



FY22 ESG Highlights

Environmental, social and governance (“ESG”) factors are inextricably intertwined with NETSCOUT’s mission, vision, and our core tenets. It has been NETSCOUT’s mission since the beginning to allow our customers – leading companies in telecommunications, government, critical infrastructure, and enterprises across the globe – to accelerate the benefits of the connected world with less disruption and risk to their businesses and to their customers. NETSCOUT believes a commitment to ESG is an important part of creating long-term business value.

Since the publication of our [inaugural ESG Report](#), we continue to mature our global ESG program and in advance of our 2022 ESG report, are pleased to share select highlights of our progress.

NETSCOUT exercises and maintains strong corporate governance practices that promote the long-term interests of our stockholders, strengthen the accountability of our Board of Directors and management, and improve our standing as a trusted member of the communities we serve, as demonstrated by:

- Ongoing disclosure of our corporate governance practices, including updated disclosures in our recent [proxy statement](#) on our approach to Board independence, experience, and diversity. We disclose our approach to risk oversight at both the Board and committee level, including information security risk oversight. Our corporate governance highlights also include regular Board evaluations and refreshment, accountability, and responsiveness to our stockholders, and maintaining management incentive structures that are aligned with stockholder value.
- Year-round stockholder outreach, including discussions regarding corporate governance and ESG priorities, with feedback provided to the Board. Our Board values the input of our stockholders, and we are committed to maintaining stockholder outreach programs that provide a constructive dialogue.
- Our Corporate Governance Guidelines confirm the Board’s commitment to actively seeking out diverse candidates and including women and minority candidates in the pool from which the Board nominees are chosen. Currently, one-third of the Board is diverse, represented by two of our Directors who are women, and one who is racially or ethnically diverse. Our Directors reflect a diverse mix of qualifications, skills, and experience relevant to our businesses and strategies in support of long-term value creation.
- In fiscal year 2023, we began granting RSUs broadly to employees throughout NETSCOUT, where eligible and subject to applicable law. We believe that this new practice will help to attract and retain top talent while also aligning employees’ incentives with long-term value creation.
- We continue to integrate sustainability into our own operations, and took the following actions in fiscal year 2022 to address our environmental footprint:
 - We continued a multi-year project to improve efficiency within our Engineering Labs located in the United States, targeting reductions in both energy requirements and greenhouse gas emissions through a combination of HVAC and power supply improvements and the decommissioning of old and under-used hardware platforms, which to date has resulted in the removal or powering down of a significant number of hardware devices across our Engineering Labs.

- We completed an energy audit of our Westford, MA headquarters, and based on the findings of that audit upgraded internal and external lighting in our headquarters to LED and upgraded our existing energy management system, to reduce NETSCOUT’s annual emissions.
- We organized two fundraising campaigns that generated tremendous response for two important causes.
 - In May 2021, in response to the COVID-19 outbreak in India, NETSCOUT launched a six-week fundraising campaign with participation from employees in 15 countries, and including matching gifts and a corporate donation, we raised a combined total of \$205,000 for [Akshaya Patra USA](#).
 - In March 2022, in response to the [humanitarian crisis in Ukraine](#), NETSCOUT launched a four-week campaign, and with participation from employees from 11 countries and our board of directors, and including matching gifts and a corporate grant, we raised a combined total of \$177,000 for Save the Children’s Ukraine Crisis Relief Fund.
- We showcased [our nonprofit partner NPower and the Command Shift Coalition at our ENGAGE customer conference](#) to drive awareness of how these important programs can help bridge the digital divide through technology education and access to technology careers, especially for women of color.
- We [empower our employees around the world to support their local communities](#) through our team volunteer program. A virtual hackathon for middle and high-school students, encouraged students from seven countries to consider “[Life in 2031](#)” and develop creative technology solutions to address those anticipated needs and challenges.

In our upcoming ESG report, we look forward to sharing additional insight on our work and continued progress related to our ESG pillars.

