Gigamon
Environmental, Social and Governance Policy

1.   Purpose

Gigamon products deliver unified network visibility and analytics on all information-in-transit, from raw packets to apps, across physical, virtual and cloud infrastructure. As a team, we embrace a "One Gigamon" culture, and in doing so we collaborate as colleagues along with partners and customers to best serve our customers in a productive, team-oriented, ethical and responsible manner. As part of our culture, we put "Employees First" as we understand that a company's success is built upon its greatest asset – our employees. By placing our employees first, they are motivated to deliver and outperform, which translates into our customers receiving the best quality products and services we can deliver. It is foundational to our One Gigamon culture that we act with integrity and treat others with respect.

The above principles are the foundation for our commitment to respect human rights and promote a safe, equitable, sustainable, and prosperous future for our company, our employees, our customers, and society at large. We embrace initiatives that align with this commitment, which are inherent to our culture, core values, and mission. We expect our employees, partners, suppliers, and customers to share this commitment.

This Policy statement reflects our commitment to identifying environmental, social and governance (ESG) business risks and opportunities -- and our dedication to adopting ESG initiatives, aligned with our vision and core values, to ensure our Company and our products play positive and sustainable roles in not only network infrastructure, but in the larger world in which we operate.

2.   Guiding Principles

Our approach to upholding our commitment to 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 core beliefs are consistent with, and amplify, our commitment:

- ONE GIGAMON: We are focused as one team to support and assist our customers.
- EMPLOYEES FIRST: Employees are our most powerful asset. They are collectively valued, engaged and empowered for success.
- INNOVATION: We deliver market leading products and nurture innovation.
- TRUST: We trust in our business, in each other, in our partners and the collective team.
- COLLABORATION: We believe true collaboration enables the success of our company, our customers and our partners.

3. Key Areas of Impact

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

Our Employees

- ***We support employee engagement, diversity, equity and inclusion initiatives***. 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 valued. We bring these ideals to life through a variety of programs and *HR Initiatives*, and we regularly evaluate new opportunities to further embed the principles of diversity and inclusion into the fabric of our culture. Also, our *Code of Business Conduct* reinforces these commitments.

- ***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 values. As a company, we want our employees to be heard, to engage, and to feel comfortable raising their voice. Employees who feel like they have something to say or contribute should do so in a respectful and productive way.

- ***We support Employee Resource Groups***. We support various Employee Resource Groups (ERGs), designed to help us attract and retain a diverse 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. 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.

- ***We support employee wellness***. We have curated programs, benefits, and 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 about various health and safety issues, including work-from-home issues and COVID-19 issues, among others. Our HR and Facilities Teams work to ensure the health and safety of all employees both in the office and at home.

- ***We hold ourselves accountable***. At Gigamon, we lead by action and example and each of us is responsible for promoting our core values and demonstrating a commitment to social responsibility. Hiring and promotion decisions are made against a framework that includes explicit consideration of our core values and how well the individual in question is living up to those values. Employees are encouraged to report concerns of any kind (regarding a potential Gigamon policy or legal violation) through a variety of channels, and managers are *required* to report these issues up to their manager, HR, CFO or General

Counsel. 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*

- ***We keep our employees' information safe.*** Gigamon limits its collection of employee data to those elements that are necessary for the management of employment relationships, the administration of HR benefits, and the protection, safety and security of Gigamon's network, offices, property and workforce. 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.

Data Security and Privacy

- ***We protect our customers' personal data.*** 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 and protect it against accidental or unlawful destruction or accidental loss, alteration, unauthorized disclosure or access, including safeguards, which substantially conform to the ISO/IEC 27002 control framework. See our *Privacy Policy* and *Data Processing Agreement*.

- ***Product certifications are important to us.*** Gigamon's 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. Certain of our products carry the following important product certifications:

    - Department of Defense (DoDIN APL)
    - DISA STIG and IPv6 compliant
    - FIPS 140—2 Validated
    - NIAP Common Criteria
    - NEBS Level 3 Certified

- ***We employ responsible software development practices***. As we build new software products, Gigamon is committed to building them the right way, following the principles of Privacy by Design and Security by Design. We are pursuing Capability Maturity Model Integration (CMMI) v1.2 methodology within our software engineering processes for quality improvement and are developing a CMMI migration and implementation plan.

- ***We take information security seriously.*** Gigamon's commitment to information, information infrastructure and product security is shown through our policies, controls, and procedures, dedicated resources and personnel under our Chief Information Security Officer, and continual review and cross-functional process improvements.

Our Business Partners and Supply Chain

- ***Our business partners need to be aligned with our core values***. Our hardware products are assembled by outsourced manufacturers [in Mexico and Taiwan]. Our suppliers are required to comply with our *Supplier Code of Conduct*, *Gigamon Annual 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*.

- **We support supplier diversity**. Gigamon's goal is to have suppliers that, in addition to meeting our other important criteria, are diverse and align with our corporate vision and values. Where possible, Gigamon affords diverse suppliers the opportunity to provide goods and services as part of our corporate purchasing organizations' procurement process.

Our Environment

- **We aim to lessen our impact on the physical environment and support more environmentally conscious operations**. Although our business does not actively engage in activities typically associated with harmful effects on the environment, we nevertheless seek opportunities to reduce our carbon footprint and find new ways to help improve our physical world. Gigamon strives to implement sustainability initiatives in the locations we operate and, where feasible, use sustainable materials, energy sources, and operational models that contribute to global efforts at preserving the environment. While almost all of our employees are working from home during the COVID-19 pandemic, we believe that workplace flexibility in some form will outlast the pandemic and is good for the environment, 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.

- **We partner with vendors, suppliers, and other third parties that also care about the environment.** When evaluating potential new business partners, we review their values and behaviors to ensure they are similar to our own. This includes recognition that we are all stewards of our environment and are all responsible for its longevity, health, and sustainability. We give preference to component suppliers that meet globally respected environmental standards, such as ISO 14000.

4. GOVERNANCE AND CORPORATE RESPONSIBILITY

Gigamon has established a Risk Management Committee (led by our Chief Financial Officer, and including our General Counsel, CISO and VP of Global Operations), which oversees ESG issues impacting our business. The Risk Management Committee reports on ESG-related matters to our Board of Directors as needed.

- *We are a responsible corporation*. We have a responsibility to conduct our business in a manner that promotes good corporate, social, and environmental policies and practices. Our commitment to that responsibility is reflected in our *Code of Business Conduct* and other policies referenced herein. Gigamon:
  o Complies with all applicable federal, state and non-U.S. privacy laws.
  o Opposes human trafficking in any form and is committed to mitigating the risk of human trafficking or forced labor in all aspects of our business. *Gigamon Annual Slavery and Human Trafficking Statement*

- Promotes a respectful working environment free from discrimination, harassment, and other threats. *Code of Business Conduct* and Employee Handbook.
- Makes all decisions concerning employment matters on the merits and without regard to affiliation with (or exclusion from) any legally protected category.
- Is committed to fair labor practices, including with respect to child labor, age appropriate work, minimum wage, and working hours. *Gigamon Annual Slavery and Human Trafficking Statement*