renewable power purchase agreements. A limited amount of our current energy consumption is sourced from on-site solar panels and utility renewable energy purchases.[2]
TC-SI-130a.2	1) Total water withdrawn 2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	1) Total water withdrawn in FY2024 was approximately 20.4 thousand cubic meters. Approximately 30% of water withdrawn is in regions affected by high or extremely high baseline water stress.[3] We believe this level of water withdrawal is generally aligned with technology industry peers. 2) NetScout consumes a very low volume of water. NetScout's water usage is for general office use and sanitation services only. NetScout does not withdraw nor use water within any form of manufacturing, production nor cooling process. NetScout currently tracks and monitors water usage at our larger facilities in the United States. We have determined that water use at sites in other countries is not significant.
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Addressing the environmental footprint of our own operations, including the management of emissions, waste streams, and water use is one of the pillars of our ESG program. Please see the Energy Management section of this report for more information on our approach to managing energy use in our Engineering labs.

[1] Global data from 24-sites: Allen, Ann Arbor, Bangalore, Berkeley, Berlin, Bracknell, Brno, Colorado Springs, Dubai, Dublin, Ipswich, Madrid, Marlton, Melbourne, Modena, Mumbai, Padova, Pune, San Jose, Schwalbach, Shanghai, Singapore, Tokyo, and Westford, which account for more than 97% of NetScout's office-based employees.

[2] Our Westford, Massachusetts headquarters has on-site solar panels, which generate electricity accounting for 0.63% of our calculated global energy consumption. Our San Jose office, which accounts for approximately 14% of our electricity usage, sources renewable energy via our utility provider.

[3] Total amounts withdrawn based on data from primary five sites in United States (Allen, Ann Arbor, Colorado Springs, San Jose, and Westford). Water stress regions are Colorado Springs, Ann Arbor and Allen.

SASB INDEX

SASB Code	Accounting Metric	Response or Cross-Reference
Data Security		
TC-SI-230a.1	1) Number of data breaches 2) Percentage involving personally identifiable information ("PII") 3) Number of users affected	1) 0 data breaches were identified in the reporting period. 2) See above. 3) See above.
TC-SI-230a.2 TC-HW-230a.1	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	See the Our Information Security Program section of this report and our Information Security disclosure of our 2024 Annual Report on Form 10-K for a description of our approach to identifying and addressing data security risks.
Recruiting & Managing a Global, Diverse & Skilled Workforce		
TC-SI-330a.1	Percentage of employees that require a work visa	4.9% of NetScout employees require a work visa in the country in which they are employed.
TC-SI-330a.2	Employee engagement as a percentage	NetScout offers a three-pronged approach to its employee engagement sentiment analysis through: 1) Comparably, a third-party employee engagement platform 2) Customized surveys throughout specific identified pockets of the organization; and 3) Regular town halls with direct interaction with the CEO and in-depth focus groups that support messaging from top executives. These three approaches provide ongoing pulses of employee sentiment and engagement levels that inform custom programming across the organization. We have not calculated employee engagement as a percentage. Please see the Human Capital Management section of this report for a summary of our approach to employee engagement.

SASB INDEX

SASB Code	Accounting Metric	Response or Cross-Reference
Supply Chain Management		
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process ("VAP") or equivalent, by a) All facilities and b) High-risk facilities	NetScout is fully committed to responsible sourcing. The NetScout Vendor Code of Conduct defines our expectations and obligations for all NetScout vendors, suppliers, and subcontractors. The company has not facilitated or conducted an audit of its Tier 1 supplier facilities using the Responsible Business Alliance ("RBA") Validated Audit Process protocol or similar.
Materials Sourcing		
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	NetScout is fully committed to responsible sourcing and has established processes to identify and assess conflict minerals in the supply chain and respond to risks. Please see the Supply Chain Responsibility section of this report and our 2022 Conflict Minerals Report for more information.
Managing Systemic Risks from Technology Disruptions		
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Where material, business continuity risks related to disruptions of operations are included in the Risk Factors section of our Form 10-K. Additionally, see the Risk Management section of this report for more information.

TCFD INDEX

Disclosure	Response or Cross-Reference
Governance	
a) Describe the board's oversight of climate-related risks and opportunities.	Our Board is responsible for oversight of ESG-related risks and opportunities, including climate-related issues. The Nominating and Corporate Governance Committee of the Board meets regularly to review and advise on ESG strategy and monitors and provides strategic guidance regarding NetScout's ESG program, including strategic guidance regarding climate-related issues.
b) Describe management's role in assessing and managing climate-related risks and opportunities.	The Nominating and Corporate Governance Committee delegates day-to-day environmental management and mitigation actions to NetScout management, through its CEO, Senior Vice President and General Counsel in his role as Chief ESG Officer, and the ESG Steering Committee, which was established in 2019. Under the strategic direction of the CEO and chaired by the Chief ESG Officer, the ESG Steering Committee includes senior leadership from operations, human resources, product development, and finance, among other business functions. The ESG Steering Committee is responsible for input into the risks, strategy, and any planned initiatives relating to NetScout's ESG efforts. The ESG Steering Committee is responsible considering our existing ESG efforts, understand stakeholder perspectives, identify areas for further alignment with our business, and work collaboratively to support programs designed to accelerate ESG initiatives, including climate-related initiatives. The ESG Steering Committee is supported by the Office of ESG. Similarly chaired by NetScout's Chief ESG Officer, the Office of ESG is responsible for the development and implementation of ESG program.

TCFD INDEX

Disclosure	Response or Cross-Reference
Strategy	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	**Risks:** NetScout has identified relevant climate-related physical risks based on the findings of a preliminary climate risk assessment aligned with the recommendations of the TCFD. Physical risks which may impact NetScout in the long-term include sea level rise, extreme heat, droughts, wildfires, storm and flood damage, and extreme cold. Our efforts to identify climate-related transition risks are ongoing. **Opportunities:** NetScout has identified relevant climate-related opportunities including (i) reductions in indirect operating costs driven by the adoption of electricity efficiency measures within our Engineering labs, and (ii) increased revenues resulting from providing products and services which help our customers meet their own sustainability goals and resiliency needs.
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	NetScout has conducted a preliminary climate risk assessment aligned with the recommendations of the TCFD. NetScout's current focus is on addressing our GHG emissions reduction targets, and improving the measurement and collection of Scope 1, Scope 2, and Scope 3 GHG emissions-related data.
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	In FY2024, NetScout conducted a preliminary climate risk assessment which took into consideration different climate-related scenarios. We considered two scenarios as part of our assessment: a Business As Usual ("BAU") and a 1.5C transition scenario, with modelling of relevant climate-related risks for certain company facilities to identify potential climate-related physical risks. The boundary of our operations included in the climate risk assessment includes ten primary facilities and one colocation data center. Additionally, we have robust business continuity plans to maintain operations should natural disasters or extreme climatic events occur.

TCFD INDEX

Recommended Disclosure	Response or Cross-Reference
Risk Management	
a) Describe the organization's processes for identifying and assessing climate-related risks. b) Describe the organization's processes for managing climate-related risks. c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	In FY2024, NetScout conducted a preliminary climate risk assessment, using climate-related scenarios to identify potentially relevant climate-related physical risks. Additionally, NetScout maintains an Enterprise Risk Management ("ERM") framework, which analyzes the potential impact of identifiable risks based upon their probability and magnitude. The ERM program assesses the probability, magnitude, and mitigation of all major risk scenarios faced by the company. The ERM program is led by NetScout's Chief Compliance Officer with input from the ERM Steering Committee, which has representation from the senior leadership of all business functions. The team continuously monitors potential operational and strategic risks among other risks, along with regulatory developments and requirements at international and local levels. The ERM program team prepares a formal risk register that provides for the identification and characterization of risks. Members of the ERM Steering Committee are identified as owners of the risks on the risk register within their respective functional areas. The resulting documented risk register covers NetScout products, operations and infrastructure including Manufacturing, IT, Finance, Sales, and Services functions.

TCFD INDEX

Recommended Disclosure	Response or Cross-Reference
Metrics and Targets	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	NetScout has an enterprise risk management process of assigning likelihood and consequence values to climate-related risks for management purposes. We also examine the cost of electricity and its impact on financial risks and opportunities. NetScout tracks our GHG emissions across the business. This includes primarily our Scope 1 emissions, our Scope 2 emissions (location and market-based), and Scope 3 emissions for purchased goods and services (including cloud services), transport, capital expenditures, use of sold products, business travel, and fuel and energy-related activities. For an inventory of our GHG emissions, please see the GHG Emissions Inventory in this TCFD Index.
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	At the end of FY2024, NetScout committed to set near-term company-wide emission reductions in line with climate science with the SBTi. NetScout submitted targets to SBTi in April 2024, and our commitment to reduce GHG emissions is currently under review by the SBTi. We made a commitment to reduce our GHG emissions in the near-term, with specific goals to reduce our Scope 1 GHG emissions by 57.4% and our Scope 2 GHG emissions by 42.0% by FY2030 from a FY2022 baseline. Additionally, we made a commitment to reduce Scope 3 GHG emissions from the use of our sold products on an intensity basis by 51.6% per million USD of gross profit from NetScout products by FY2030 from a FY2022 baseline. See additional information about our targets in the Climate Change section of our 2024 ESG Report.

GHG EMISSIONS INVENTORY

Greenhouse Gas Emissions[4]	FY2022	FY2023	FY2024
Scope 1 (mtCO$_2$e)			
Total Scope 1 Emissions	760	410	340
Scope 2 (mtCO$_2$e)			
Location Based	11,500	11,200	10,700
Market Based	10,900	10,800	10,500
Total Scope 1 and Scope 2 Emissions			
Location Based	12,300	11,600	11,100
Market Based	11,700	11,200	10,800
Scope 1 and Scope 2 (Location Based) Intensity			
mtCO$_2$e per million USD of revenue	14.3	12.7	13.3
mtCO$_2$e per full time equivalent employee	5.3	4.9	4.8
Scope 3 (mtCO$_2$e)			
Purchased Goods and Services	24,000	20,000	15,000
Capital Goods	880	900	540
Fuel- and Energy-related Activities	3,300	3,200	3,000
Upstream & Downstream Transportation and Distribution	490	460	530
Business Travel	1,870	3,740	3,450
Use of Sold Products	76,000	49,000	31,000

[4] Calculations are consistent with the GHG Protocol Corporate Accounting and Reporting Standard, made available by the World Business Council for Sustainable Development and the World Resources Institute, and The Climate Registry's General Reporting Protocol. Calculations include 24 leased global facilities accounting for approximately 97% of NetScout's office-based employees. The remaining 3% work in third-party serviced spaces. Reported GHG emissions include CO2, CH4, and N2O emissions from electricity, natural gas, fuel consumption, and HFC emissions. HFC emissions were calculated for U.S facilities only; these were from refrigerant refill purchases for use in buildings and Engineering labs. NetScout has no significant known emissions resulting from use of PFCs, SF6, or NF3. To convert energy consumption, fuel combustion, and refrigerant purchase data into GHG emissions, we used factors from the US Environmental Protection Agency (EPA) Emissions & Generation Resource Integrated Database (eGRID2022), European Residual Mixes 2022 Association of Issuing Bodies, Ember (2024); Energy Institute - Statistical Review of World Energy (2024) – with major processing by Our World in Data, US EPA Emission Factors Hub, and the US EPA Office of Research and Development Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities. Certain emissions categories for previous reporting periods were recalculated using the most recently available emissions factors. Global warming potentials used for converting emissions into CO2e are sourced from the Intergovernmental Panel on Climate Change Fifth Assessment Report. Business Travel emissions were provided by primary air and vehicle rental partners. Purchased Goods and Services, Capital Goods, and Upstream & Downstream Transportation Scope 3 emissions were computed via spend-based methods. Use of Sold Products was estimated using some primary data and assuming a global emissions factor for electricity used by consumers.

NETSCOUT