



Letter from VIAVI Leadership

August 2023

VIAVI navigated a challenging economic environment over the past year. Despite these challenges, our valued employees worked hard to strengthen the business while also furthering our goals relating to Environment, Social, and Governance (ESG) initiatives. We established an ESG Executive Steering Committee and made significant progress moving the business forward while balancing cost savings, business goals, and our sustainability goals.

We are pleased to present to you this year's ESG Report. Within this report, we outline our efforts, progress, and initiatives which aim to drive sustainable company growth while promoting social responsibility, ethical practices, and positive impact in the communities in which we operate.

VIAVI aims to create value for our investors and engage with our customers, employees, suppliers, and key stakeholders while being mindful of our impact on society and the environment.

ENVIRONMENT

As the planet warms, the environment and managing the impact corporations have on their communities are more important than ever. VIAVI has made progress towards addressing our environmental impact, reducing waste, increasing the energy efficiency of our operations, and promoting sustainable business practices.

By improving the packaging of our products, we have helped the environment and our customers by reducing plastic waste, saving space and shipping costs with smaller and lighter packaging units, and using lower cost materials that still protect VIAVI products against drops and shocks. Additionally, as a result of upgrades to lighting systems at manufacturing facilities, an increase in corporate solar installations, HVAC and cooling improvements, utilization of reclaimed water, smart energy purchasing, improved product reuse and recycling programs, as well as continuous efforts to enhance the operational efficiency of our facilities, VIAVI has reduced our overall carbon footprint. Through our products, we have also amplified our impact by helping our customers reduce their power usage, further reducing global emissions.

SOCIAL

VIAVI greatly values the contributions of our people, and we continue to strive for a workplace where people feel they belong. We embrace the practices and behaviors that create an environment for people to grow and thrive, all the while caring for our communities and each other. This report summarizes our goals for recruitment, retention, development, and diversity of our people, in addition to the ways in which we have made a positive impact and engaged responsibly in our communities.

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. Our corporate policies are intended to reflect a culture of integrity across our global workforce, and we continue to act responsibly on behalf of our customers, partners, shareholders, and employees.

Our Leadership Team, including our ESG Executive Steering Committee regularly assesses ESG input, risks, and opportunities as part of our strategic plan for the company, and also receives periodic, productive feedback and insight from our Board of Directors. We have also established repositories and a framework for the collection and validation of ESG data found within this report.

CYBERSECURITY

At VIAVI, we believe a healthy and vigilant focus on cybersecurity compliance and training strengthens our operational foundation and ensures a secure corporate ecosystem for the benefit of our employees, shareholders, customers, and suppliers.

We are committed to strong information security and digital risk management, while providing oversight and guidance to continuously develop the security program scope, strategy, and priorities. Our employees regularly receive cyber-focused training and phishing simulations, to better ensure that our employee base remains vigilant and well-informed about cybersecurity threats.

We have successfully transformed VIAVI into a formidable market leader in many of the most exciting technology growth areas in the market today. Despite the significantly challenging economic environment over the last year, we will continue our focus on helping our customers succeed and improving the sustainability and long-term value of our global operations in the years ahead.

Oleg Khaykin
President and CEO

Richard Belluzzo
Board Chair

