

Environmental, Social and Governance (ESG) Position Statement

2023

Purpose and Objectives

ForeScout's aim in publishing an ESG Position Statement ("Statement") is to detail our current commitments and practices regarding the environmental, social and governance aspects of our company. In response to Advent International's ESG Report, ForeScout has identified a prioritized set of ESG issues that are important to our stakeholders and overall long-term success. This Statement also includes links to related information and ForeScout policies. As ForeScout's ESG program and performance evolves, we may modify this Statement at any time by posting a revised document.

Data Security and Customer Privacy

ForeScout aims to use best practices and industry standards to achieve compliance with industry-accepted security and privacy frameworks. The following governing principles related to data security, privacy, and compliance outline our approach.

Data Security

As a cybersecurity company, ForeScout understands that security is a non-stop journey. Our programs, products and services are designed to manage cyber risk through automation and data-powered insights. Verde Labs is the cybersecurity research arm of ForeScout, focusing on threat and vulnerability research. This research is shared to the cybersecurity community, to help further develop threat intelligence allowing data-powered intelligence to accurately detect risks and efficiently remediate cyberthreats without disrupting our customer's critical business assets.

Customer Privacy

Privacy is key. ForeScout uses appropriate technical and organizational measures to protect personal information from misuse, unauthorized or unlawful access or disclosure, loss, damage, or destruction. We are committed to ensuring privacy for our customers, partners, and employees. In our journey to continue evolving with customers' needs, the development of a "Privacy by Design" program is set to launch in the first half of the year. This program sets privacy at the forefront of a product, giving customers' the best data privacy possible.

Compliance

ForeScout complies with international, federal, state, and local standards and regulations, as well as customer and contractual obligations and employs industry standards for information, personnel, and physical security and privacy requirements. This includes participating in regularly scheduled training programs as well as rigorous internal and third-party audits, verifying our security controls for all services. ForeScout is currently SOC2 compliant for eyeSegment and Cloud products.

Related Information

- [Forescout Privacy Statement](#), Effective May 1, 2022
- [Forescout Data Processing Addendum](#)
- [Verde Labs](#)

Equity, Inclusivity, and Workforce Management

Forescout is committed to cultivating a diverse, collaborative, and dynamic workforce, focusing on providing best-in-class partnership and support. Each team member is expected to foster a respectful, non-retaliatory workplace environment that is free of harassment, intimidation, bias, and unlawful discrimination of any kind. We believe that people do their best work when they are competitively compensated, are safe and healthy, and have a work-life balance that supports not only their professional aims, but personal goals as well.

Diversity, Equity, and Inclusion (DEI)

Forescout is committed to creating a supportive work environment and a respectful workplace culture that is free of harassment, intimidation, bias and unlawful discrimination. As a company, we comply with all aspects of affirmative action reporting. Forescout is an equal opportunity employer and employment is based solely on individual merit and qualifications directly related to professional competence.

Talent Management

Our Talent Acquisition team is dedicated to partnering with our internal stakeholders to hire top talent and maximize the potential of our greatest asset: our employees. We believe a diverse and inclusive workforce is crucial to our success and development as a company.

Workforce Health and Safety

Forescout is committed to protecting our worker health and safety, both at home and in the office. With the onset of COVID-19, safety measures have been enhanced and will continue to be monitored and developed in accordance with local and federal regulations. Our dedication to our employees extends to their wellbeing outside the office as well, with complementary individual subscriptions to Headspace.

Related Information

- [Code of Conduct](#)
- [Employee Referral Policy](#)
- [Headspace](#)

Global and Societal Impact

We are committed to contributing to sustainable and equitable solutions, including those related to the sourcing, procurement and ongoing supplier management of services and products that are critical to our business. Forescout encourages a workspace that promotes ecological and environmental balance by reducing, or avoiding, the depletion of natural resources.

Supply Chain Management and Materials Sourcing

For us to be successful in contributing to sustainable solutions, it is just as important for our suppliers to do the same. We are focused on encouraging and working with our suppliers to promote positive practices relating to sustainability and workforce practices in their internal operations as well as distribution processes.

Waste and Energy Management

Forescout is in the early stages of measuring and reporting our waste and energy emissions footprint. We are committed to following globally accepted climate-related accounting and disclosure standards, frameworks, and methodologies. Further development of our emissions standards is critical to laying the foundation for a more robust understanding of Forescout's environmental footprint and identifying approaches to reduce the environmental impact of our operations. Forescout has evolved into a hybrid remote company, with options to go into our various offices as needed, limiting our employee's emission contributions while working. The main hub for e-waste disposal is based out of our Plano office, with an additional set up in our main Headquarters in San Jose. A recycling program is currently set up at our Headquarters, with plans in place to implement it worldwide.

Related Information

- [Code of Conduct](#)

Business Ethics and Corporate Governance

Our mission is to provide world class legal services to our Forescout Family through creative problem solving, timely engagement and a commitment to excellence in our work product, while also protecting the Forescout Family of Companies from unreasonable risk, exposure, and threats.

Business Ethics

Forescout is committed to maintaining the highest levels of ethics and compliance. We expect all Forescout employees to act ethically and honestly. This applies to our Company's agents, consultants, resellers, and distributors, including anyone who conducts business on behalf of the Company. Forescout's Code of Conduct details all aspects and expectations for ethical business conduct.

Corporate Governance

Through Forescout's Corporate Governance Program, we have established checks and balances, rules, practices, and processes used to run our Company. Our Corporate Governance strives to build trust with not only our investors, but the communities we serve, while promoting integrity and financial viability. Training programs in place help ensure our employees are up to date and compliant with our policies and standards. In 2023, a plan has been established to elevate our internal privacy training, making it department specific to meet the needs of our employees.

Related Information

- [Code of Conduct](#)
- [Whistle Blower](#)