

Letter From VIAVI Leadership

September 2024

While VIAVI has experienced a challenging macroeconomic environment over the past two years, our approach to sustainability has remained consistent while navigating increasingly stringent global environmental and regulatory standards. Following the celebration of our 100-year anniversary in 2023, we are pleased to present this year's ESG Report. Within this report led by our ESG Executive Steering Committee, we detail our efforts and continued progress towards lowering our carbon footprint, operational costs, and overall climate impact, while fostering innovation and delivering shareholder value.

Environmental Stewardship

The VIAVI global facilities teams track and monitor our electric, water, and gas consumption levels while striving to identify areas for improvement. We also continue to explore opportunities to purchase cleaner, renewable energy at multiple VIAVI sites around the globe. For example, at our VIAVI site in Eningen, Germany, we are investing in energy-efficient insulation, solar panels, and facility refurbishments. These capital improvements to our facilities have helped us reduce our heating needs and energy consumption.

VIAVI also continues to improve many aspects of the packaging of our products. This includes reducing the quantity of materials used, reducing plastic and toxic waste, ensuring the safe delivery and protection of our products, and using recycled and sustainably sourced materials as much as possible. We have also invested in the redesign of our packaging to aid with disposal efforts and its recyclability.



NTIA Grant

In January 2024, to help foster innovation and fuel economic growth in the telecommunications industry, VIAVI was awarded a \$21.7 million grant from the Public Wireless Supply Chain Innovation Fund of the U.S. National Telecommunications and Information Administration (NTIA) for the VIAVI Automated Lab-as-a-Service for Open RAN (VALOR). This grant will help promote access, equity, collaboration, and vendor diversity, while helping secure the telecommunications supply chain of the United States by allowing equipment from different vendors to work together. VIAVI is proud to be a recipient of this NTIA grant, and we look forward to continuing to make Open RAN testing accessible, affordable, and sustainable for the entire ecosystem.

Investing in Our People

VIAVI continues to invest in our employees by maintaining an inclusive, supportive, safe, and healthy work environment where our employees can grow and thrive. Our employees regularly participate in mandatory training courses covering data privacy, cybersecurity, health and safety as well as the prevention of sexual harassment in the workplace, each achieving over 98% compliance by employees. We also continue to communicate with our employees regarding diverse perspectives, the value of equity in our practices, and the importance of inclusiveness in our behaviors. In addition, approximately 78% of individual contributors take advantage of additional training resources provided by the Company to support them in ongoing career and professional skills development. Our global Leadership Development Program has now reached over 79% of our managers in fiscal year 2024. Further, the success of our Safety program is demonstrated by our best-in-class Total Recordable Injury Rate (TRIR) of only 0.15 injuries per 100 full-time workers per year.

We also continue to encourage our employees to care for our communities and each other. For example, we promote "Bike to Work" days for our employees and participate in large-scale neighborhood beautification and community service opportunities such as the "For Our City" event, which turns out hundreds of volunteers each year in Chandler, Arizona. Volunteer efforts such as these further demonstrate our continued commitment to making a positive impact in the communities in which we operate, which we believe also contributes to our culture and employee engagement.

Strengthening Corporate Governance

We continue to maintain the highest standards of corporate governance and ethical business practices while demonstrating transparency and accountability through regular reporting and disclosures.

VIAVI continues to strengthen our governance practices with regards to data privacy, data security and cybersecurity. In January 2024, VIAVI successfully obtained ISO 27001 security certification, the international standard for information security management, which demonstrates to our customers and partners our capabilities as an organization to manage sensitive third-party information assets, data, and intellectual property. We also obtained certification covering Information Security Management for audited security practices in IT, NSE product development, Human Resources, Legal and Compliance, Facilities and Physical Security, and Supplier Management. These achievements demonstrate our continued commitment to good governance, as well as our belief that a healthy and vigilant focus on cybersecurity compliance and training strengthens our operational foundation and ensures a robust corporate ecosystem for the benefit of our employees, shareholders, customers, and suppliers.

Additionally, our Leadership Team continues to assess ESG input, risks, and opportunities as part of our strategic plan for the company, and also continues to receive periodic, productive feedback and insight from our Board of Directors.

Despite the significantly challenging macroeconomic environment over the last two years, we plan to continue to focus on helping our customers succeed and improving the sustainability and long-term efficiency of our global operations, all while delivering shareholder value in a responsible and sustainable manner. We seek to continue to engage with our stakeholders and embrace the business value of good corporate governance across our products, operations, facilities, supply chain, and customer relationships.

Oleg Khaykin
PRESIDENT AND CEO



Richard Belluzzo
BOARD CHAIR

