



VI.VI

2025 Gender Pay Gap Report

Introduction from Todd Taylor

At VIAVI Solutions UK Limited, we believe our colleagues perform at their best when they can share their unique talents to deliver exceptional outcomes for our customers. Our goal is to nurture and sustain a collaborative and inclusive culture, creating an environment where everyone has the opportunity to thrive.



This report presents our 2025 Gender Pay Gap results, including historical data from Aeroflex Limited (2017–2020).

As of 5th April 2025, our gender pay gap results show continued progress, with both our median gender pay gap and mean and median gender bonus gaps

at their lowest levels since we began reporting. This reflects the sustained efforts we have been making to improve representation and create more balanced opportunities across our organisation. While these results demonstrate meaningful progress, we recognise that there is still more progress to be made.

We continue to see high levels of female representation within our lower and lower middle pay quartiles, providing a solid foundation for future progression, recognising that increasing representation at senior levels will be central to narrowing our gaps over time. This remains a clear area of focus.

We are confident that the steps we are taking – through inclusive hiring, development opportunities, and structured talent planning – are strengthening our pipeline and supporting long-term change. By continuing to foster diverse perspectives and investing in our people, we are building a more balanced and resilient organisation.

I encourage you to review our results and learn more about the actions we are taking to drive progress. Together, we can continue to create a workplace where everyone has the opportunity to succeed.

I confirm the data reported is accurate, in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Todd Taylor

Managing Director

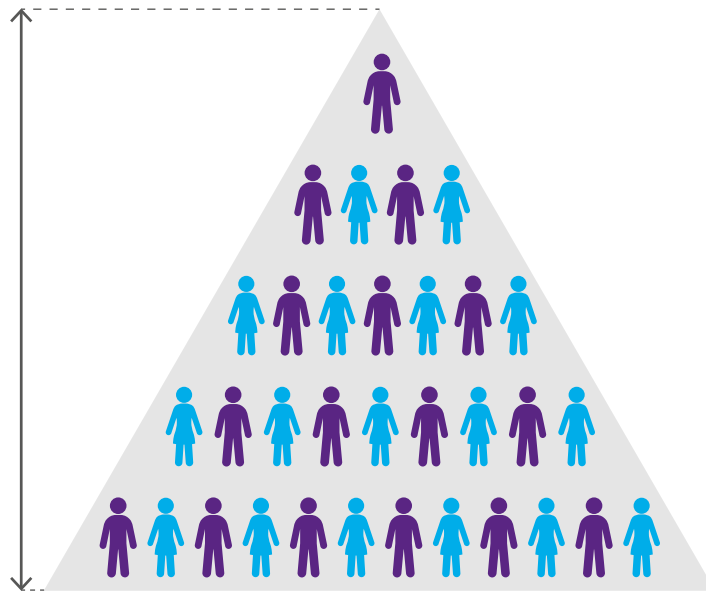
Vice President - Commercial Engagement Team;

Legal Lead - Europe, Middle East, Africa

Understanding the Gender Pay Gap

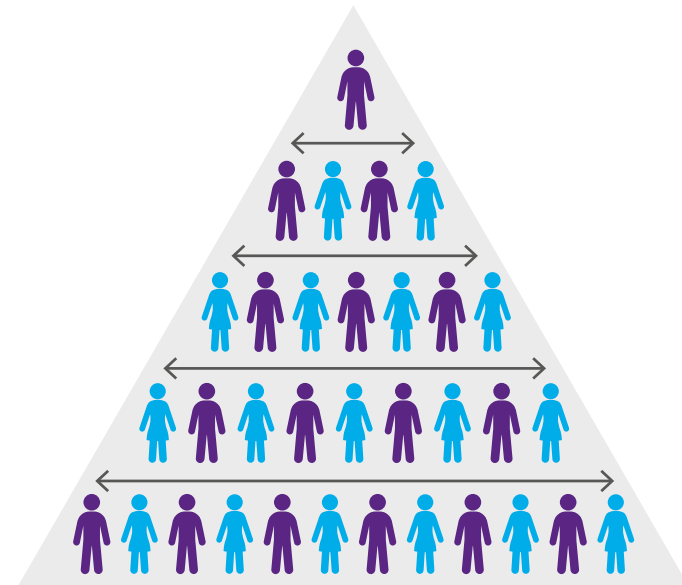
It is important to understand that the **Gender Pay Gap** is not the same as **Equal Pay**, and the two concepts should not be confused.

Explaining the Gender Pay Gap



Gender Pay Gap

The **Gender Pay Gap (GPG)** is the percentage difference in the mean or median hourly rate for all female and male employees across an organisation. This is a single figure for all employees, regardless of the job they do, grade, skills, or experience. The GPG figure includes base pay; allowances and any other bonus and incentive pay paid in April 2025.



Equal Pay

Equal pay requires that females and males carrying out the same or similar work in the same employment must receive the same pay.

Understanding the Gender Pay Gap

Measuring our gaps

Since April 2017, the UK Government has required all UK companies with over 250 employees on payroll to publish annually specific calculations relating to the following:

Gender Pay Gap (hourly pay):

This is the mean (average) and median (middle of a ranking from lowest to highest) difference between what female and male employees were paid on 5th April 2025, shown as a percentage of male earnings.

An equivalent hourly rate is calculated for all employees including not just basic pay, but any relevant pay elements received in the pay period that 5th April 2025 falls within. This helps to compare salaried workers as well as assessing the impact of allowances and bonuses.

Gender Bonus Gap:

This is the mean and median difference in incentive pay received by female and male employees in the 12 months prior to 5th April 2025. It includes all bonuses and incentives, such as earnings from stock compensation.

Bonus Proportions:

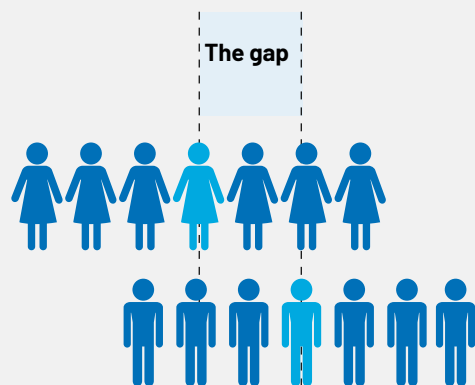
These are the percentage of female and male employees receiving any bonus payment in the 12 months prior to 5th April 2025.

Hourly pay quartiles:

These are the percentage of females and males in each pay quartile. All hourly pay is ranked from highest to lowest and employees are divided into four equal groups. The percentage of females and males in each group is then calculated.

It is important to note that the UK Gender Pay Gap legislative requirements are binary regarding gender (specifying female compared to male). Whilst we are reporting our statistics in accordance with the legislation, at VIAVI, we recognise and support all gender identities.

Explaining Median and Mean



Median

The middle number in a ranking of pay from lowest to highest, the median gives us the best view of 'typical' pay. This calculation is completed separately for females and males and the medians are compared.



The gap

Mean

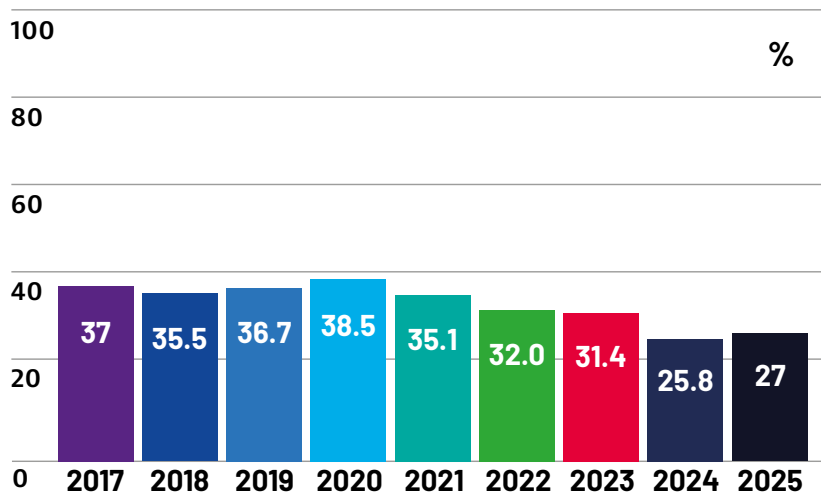
Calculated by adding up the total pay of employees and dividing by the total number of employees. This is completed separately for females and males, and the means are compared.

Gender Pay Reporting Results 2025

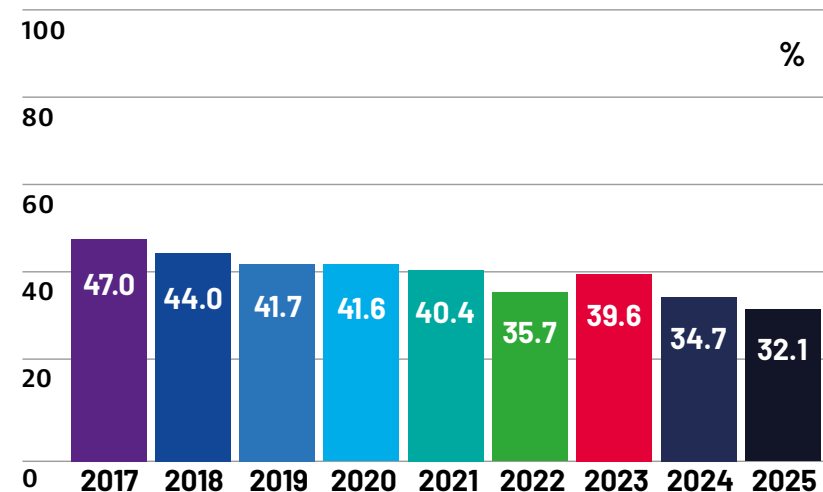
Gender Pay Gap

The charts below present the Gender Pay Gap results for VIAVI Solutions UK Limited in 2025, compared to previous results, including those from Aeroflex Limited (2017-2020).

Mean



Median



Gender Pay Gap Summary

As at 5th April 2025, our median gender pay gap is 32.1% and our mean gender pay gap is 27.0%. Our median gender gap is the lowest since reporting began in 2017, demonstrating the strides we have been taking year-on-year to narrow the gap.

The primary driver of our gender pay gap continues to be the distribution of employees across pay quartiles. Among the top 25% highest-paid people in our organisation, 94.9% are male. Only 5.1% are female. Whilst this is low in comparison, it has increased year-on-year as we continue to commit to actions that improve the level of female representation amongst the top 25% of our organisation.

Female representation increases across the lower middle (28.6%) and lower quartiles (32.9%). Overall, our workforce is comprised of 81.2% males and 18.8% females.

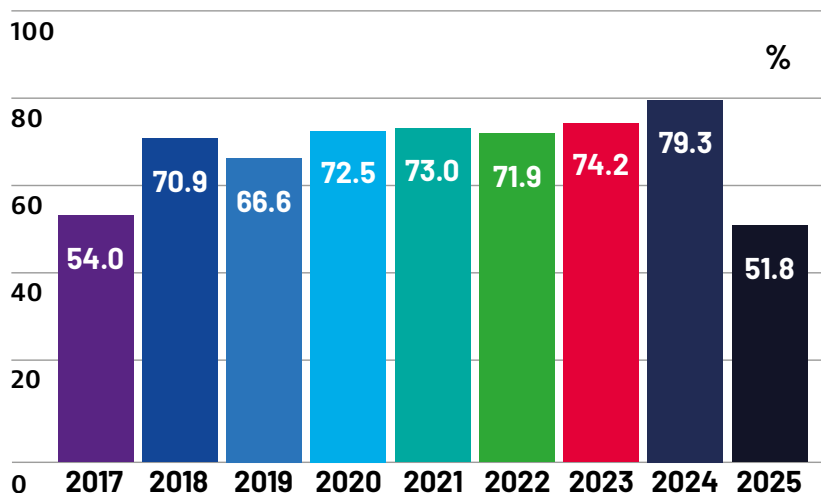
Our gender pay gap is predominantly driven by the under-representation of women in senior roles. We remain committed to improving gender balance through recruitment and development of diverse talent across all levels and business functions.

Gender Pay Reporting Results 2025

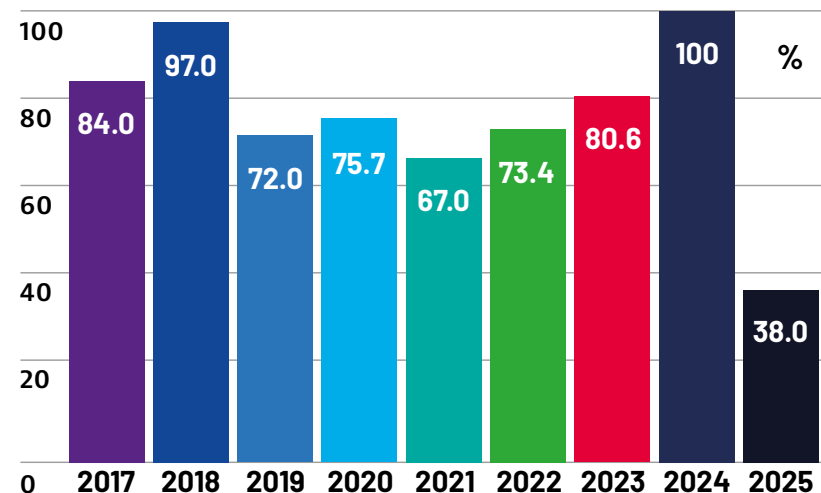
Gender Bonus Gap

The charts below present the Gender Bonus Gap results for VIAVI Solutions UK Limited in 2025, compared to previous results, including those from Aeroflex Limited (2017-2020).

Mean



Median



The pay data is taken at a snapshot date of the 5th of April 2025, and the bonus data is all bonuses paid between 6th April 2024 and 5th April 2025.

Gender Bonus Gap Summary

As at 5th April 2025, our median gender bonus gap is 38.0% which has decreased in comparison to 2024. Our mean gender bonus gap is 51.8% which is also relatively lower than 2024. The proportion of males and females receiving a bonus was almost equal; 96.9% of males and 96.6% of females received a bonus in 2025.

Our variable pay plan (general bonus plan) paid to all eligible members drove the increase in receivership compared to 2024. Whilst the

gender bonus gap is subject to annual fluctuations, there is a general downwards trend in the gender bonus gap.

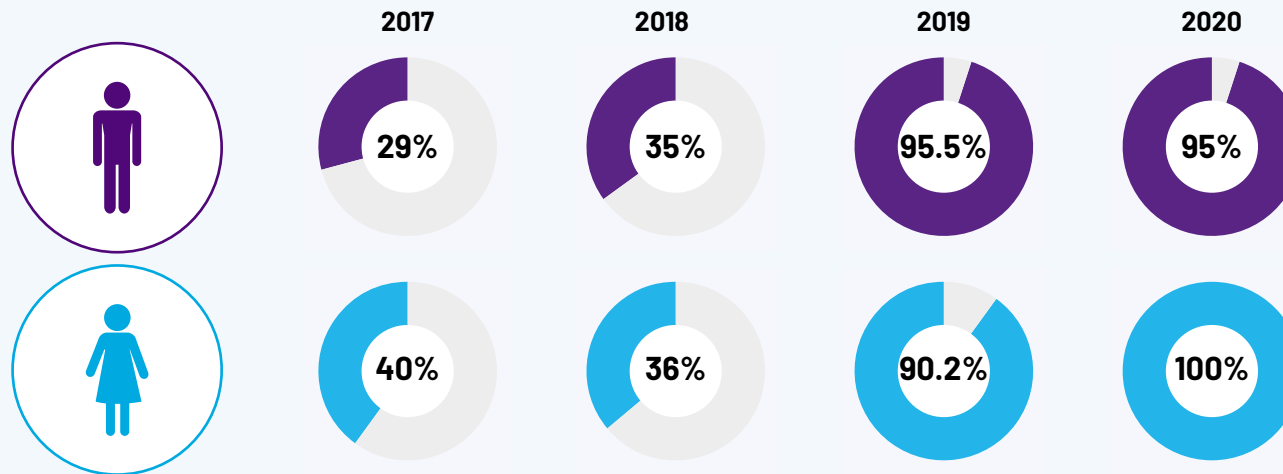
We continue to focus on developing diverse talent pipelines, enabling growth opportunities and supporting progression into senior roles, which over time will help address both our gender pay and bonus gaps.

Gender Pay Reporting Results 2025

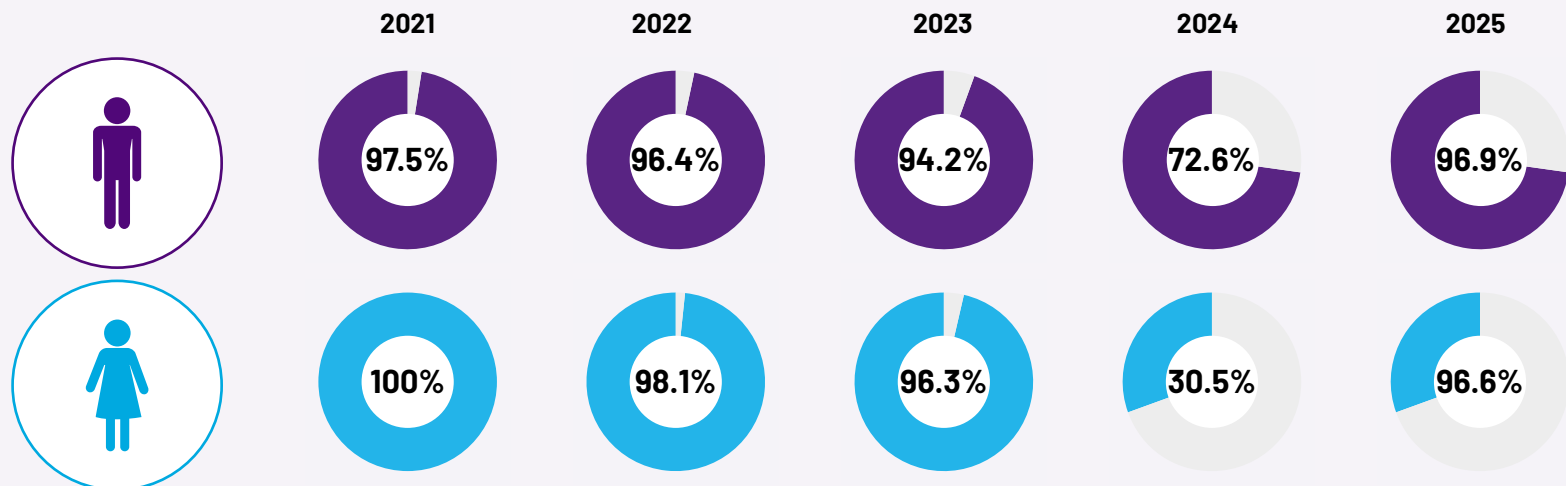
Proportion of employees receiving a bonus

The charts below show the percentage of employees who received a bonus.

Aeroflex Limited

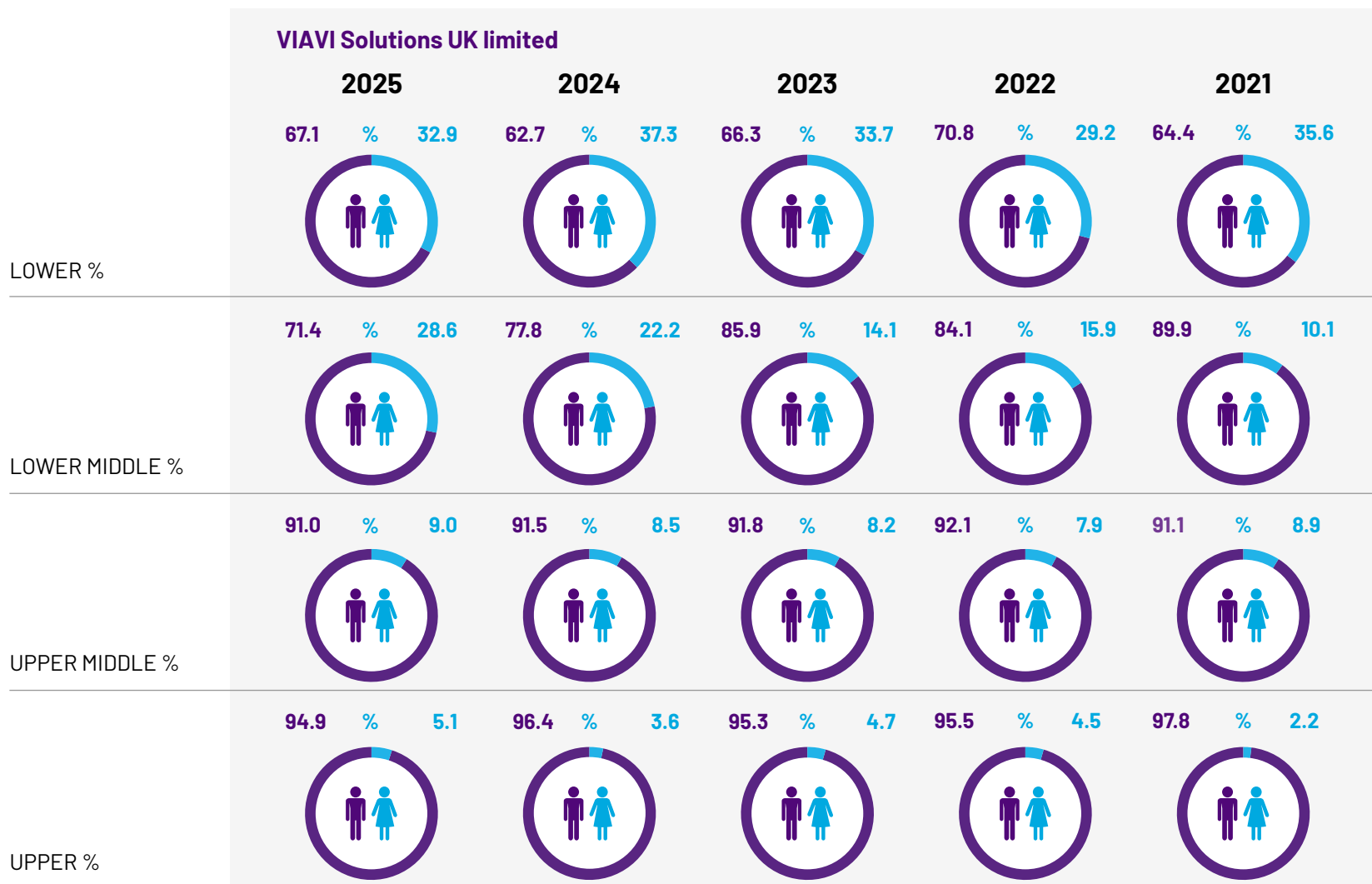


VIAVI Solutions UK Limited



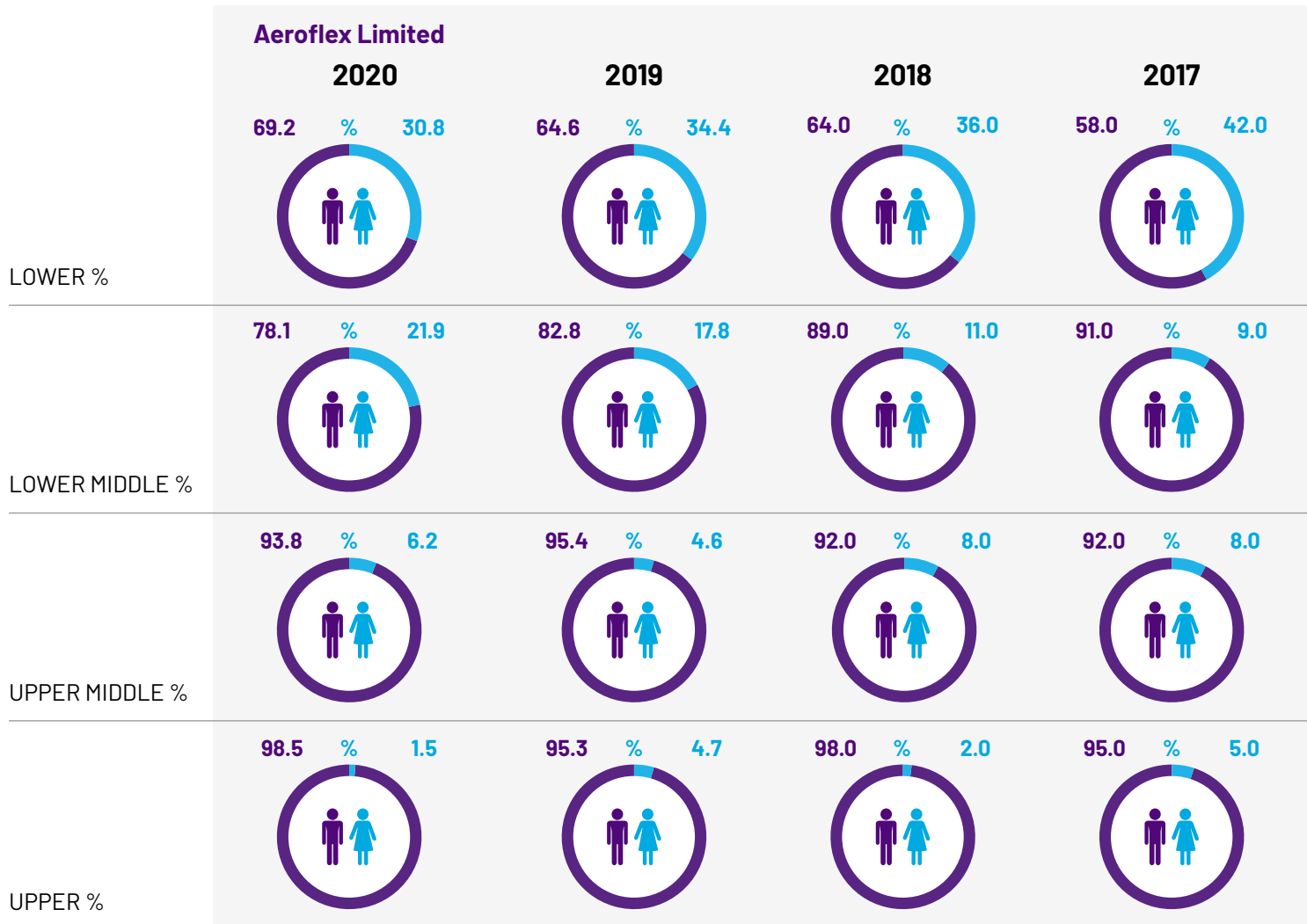
Population by Pay Quartiles

The charts below present the Pay Quartiles for VIAVI Solutions UK Limited in 2025, compared to previous years, including those from Aeroflex Limited (2017-2020).



Population by Pay Quartiles

The charts below present the Pay Quartiles for Aeroflex Limited (2017-2020) compared to previous years.



Like many organisations within our sector, the gender distribution of our workforce continues to significantly influence our Gender Pay Gap, with a higher proportion of males represented across the business, particularly within senior roles.

Our year-on-year gender distribution shows that, while female representation remains lowest in the upper and upper middle quartiles, it has increased in both areas compared to last year. In 2025, females represent 5.1% of the upper quartile and 9.0% of the upper middle quartile. This continued improvement in senior representation has been a key factor in the reduction of our median Gender Pay Gap.

Female representation remains highest in the lower middle (28.6%) and lower quartiles (32.9%). Overall workforce representation remains 18.8% female and 81.2% male, and improving progression into senior positions continues to be a priority.

Actions we are taking to address our gaps

Our commitment and actions

Our commitment to fostering a positive work environment that is aligned with our Business Values is central to our People Strategy. The VIAMI People Strategy sets out our talent priorities and provides the framework for aligning our people initiatives with our overall business strategy.

Employee experience continues to be an important focus of our People Strategy. We are evolving internal employee outreach to enhance business knowledge, drive organisational awareness and foster cross-functional collaboration. We measure employee sentiment and gather data that provides insight to our culture, our working environment, and our employees' drivers for engagement.



Actions to support our values and culture

Our approach to reducing the Gender Pay Gap is embedded within our broader People Strategy. We recognise that sustainable change requires long-term focus on attraction, development, progression and retention. The following initiatives remain central to our ongoing efforts.



Building a Sustainable Talent Pipeline

We continue to invest in early-career pathways to strengthen gender diversity over the long-term. Increasing the number of women entering STEM careers is critical to improving representation at all levels of our organisation.

Our Early Careers Programme provides graduates with structured development, exposure to technical expertise, and cross-functional experience across the business. Alongside this, we maintain structured work experience opportunities and apprenticeship pathways in collaboration with education providers. These programmes continue to support access to careers in technology and help broaden our future talent pipeline.



Performance Management

Our performance management framework, Everyday Development, remains a core mechanism for supporting equitable progression. Through regular check-ins and structured development conversations, we encourage timely feedback, clear expectations and career planning across all levels of the organisation.



Leadership Development Program

We continue to invest in leadership capability, equipping managers with consistent people management skills and reinforcing inclusive leadership behaviours. Strengthening leadership capability supports fair decision-making, development opportunities and career progression for all colleagues.



Career Development

Access to professional and technical learning remains a key priority. Our learning platforms support colleagues in building the skills required for career advancement, helping to create clearer pathways into higher-level roles over time.

Actions to support our values and culture



Inclusive Recruitment and Progression

We maintain a strong focus on inclusive hiring practices. By working closely with recruitment partners and applying equitable selection processes, we aim to broaden candidate pipelines and ensure merit-based decision-making from attraction through to appointment.

Our inclusion framework continues to guide how we approach recruitment, development, reward and promotion. In 2025, we have reinforced our organisational commitment to equal opportunity and inclusive behaviours, supported by training and clear expectations around dignity, respect and non-discrimination across the workplace.



Supporting an Inclusive Working Environment

Creating an environment where colleagues can thrive is fundamental to improving representation and retention. We continue to offer a range of family-friendly and flexible working arrangements to support colleagues at different life stages. These include enhanced parental leave entitlements, hybrid and flexible working options, and improved flexibility, especially for those returning from parental leave.

Our broader wellbeing and support framework includes access to an Employee Assistance Programme, private medical options, pension contributions, and a comprehensive benefits package designed to support employees and their families.

We also continue to promote awareness initiatives and training that foster an inclusive and respectful culture across the organisation.

Together, these ongoing initiatives reflect our commitment to building a more balanced and representative workforce. While progress is evident in certain areas, we recognise that improving gender representation at senior levels remains key to narrowing our Gender Pay Gap over time, and this continues to be a clear area of focus.

Employee spotlights



Ran An (Director, Product Line Marketing)

I joined VIAVI Solutions UK Limited in 2014 as a TM500 Product Manager and have since progressed to the Key Account Solution Director, Wireless Business Unit. My career progression has been supported by VIAVI's culture of advancing talent based on performance-based culture and my managers recognizing my leadership potential.

I have been fortunate to be provided with meaningful development opportunities, including participation in the VIAVI Talent Development Programme, cross-functional strategic initiatives, constructive feedback from my line manager and colleagues, and continuous learning. These have strengthened my leadership and strategic business development capabilities, enabling me to take on increasing levels of responsibility having commercial impact. Additionally, the flexible working arrangement options were invaluable to me while balancing the early motherhood stage with my career aspirations.

In my current role, I lead the wireless network test solution alignment and strategic business development for key account customers. I am proud to have contributed to long-term customer partnerships and business diversification objectives. Having benefited from equitable opportunities and the trust of leadership, I look forward to contributing to the continued business success of the organisation. I remain committed to advancing diverse talent and fostering an inclusive and high-performance workplace.



Shivani Jamwal (Senior Software Development Engineer)

I joined VIAVI in 2023 through the Graduate R&D Rotational. Today, I'm part of VIAVI Solutions, where I work in future-facing research and innovation, including work that supports quantum-safe communications. A major focus of my role has been developing an AI-assisted, multi-parameter Quantum Key Distribution (QKD) optimisation tool, which was showcased at Mobile World Congress 2026.

Alongside this, I'm also strengthening my foundations in secure-by-design engineering for AI-enabled networks, deepening my understanding of threat models, trust boundaries, and how security requirements should shape systems from the outset rather than being introduced later.

My experiences at VIAVI have given me access to work on technologies that look ahead and exposure to a collaborative culture that values people and perspectives. Being a part of VIAVI has made a meaningful difference to my confidence and sense of belonging!

Glossary

Median

The median is the middle number of a ranking of pay from lowest to highest and gives us the best view of 'typical' pay.

Mean

The mean is calculated by adding up the total pay of employees and dividing by the number of employees.

Quartile

A quartile is a metric which divides the number of data points into four parts, or quarters, of more-or-less equal size. The data must be ordered from smallest to largest to compute quartiles.