



“At VIAVI, we do our part to make our workforce more inclusive, our business more sustainable, and our communities more engaged, by maintaining strong corporate governance and oversight.”

August 2021

It is the duty of every company to care for and act responsibly on the behalf of our customers, partners, shareholders, and employees and to engage responsibly with our communities, all while maintaining the highest standards of regulatory and governmental compliance. At VIAVI, we do our part to make our workforce more diverse, equitable and inclusive, our business more sustainable, and our communities more engaged by maintaining strong environmental, social and governance practices.

Over the past year, while faced with the ongoing COVID-19 pandemic, we came together to institute a set of global policies, Pandemic Response Teams, Return to Work guidelines and flexible workplace practices to help our employees and their families safely navigate the challenging pandemic.

The VIAVI Executive Leadership Team and the Board of Directors have made great strides in expanding our robust Corporate Social Responsibility (CSR) and Environmental, Social and Governance (ESG) initiatives, all the while widening our understanding of Diversity to embrace not only identity, but also the practices and behaviors that create the right environment for people to succeed. Our [VIAVI 2021 Corporate Social Responsibility Report](#) features many of our milestone accomplishments as well as our Diversity, Equity and Inclusion (DEI) Pillars.

Our CSR initiative is anchored in the three critically important pillars of Environment, Social, and Governance. Following are some key highlights demonstrating delivery on our strategy.

ENVIRONMENT – Our environmental initiatives tackle issues spanning climate change and sustainability, and include focus areas like energy efficiency, materials sourcing, water conservation, carbon offsets, and waste management.

Highlights:

- In 2021, VIAVI established a [Global Environmental Policy](#), setting forth our commitments to sustainability.
- Over the past five years, we have reduced our global carbon footprint by approximately one-third.

Environment Highlights Continued:

- Our ambient light sensors and proximity sensors embedded in smart phones conserve battery power and enhance efficiency.
- We are engaged in a number of sustainability projects across our global sites, including use of reclaimed water and exploration of the use of solar panels in our planned Chandler, Arizona facility and taking our Suzhou, China site 100% renewable in the next two years, which we estimate could decrease carbon dioxide emissions by over 2000 tons.

SOCIAL – As an international company, VIAVI is committed to fundamental, universal human rights and recognizes the dignity of labor. We drive continuous improvement in the diversity, equity and inclusion of our people capital ecosystem – employees, partners, vendors, and board of directors. Operating under the umbrella of the VIAVI Business Values, we provide opportunities for continuous education, career development, and business engagement that ensures every employee understands how they align to and support our business strategies and mission.

Highlights:

- In 2021, VIAVI established a [Global Human and Labor Rights Policy](#), setting forth our unwavering commitment to universal, fundamental human rights and dignity of labor.
- In partnership with Silicon Valley Foundation, VIAVI expanded our Employee Disaster Relief Program to include a broader set of events that are eligible for grant relief, including, in addition to Natural Disasters, Life Threatening Serious Illness or Injury, Death Incident, Catastrophic or extreme circumstances, including COVID-19. When urgent support was needed following the surge in COVID-19 cases in India, we responded with grants to support employees and their families.
- Joined Global Taskforce on Pandemic Response, a broad coalition of companies and businesses working together to coordinate assistance to COVID-19 surges around the world. In this alliance, VIAVI donated \$50,000 to the US-India Strategic Partnership Forum (USISPF) to provide immediate assistance to India for ventilators, oxygen concentrators and employee support.
- Refined the VIAVI People Strategy to align and prioritize our human capital programs to the business strategy.
- Established VIAVI Diversity, Equity and Inclusion (DEI) pillars anchored around Leadership, Talent and Culture and advanced our communication and learning strategy to enable a Diverse, Equitable, and Inclusive culture that more fully reflects our values.
- Launched our first virtual Leadership Development Program, including a Manager Development Series and a Strategic Leadership Series, with over 50% of our managers and directors company-wide participating in an engaging, cross-functional training and development program, designed to establish our next global cohort of leaders.

GOVERNANCE – VIAVI is committed to the highest standards of business ethics and corporate governance, including demonstrated business practices, tools, training, and communications. When working with partners and vendors, we adhere to the strictest ethical standards in accordance with local and governmental regulations.

Highlights:

- VIAVI’s Governance Committee maintains oversight of our ESG and sustainability initiatives while the Compensation Committee is responsible for oversight of our Human Capital Management practices and Diversity, Equity and Inclusion initiatives.
- VIAVI added two highly respected female industry experts to our Board of Directors in the past three years.
- 44% of the Board is female or an underrepresented minority and VIAVI is in compliance with NASDAQ and SEC diversity requirements.
- Our board members are elected on an annual basis and our average board tenure is approximately 7 years, with over 40% of the Board having 5 years or less of tenure.
- All VIAVI employees and the Board of Directors are expected to adhere to our comprehensive [Code of Business Conduct](#) and receive training annually on the Code as well as other important governance and compliance topics.

We have successfully transformed VIAVI into a formidable market leader in many of the most exciting technology growth areas in the market today. We remain focused on helping our customers succeed and recognize that steadfast focus on Corporate Social Responsibility and ESG accelerates our ability to deliver on that promise.

Best regards,



Oleg Khaykin, President and CEO



**Exhibit
Business
Acumen**



**Manage
Complexity
& Ambiguity**



**Take
Informed
Risks**



**Cultivate
Innovation**



**Foster a
Winning
Culture**



**Drive Vision
& Purpose**