



NETSCOUT®

Environmental, Social,
and Governance Report

JULY 2023





CONTENTS

1 Introduction to the Report	2	3 Our Global Community	22	7 Appendix	46
About NETSCOUT	2	Bridging the Digital Divide	22	Forward-Looking Statement and Materiality Disclaimer	46
NETSCOUT at a Glance	3	The Heart of Giving	25	SASB Index	47
Our Commitment to ESG	4	4 Our Planet	29	TCFD Index	50
About this Report	5	Sustainable Operations	29	GHG Emissions Inventory	54
NETSCOUT's Approach to ESG	6	Energy Management	30		
Our ESG Governance Structure	7	Waste	32		
ESG Priority Assessment	8	Climate Change	33		
NETSCOUT's ESG Pillars	9	Sustainable Products	35		
2 Our People	10	5 Our Commitment to Security	38		
Human Capital Management	10	6 Governance	42		
Diversity, Equity, and Inclusion	11	Corporate Governance	42		
Attraction and Retention	12	Business Ethics	43		
Employee Engagement & Culture	14	Risk Management	44		
Development and Training	17	Supply Chain Responsibility	45		
Wellness and Benefits	20				
Health and Safety	21				

1 Introduction to the Report

ABOUT NETSCOUT

The digitized world comes with promise and peril. From the beginning NETSCOUT has made its chosen mission to solve the toughest IT and cybersecurity problems, as guardians of the connected world, so that collectively we can realize the promise and fend off the peril.

This has been NETSCOUT's mission since our 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.

From our first product shipment, a remote monitoring hardware appliance, to our software-based and Visibility-as-a-Service solutions today, our vision has been to create Visibility without Borders. Through persistence and focus on our core technology and commitment to our team, we provide our customers visibility to the digital connections that drive our modern world, helping them to innovate, build, and thrive.

To meet critical demand, we have grown over the past three decades, in multiple dimensions:

<ul style="list-style-type: none">• from hardware-based to software-centric	<ul style="list-style-type: none">• from monitoring early internet speeds of 10 MB/ sec to now 100 GB/sec
<ul style="list-style-type: none">• from a handful of employees to more than 2,300 employees across the globe	<ul style="list-style-type: none">• from about \$800,000 in revenue in 1989 to over \$900 million today
<ul style="list-style-type: none">• from one “development” site (our co-founder’s house) to over a dozen dedicated engineering sites and operations in 35 countries	<ul style="list-style-type: none">• from pioneering technology principles to help customers “see” what is going on in their networks to now holding nearly 400 U.S. patents and over 275 international patents

We achieve this with the same principles that we have held close over time – a laser focus on solving digital problems that no one else has the combination of will, experience, and passion to solve, and product design principles that embody elegance and simplicity down at the code level to get the most value out of the least resources required – all without ever compromising the core tenets of our purpose-driven leadership, which is founded on our “Lean But Not Mean” philosophy and culture.



NETSCOUT AT A GLANCE



Purpose Driven

- Guardians of the Connected World
- Visibility Without Borders
- Lean But Not Mean Culture
- ESG is part of our culture and DNA



Industry Leader

- Service Assurance
- DDoS Security
- Award Winning Business and Solutions



Proven and Patented Technology

- Software centric
- Scalable Deep Packet Inspection (DPI) based technology
- Smart Data powered by Adaptive Service Intelligence (ASI)



Trusted Brand

- Mission critical offerings
- Fortune 500 customer base, sector diversified
- Experienced and long-standing leadership team
- Nearly four decades in business



Aligned with Key Technology Trends

- 5G Technology and Network Evolution
- Digital Transformation/Cloud Migration
- Expanding Cybersecurity Threat Landscape
- Business Intelligence and Analytics



High Recurring Revenue

- ~50% of revenue from support/maintenance contracts
- High customer retention rates
- Significant repeat customer business



Strong Financial Profile

- Over \$425M of cash at FY'23 year-end
- More than \$145M free cash flow generated in FY'23
- Robust balance sheet



Disciplined Financial Management and Capital Allocation Approach

- EPS growth focused
- Clear capital allocation priorities
- ~\$1.3B returned to shareholders through share repurchases over the past 8 years

OUR COMMITMENT TO ESG

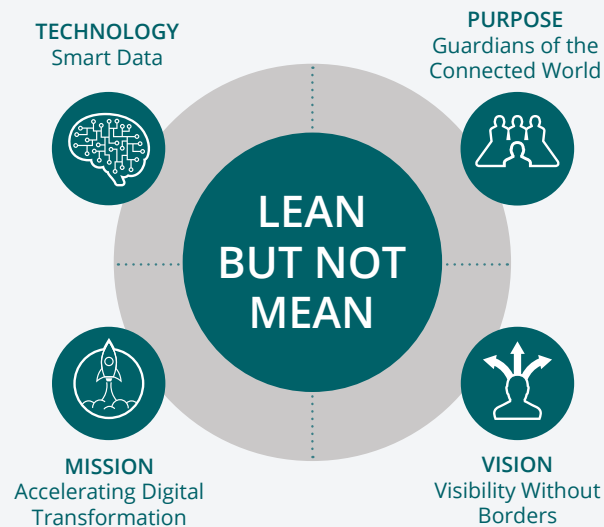
“ Our belief that you don’t have to compromise your values to achieve success drives our purpose and our responsibility as good corporate citizens. ”



Anil Singhal

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

Core Tenets of Our Higher Ambition Leadership



Message from our Chief ESG Officer

We believe NETSCOUT’s ongoing commitment to ESG continues to be an important part of creating long-term value. As you will read in this 2023 ESG Report, our ESG program is designed to support our mission and innovation. Our commitment also requires a focus on multiple stakeholders including:

- Our employees, through our Lean But Not Mean philosophy;
- Our customers, in support of their own ESG efforts, especially supporting their cybersecurity efforts and offering solutions with reduced environmental impact;
- Our planet, by reducing the environmental impact of our operations and products;
- Our communities, through efforts to bridge the digital divide; and
- Ultimately, our shareholders, who benefit from our focus on our mission and integrated ESG commitment, which drives long-term value.

We look forward to continued success and to hearing from you, our stakeholders.



Jeff Levinson

General Counsel and Chief ESG Officer



ABOUT THIS REPORT

We are pleased to present this Environmental, Social, and Governance (“ESG”) Report (the “2023 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. This past year, we continued our engagement with our shareholders and other stakeholders, to ensure we understand their aims. We also refreshed our own ESG priorities by conducting an ESG priority assessment to identify the ESG topics that are the most relevant to our company and industry and important to stakeholders. We used this analysis to match our priorities and focus resources on areas where we have the greatest opportunities for growth, leadership, and risk mitigation.

As our ESG program continues to develop, so too does our opportunity to address and mitigate risk; attract, retain, and motivate top talent; reduce costs; and drive growth and progress. We will continue to do this by ensuring alignment of our ESG-related programs with our strategic initiatives. This year we are bringing additional transparency to 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 2023 Environmental, Social, and Governance (“ESG”) Report (the “2023 ESG Report”) covers NETSCOUT’s operations for fiscal year 2023, which began on April 1, 2022, and ended on March 31, 2023, 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 2023 ESG Report include our inaugural disclosure 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.

NETSCOUT'S APPROACH TO ESG

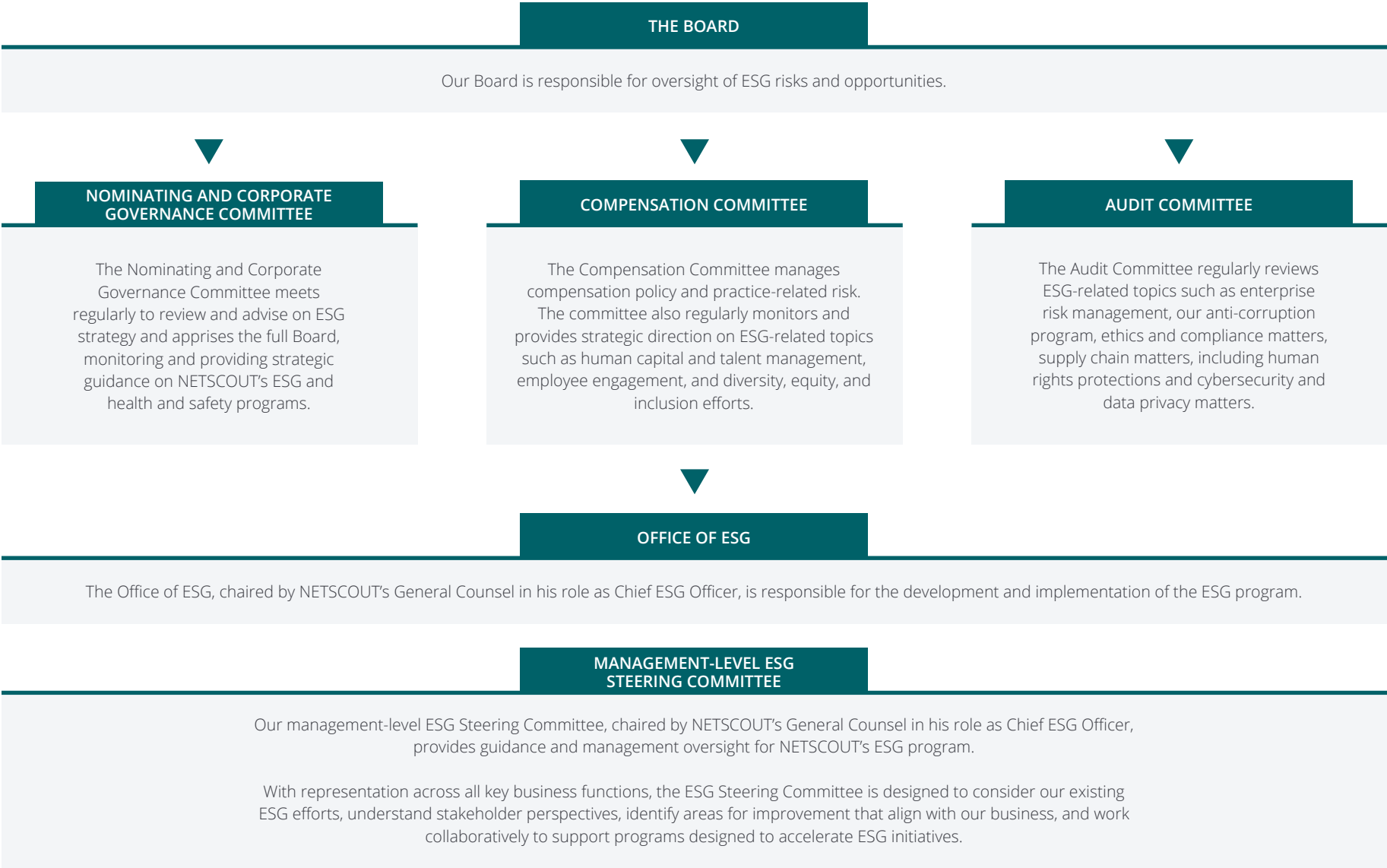
We believe that a commitment to ESG is an important part of creating value. Oversight and responsibility for ESG starts with our Board of Directors and its committees.

As set out in its Charter, the Nominating and Corporate Governance Committee of NETSCOUT's Board of Directors oversees NETSCOUT's ESG program. The Nominating and Corporate Governance Committee reviews and advises on ESG strategy and apprises the full Board. Relatedly, the Audit Committee also regularly reviews ESG-related topics such as enterprise risk management, our anticorruption program, ethics and compliance matters, supply chain matters, including human rights protections, and cybersecurity and data privacy.

The Office of ESG, under the strategic direction of the CEO and chaired by NETSCOUT's General Counsel, is responsible for the development and implementation of the ESG program. The ESG Steering Committee, with representation across all key business functions, is designed to consider our existing ESG efforts, understand stakeholder perspectives, identify areas for improvement that align with our business, and work collaboratively to support programs designed to accelerate ESG initiatives. The Office of ESG and the ESG Steering Committee are the tactical engines that drive the maturation of our ESG program.



OUR ESG GOVERNANCE STRUCTURE





ESG PRIORITY ASSESSMENT

In 2023, we conducted an ESG priority assessment which provided an update to our last ESG materiality assessment conducted in 2019. The ESG priority assessment is one of the resources that guides our ESG approach, and was designed to identify environmental, social, and governance topics that are a priority for our business. We will 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:

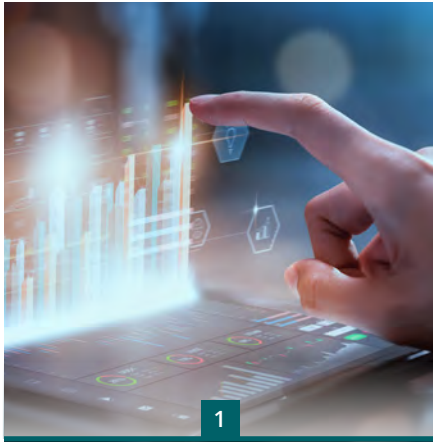
- A review of our sustainability context to identify ESG topics that are relevant to our business, including research to identify sustainability challenges and ESG priorities specific to the technology sector.
- Benchmarking against the ESG priorities and disclosure practices of our peer companies and 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.
- A review of the ESG priorities of our stockholders and proxy advisors through a review of their voting guidelines, stewardship principles, ESG policies, and other disclosures, as well as stockholder engagement.

Findings

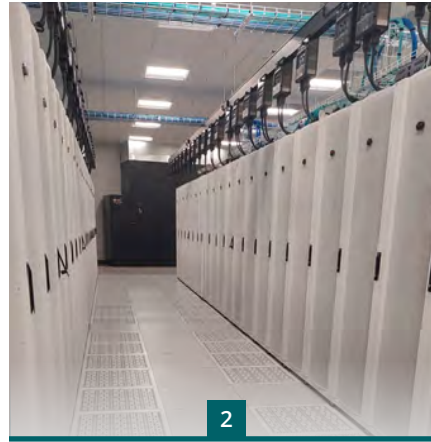
The ESG priority assessment helped identify the following topics relevant to our business: human capital management; diversity, equity, and inclusion; impact and local communities; climate change; sustainable operations; sustainable products; data security; corporate governance; risk management; business ethics; and supply chain responsibility. This 2023 ESG Report includes details on our progress on these topics, and relevant measurements aligned with the SASB and TCFD standards.

NETSCOUT'S ESG PILLARS



SUSTAINABLE PRODUCTS:

Demonstrating product leadership through sustainability by design and helping our customers reduce their environmental footprint.



SUSTAINABLE OPERATIONS:

Addressing the environmental footprint of our own operations, including the management of emissions, waste streams, and water use.



DIVERSITY, EQUITY AND INCLUSION:

Initiatives on employee engagement, talent management and professional development programs as well as external initiatives such as our supplier diversity program.



COMMUNITY:

Digital inclusion programs that improve underserved communities' participation in the connected world and give back to our local communities.

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

2 Our People

HUMAN CAPITAL MANAGEMENT

We believe that our culture is critical to our success and growth. The cornerstone of our culture is our Lean But Not Mean philosophy, which 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 employees and the long-term success of the company first.

Our Compensation Committee oversees our key human capital management strategies and programs and shares oversight of environmental, 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.



* Gender diversity represents the portion of our global population identifying as female. Leadership defined as Supervisor and above.

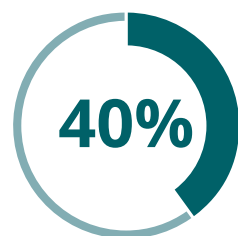
** Race/ethnic diversity represents the portion of our U. S.-based employees identifying as American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, or two or more races. Leadership defined as Supervisor and above..

DIVERSITY, EQUITY, AND INCLUSION

We believe our business success is a direct reflection of the quality and skill of our diverse workforce. We are committed to creating an environment that values people's differences and fosters inclusion. Diversity, equity, and inclusion are cornerstones of organizational excellence and complement our core values of performing with integrity, compassion, collaboration, and innovation.

Diversity of Leadership

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.



40% of Directors are gender and/or racially diverse

- 3 Directors are Female²
- 1 Director is African American or Black
- 1 Director is Asian
- 1 Director Identifies as Two or More Races or Ethnicities

² Not including one of our directors whose service will end at the 2023 Annual Meeting.

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 is then recorded and used for internal reporting requirements.



In FY2023, NETSCOUT continued its efforts to promote diversity in leadership. For example, our Leadership Development Program, a program designed for director level and above, this year included an increased number of high potential senior managers representing a diversity of perspectives. As another example, we increased the number of women serving on our management-level patent committee, a group that seeks to drive and recognize innovation at NETSCOUT.

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 thoughtfully manage hiring to meet both short-term needs and investment in support of strategic growth areas.

We focused on several recruiting and hiring initiatives during FY2023, including initiatives to address diversity in the recruitment process:

- We initiated conversations with targeted hiring managers to reassess hiring criteria, opening opportunities to a broader field of candidates.
- We attend diverse career fairs, including those organized by the Society of Women Engineers and Women in Cybersecurity (WiCyS), to access a broader pool of candidates from different backgrounds.
- We collaborate with organizations supporting underrepresented groups such as Women Who Code, Black Career Women's Network, Minorities in CyberSecurity, and the New England Regional Veteran Job Fair.
- We have worked with reachHIRE, an organization that specializes in identifying high potential and diverse candidates who have taken a career break.
- We partner with Handshake, a job posting site focused on connecting with college students and recent graduates who are actively seeking employment opportunities.



Next Generation of Guardians

We recognize 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 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, hosted at our major US locations with a virtual component to promote multi-location participation.

The Events Center Around Three Tracks:

- **Learn with Leaders** - 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** - Interns are provided general introduction to topics such as networking, cybersecurity, and DDoS attacks by NETSCOUT's top engineers.
- **Career Development** - Interns are provided resume development resources, instruction on building a brand on social media, and exploring possible post-graduation career paths.

Interns also have the opportunity to lead a custom Heart of Giving team volunteer project and give back to our local community. In 2022, the summer interns led a clothing drive for Catie's Closet, a Heart of Giving partner organization.



EMPLOYEE ENGAGEMENT & CULTURE

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.



Meaning and Purpose

Being an employer of choice means consistently striving to provide an 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 named Best Work-Life Balance and Best Compensation in 2022, and Best Leadership Teams in 2023.

COMPARABLY

Comparably is a review site for current employees. Comparably showcases feedback from employees, which helps us understand how team members feel about working at NETSCOUT.

Employees are asked to complete the Comparably Culture Assessment Questionnaire, which covers a variety of topics and allows employees to give meaningful feedback on the company and their experience working at NETSCOUT.

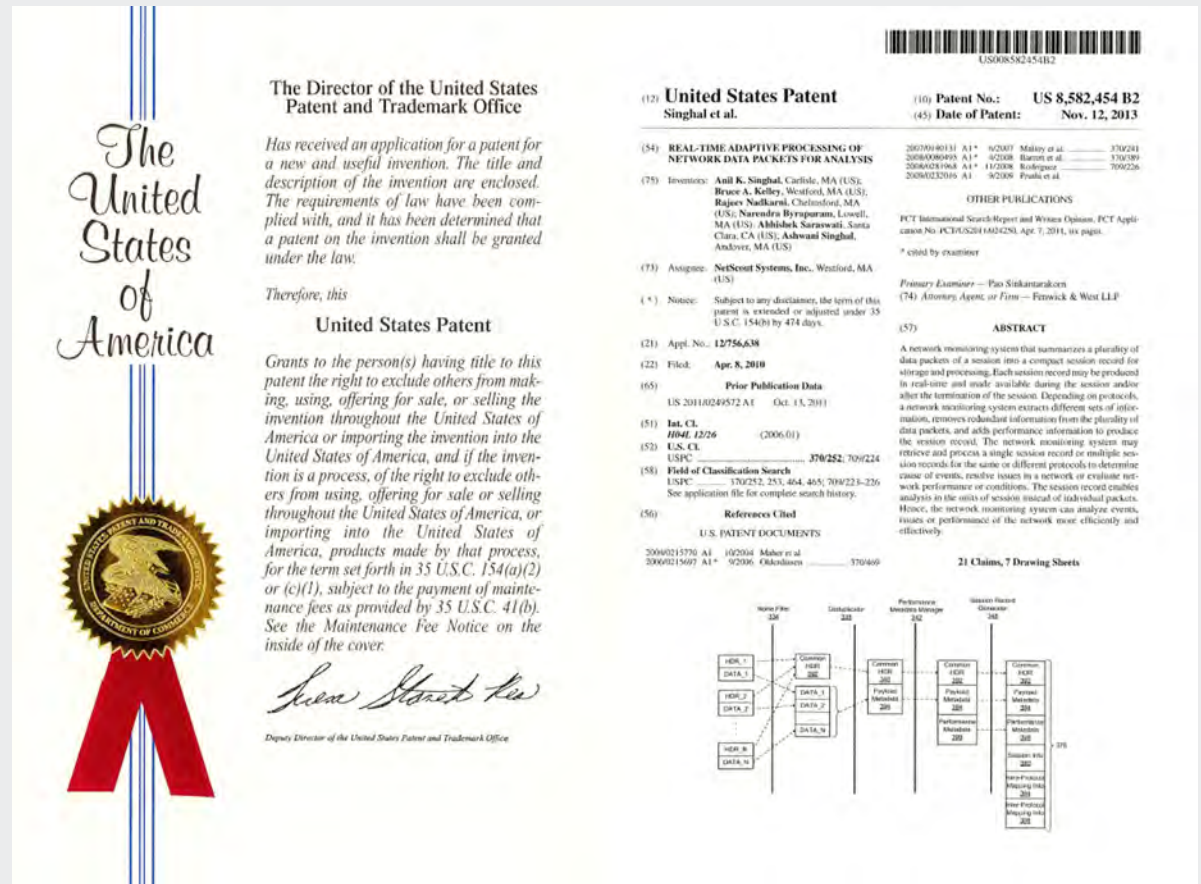
Comparably assigns awards based on the results of employee feedback. NETSCOUT's review scores are compared to other similarly sized companies in its industry.



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. For example, our Patent Review Committee includes a cross-section of leaders who work to integrate our patent strategy with our business strategy and technology development goals. Patent Review Committee members, in cooperation with the Legal team, deliver training and promote and encourage participation in the patent program within our Engineering community.

Employees are encouraged to submit invention disclosures to the Patent Review Committee, and we publicly recognize and reward employees who are awarded patents. During FY2023, 42 of our employees were named inventors on filed patent applications, and 31 employees were named inventors on patents granted to NETSCOUT by the U.S. Patent and Trademark Office.



DEVELOPMENT AND TRAINING

NETSCOUT invests in the ongoing development of our employees across the globe. We have a tiered approach to employee development and see strong participation across the company in our development and training programs, including:

- We partner with the Higher Ambition Leadership Alliance to deliver a leadership development program (LDP) designed to prepare senior leaders for taking on greater responsibility while achieving business results. The LDP program was piloted in FY2020 with a class of 19 and as of June, 2023 a total of 77 participants graduated from the program.
- Managing @ NETSCOUT was piloted in FY2023. The goal of this program is to train all NETSCOUT managers on NETSCOUT-specific practices and expectations and to introduce core NETSCOUT behaviors. It includes an in-person workshop with a group of cross-functional managers and individual contributors to foster collaboration and networking, delivered at all key global sites.
- Situational Leadership (SLII) launched in FY2022 and is designed to train all NETSCOUT managers in managing high-performance teams and also provides an introduction to common management language.



In addition, we offer robust self-paced training opportunities. Our online training platform provides an extensive library of courses, books, videos, and other tools to explore, develop, and reinforce technical and management skills.

Diversity, Equity, and Inclusion Training

In FY2023, we facilitated trainings and further developed our diversity, equity, and inclusion knowledge base by:

- Continuing as a [Catalyst](#) sponsor for our third year. Catalyst is a global nonprofit that provides research, white papers, consulting services, training, and other resources that enable companies to create inclusive workplaces.
- Hiring a Learning Specialist to curate and enhance all of our learning channels, including a channel specific to DEI, as well as materials on technology, leadership, and management.

Mentorship Program

Our mentorship program provides a platform for career coaching and knowledge sharing with the goal of empowering individuals to take ownership of their career and learn from leaders, all while aligning and driving NETSCOUT's company culture. Participants have the opportunity to build relationships and develop networking, communication, and collaboration skills. The FY2023 program participants had 26 pairings (13 mentors and 13 mentees).





LEADERSHIP DEVELOPMENT PROGRAM

The core tenets of NETSCOUT's purpose-driven leadership development program 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

“ I think about the impact of my decisions on my team and NETSCOUT a lot more. I have become more of an intentional leader. ”



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, financial, and environmental topics in a rolling, monthly wellness calendar. We refresh and promote the programs regularly via newsletters and our intranet. Programs include:

- **Employee Assistance Program (EAP):** We enhanced our EAP offering across the globe. The program provides individual, tailored support to employees and their families, covering a range of needs from crisis support to daily living needs 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. Classes include circuits, injury prevention, cardio, and yoga, and classes geared towards children.

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

In FY2023, we designed and launched a flexible work program, Guardian Flex, which 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.

HEALTH AND SAFETY

NETSCOUT is committed to the health and safety of 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 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.



3 Our Global Community

BRIDGING THE DIGITAL DIVIDE

Throughout our history, NETSCOUT has tried to focus on driving positive outcomes to respond to needs within our communities. In the words of our CEO, “as Guardians of the Connected World we bear special responsibility for keeping the world connected.” Today, the primary focus of our social impact programs is to fulfill our mission by helping to bridge the digital divide.

The digital divide is an economic and social inequity related to access and use of information technology. Taking a broader view, this divide can also include access to STEM education and career opportunities in IT and technology. These issues are predominantly found in low-income communities, communities of color, and other marginalized groups.

Addressing these inequities in our communities is a natural fit for NETSCOUT. We seek to invest in historically underserved communities and have partnered with nonprofit organizations to support programs that strengthen those communities with connectivity and foundational digital skills, STEM and tech awareness for high-school students, and career opportunities in tech for women of color.

In FY2023, we continued support for key nonprofit 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.



Employee involvement is an equally important aspect of our commitment to the community. NETSCOUT’s strategy for corporate donations is to identify nonprofits with opportunities for employee participation, so that these contributions feel meaningful and employees better understand the impact of digital divide. In FY2023, employees participated in individual and small-group skills-based volunteer opportunities such as mentoring, mock interviews, committee participation with NPower, and social media strategy with Tech Goes Home.

OUR IMPACT PARTNERS



Tech Goes Home

With support from NETSCOUT and other key funding partners, from September 2021 to August 2022, 381 learners graduated from TGH programs in Roxbury, Massachusetts. In 2022, 97% of TGH graduates reported that they learned skills during their TGH course that can help improve their lives and 81% reported they are more likely to use the internet for at least two of the following purposes: educational purposes, communicating with others, finding general information, job resources, city resources, financial management, and/or health and wellness information.



CARDBOARD Project and Dallas Innovation Alliance

With support from NETSCOUT, the CARDBOARD Project and Dallas Innovation Alliance hosted 30 (EM)Powerment Popups, which provide information and navigation support on obtaining affordable internet plans, including the Affordable Connectivity Program; laptop check out programs and start-up technical support for Dallas Public Library devices and hotspots; awareness of a variety of digitally-based services and resources, basic digital skills support, job navigation and more, serving 1,017 residents in high need zip codes. The popups are held at schools, libraries, and other local public spaces, bringing the resources directly to the community.



NPower Command Shift Coalition

The Command Shift Coalition's [The Equation for Equality Report](#), published in March 2022 with research partner Lightcast, focuses on a brand-new approach to sourcing, recruiting, upskilling, and supporting women of color with many of the skills that overlap with tech job requirements. NPower has committed to updating the data from the Equation for Equality Report annually and published the Equation for Equality Index in March of 2023. NETSCOUT participates in the Command Shift Coalition which continues to grow, now with more than 30 members, and has raised over \$5M as of June 2023.



OUR PARTNERSHIP WITH NPOWER

In April 2022, NETSCOUT welcomed NPower to ENGAGE, our annual technology and user summit. NPower is one of our nonprofit partners, and it creates pathways to economic prosperity by launching digital careers for military veterans and young adults from under-resourced communities.

NETSCOUT is also a founding member of NPower's Command Shift Coalition, a national consortium that advocates for strategies that invest in and inspire the advancement of young women of color in tech careers—with a particular focus on women from underrepresented communities and nontraditional pathways.

NPower, with research partner, Lightcast, published *The Equation for Equality* in March 2022. This research shows that only 5 percent of tech workers in the U.S. today are Black, Latinx, or Native American women of color. "This is why we created Command Shift, to address the underrepresentation of women of color in tech," said Candice L. Dixon,

Executive Director of NPower's Command Shift Coalition. "Command Shift, a coalition of leading corporations and nonprofit organizations has committed to help double the number of women of color in tech from 5 percent today to 10 percent by 2030, an effort grounded in the Lightcast research. This work cannot be done alone, which is why we are grateful for the support from coalition members like NETSCOUT."

NETSCOUT has worked with NPower since 2017, including hiring NPower students as IT service desk interns and supporting NPower's national gala. Additionally, employees have volunteered as regional advisory board members, class speakers, mock interviewers, and mentors.



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 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.

In FY2023, approximately 9% of our global employees participated in our matching gift or individual volunteer grant (“dollars for doers”) opportunities and approximately 20% participated in team volunteer projects and/or company-sponsored volunteer events, such as Habitat for Humanity build days, and volunteering with our community grant recipients in Allen, Texas and Westford, Massachusetts.

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 aren’t just writing checks – we provide human capital, too. Volunteer service is an important part of our grant program and our corporate culture.

In FY2023, we held the fifth annual program in Allen, Texas, partnering with Communities Foundation of Texas, and the eighth annual community grant program in Westford, Massachusetts, partnering with Greater Lowell Community Foundation. We also increased the grant awards to \$15,000 for both programs. In each location, employees allocate the grant awards among three nonprofit finalists.



VOLUNTEERING AT MINNIE'S FOOD PANTRY

NETSCOUT employees in Allen, Texas volunteered with Minnie's Food Pantry in Plano, Texas on the second Friday of each month from September 2022 to March 2023.

Our Allen employees selected Minnie's Food Pantry as one of our three 2022 community grant finalists, and awarded the organization a \$10,000 grant and our volunteer service. Over seven months, 82 employees volunteered at Minnie's. Volunteers did everything from building boxes, organizing donations for the boutique, sorting donated food, packing boxes for food distribution, greeting clients and serving them with respect. And they served with enthusiasm – the staff at Minnie's encourages singing, dancing, and cheering on the job.

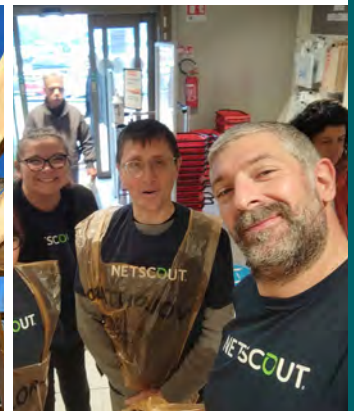




VOLUNTEERING PROGRAM

NETSCOUT Has an Active Employee Team Volunteering Program.

Through our team volunteer program, any employee can, with support from Heart of Giving, organize a team of employees to participate in a hands-on or skills-based volunteer project to address an issue in their community. Our team volunteer program started in 2013 (FY2014) with one project at an elementary school. Since then, our employees have organized more than 170 team volunteer projects, with employees earning approximately \$570,000 in team volunteer grants for organizations around the world. In FY2023, this effort included 22 projects in five countries.





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 recover and relief.

NETSCOUT also provides free resources for shared risks and issues such as access for thousands of subscribers to the NETSCOUT Cyber Threat [Horizon](#) (“Horizon”), a global cybersecurity situational awareness platform that provides organizations with highly contextualized visibility into ‘over the horizon’ threat activity on the landscape. Horizon shows DDoS attack activities observed globally by our ATLAS platform in near real-time fashion.

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 groups and chaired by our Chief Operating Officer, approves program offerings, guidelines, and budget.

Program management is led by the Director of CSR who 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.

NETSCOUT’s compliance team conducts periodic audits of NETSCOUT’s global giving programs to ensure our charitable donations adhere to guidelines and policies.

4 Our Planet

NETSCOUT is committed to environmental responsibility in regard to both our operations and our products. During FY2023, we made improvements in data collection that enable us to not only better understand our environmental impact, but also form a foundation for the development of a long-term plan to improve that impact. We are pleased to have reached a stage in our environmental stewardship journey to make voluntary disclosures in alignment with the Sustainability Accounting Standards Board standards and the recommendations of the Task Force on Climate-Related Financial Disclosures.

SUSTAINABLE OPERATIONS

We are committed to operating in an efficient manner that reduces resource use and closes the circularity loop on waste. We do this through our management of our inputs – materials, energy and water – and our outputs – 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 stakeholders to manage the environmental footprint of our own hardware infrastructure. This group also works to manage energy efficiency and to promote sustainability-related programs for our data centers and facilities operated by NETSCOUT. 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, the consolidation and increased efficiency of existing server rooms and data centers, and resource re-allocation-based on emissions intensity figures.



ENERGY MANAGEMENT

While the majority of our energy reduction efforts are focused on our Engineering labs, we have implemented a number of efficiency measures in our global facilities. For example, we have optimized the building thermal management systems and upgraded internal and external LED lighting at our Westford, Massachusetts location. The

installation of LED lighting at our Westford, Massachusetts location has resulted in an annual projected reduction of 359 metric tons of carbon dioxide equivalent (mtCO₂e) emissions. NETSCOUT has initiated a multiyear project to improve the efficiency of our global Engineering labs.

To reduce the environmental impact of our global Engineering labs, we employ three primary methods of energy management:

Reduction



Retiring and recycling hardware: 1500 pieces of server and networking equipment have been retired and recycled since 2020.

Consolidation



Moving multiple pieces of hardware onto a single hardware unit where possible through virtualization and relocating hardware.

Optimization



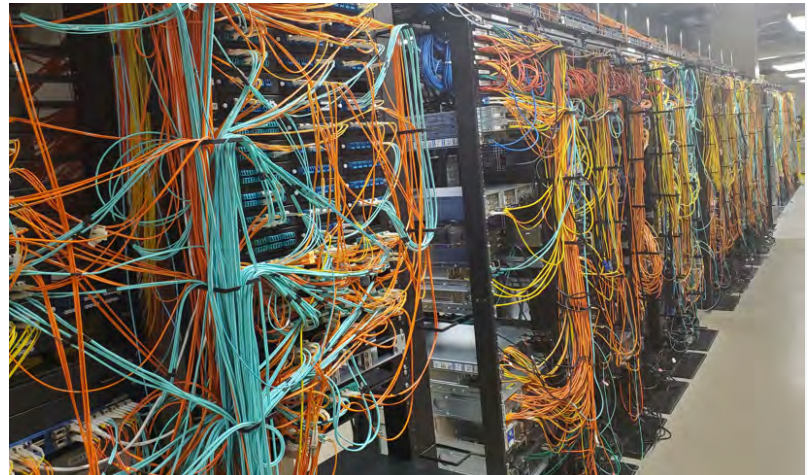
Improving facility energy efficiency, segregating hot/cold aisles, optimizing cooling fans and heat disbursement, improving power distribution efficiency.

Modernizing for Sustainability

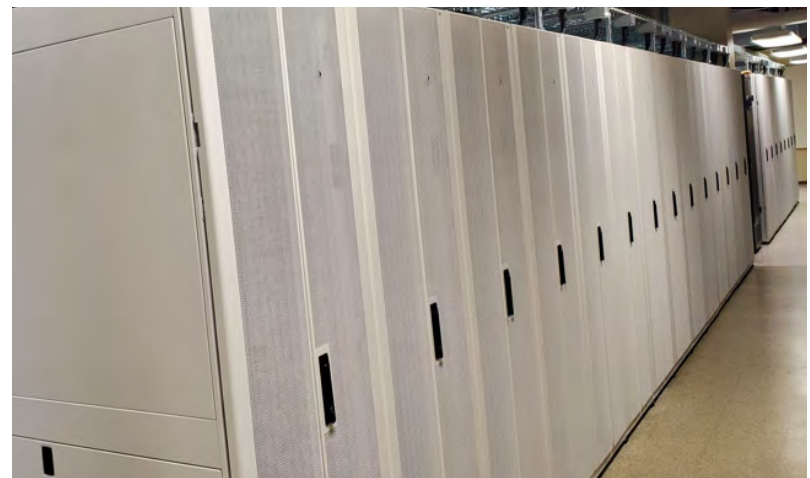
In 2020, our Ann Arbor Engineering lab initially had structured cabling, patch panels and inefficient power distribution. As part of our multiyear project to improve the efficiency of our labs, we optimized the lab cooling architecture by changing the airflow with blanking panels, installing door panels to ensure proper hot and cold air containment, and created hot/cold aisle isolation. We improved power distribution efficiency by converting from single-phase to three-phase power to the racks. Three-phase power allows for smaller, less expensive wiring and lower voltages, making it safer, more efficient and less expensive to run. We also reduced the number of physical servers while adding several new virtual servers. As a result, emissions for the entire facility decreased by 23% by the conclusion of the program in FY2023, saving approximately 1000mtCO₂e in emissions. With this modernization program now complete, we expect a future emissions savings of about 500mtCO₂e per year.

In addition to our cloud-based and co-location data center deployments, NETSCOUT operates several data centers on-site. Primarily IT server rooms and Engineering labs, our largest data centers are in Westford, Massachusetts and Allen, Texas and each consume ~ 5GWh of energy per year for processing. Smaller data centers are in another 10 of our facilities. Our Engineering labs provide our engineers with access to equipment for hands-on development and test work.

BEFORE



AFTER



WASTE

Product Transport and Packaging

We continue to look for opportunities to optimize packaging to prevent product damage while reducing waste. In FY2023, we redesigned the primary packaging for a product line resulting in the use of fewer packaging materials. To implement this change, our employees worked with the packaging vendor, the manufacturing facility, and our shipping department to design a new case that eliminated all foam material, allowing the packaged product to use less space and fewer materials while providing the right amount of product protection and the flexibility to ship any ordered quantity.



Recycling and Composting

This past fiscal year, we added enhanced recycling services at our two largest sites, Allen, Texas and Westford, Massachusetts. Employees at these sites were also given reusable drinking containers to replace single-use cups and bottles. In addition, our Allen, Texas site now includes compost bins for food waste and we have reduced the amount of single-use packaging, containers and cutlery.



WATER

NETSCOUT consumes a very low amount of water, as it is primarily used for standard office use and lawn care at certain sites. No water is currently incorporated into products or services. There are currently no evaporative cooling systems at our facilities. NETSCOUT tracks and monitors water usage at sites in the United States.



CLIMATE CHANGE

NETSCOUT is committed to doing our part to address the critical issue of climate change. We are working with our customers, partners, and suppliers to make an impact on those environmental issues we can improve by reducing the impact and emissions of our own operations and making our products more efficient to help our customers meet their own climate related goals.

Additional information on our approach to climate-related governance, strategy, and risk management is contained in the TCFD Index included in this 2023 ESG Report.

In FY2023, NETSCOUT made progress in its climate change data management, especially regarding data collection and benchmarking. We improved our data collection for Scope 1 and 2 greenhouse gas (“GHG”) emissions globally³, building processes for continued measurement and tracking. Scope 3 GHG emissions inventories are underway for the purchased goods and services (including cloud services), downstream transport, capital, and product usage categories.

These measurements will assist NETSCOUT in developing appropriate and practical strategies to reduce its greenhouse gas emissions.

NETSCOUT has not set specific emissions reduction targets. However, from FY2022 to FY2023, NETSCOUT reduced its aggregate Scope 1 and 2 emissions by 4.0%. In addition, we have seen measurable reduction in Engineering lab energy use since our early pilot program in FY2020, driven by server and lab consolidation. Additional emissions reductions were driven by consolidation of our Engineering labs, migration of business IT systems to the cloud, office building efficiency improvements, and improved maintenance practices for HVAC systems that use hydrofluorocarbons (“HFCs”), a potent greenhouse gas. We continue to assess and consider additional measurements and potential targets, recognizing that tracking certain emissions such as indirect emissions in the value chain can prove challenging.

³ 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 HVAC systems). Scope 2 GHG emissions refers to indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling. Scope 3 emissions refers to all other indirect emissions, including supply chain emissions and emissions from the use of products.

VISIBILITY FOR SUSTAINABILITY

The maturing of our ESG program injects visibility into the sources and trends of our GHG emissions.

In FY2022, our Sustainable Operations team began cataloging HFC refrigerant purchases at our US facilities. In the process, the team learned about the environmental impact of delays in responding to sudden leaks from HVAC equipment cooling our Engineering Lab in Allen, Texas. They worked with our Facilities team to install leak detectors, enabling us to resolve leaks before they could result in meaningful GHG emissions. Additionally, the team began to inventory all HFC-containing infrastructure maintained by NETSCOUT to mitigate accidents and plan upgrades to more eco-friendly cooling options. The success of this program is visible in our Scope 1 emissions reporting: there was no substantial HFC leakage in FY2023, and refrigerant emissions in FY2023 were below FY2021 levels and reflected a large reduction compared to FY2022.



SUSTAINABLE PRODUCTS

Sustainability By Design

NETSCOUT helps customers minimize the footprint of their data centers, both in terms of power consumption and materials. Our sustainability-by-design efforts consider operational impact and resources, including the following:

Design for Minimal Resource Footprint



Integrated Service Assurance and Cybersecurity Analytics

Service assurance relates to understanding the health of a network and the applications and services that run over that network. Cybersecurity analytics relates to identifying anomalous behavior and investigating incidents and suspicious events. NETSCOUT's packet analysis technology is designed to address both of these use cases. As a result, we developed our Cyber Adaptor, which adds cybersecurity analytics to the InfiniStream, so it simultaneously feeds packet analysis results to both our nGeniusONE service assurance platform and our Omnis cybersecurity platform. This is highly efficient because it avoids deploying two separate physical devices or software instances in the same location.



Software Designed for the Cloud

The software versions of our packet analysis processing technologies, such as vSTREAM, can be deployed in a variety of cloud environments. Hyperscale cloud environments allow workloads to run highly efficiently in terms of power consumption and heat generation.



Reduced CPU and Power Usage

NETSCOUT regularly reviews the architecture of its software to take full advantage of the latest developments in hardware. This enables customers to optimize the number of physical devices deployed at any given location in a data center. At very high bandwidth locations, NETSCOUT's products offer "Smart Data Plane" intelligent filtering techniques to further reduce the processing required. In public and private cloud environments, our scalable packet processing software can be "right sized" to consume only the computing resources necessary to complete the job.



Reduced Disk Usage via "Smart Data"

Through our powerful Adaptive Session Trace (AST) technology, NETSCOUT appliances store only the packet information of interest to users and reduce unnecessary transportation of that data through the network. In other words, AST captures more signal, less noise, without compromising the information needed for analysis. This approach only uses disk space for necessary data, thus 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.



Design for Longevity

By creating virtual products where possible, we give customers flexibility to select sustainable hardware options and integrate with existing infrastructure. Because manufacturing and end-of-life phases frequently account for the majority of a product's ecological footprint, a significant contribution to green computing is to prolong the equipment's lifetime. NETSCOUT product designs seek to optimize total life cycle efficiency via:



Reliability

We qualify all new hardware products with regard to reliability and monitor the reliability of product in use to identify improvement opportunities.



Repairability

Our products are designed so that various components such as hard disk drives and power supplies are field replaceable. This enables systems to be repairable in place, supporting longevity.

Energy efficiency of our platforms has always been a top priority. During development we monitor power consumption to optimize our designs. In FY2023, we implemented improved energy use monitoring in performance testing processes. In our recent vStream and InfiniStream releases, we have made innovative software upgrades to consume less power with no performance degradation. We anticipate this will save our customers energy in both physical and virtual deployments with the same rigorous uptime and processing requirements being met. As a company proud of its innovations, we continue to explore technology and design alternatives for consolidation of servers and reduction of rack space with an eye to high performance and greater efficiency.



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 re-deploy 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.





5 Our Commitment to Security

We understand the critical importance to our customers of compliance with laws and regulation governing the collection and use of personal data. Helping ensure data privacy for our customers can be a crucial part of their own operations, compliance, and risk management, just as it is for NETSCOUT.

For our part, NETSCOUT is vigilant in protecting personal data 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, organizational safeguards including training and awareness programs, and physical safeguards.

Security for Today's Digital Infrastructure

We take our customers' information security and privacy commitments just as seriously. The security features of our products are designed to mitigate data risks, such as loss or unauthorized access, destruction, use, modification, or disclosure.

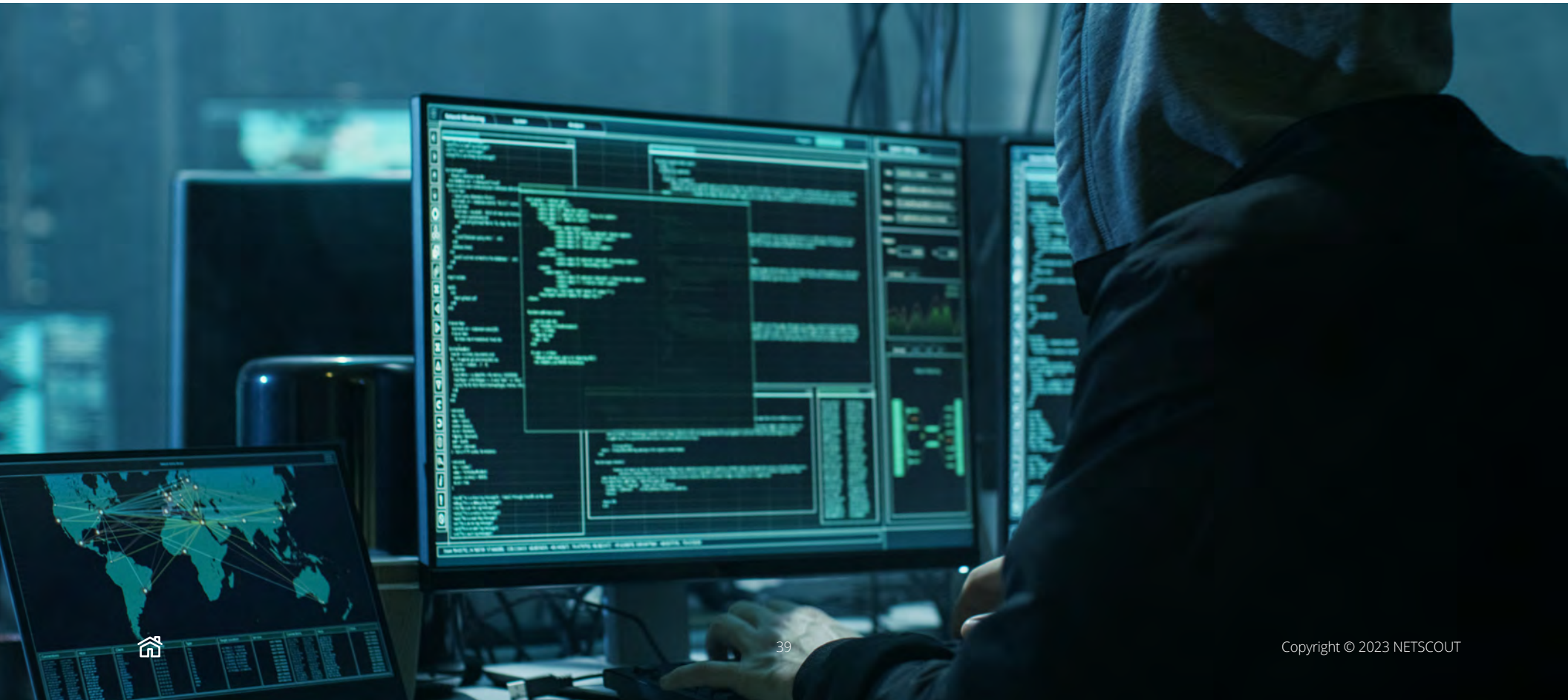
NETSCOUT products allow customers to customize a security strategy in several ways, from the operating system and between system communications to access control of individual modules, role-based data visibility, and packet and data storage configurations. We have features in our products that allow masking of sensitive data, and, where possible, minimization through aggregation and measures to control data access.

Our nGeniusONE and Omnis products are based on hardened Linux operating systems and updated software packages to reduce security vulnerabilities, and administrators can further secure the server and appliance hardware through such options as purchasing appliances with self-encrypting drives. NETSCOUT Arbor DDoS virtual and physical solutions provide similar operational protection.

Innovating for a More Secure World

Cybercrimes continue to grow in complexity and frequency. Attackers launched over 13 million DDoS attacks in 2022, reflecting an 807% increase in DDoS attacks over the last 10 years. The 2022 Internet Crime Report produced by the FBI's Internet Crime Complaint Center calculates losses associated with cybercrime as exceeding \$10.3 billion and attributes cybercrime with targeting U.S networks, attacking critical infrastructure, holding money and data for ransom, and threatening national security. Cyber resilience is therefore now an essential component of business resilience and critical to the security of nation states. NETSCOUT's expertise in deep packet inspection and 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 in the area of internet threat intelligence has and continues to bring global awareness to emerging attack tactics such as carpet bombs, 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.



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 history, 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 incredible visibility into the networks around the world, allowing us to see a staggering 401+ Tbps average of internet traffic – an estimated 50 percent of international transit capacity. That is 3 petabytes or 24.06 petabits of transit per minute!

It is a massive undertaking to store the volume of data passing daily through NETSCOUT's Visibility Without Borders, ATLAS platform. The sheer volume of that traffic and the ability to simultaneously monitor, analyze, and eliminate malicious attack traffic requires experience, passion, scale, and perseverance. It is the knowledge we have gained and the security practices we have put in place that allow us to accurately measure and surgically remove unwanted traffic from any network. This gives organizations service assurance for themselves and their downstream customers. Although these areas might seem daunting, we know it is NETSCOUT's adaptive DDoS defense strategy that will allow all of us to stay ahead of the adversary and ensure we all understand and protect the connected world.



The visibility NETSCOUT gains from our ATLAS platform spans the entire globe, with historical data over multiple decades, to bring trends and real-time analytics to the research team and our [Threat Horizon Portal](#).

The following statistics reveal the depth of our visibility across the global internet:

500+

INTERNET SERVICE PROVIDERS (ISPs)

More than two decades of working with more than 500 internet service providers (ISPs) has allowed us to build a sensor network that spans more than 50 percent of the world's largest networks.

93/Day

COUNTRIES & TERRITORIES

ATLAS collects DDoS attack statistics from an average of 93 countries every day—effectively half of the world.

+807%

INCREASE IN DDoS ATTACKS OVER TIME

ATLAS data reveals that DDoS attacks are one of the most frequent cybersecurity threats facing organizations today. They jumped from hundreds to thousands between 2005 and 2013 and increased 807 percent from ~325,000 in Q1 2013 to ~2.9 million in Q1 2022.

~13M

CURRENT DDoS ATTACKS

DDoS attacks nearly reached a plateau of 13 million for 2022—a new high water mark for attack frequency—all while adversaries become more adept at evading defense and traditional DDoS mitigation.

TCP

DIRECT-PATH ATTACK PREVALENCE

From 2006 to 2021, volumetric attacks reigned supreme, with DNS amplification at the forefront. It was in early 2021 when we detected a tectonic shift in preference by adversaries to TCP-based, direct-path attacks—a move that carries throughout 2022 and one that organizations and enterprises must address to protect stateful devices and downstream customers.





Our Information Security Program

We maintain a robust Information Security Program (“ISP”) to help ensure the confidentiality, integrity, and availability of corporate data and the systems storing this information. Our ISP 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 possible 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. In the last three years, the expenses we have incurred from information security breach incidences, including penalties and settlements, of which there were none, were immaterial.

Governance and Risk Management

We review cybersecurity and data privacy issues regularly with the independent Audit Committee and with the full Board. The Audit Committee is comprised entirely of independent Directors, most of whom have significant work experience related to information security issues or oversight.

6 Governance

CORPORATE GOVERNANCE

NETSCOUT exercises and engages in corporate governance practices designed to promote the long-term interests of our stockholders, strengthen the oversight of our Board 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 regular Board evaluations, Board education and training, Board oversight of strategy, risk management, compliance, and other key areas, and making efforts to fully disclose corporate governance practice 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 of our Directors other than our Chief Executive Officer and our Chief Operating Officer are independent, and all of our Board Committees consist exclusively of independent Directors. We also have a Lead Independent Director with significant responsibilities to provide independent oversight of management.

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 have been approved by our Board and which are available for each committee in the "Investor Relations" section of our website.

Board Independence



Nine of 11 current directors are independent.⁴

Board Tenure



Responsiveness to Stockholders with year-round stockholder outreach, including responding to questions regarding corporate governance and ESG priorities. We responded to investor interest in disclosure of the key skills of our Directors and our Board assessment and refreshment process, and we have made meaningful enhancements to our proxy materials, focusing on transparency, context, and readability.

Our Board Structure with six new Directors, including five independent Directors, added since April 2018. We have a Board-level commitment to diversity in our Corporate Governance Guidelines, and a diversity of skills and experience reflected on the Board. Forty percent of our Board Nominees and Continuing Directors, as a group, are diverse.

⁴ One independent director's service as a director of NETSCOUT will end at the 2023 Annual Meeting.

BUSINESS ETHICS

The Board and CEO have preserved uppermost the tenets of ethical value creation and doing business “the right way.” They set the tone at the top – one that emphasizes adherence not only to all legal and compliance requirements but also to our other commitments and policies.

NETSCOUT’s Board of Directors adopted the [Code of Business Conduct](#) to communicate standards of business conduct throughout our organization and 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. Our Code of Business 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 we likewise provide education and training with respect to our compliance programs and obligations. We review our Code of Business Conduct at least annually 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 any related governance, legal, and compliance issues.



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 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, avoid 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 anti-competitive conduct and are committed to acting professionally, fairly, and with integrity in all our business dealings.

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 the Chief Compliance Officer. The ERM Committee is tasked with identifying and assessing risks across the Company, including legal and regulatory, financial, operational, and strategic risks. The ERM Committee also develops mitigation strategies and manages relevant risks.

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

Additionally, the ERM Committee is supported by NETSCOUT’s Regulatory Monitoring Team, which creates a bi-annual regulatory monitoring report which is provided to the ERM Committee.

Business Continuity

NETSCOUT take 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 and also for 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

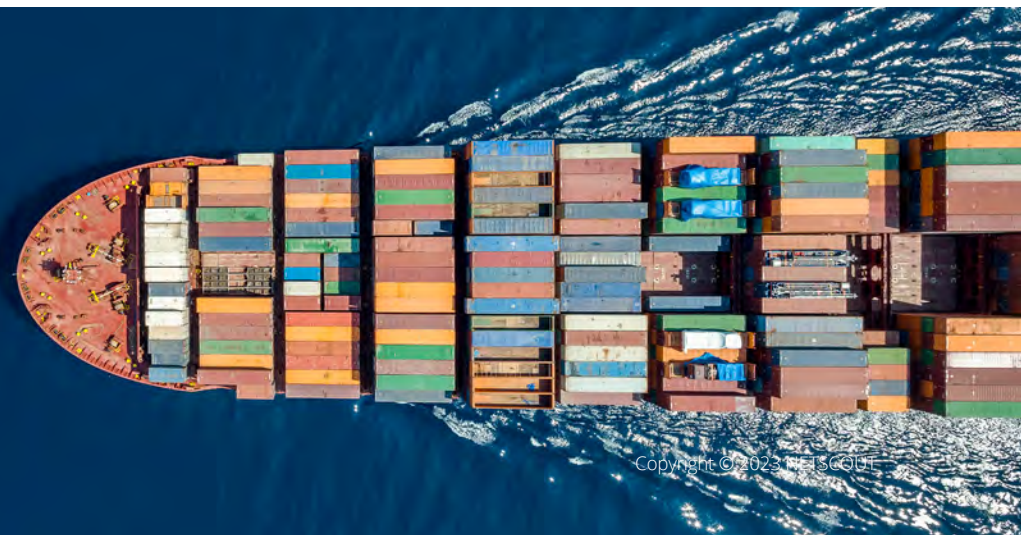
NETSCOUT is fully committed to responsible sourcing. The NETSCOUT [Vendor Code of Conduct](#) defines our expectations and obligations for all NETSCOUT vendors, suppliers, and subcontractors. The Vendor Code of Conduct is designed to promote sustainable, safe, and fair working conditions and the responsible management of social, legal, ethical, and environmental issues within NETSCOUT's supply chain.

In 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.



7 Appendix

FORWARD-LOOKING STATEMENT 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 and goals; 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 fact, 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. NETSCOUT undertakes no obligation to update or revise any forward-looking statement contained in this report, except as otherwise required by law.

Any references to “priority” or “relevant” in this report are not intended to have the same meaning as the terms “material” or “materiality” in the context of financial statements or financial reporting or as defined by the securities laws of the United States.

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 U.S. Securities and Exchange Commission filings. For a discussion on human capital measures or objectives that NETSCOUT focuses on in managing its business, please see the “Human Capital” section in our most recent Annual Report on Form 10 K.

While NETSCOUT believes that our ESG initiatives are important to operating in a sustainable manner, we do not believe that such initiatives are material to our financial results and results of operations. For a discussion of the risks that NETSCOUT believes could materially affect our financial results and results of operations, please see the “Risk Factors” section in our most recent Annual Report on Form 10-K and subsequent 10-Q filings.

SASB INDEX

This 2023 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. NETSCOUT continues to develop its measurement and assessment processes and tools as it matures its ESG program. Unless otherwise specified, the data and descriptions are current as of March 31, 2023, the last trading day of our FY2023.

SASB Code	Accounting Metric	Response or Cross-Reference
Environmental Footprint of Hardware Infrastructure		
TC-SI-130a.1	<ol style="list-style-type: none"> 1) Total energy consumed 2) Percentage grid electricity 3) Percentage renewable 	<ol style="list-style-type: none"> 1) Our energy consumption in fiscal year 2023 was approximately 121,000 GJ.⁵ We believe this level of energy consumption is generally aligned with technology industry peers. For more information on our approach to energy consumption and efficiency, please see the “Our Planet” section of this report. 2) Approximately 92% of our energy 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.⁶
TC-SI-130a.2	<ol style="list-style-type: none"> 1) Total water withdrawn 2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress 	<ol style="list-style-type: none"> 1) Total water withdrawn in FY2023 was approximately 14.44 thousand cubic meters. Approximately 39% of water withdrawn is in regions affected by high or extremely high baseline water stress.⁷ We believe this level of water withdrawal is generally aligned with technology industry peers. 2) NETSCOUT consumes a very low amount of water. Water use at NETSCOUT is primarily for standard office use and lawncare. No water is currently incorporated into products or services. There are currently no evaporative cooling systems at our facilities. NETSCOUT tracks and monitors water usage at sites 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. See the Sustainable Operations section of this report for more information on our approach to managing energy use in our Engineering labs.

⁵ Global data from 22-sites: Allen, Ann Arbor, Bangalore, Berkeley, Berlin, Brno, Colorado Springs, Dubai, Dublin, Madrid, Marlton, Melbourne, Modena, Mumbai, Padova, Pune, San Jose, Schwalbach, Shanghai, Singapore, Tokyo, and Westford, which account for more than 96% of NETSCOUT’s office-based employees.

⁶ Our Westford, Massachusetts headquarters has on-site solar panels, which generate electricity accounting for 0.72% of our calculated global energy consumption. Our San Jose office, which accounts for approximately 15% of our electricity usage, sources renewable energy via our utility provider.

⁷ 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 Commitment to Security section of this report and our Information Security disclosure of our 2023 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 are 1) Foreign nationals and 2) Located offshore	Our employees are located in over 35 countries, with approximately 36% of our employees located outside of the United States.
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) An in-person Engagement Suite at large-scale corporate events. 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. 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 conduct 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. 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

This 2023 ESG Report is aligned with the recommendations of the Task Force on Climate-Related Financial Disclosures (“TCFD”) and this index includes our responses to the TCFD’s recommended disclosure items. NETSCOUT is voluntarily providing this disclosure to aid its stakeholders in understanding NETSCOUT’s business operations. NETSCOUT continues to develop its measurement and assessment processes and tools as it matures its ESG program. Unless otherwise specified, the data and descriptions are current as of March 31, 2023 the last trading day of our fiscal year 2023.

Disclosure	Response or Cross-Reference
Governance	
a) Describe the board’s oversight of climate-related risks and opportunities.	<p>The Nominating and Corporate Governance Committee of NETSCOUT’s Board of Directors has oversight responsibility for climate-related issues . As set out in its Charter, the Nominating and Corporate Governance Committee oversees NETSCOUT’s ESG program, including efforts and initiatives related to NETSCOUT’s climate-related issues.</p> <p>As a company we believe a commitment to ESG is an important part of creating value. The Nominating and Corporate Governance Committee is responsible for overseeing and responding to environmental and climate-related risks, among other risks. The Committee meets regularly and reviews and advises on ESG strategy and ensures that the full Board is also kept apprised.</p>
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	<p>The Nominating and Corporate Governance Committee delegates day-to-day environmental management and mitigation actions to NETSCOUT management, through its CEO, Chief ESG Officer, and the ESG Steering Committee, which was established in 2019. Under the strategic direction of the CEO, the ESG Steering Committee is chaired by our Senior Vice President and General Counsel, in his role as Chief ESG Officer, and includes senior leadership from operations, human resources, product development, and finance, among other business functions. The Office of ESG is responsible for the development and implementation of ESG efforts in cooperation with the management team and business operations leaders.</p> <p>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 for reporting on relevant ESG risks, opportunities, and strategies, including climate-related risks and opportunities, to the highest levels of governance within NETSCOUT for review and oversight.</p>

TCFD INDEX

Disclosure	Response or Cross-Reference
Strategy	
<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p>	<p>Risks: NETSCOUT has identified relevant climate-related risks, including (i) downstream risks in the short term related to changing customer demands for a reduced environmental impact and operating costs from the use of NETSCOUT products, and (ii) long-term risks in our own operations related to increased indirect costs driven by increases in global mean temperatures and extreme variability in weather patterns.</p> <p>Opportunities: NETSCOUT has identified relevant climate-related opportunities, including (i) reductions in indirect operating costs driven by the adoption of efficiency measures within our Engineering labs, and (ii) increased revenues resulting from increased demand for low emissions products and services, and from access to new markets for low emission goods and services.</p>
<p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</p>	<p>While NETSCOUT's long-term environmental strategy and full ESG program remain in an early phase of implementation and maturity, as a software product development company with general office facilities, Engineering lab operations, and limited product assembly, our business operations have a limited environmental impact. NETSCOUT does not conduct industrial manufacturing, process raw materials, or conduct transport and logistics operations. NETSCOUT's current focus is on improving the measurement and collection of Scope 1, Scope 2, and potentially Scope 3 GHG emissions-related data for its global facilities and operations, while addressing environmental issues that we can appropriately influence and address.</p>
<p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>While NETSCOUT has not yet used specific climate-related scenario analysis to inform our strategy, NETSCOUT has created robust business continuity plans in order to maintain operations should natural disasters or extreme climatic events occur. NETSCOUT's current environmental strategy is to focus on matters that it can appropriately and directly influence and improve, including the energy efficiency of our current Engineering labs and facilities and reducing the volume of waste generated from business operations being sent to landfill.</p>

TCFD INDEX

Recommended Disclosure	Response or Cross-Reference
Risk Management	
<p>a) Describe the organization's processes for identifying and assessing climate-related risks.</p> <p>b) Describe the organization's processes for managing climate-related risks.</p> <p>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>Climate-related risks are assessed as part of NETSCOUT's ERM framework, which analyzes the potential impact of identifiable risks based upon their probability and magnitude. At the top of NETSCOUT's risk management hierarchy is the Enterprise Risk Management ("ERM") program whose purpose is to continually assess the probability, magnitude, and mitigation of all major risk scenarios faced by the company.</p> <p>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.</p> <p>The ERM program team prepares a formal risk register that provides for the identification and characterization of material risks including any climate-related 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.</p>

TCFD INDEX

Recommended Disclosure	Response or Cross-Reference
Metrics and Targets	
<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <p>b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.</p>	<p>NETSCOUT tracks our GHG emissions across the business. This includes primarily our Scope 1 emissions, our Scope 2 emissions (location and market-based), and (currently) limited Scope 3 emissions (business travel and fuel and energy-related activities).</p> <p>For an inventory of our GHG emissions, please see the GHG Emissions Inventory in this TCFD Index.</p>
<p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>NETSCOUT's long-term environmental strategy and full ESG program remain in an early stage of implementation and maturity, and therefore NETSCOUT has not set specific emissions reduction targets. NETSCOUT is taking steps aimed at reducing energy usage and emissions. Emissions reduction improvements will be driven by consolidation of our Engineering labs, migration of business IT systems to the cloud, office building efficiency improvements and improved maintenance practices for HVAC systems with hydrofluorocarbons (HFCs), a potent greenhouse gas.</p> <p>NETSCOUT set a goal of reducing Engineering lab energy usage by 5%. We are also targeting reductions in landfill waste through the adoption and enhancement of recycling services across our offices that including aluminum, glass, plastic, paper, cardboard and also waste food composting.</p>

GHG EMISSIONS INVENTORY

Greenhouse Gas Emissions ⁸	FY21	FY2022	FY2023
Scope 1 (mtCO₂e)			
Total Scope 1 Emissions	550	760	410
CO ₂	510	430	380
CH ₄	<1	<1	<1
N ₂ O	<1	<1	<1
HFCs	40	325	26
Scope 2 (mtCO₂e)			
Location Based	15,200	15,000	14,700
Market Based	14,200	14,000	14,000
Total Scope 1 and Scope 2 Emissions			
Location Based	15,700	15,700	15,100
Market Based	14,800	14,800	14,400
Scope 1 and Scope 2 (Location Based) Intensity			
mtCO ₂ e per million USD of revenue	18.9	18.4	16.5
mtCO ₂ e per full time equivalent employee	6.5	6.7	6.4
Scope 3 (mtCO₂e)⁹			
Business Travel	600	1,900	3,700
Fuel and Energy-Related Activities	880	880	880

⁸ GHG emissions calculation methodology

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 22 global facilities accounting for approximately 96% of NETSCOUT's office-based employees. Emissions data has not been calculated for two UK offices which accounted for approximately 3.5% of NETSCOUT's office-based employees before the offices changed management. NETSCOUT has been unable to obtain relevant data from either the local landlords or directly from the local energy supplier. Square-footage-based methods estimate these offices may have contributed another 200mtCO₂e. 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 (eGRID2020), International Energy Agency (using 2021 provisional emissions factors from the IEA Emission Factors 2022 Dataset), 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. 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.

⁹ The following Scope 3 categories do not apply to NETSCOUT's business: downstream leased assets, franchises, investments, and processing of sold products.



NETSCOUT

915

FIRE LANE NO PARKING





NETSCOUT SYSTEMS, INC.[®] (NASDAQ: NTCT) delivers multi-purpose, real-time visibility, troubleshooting and protection wherever your technology infrastructure and business applications reside. NETSCOUT Smart Data gives technology and business teams the next-generation level of visibility to see the full range of performance, availability and security risks, earlier and with more precision, to resolve problems faster. That's why the world's most demanding government, enterprise and service provider organizations rely on NETSCOUT solutions to assure and protect the digital services which advance our connected world.

Visit netscout.com or follow @NETSCOUT on Twitter, Facebook, or LinkedIn.

© 2023 NETSCOUT SYSTEMS, INC. All rights reserved. NETSCOUT, the NETSCOUT logo, Omnis, Guardians of the Connected World, Adaptive Service Intelligence, Arbor, ATLAS, InfiniStream, nGenius, and nGeniusONE are registered trademarks or trademarks of NETSCOUT SYSTEMS, INC., and/or its subsidiaries and/or affiliates in the USA and/or other countries. Third-party trademarks mentioned are the property of their respective owners.

