

2021 Report

Corporate Social Responsibility (CSR)

Investor Relations

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About VIAVI

Our Company

VIAVI Solutions Inc. ("VIAVI") is a global provider of network test, monitoring, and assurance solutions for communications service providers, enterprises, network equipment manufacturers, government and avionics. We help these customers harness the power of instruments, automation, intelligence and virtualization to [Command the network](#). VIAVI is also a leader in light management solutions for 3D sensing, anti-counterfeiting, consumer electronics, industrial, government, automotive, and defense applications.

Our Vision

VIAVI is a global company with over 50 international locations. We are committed to a culture of excellence, guided by exemplary conduct, high standards and respect for our employees, customers, investors, partners and the local communities in which we operate.

Our Values

The six VIAVI business values below articulate the cultural identity for VIAVI and convey our shared understanding of expectations across the company. These values were identified through global workshops to understand the foundational components of working at VIAVI, as well as the guiding principles that will help us to achieve our objectives globally. These values describe the desired operating environment for our employees and management. The values reinforce the importance of how we approach working together to serve our stakeholders and drive commercial success.



**Exhibit
Business
Acumen**



**Manage
Complexity
and Ambiguity**



**Take
Informed
Risks**



**Cultivate
Innovation**



**Drive Vision
and Purpose**



**Foster a
Winning
Culture**

VIAVI Corporate Data



\$1.2B

revenue FY21



3,600+

employees



350+

channel partners



50

global offices



Over 1,600,000

instruments in use
around the world



100,000+

data centers rely on VIAVI



200+

service provider networks



2,359

patents issued

August 2021

The ongoing COVID-19 global pandemic has tested us all and taught us the power of resilience and importance of human connection. We continue to be inspired by the strength, adaptability, and resilience of our employees, as well as the selflessness exhibited by health care and essential workers in each of our communities across the globe. Preservation of the health and safety of our employees, customers and partners is of the utmost importance to VIAVI and continues to drive our business decisions. During the pandemic, health and safety has come into even sharper focus and our decisions around travel, work from home, safety practices, and reopening sites have been formed based upon the guidance of leading public health authorities, local government regulations, and the expertise of our global Human Resources, Employee Health and Safety, Information Technology, Operations, Legal, and Communications teams.

While much of our collective lives has been framed by the amount of disruption in the world over the past 18 months or so, and as we reflect on how we responded and continue to respond to the COVID-19 pandemic, VIAVI is also addressing and evolving in the ways we work together as part of the global community. We continue to respond to the needs of our global employees and their communities throughout this crisis. We recognize the importance of diversity, equity and inclusion (DEI) and continue to focus on ways to improve in this area. Through our actions, we continue to build and refine on the working environment we want that supports our shared values as a company.

VIAVI continues to do its own part to make our planet more livable, our workforce more inclusive, our business more sustainable, and our communities more engaged, by maintaining strong corporate governance and oversight. To underscore our commitment, in 2020 VIAVI renewed our affiliation with the [Responsible Business Alliance](#) (“RBA”), a highly respected consortium of industry leaders committed to ethical and sustainable business practices. We have adopted the RBA Code of Conduct in its entirety. Our internal ESG task force and senior management are committed to enhancement of our environmental, social and governance (“ESG”) practices. We continue to map our key ESG practices to the [SASB](#) framework to provide greater transparency and we participate in the Carbon Disclosure Project. In 2021, VIAVI adopted a [Global Human and Labor Rights Policy](#) and a [Global Environmental Policy](#), approved by our Board of Directors and which underscores VIAVI’s long-term commitment to the respect and protection of universal human rights, fair labor practices and environmental stewardship. While we reflect on the past year and its many challenges, we remain optimistic for the future and deeply committed to our employees, customers, partners, investors and communities.

Environment

Environmental Stewardship

VIAVI promotes environmentally friendly practices and strives to conduct our business in a sustainable manner. VIAVI embraces its shared responsibility to protect our planet. While our facilities and operations have a relatively modest environmental footprint, we continually engage in and improve preservation, conservation, recycling and waste reduction practices. Our [Global Environmental Policy](#) sets forth our commitments and goals.

Environmental Reporting

VIAVI is committed to transparency in its environmental practices, and we publicly report our key environmental metrics as described below.

VIAVI continues to focus on energy efficiency, both in our products and business practices – which has resulted in a significant reduction of our carbon footprint over the years.



TYPE OF EMISSION	2019 CO ₂ EMISSIONS (Tonnes)	2020 CO ₂ EMISSIONS (Tonnes)
Direct Emissions (Scope 1)	1,514	1,441
Purchased Electricity (Scope 2)	18,918	19,649
TOTAL	20,432	21,090

REDUCING OUR FOOTPRINT

Since 2012, VIAVI has reduced its CO₂ emissions by 49%. 2015 is VIAVI's base year with target year of 2025 to establish a 20% reduction. VIAVI has reduced its CO₂ by 37% since its base year.



Forward Looking Projects

- Discussions with travel provider on setting a net zero carbon travel program.
- VIAVI is constructing a new manufacturing site in Chandler, Arizona, which is scheduled to start operations in 2022. To decrease the impact of CO₂ we are exploring the use of solar power at this new site.
- We have a commitment to take our Suzhou site 100% renewable in the next two years. We estimate that this could decrease our CO₂ by over 2000 tonnes.
- We are currently working with a municipality in Northern California to donate reclaimed water from our manufacturing process, to help mitigate the impact of the drought.

Implemented Sustainability Projects

- Manufactured equipment upgrades
- Lighting improvements
- HVAC upgrades
- Smart energy purchasing
- Water conservation
- Removal of steam at a manufacturing site

Carbon Footprint

VIAVI is committed to sustainable practices in the conduct of our global business. Since 2012, VIAVI has reduced its CO₂ emissions by 49%. Using 2015 as our base year, VIAVI set a further corporate goal to reduce our carbon footprint by 20% and has reduced its CO₂ by 37% since the base year. Scope 2 emissions increased year over year because of increased operations and manufacturing year over year. As described below, VIAVI has planned facility improvements, which we believe will reduce our overall electricity usage in future years. When business travel resumes, we expect our emissions to increase, but we currently expect to meet our 2025 reduction target.

Carbon Disclosure Project

The [Carbon Disclosure Project](#) (CDP) is a widely recognized nonprofit entity that runs the global disclosure system for investors, companies, cities, states and regions to manage environmental impacts. VIAVI submits annual carbon and water sustainability reporting with the Carbon Disclosure Project. View VIAVI's 2021 submission [here](#).

Sustainability Accounting Standards Board

The [Sustainability Accounting Standards Board](#) (SASB) is dedicated to improving the effectiveness and comparability of corporate disclosure on environmental, social and governance (ESG) factors. SASB Standards guide the disclosure of financially material sustainability information by companies to their investors. Since 2020, VIAVI has reported key SASB metrics, including those related to energy management, environmental footprint and hazardous materials management. We continue to review and assess SASB standards and are committed to reporting on the metrics most relevant to our business, footprint and operations.

Sustainability Practices

VIAVI recognizes our role in sustaining the environment in the communities in which we operate and serve.

Environmental Impact

We continue to make progress for a greener organization in the areas of energy use, water consumption and solid-waste minimization. We endeavor to improve our facilities through applying the principles of the ISO 14001 standard as well as conforming to the [RBA Code of Conduct](#) guidelines.

Energy Use Reduction

We are dedicated to researching and implementing energy efficient measures in our offices to reduce our consumption and carbon footprint.

Water Consumption Reduction

We partnered with Siemens Water Technologies to reduce our water consumption at our Santa Rosa site to treat and recycle water, saving approximately 4 million gallons of water per year. At our new manufacturing site in Chandler Arizona, we will use 100% reclaimed water for our operations.

Product Packaging

VIAVI recognizes the environmental impact made by packaging and aims to minimize this impact. We are committed to conforming with all applicable packaging regulations and are actively reviewing the packaging materials we use.

Ongoing Sustainability Efforts

VIAVI continually engages in facilities improvement projects including manufactured equipment upgrades, efficient lighting improvements, HVAC upgrades, smart energy purchasing, water conservation and removal of steam at manufacturing sites.

Planned Sustainability Improvements

We are currently exploring establishment of a net zero carbon travel program to offset our global carbon footprint from travel. At our new manufacturing site in Chandler, Arizona, currently under construction, we are exploring the use of solar power to decrease CO₂ emissions. We have a commitment to take our Suzhou, China site 100% renewable in the next two years, with an estimated CO₂ reduction of approximately 2000 tonnes. We have contacted a municipality in Northern California to donate reclaimed water from our manufacturing process for use in agricultural and landscape irrigation, to help mitigate the impacts of the severe California drought.

Employee Training and Engagement

We encourage employee engagement on sustainability initiatives. VIAVI's Spot Bonus Program provides the opportunity to reward and recognize employees who contribute to our environmental initiatives, such as reducing energy consumption, increasing process efficiency, or energy efficient product offerings. These goals are often reached by employees identifying and executing projects. Additionally, employees participate in annual events including Earth Day. As we have grown, staffing has been added for energy projects and company-wide initiatives, such as conducting energy efficiency training to raise awareness and gain feedback on energy issues at all sites.

Environment, Health and Safety

VIAVI is committed to maintaining an inclusive, supportive, safe and healthy work environment where our employees can thrive. We demand strict compliance with all applicable health and safety regulations, offer robust training to our employees on health and safety matters, maintain controls and proper disposal of hazardous materials and track workplace incidents and injuries. We maintain and regularly update emergency and disaster recovery plans. Since March 2020, while faced with the ongoing COVID-19 pandemic, we have come 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 stay healthy and safely navigate the challenging and changing environment.

Social

Corporate and Global Citizenship

VIAVI endeavors to practice good corporate citizenship with our customers, suppliers and partners, in our local communities, and with our employees. Our [Global Human and Labor Rights Policy](#) sets forth our unwavering commitment to universal, fundamental human rights. As an international company, championing the diversity, equity and inclusion of our global workforce is particularly important to VIAVI. From our Leadership Development Program to the expansion of our Employee Disaster Relief Fund, VIAVI is deeply committed to supporting our employees and helping them thrive. We also appreciate our role in and responsibility to the broader community. When COVID 19 cases spiked in India this past spring and there was a critical need for oxygen equipment, VIAVI joined forces with a consortium of tech companies to provide much needed and life-critical supplies to the region. We also encourage our employees to volunteer their time in local communities. Over the years, teams of VIAVI employees have volunteered at food banks, in local schools and throughout their communities.

Human Capital Management

As of June 30, 2021, we had approximately 3,600 employees worldwide representing more than 30 self-identified nationalities working across approximately 30 countries. VIAVI is committed to promote and maintain a diverse, equitable and inclusive work environment, offering equal opportunities to everyone. We empower our employees to learn and to develop their skills to accelerate their career and to attract best in class talent. The CEO and the SVP Human Resources are responsible for the development of the People Strategy and execute with the support of the Executive Management Team. We regularly update the Compensation Committee on human capital matters. You can read about our People Strategy and Talent Development Programs [here](#). Equally important, at VIAVI we strive to support the next generation of talent and have established several outreach programs to engage recent engineering and computer science graduates from diverse countries and backgrounds. VIAVI is committed to equal pay for equal work. Please see our [Statement on Pay Equity](#).

Diversity and Inclusion

We are committed to promoting and maintaining an inclusive work environment free of unlawful discrimination, retaliation and harassment in any form and offering equal opportunities to everyone. Our [Diversity, Equity and Inclusion Statement](#) maps out our guiding principles in this mission-critical area. We are 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. We will continue to communicate to our employees about diverse perspectives, while adding the insight to understand the value of equity in our practices, and inclusiveness to our behaviors. Our Diversity, Equity and Inclusion (DEI) Pillars will embody our approach as we make progress in this space.

Diversity, Equity, and Inclusion (DEI) at VIAVI

DEI Mission

Our commitment to fostering, cultivating, and preserving a culture of diversity, equity and inclusion.

As an international company, the diversity of our workforce is important to VIAVI. We are striving to promote and maintain an inclusive work environment free of unlawful discrimination, retaliation and harassment in any form and offering equal opportunities to everyone.

“Treating one another with dignity and respect is foundational to creating the culture we seek. We demonstrate this through how we treat each other at work and through our involvement in our communities.”

- Oleg Khaykin, CEO

DEI Pillars



R&D Early-Career Programs

Learn more about [Early-Career Programs](#) here.

Our programs offer recent engineering graduates a diverse mixture of experiences and opportunities to grow both personally and professionally by providing opportunities for these new VIAVI employees to embrace other cultures and provide a true global view and appreciation. We feel this exposure will enable their future success and help them to become ambassadors for future hires.

Network Services and Enablement (NSE) Early-Career Program

This global multi-year rotation program is open to recent graduates completing an undergraduate or graduate degree program in Engineering, Computer Science, or related disciplines. We partner with local universities in multiple countries to attract talented graduates from communities in which we work and enhance the diversity of the program and our company. During the two-year program, graduates rotate to different projects and countries, working alongside some of the best engineers in the industry on a variety of R&D projects involving the latest cutting-edge technologies. At the end of the program, graduates will return to their home location having gained exposure to multiple projects, teams and cultures and built a network of peers who are also starting their careers at VIAVI. This year's newly hired graduates will receive customized learning plans to support their transition and be assigned a technical mentor to help guide them through the two-year developmental program.

Optical Security and Performance Products (OSP) Early-Career Program

The OSP early-career program is a two-year program for highly qualified engineering graduates. This program develops new graduates' technical and leadership skills through a series of rotations in functional and manufacturing areas in our Santa Rosa, California facility. The site manufactures products for applications in anti-counterfeiting, consumer electronics, government, healthcare, and automotive markets. Graduates work closely with our expert engineering talent and rotate within the facility to learn important skills in optical metrology, materials characterization, optical coating design, roll-to-roll vacuum coating, sputter deposition, quality systems, and Process Engineering. The rotations, supplemented by short courses in key technology areas, are designed to provide new graduates with the skill set and the path required to qualify for a potential role in Optical Thin Film Coating Process Engineering in one of our Santa Rosa Operations Engineering groups.

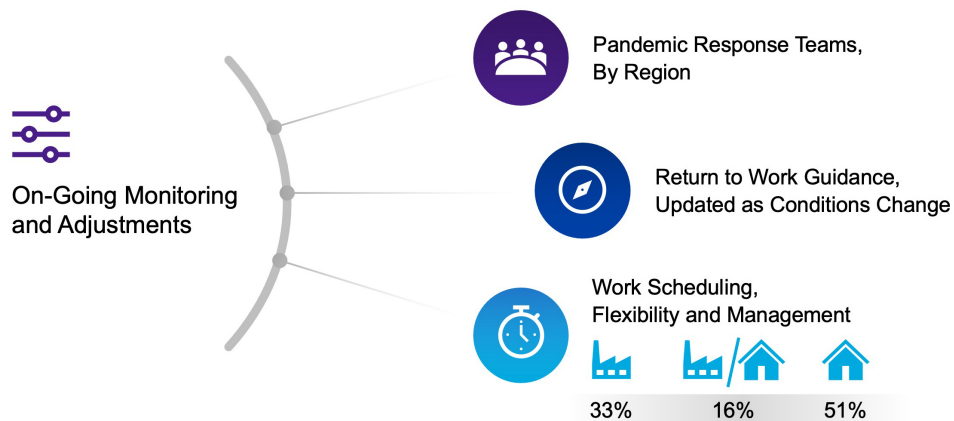
DEI Efforts in the Broader Community

In addition to our internal efforts to improve DEI, VIAVI is exploring ways in which we can support DEI in our industry and communities. To that end, we recently signed on to the [US IP Alliance's](#) Diversity Pledge, along with several other technology companies. This initiative seeks to address and improve diversity, equity and inclusion in the US patent and technology system. Specifically, the pledge involves efforts to improve opportunities for women, under-represented minorities and veterans in the US patent system.

Our commitment includes the following:

- Learning about Under-Represented Inventors (URIs) and identifying the opportunity to increase engagement
- Raising internal awareness
- Determine baseline inventor data
- Examining and exploring root cause(s) and potential solutions for each group of URIs and implement programming aimed at increasing engagement
- Benchmarking organization's DEI data
- Advocating and raising awareness of under-represented inventors

Being Adaptive and Supporting Our Employees in the Face of COVID-19



We instituted a COVID-19 Committee at the executive level to set global policy and identified Pandemic Response Teams (PRTs) by region and site. Return to work guidance was updated along with changing conditions and communicated regionally and globally. The guidance allowed for flexibility in local application of policy and practice depending on the official health status of the communities where we do business.

Our Pandemic Response Teams immediately established protocols to ensure the health and safety of our employees and to create a safe environment for manufacturing sites where remote work was not possible. Protocols included temperature screenings and health questionnaires to ensure on-site safety for our employees and their families. The committee and local PRTs communicated frequently with the organization, while monitoring the situation and adjusting as conditions evolved. In early 2020, we rapidly adapted our working schedules and adjusted 67% of our workforce to remote or hybrid working. Supporting our employees with work flexibility during COVID-19 was a leading consideration which also allowed for us to experiment with roles that were traditionally limited to on premise. Additionally, we continued to offer Employee Assistance Programs (EAP) through which employees could obtain counseling and support and provided paid time off for employees to get vaccinated.

Our Approach to Working

As we prepare for VIAVI's future of work and the return of our employees to the workplace, we articulated our philosophy about working which includes the belief in the value of having our team members interacting in a workspace. These benefits include higher productivity, increased creativity, developing an esprit-de-corps and building trust within and between teams. We will continue to refine our practices with respect to hybrid working, while recognizing the unique needs of our workforce as conditions evolve.

Employee Engagement and Training

Staying connected to our employees has never been more critical. From informal online team-building trivia sessions to quarterly virtual town halls with our CEO and CFO, we continued to reach out to our employees to ensure that their voices and concerns were heard. Learning and development priorities also include ensuring that we have high standards in terms of compliance training completion. We manage compliance trainings through our Learning Management System including our Code of Business Conduct, and Prevention of Sexual Harassment for Managers and Employees which have 100% and 98% completion rates respectively. We also provided Prevention of Sexual Harassment training to all non-US based employees. Additionally, we offered employees training and support on a number of important topics, including data privacy, cybersecurity, health and safety topics and DEI topics, including understanding unconscious bias in the workplace.

Talent Development

Our talent development programs promote the VIAVI Business Values through a passion for learning and performance. We are developing relevant and useful learning resources for our employees, managers, and leaders that invite a growth mindset and create an appetite for lifelong learning.

Developing Leaders

Enabling critical leadership practices was a top priority in 2021, as we instituted our first global, virtual Leadership Development Program. Over 50% of our Manager and Director population have joined the Manager Development and Strategic Leadership Series. We quickly adapted to virtual learning given the pandemic to create a rich learning journey for our leaders who joined their global, cross-functional peers in cohorts to learn together, observe, apply and reflect on the course teachings. Through a mix of live online events and independent learning, learners commit 1-2 hours weekly focusing on self-development to practice new behaviors. This newly formed global cohort of leaders will continue their experience through conversations focused on increasing personal impact, expanding their internal networks and leading for the future at VIAVI.

Community Investment

Our employees contribute their time, money, and energy to make an impact in the communities where they live and work. Employees across over 50 global sites regularly participate in sports challenges, advocate for others, create awareness, and raise money to make their communities better. Given the effects of COVID-19 on our communities, our employees rose to the challenge in their pursuit of caring for each other as well as our communities.

VIAVI joined in the humanitarian relief efforts in India as part of the 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 was able to donate \$50,000 to the US-India Strategic Partnership Forum (USISPF) to provide immediate assistance to India for ventilators, oxygen concentrators and employee support.

Caring for Each Other Across the Globe

In 2017, when wildfires ravaged our local area in Santa Rosa, California, employees established and funded a VIAVI Disaster Relief Fund to support colleagues who lost their homes in the fires. Affected employees received assistance with food, shelter, and other forms of support to help them recover and bridge the time before rebuilding could begin. Employees and partners rose to the challenge to raise over \$300,000 in contributions and matching funds. This relief fund was created to address the crisis and ensure a sustainable source to support the recovery of our employees from any future disasters.

This year, we have expanded our Employee Disaster Relief Program to include a broader set of events that are eligible for grant relief, including in addition to Natural Disaster, Life Threatening Serious Illness or Injury, Death Incident, Catastrophic or extreme circumstances, including COVID-19. We communicated and promoted the fund to our employees globally. When urgent support was needed following the surge in COVID-19 cases in India, we were able to respond with grants to support employees and their families who were adversely impacted. Our employees continue to generously support this fund for the VIAVI community.

Our employee-led volunteer efforts focus on promoting Education, Health and Wellness, and the Environment.

Singapore

When Singapore was in lockdown in July 2020, the Singapore site management team hand-delivered Care Packages to our teammates that included snacks and children's activity kits to help sustain our teams and their families when we were prevented from working together on-site.

India

In February 2021, the Mumbai team stepped in to provide relief by packing and distributing grocery packs to 110 severely affected families in a nearby village.

With India facing acute blood shortage amidst the COVID-19 crisis, the Pune team organized a week-long Blood Donation Drive in November 2020 to help the hospitals collect and build a blood bank depository that was crucial during these difficult times.

In May 2021, the Pune team also contributed towards buying an ambulance which was used for COVID-19 specific patients.



In January 2021, to support the remote schooling of local children, the India team contributed a Class on Wheels which included mobile e-Learning kits with pre-installed curriculum for Primary and Secondary classes for all subjects with English and regional language instructions.



China

In 2020, a group of Beijing employees started a cycle to work initiative to promote individual health and wellbeing, as well as reducing the environmental impact of pollution and congestion from cars. This local initiative continues to gain participation across Asia.

In June 2021, our Suzhou site held a week-long Green Commute Initiative to encourage commute alternatives including cycling, using public transportation, and walking.

The recycling program has expanded in Beijing with a focus on the proper disposal of masks and general waste, and the active reduction of plastic waste. This included new recycling bins and the replacement of plastic single-use cutlery with reusable cutlery.



Germany

The Eningen site started a fundraising campaign in support of “Stars Sparkle in Children’s Eyes” which provides local families in need with Christmas gifts for their children. The team’s contribution ensured that 1,300 children received presents.



Latin America

The impact of remote work, COVID-19 and social distancing left many feeling isolated and missing the workplace community. In July, 2021 the Latin America team launched the Stay Healthy at Work challenge, which included a learning series to build personal resilience and physical flexibility. Team members were encouraged to get outside with their families and share photos of how they were prioritizing their health.

United States

Over the last year, many of the in-person agency groups that VIAVI supports have been operating at bare minimum or have been forced to shut down due to the pandemic. Behind the scenes since March 2020, the Community Affairs Team has adapted and continued with important and much needed sponsorships to help our neighbors in our local community.

Education

Career Tech Education (CTE) Foundation: VIAVI support of the CTE Foundation helps expand innovative education-to-career experiences for students all over Sonoma County. Our support helps to fund these programs and meet the ever increasing demand for skilled workers in the industries that fuel local economic growth.

Roseland University Prep: RUP High School is located in a traditionally underserved area of Sonoma County. Through many years of community support, RUP now models a successful program with an overall average of 97% of graduating seniors attending college. RUP was named 16th in the top 100-high schools in California by US News and World Report.

RL Stevens School: VIAVI supports our local elementary school, RL Stevens by partnering with the United Way Schools of Hope program. For more than ten years, a team of VIAVI volunteers has been reading with 1st and 2nd graders to support reading proficiency. In addition to the reading program, we have donated school supplies, office equipment, National Geographic magazines, as well as provided direct financial support.

Mike Hauser Academy (MHA) program: VIAVI has partnered with Santa Rosa Metro Chamber of Commerce over the last 13 years to provide a 3-week summer program for students to learn math and science in “classrooms” located at local business campuses. Over 1,100 students have participated and approximately 700 of them spent at least one week at VIAVI. This program has now expanded to all 8th grade students in the Santa Rosa school district. The program has also become the model for programs in other Sonoma County cities. During the pandemic, the MHA program was almost shut down. After 6 months of planning with the Chamber of Commerce, there was only one company involved (VIAVI) and one school (Learning House) that collaborated to do a virtual only MHA program.

SSU Scholarship: Each academic year, children of VIAVI employees are eligible to apply for a scholarship if they register to attend Sonoma State University. The scholarship amount changes each year based on the number of accepted applicants.

Seniors

Meals on Wheels (Council on Aging): When Shelter-in-Place began, VIAVI provided emergency funding for the Meals on Wheels program. Requests for meal deliveries tripled. This program provided over 10,000 meals per week at drive-up/pick-up sites throughout Sonoma County. Meals on Wheels provided approximately 195,000 home-delivered meals and daily check-ins for frail and isolated older adults.

Alzheimer’s Association: VIAVI continues with its multi-year partnership with the Alzheimer’s Association. This includes sponsorships, fundraising, and employee participation in the annual Walk to End Alzheimer’s fundraiser. In 2020, the Walk to End Alzheimer’s went virtual and VIAVI employees walked on our own to raise awareness in December. This year, the in-person event will return and is scheduled for October 9, 2021. Come join us!

Homelessness

Sam Jones Hall (Catholic Charities): The VIAVI sponsorship with Catholic Charities is specific to the homeless crisis right in our own neighborhood. Sam Jones Hall is just about a mile up the road and is the largest adult shelter in Northern California. In addition to sponsoring the shelter, in 2020-21, our team donated new sheets, pillows, and towels for their guests. In February of 2021, we also held a warm coat drive and many VIAVI employees donated outerwear.

Others

Taylor Mountain Natural Play Area: This project was already in the works when the pandemic hit and was completed in Dec. 2020. VIAVI was recognized as one of the donors during the virtual dedication. Mostly natural materials were used to construct this unique play area.

Sonoma County Regional Parks: VIAVI sponsors the Environmental Discovery Center at Spring Lake. Our sponsorship provides field trip funding to bring kids to the center where they learn “hands on” about the environment. During the pandemic, our funding helped convert the hands-on learning to virtual events where kids continued to learn in a safe and educational way.

Charles M. Schulz Museum: Contains a collection of Peanuts™ characters and history by Emmy® Award winner cartoonist, Charles M Schulz. His stories have been translated into 25 different languages worldwide. The museum not only offers exhibits but summer camps and many activities each month. VIAVI is a sponsor of the museum and research center to offer these camps and classes for children in the community.

Secret Santa: An annual VIAVI tradition during the holidays, the program is run by the Center for Volunteer and Nonprofit Leadership. Each year VIAVI employees adopt “hearts” and fulfill holiday wishes bringing joy to Sonoma County’s children and families in need.

Governance

A Culture of Ethics and Compliance

VIAVI is dedicated to conducting business in an ethically responsible manner. Our practices represent our commitment to the highest standards of corporate responsibility and ethics. Our strategic and operational policies, procedures and values support transparency, sustainability and legal compliance.

Continuing to develop and implement best practices throughout our corporate governance structure is a fundamental part of our strategy to enhance performance by creating an environment that increases operational efficiency and supports long-term productivity growth. Good corporate governance practices also drive alignment with stockholder and stakeholder interests by promoting fairness, transparency and accountability in business activities among employees, management and our Board of Directors.

Governance Highlights

- ✓ Our CEO is recognized as an industry leader, ranked as the #1 CEO in 2019 for the Mid-Cap Technology, Media and Telecommunications Sector by Institutional Investors LLC (Institutional Investor Magazine Survey)
- ✓ Independent Board Chair, Committee Chairs and Committee members
- ✓ Annual Election of Directors and majority voting requirement for directors in uncontested elections
- ✓ All members of the Audit Committee are Audit Committee Financial Experts
- ✓ Annual Board, Committee and Individual evaluation process
- ✓ Risk oversight by Board and Committees, including with respect to cybersecurity
- ✓ Governance Committee oversight of environmental, social and governance matters
- ✓ Compensation Committee oversight of Human Capital Management
- ✓ Appointed two highly respected female industry experts to our Board of Directors in the past three calendar years
- ✓ 44% of the Board is female or an under-represented minority and VIAVI is in compliance with NASDAQ and SEC diversity requirements
- ✓ Board members elected on an annual basis; average board tenure is approximately 7 years with over 40% of the board having 5 years or less of tenure
- ✓ Robust training and compliance programs, with 100% employee participation in annual Code of Business Conduct Training in FY21
- ✓ Stock ownership requirements for directors and executives
- ✓ Maintain a clawback policy that applies to both cash incentives and equity awards
- ✓ No pledging or hedging of VIAVI securities
- ✓ No non-voting or multi-class voting stock

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This 2021 Corporate Social Responsibility Report contains forward-looking statements about Viavi Solutions Inc.'s future activities, plans, objectives, commitments and expectations with respect to ESG and its business. Forward-looking statements can be identified by words such as "hope," "committed to," "endeavor to," "continue(s)," "will," and similar references to future periods. Forward-looking statements are not based on historical facts, but instead represent our current expectations and assumptions regarding our business, the economy, and other future conditions. Because forward-looking statements relate to the future, they are subject to inherent uncertainties, risks and changes in circumstances that are difficult to predict. You are urged to not unduly rely on forward-looking statements, as actual results could differ materially from expectations. While VIAVI Solutions believes that its assumptions that underly its forward-looking statements are reasonable, it is very difficult to predict the impact of known factors, and, of course, it is impossible to anticipate all factors that could affect actual results. There are many risks and uncertainties that could cause actual results to differ materially from forward-looking statements made herein. For more information about factors that could cause actual results to differ materially from expectations, please refer to our reports filed with the Securities and Exchange Commission (SEC), including the discussion under "Forward-Looking Statements" and "Risk Factors" in our Annual Report on Form 10-K, Form 10-Q, Form 8-K and other filings we make with the SEC from time to time. These documents are available on the SEC Filings section of the Investor Relations section of the company's website at <https://investor.viavisolutions.com/financials/sec-filings/default.aspx>

Furthermore, forward-looking statements speak only as of the date made, and we do not undertake to update them to reflect changes or events that occur after that date, except as otherwise required by law. If we do update one or more forward-looking statements, no inference should be made that we will make additional updates with respect to those or other forward-looking statements.

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