Gigamon

Environmental, Social and Governance Policy

February 7, 2025

1. Purpose

This Gigamon Environmental, Social and Governance Policy (this "Policy") statement reflects our organization's commitment to identifying environmental, social and governance ("ESG") business risks and opportunities -- and underscores our dedication to adopting ESG initiatives that align with our mission and core beliefs, to ensure our Company and our products play a positive and sustainable role in not only network infrastructure, but in the larger world in which we operate.

At Gigamon, our overarching purpose is to protect the hybrid networks and data of the largest, most complex organizations on the planet. The Gigamon Deep Observability Pipeline efficiently delivers network-derived intelligence and insight to our customers' cloud, security, and observability tools to help them eliminate security blind spots, optimize network traffic, reduce tool costs, and better secure and manage their hybrid cloud infrastructure. At Gigamon, employees come first. We believe in the power of a unified community, embracing innovation through diversity of thought, and fostering a deep trust through powerful collaboration. We call this One Gigamon.

These principles underpin our dedication to creating a positive and lasting impact. We are committed to upholding human rights, fostering a fair and innovative environment, and contributing to a sustainable future for our employees, customers, and communities. Our ESG initiatives are deeply integrated into our business operations, reflecting our core values and driving our mission forward. We expect the same commitment from our partners and suppliers.

2. Guiding Principles

Our approach to managing ESG initiatives is based on our core beliefs and internationally recognized standards, including the *Universal Declaration of Human Rights* and the Sustainability Accounting Standards Board framework.

Our One Gigamon core beliefs are consistent with, and amplify, our ESG enterprises:

- **Employees First:** Our employees are a powerful asset, they are collectively valued, engaged, and empowered for success.
- **Trust:** We trust in our business, in each other, in our partners, and the collective team that represents Gigamon.
- **Innovation:** We combine the delivery of market-leading products with the nurturing of innovation in all we do.
- **Collaboration:** We believe collaboration empowers the success of our company, our partners, and our customers.
- **Authenticity:** The commitment we each make to giving and receiving feedback in a timely manner.

3. Governance and Stakeholders

ESG Governance Framework

The Gigamon ESG initiatives are overseen by our Chief People Officer, in collaboration with key departments including Legal, Supply Chain & Manufacturing, and Finance. This cross-functional team identifies and addresses ESG matters, monitors our impact on stakeholders, and ensures alignment with our broader sustainability goals.

Internal and External Stakeholders

Gigamon values its customers, employees, partners, and supply chain as key contributors to our ESG journey. Our ESG initiatives consider the impact of our products on customers facing increasing ESG regulatory pressures, the well-being and contributions of our workforce, and the sustainability and ethical practices of our manufacturing partners. Through open collaboration, we aim to create a more sustainable and responsible future.

4.   Key Areas of Impact

The Gigamon commitment to ESG responsibility means that we diligently serve our customers, partners and other stakeholders in a way that does not compromise our integrity or dedication to the principles of fairness, equality, justice, and social responsibility.

Our team has identified the primary ESG topics for Gigamon as: addressing climate impact through the sustainability of our products, operations and sourcing practices; promoting positive social impact through employee support programs, workplace culture & innovation initiatives, and upholding ethical standards for employees that align with our core beliefs; and establishing robust governance structures related to information security, product security, ethical supply chains, and ethical business practices that align with our core beliefs and ethics standards, fostering compliance and integrity within our organization.

Environmental

- ▪ ***Our sustainable mission***. Gigamon is committed to operating in an increasingly efficient and sustainable manner to reduce its impact on the environment and the ecosystem. This goal extends to our customers, vendors, staff, and the communities in which we operate. Although our business does not actively engage in activities typically associated with harmful effects on the environment, we do seek proactive opportunities to reduce our carbon footprint and find new ways to help improve our physical world as well as our community's mindset. We believe in continuous improvement and continually strive to enhance our environmental performance over time through close collaboration with our suppliers and contract manufacturers to further reduce our impact on the environment.

- **Sustainable Product Design.** Gigamon products improve network efficiency and help customers reduce energy use and greenhouse gas emissions. Notably, Gigamon products can help our customers reduce their energy use and corresponding greenhouse gas emissions required to operate on-premises and cloud data centers, which are responsible for 2 percent of global greenhouse gas emissions. Our products can reduce traffic on our customers' networks by up to 50 percent which can lead to significant reductions in the energy (and associated monetary costs) required to operate the data centers, which translates to significant reductions in greenhouse gas emissions. For every 1 watt used by our products optimization functions, we can save our customers up to 11 watts from the optimized network traffic running across our customers' networks. *See* our whitepaper, Beyond the Physical Plant at https://www.gigamon.com/content/dam/resource-library/english/white-paper/wp-beyond-the-plant-energy-savings.pdf

- **Sustainable Business Operations.** We develop sustainable on-site building initiatives and business operations models. We effectuate our mission to continually improve our sustainability posture over time by working to reduce our environmental impact year over year utilizing processes such as ISO 14000, improving operational efficiency, self-assessments, and energy efficient office and facility designs and processes, including:

  o Reduction of our carbon footprint through environmentally responsible lifecycle management of our products by requiring that our contract manufacturers' facilities comply with ISO 14000 standards to reduce waste and consumption of resources while increasing operating efficiency

  o Communication of our environmental and sustainability expectations to vendors, suppliers, manufacturers, staff, and our community

  o Development of energy efficient and environmentally friendly operational processes and procedures

  o Implementing sustainability initiatives in locations in which we operate and, where feasible, use sustainable materials, energy sources, and operational models that contribute to global efforts at preserving the environment

  o Offering workplace flexibility, reducing the environmental impact of travel, commuting, and office space use, while enabling a secure and safe environment in which employees can continue to support company operations

- **Supplier and Manufacturer Sustainability.** We closely collaborate with our suppliers and manufacturers to meet our values and advance our ESG initiatives by:

  o Requiring our suppliers and manufacturers to comply with the Gigamon ESG policy requirements

  o Ensuring our manufacturing facilities are ISO 14000 certified

  o Requiring compliance with all applicable environmental regulations

  o Collaborating with suppliers and manufacturers to implement environmental management systems; optimize production processes to reduce waste, resource

consumption, and operational costs; and communicate environmental and sustainability expectations downstream through the manufacturing supply chain.

o Verifying suppliers' and manufacturers' compliance with the above standards through quality assurance audits

Social

- **Workplace Culture & Innovation.** We have committed to making Gigamon a place where all employees can bring their authentic selves to work each day by creating an environment where all backgrounds, perspectives, and experiences are equally valued. We bring these ideals to life through a variety of programs and HR initiatives, and we regularly evaluate new opportunities to further embed our principles into the fabric of our One Gigamon culture. These commitments are reinforced through our *Code of Business Conduct* and other policies.

- **Employee Engagement.** We support open forums for dialogue, discussion, and action. We have created platforms for employees to engage with each other, and with Company leadership, to express their views on all issues facing the Company. As part of this, the Company supports our employees' engagement with social causes impacting matters most important to them – so long as those causes align with our core beliefs. As a company, we want our employees to be heard, to engage, and to feel comfortable raising their voice. We encourage employees to share their ideas and contributions respectfully and constructively.

- **Employee Resource Groups**. We support various Employee Resource Groups ("**ERGs**"), designed to help the Company attract and retain a well rounded employee base, promote inclusion of ideas and solutions, and create opportunities for networking, mentoring, and career development. We are committed to supporting ERGs and creating new groups that benefit our employees and our culture through several channels such as online forums, in person and virtual meetings and events, providing opportunities to engage and give back to the communities we live and work in, and incorporating supportive actions (e.g. use of respectful language and training) into our daily operations. With full leadership support, the opportunity to build robust cross-functional relationships, and by having your voice heard, we believe ERG involvement can increase employee engagement within our Company and communities.

- **Employee Health and Wellness**. We have curated programs, offer benefits, and develop initiatives tailored to improving and sustaining the mental and physical health of our employees. As part of this, our HR team and senior leaders engage directly with our employees to offer information and guidance about various health and safety issues, including work-from-home issues and employee mental health programs, among others. Our HR and Facilities teams work to ensure the health and safety of all employees both in the office and at home.

- **Accountability**. At Gigamon, we lead by action and example and each of us is responsible for promoting the Company's core values and demonstrating a commitment to social responsibility. Hiring and promotion decisions align with our core values and an

individual's demonstrated commitment to them. Employees are provided whistleblower training and encouraged to report concerns of any kind (regarding a potential Gigamon policy or legal violation) through a variety of channels (including reporting through our whistleblower hotline). Managers are not only trained but are *required* to report these issues up to their manager, HR, Legal or the executive staff. Reported concerns will be thoroughly investigated and appropriately addressed by the Gigamon Legal and HR teams or by others as appropriate. Gigamon will not retaliate against (or permit a manager to retaliate against) any individual for filing a good-faith concern in this regard. *See Code of Business Conduct* and our *Whistleblower Policy (internal)*.

- **Employee Information Privacy.** Gigamon collects and uses employee data solely for employment management, benefits administration, and safeguarding company assets and personnel. Employee data is stored in accordance with applicable law and in reliance upon commercially reasonable physical, technical, and administrative controls. *See Privacy Policy* and *Employee Handbook* (internal).

Governance Initiatives

- **Customers' Personal Data Privacy.** Gigamon maintains appropriate technical and organizational safeguards commensurate with the sensitivity of our customers' personal data that we process in connection with our products and services. These safeguards are designed to protect the security, confidentiality, and integrity of our customers' personal data against accidental or unlawful destruction, loss, alteration, unauthorized disclosure or access, including safeguards which substantially conform to the ISO/IEC 27002 control framework and Gigamon maintains ISO/IEC 27001 certification. *See* our *Privacy Policy* and *Data Processing Agreement*.

- **Product Certifications.** Gigamon products provide important network visibility into some of the most complex and highly regulated networks in the world, including those of U.S. and other government agencies. To validate product security and efficacy, select Gigamon products and our development lifecycle adhere to rigorous industry certifications that include:

  - FIPS 140—2 validated
  - NIAP common criteria
  - Department of Defense (DoDIN APL)
  - IPv6 compliant
  - NIST USGv6 certification
  - NEBS Level 3 certification

- **Secure Software Development Practices**. As we build new software products, Gigamon is committed to building them following the principles of Privacy by Design and Security by Design. We adhere to the Capability Maturity Model Integration (CMMI) v1.2 methodology within our software engineering processes for quality improvement and have adopted a CMMI migration and implementation plan. We also attest to our secure software development practices pursuant to the Cybersecurity & Infrastructure Security

Agency's Secure by Design Pledge as well as 44 U.S.C. § 3554, Executive Order 14028, Improving the Nation's Cybersecurity, and Memorandum M-22-18, "Enhancing the Security of the Software Supply Chain through Secure Software Development Practices".

- **Information Security.** Gigamon is committed to safeguarding information, infrastructure, and product security. This commitment is realized through robust policies, controls, and procedures, overseen by our Chief Security Officer. Dedicated resources and continuous improvement across departments strengthen our security posture.

- **Supply Chain Management.** To align our business partners with our core values we require our suppliers and manufacturers to comply with our *Supplier Code of Conduct*, *Anti-Slavery and Human Trafficking Statement*, and our *Supply Chain Risk Management Plan*, along with various contractual commitments. Our international channel partners, along with our employees, must adhere to our *Anti-Corruption Policy*, along with our *Code of Business Conduct*.

- **Supplier Alignment.** Gigamon values a holistic and representative approach in selecting suppliers that align with our corporate vision and values by actively exploring opportunities to engage with businesses that bring unique perspectives and capabilities to provide goods and services when available.

- **Ethical Business Practices.** Gigamon is committed to conducting business responsibly, upholding strong corporate, social, and environmental standards. Our Code of Business Conduct outlines these commitments and is supported by company policies that include:

  - Compliance with all applicable federal, state and non-U.S. privacy laws
  - Promoting a respectful working environment free from discrimination, harassment, and other threats (*See Code of Business Conduct* and *Employee Handbook* (internal))
  - Employment decisions are made fairly and objectively, without regard for protected characteristics