



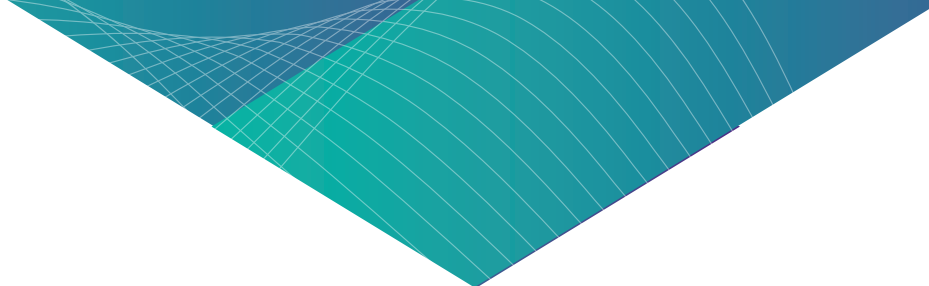
2022

Environment, Social,
and Governance Report



UNITED IN
POSSIBILITY

viavisolutions.com/esg



Contents

Letter from VIAVI Leadership.....	1
-----------------------------------	---

About VIAVI 2

Our Company	2
-------------------	---

VIAVI Corporate Data.....	3
---------------------------	---

Our Values.....	3
-----------------	---

About This Report.....	4
------------------------	---

ESG Priority Assessment.....	4
------------------------------	---

Governance 6

We are a company that prioritizes best-in-class governance and compliance.....	6
--	---

by adopting market leader standards for Board composition and corporate governance	6
---	---

by following our Code of Business Conduct	10
---	----

by protecting the data entrusted to us	10
--	----

by giving individuals control over their personal data	11
---	----

by maintaining strong cybersecurity governance practices	11
---	----

by being a part of the Responsible Business Alliance (RBA).....	11
--	----

Environment 12

We are a company that focuses on environmental sustainability	12
--	----

by managing our carbon footprint.....	12
---------------------------------------	----

by being transparent about our activities.....	15
--	----

by using energy efficient processes and equipment	15
--	----

by using fewer resources.....	16
-------------------------------	----

by being responsible for our waste products	16
---	----

by creating products that help our customers operate sustainably	17
---	----

by working to use reclaimed water.....	17
--	----

by controlling and managing our toxic waste.....	18
--	----

by creating employee awareness.....	19
-------------------------------------	----

Social 20

We are a company that values the contributions of our people	20
---	----

by being committed to human rights.....	20
---	----

by striving to create a workplace where people feel they belong.....	20
---	----

by creating programs that attract and develop emerging talent	22
--	----

by cultivating a diverse global supply chain.....	23
---	----

by providing the right work environment.....	24
--	----

by caring for each other and our communities	25
--	----

Community Highlights	25
----------------------------	----

Our people by the numbers.....	27
--------------------------------	----

SASB Index 28

Employee Diversity and Inclusion Metrics 31

TCFD Index 32

Forward-Looking Statements 35

Letter from VIAVI Leadership

August 2022

Over the past few years, and through the uncertainties of the COVID-19 pandemic, VIAVI has taken steps to further strengthen our Environmental, Social, and Governance (ESG) initiatives, including embracing the practices and behaviors that create the right environment for people to succeed. VIAVI values the contributions of our people, and we strive for a workplace where our employees feel they belong. 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, and do so while engaging responsibly with our communities.

New to this year's report, we deepened our commitment to ESG by conducting our inaugural ESG Priority Assessment. This assessment allowed us to further develop our approach to ESG, as the process is designed to identify the environmental, social, and governance priorities with the greatest impact on our business strategy, success, and ability to generate long-term value.

Leveraging data collection and analysis, and including business research, risk assessment, and external benchmarking, the VIAVI 2022 ESG Report summarizes the findings of the ESG Priority Assessment and describes the company's key ESG initiatives.

The 2022 ESG Report follows our inaugural sustainability report in 2020 and the second report in 2021, and includes additional data regarding CO₂ emissions, energy consumption, human capital management, and other relevant topics together with a description of how we manage risks and opportunities related to our priority ESG topics. To prepare this report, VIAVI consulted with a broad range of internal and external constituencies, including ESG specialists, shareholders, and members of management.

We are a company that strives to continuously do better and do more. The steps we have taken this past year have advanced key ESG workstreams. VIAVI will continue to adhere to required regulatory and governmental standards while advancing its ESG program.

We will remain focused on helping our customers succeed, creating a more inclusive workforce, and making our business more sustainable in the years ahead, and believe that steadfast focus on our ESG initiatives accelerates our ability to deliver on these promises.

Oleg Khaykin



President and CEO

Richard Belluzzo



Board Chair





ABOUT VIAMI

Our Company

Viavi Solutions Inc. (VIAMI, also referred to as the Company, we, our, and us) is a global provider of network test, monitoring, and assurance solutions for communications service providers (CSPs), enterprises, network equipment manufacturers (NEMs), original equipment manufacturers (OEMs), government, and avionics. We help these customers harness the power of instruments, automation, intelligence, and virtualization. VIAMI is also a leader in light management solutions for the anti-counterfeiting, consumer electronics, industrial, government, and automotive markets.

To serve our markets, we operate in the following business segments:

Network Enablement (NE)

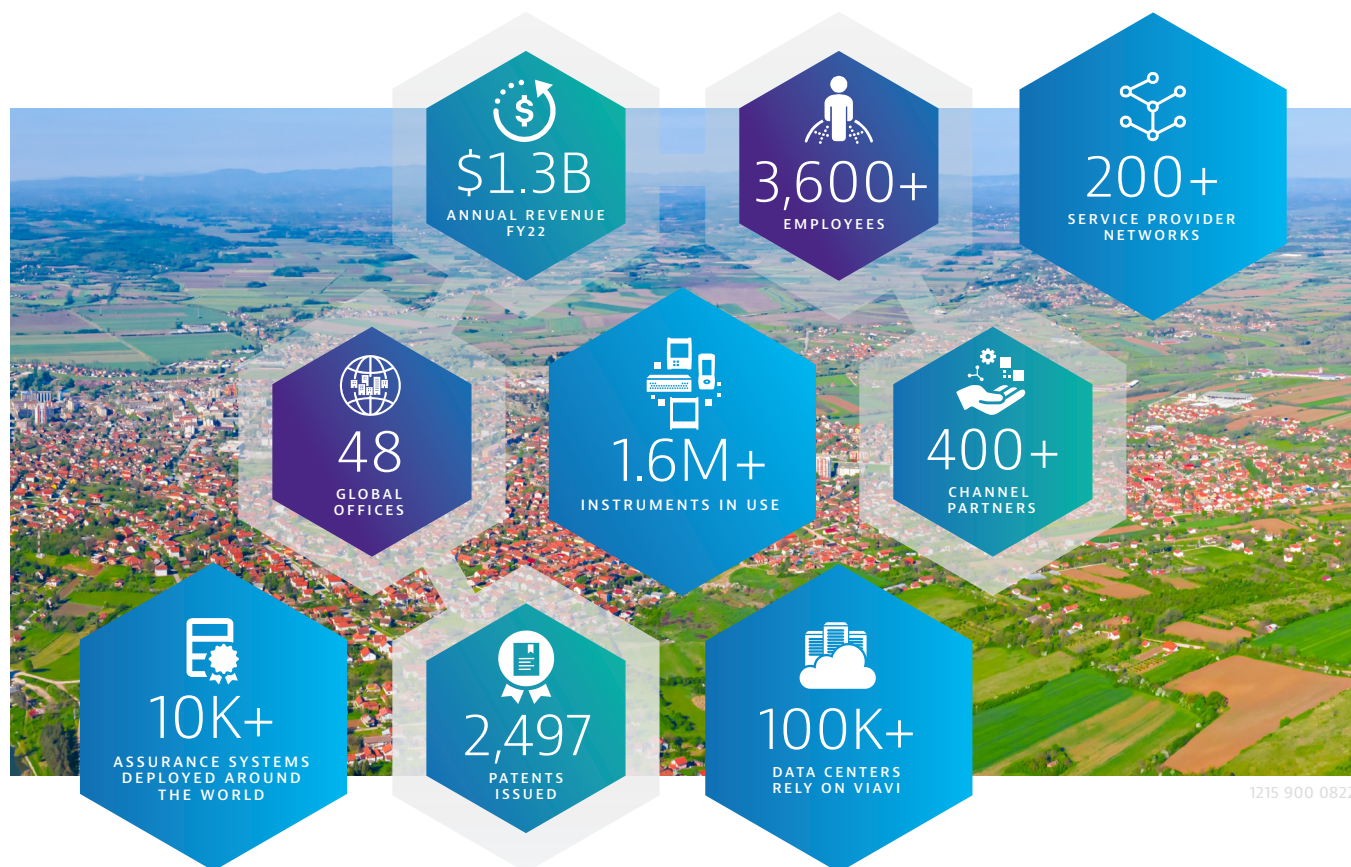
Service Enablement (SE)

**Optical Security and
Performance Products (OSP)**



VIAMI is a global company with 48 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.

VIAVI Corporate Data



Our Values

The following six VIAVI business values articulate the cultural identity for VIAVI and provide 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. They clarify the desired operating environment of the employees and management and reflect our belief that serving our stakeholders will drive commercial success.



About This Report

The [2022 ESG Report](#) covers VIAVI global operations for fiscal year 2022, which began on July 4, 2021 and ended on July 2, 2022, unless otherwise noted, and includes the activities of the Company and its wholly owned subsidiaries. Throughout this report, we define ESG as a way of categorizing the non-financial factors which impact a company's long-term performance, as well as a strategy for integrating relevant and priority ESG factors into our business to operate in a sustainable manner and realize long-term value.

Reporting Frameworks

The contents of this report are informed by our ESG Priority Assessment, which leveraged leading sustainability reporting standards and frameworks, including the Sustainability Accounting Standards Board ("SASB"), the Global Reporting Initiative ("GRI"), and the Task Force on Climate-Related Financial Disclosures ("TCFD"). Our sustainability reporting is aligned with the SASB Hardware Standard, Telecommunication Services Standard, Electrical & Electronic Equipment Standard, and the recommendations of the TCFD.



Contact

For questions regarding the VIAVI ESG initiatives or the content of this report, contact esg.viavi@viavisolutions.com.

ESG Priority Assessment

In 2022, we deepened our approach to ESG by conducting our inaugural ESG Priority Assessment. The ESG Priority Assessment is a governance measure that guides our overall ESG strategy, as the process is designed to identify the environmental, social, and governance topics having the greatest impact on our business strategy, success, and ability to generate long-term value. We aim to regularly assess a wide range of ESG topics to inform our strategy, and plan to increase the scope of our priority assessment as well as the level of involvement by our internal and external stakeholders in subsequent iterations.

Our Methodology

With the support of our external ESG specialists, we conducted business research and external benchmarking to identify the most relevant ESG topics to our Company, our industry, and certain of our key stockholders.

The priority assessment included extensive data collection and analysis using a variety of sources and methods, including:

- An assessment of third-party ESG ratings and rankings for VIAVI and our peers, together with external benchmarking against the ESG priorities of our peer companies and companies in our industry that are identified as best in class according to third-party ESG ratings.
- A review of our sustainability context to identify potential ESG risks and opportunities which may be relevant to our business, including an evaluation of our global operations, business relationships, and stakeholders, a consideration of how our core company values connect to sustainability, and a review of relevant media coverage.
- Consideration of leading ESG standards and frameworks, including the SASB standards, the GRI, and the recommendations of the TCFD.
- Identification of the ESG priorities of our investors through a review of their proxy voting policies, voting records, stewardship principles, ESG policies and reporting, and other disclosures, together with input collected directly from investors on their ESG priorities as part of our off-season shareholder engagement.



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Priority Topics

Through the ESG Priority Assessment, we identified a list of 33 ESG issues and opportunities that were consolidated into 12 ESG topics using the outputs from our business analysis, peer benchmarking, and review of stockholder priorities.

Business Ethics	Climate Change	Corporate Governance	Data Security	Diversity, Equity, and Inclusion	Human Capital Management
Human Rights	Impact and Local Communities	Risk Management	Sustainable Operations	Sustainable Products	Sustainable Sourcing

This 2022 ESG report describes our strategy and efforts with respect to the ESG priority topics previously identified. We plan to use these priority topics to inform the continued development of our ESG program and to regularly refresh and update the ESG Priority Assessment to address changes to our business, new market trends, and emerging ESG risks and opportunities.



GOVERNANCE

We are a company that prioritizes best-in-class governance and compliance...

... by adopting market leader standards for Board composition and corporate governance

The VIAVI Board of Directors and Executive Management believe that good corporate governance is an important component in enhancing investor confidence in the Company and increasing shareholder value. 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 ensures long-term productivity growth. Good corporate governance practices also ensure alignment with stockholder interests by promoting fairness, transparency, and accountability in business activities among employees, Executive Management, and the Board of Directors.

Our corporate governance practices reflect our commitment to the highest standards of corporate ethics, compliance with laws, financial transparency, reporting with objectivity, and to operating our business with integrity. Steps we have taken to fulfill this commitment include among others, aligning our Board composition with our long-term strategy and implementing corporate governance best practices.

Board Composition Reflects Alignment with Long-Term Strategy

Key Board Statistics:



8 out of 9 of our directors are independent (89%)

44% Demonstrated commitment to diversity:
4 of our 9 directors (44%) are women or diverse

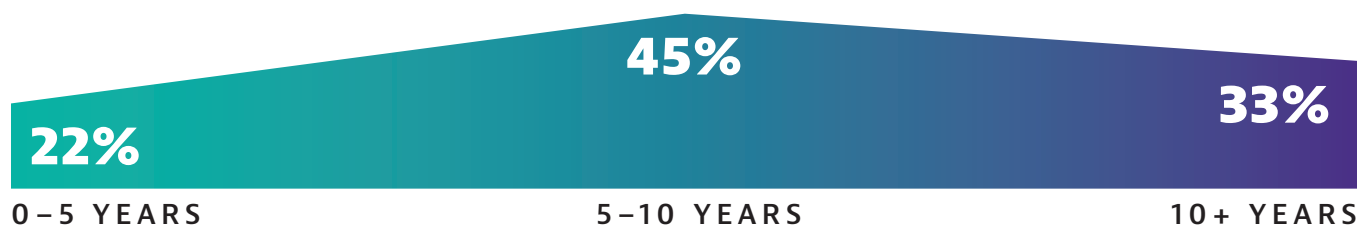


VIAVI regularly reviews board committee leadership, succession, and diversity



Ongoing board refreshment: 2 members of our current board were appointed in the past 5 years, and both are women

The Board considers length of tenure when reviewing nominees in order to maintain overall balance of experience, continuity, and fresh perspective.



1218 900 0822

Qualifications, Expertise, and Attributes

Leadership and Executive Experience	Global Business Perspective	Industry Knowledge	Institutional Knowledge
Board Diversity	Human Capital Management	Financial/Audit	Cybersecurity/Privacy/Risk
Strategic Transactions/M&A	Sales and Marketing	Technology	

Corporate Governance Best Practices

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 Investor, LLC

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 financial experts

Annual Board, Committee, and individual evaluation process

Risk oversight by Board and Committees, including cybersecurity

44% of the Board is comprised of women or is diverse

Compensation Committee oversight of Human Capital Management including diversity, equity, and inclusion

Governance Committee oversight of environmental, social, and governance matters

Robust training and compliance programs, with 100% employee participation in Code of Business Conduct Training in FY22

Stock ownership requirements for directors and executives

No pledging or hedging of VIAVI securities

No non-voting or multi-class voting stock

Given the importance of ESG to the long-term success of our business, our Board and its committees play important roles in overseeing critical ESG matters.

THE BOARD Our Board is responsible for oversight of ESG risks and opportunities.	
GOVERNANCE COMMITTEE Review and evaluate the Company's programs, policies, and practices relating to ESG and related disclosures. Review and monitor key public policy trends, issues, regulatory matters, and other concerns that may affect the Company's business, strategies, operations, performance, or reputation. Nominate candidates with diverse backgrounds and capabilities to reflect the diverse nature of the Company's stakeholders (security holders, employees, customers, and suppliers), while emphasizing core excellence in areas pertinent to our long-term business and strategic objectives.	
COMPENSATION COMMITTEE Oversee the development, implementation, and effectiveness of the Company's practices, policies, and strategies relating to human capital management as they relate to the Company's workforce generally, including but not limited to policies and strategies regarding recruiting, selection, career development and progression, and Diversity, Equity, and Inclusion ("DEI") practices.	THE AUDIT COMMITTEE Review the Company's cybersecurity and other information technology risks, controls, and procedures, including review of the threat landscape facing our Company and our Company strategy to mitigate cybersecurity risks and potential breaches.

In fiscal year 2020, an ESG Steering Committee was established comprised of VIAVI employee stakeholders responsible for reviewing and approving policies, strategies, and initiatives relating to ESG. The members of the ESG Steering Committee represent a variety of teams and functions, including legal, investor relations, human resources, environmental, health and safety, product compliance, supply chain, finance, and marketing.

Additionally, in fiscal year 2021, VIAVI established a Global Environmental Policy and a Global Human and Labor Rights Policy, which were approved by our Board of Directors and underscore the VIAVI long-term commitment to respecting and protecting universal human rights, engaging in fair labor practices, and advancing environmental sustainability.

... by following our Code of Business Conduct

We conduct our business affairs with uncompromising integrity—and this is the responsibility of every member of the VIAVI community including our board of directors, executives, managers, employees, and business partners. Conducting our business with uncompromising integrity means acting ethically, complying with all applicable laws and regulations of the countries in which VIAVI does business, and complying with Company policies that apply to our roles. Our Code of Business Conduct outlines the broad principles of legal and ethical business conduct embraced by the Company as part of this commitment to integrity. VIAVI expects that all employees will act in a manner that complies both with the letter and spirit of the [Code of Business Conduct](#) (CoBC).



Every year, employees are required to review and confirm they will follow the Code of Business Conduct, and are required to take CoBC training every other year.

... by protecting the data entrusted to us

In a world where the increasing amount of valuable data can easily be misused, we place significant importance on the protection of personal and customer data and take our responsibility seriously to securely handle this data. We are committed to complying with legal and contractual commitments related to our handling of personal data from customers and/or other parties with whom we do business.

The VIAVI approach to handling personal data is guided by six principles:



With a valid reason

When handling sensitive data, we will only do it when we have a legally valid reason, or with the owner's consent.



Handle it securely

We will transfer and store sensitive data securely.



Only do what we say

Our data handling practices align with our representations and commitments.



Do not sell

We do not sell personal data to any third party.



For only as long as agreed

We will only keep data for as long as needed to provide our services (or as required by law).



Limited access

Only the right, and fewest, people will have access to your data.

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... by giving individuals control over their personal data

Many data privacy laws across the world give citizens rights on how their personal data is handled and processed and the level of control they have over their personal data. VIAVI complies with these obligations. But even for people who are not protected by personal data laws, we offer the same rights to check the personal data we hold, to correct any mistakes, and to have it deleted from our systems or to instruct us on what they do not want us to do with their personal data.



Through a simple online form, anyone in the world can exercise their rights over personal data we hold. After all, it's not our personal data, it's your personal data.

... by maintaining strong cybersecurity governance practices

The Audit Committee, comprised fully of independent directors, is responsible for oversight of risk, including cybersecurity and information security. The Committee has established a Cybersecurity Steering Committee consisting of our director Timothy Campos (who serves as Chair of the Cybersecurity Steering Committee), our director Laura Black, our Chief Information Officer, our Chief Information Security Officer, and other members of our management representing a variety of teams and functions including legal, finance, and internal audit.

The purpose of the Cybersecurity Steering Committee is to ensure our compliance with reasonable and appropriate organizational, physical, administrative, and technical measures designed to protect the integrity, security, and operations of our information technology systems, transactions, and data owned by us, by providing guidance and oversight of our information technology and cybersecurity program. Each of the members of our Cybersecurity Steering Committee has work experience managing cybersecurity and information security risks, and has an understanding of the cybersecurity threat landscape and/or knowledge of emerging privacy risks.

... by being a part of the Responsible Business Alliance (RBA)

VIAVI is committed to responsible business conduct, and we demonstrate this by being an Affiliate Member of the Responsible Business Alliance (RBA). As a Member, VIAVI supports and has adopted the Vision and Mission of the RBA:



Responsible Business Alliance
Advancing Sustainability Globally

Vision: A global electronics industry that creates sustainable value for workers, the environment, and business.

Mission: Members, suppliers, and stakeholders collaborate to improve working and environmental conditions through leading standards and practices.

We commit to progressively align our own operations with the provisions of the RBA Code of Conduct and to support and encourage our own first-tier suppliers to do the same. Wherever possible, VIAVI will seek to adopt the RBA approach and tools in practical ways in the spirit of the industry's common goals.

Here you can see the [Responsible Business Alliance Code of Conduct](#).



ENVIRONMENT

We are a company that focuses on environmental sustainability...

VIAVI promotes environmentally friendly practices and strives to conduct business in an environmentally sustainable manner, which we believe is important to our customers and contributes to our reputation and brand. While our facilities and operations have a relatively modest environmental footprint, we engage in and seek to improve our preservation, conservation, recycling, and waste reduction practices. Our [Global Environmental Policy](#) sets forth our commitments and expectations.

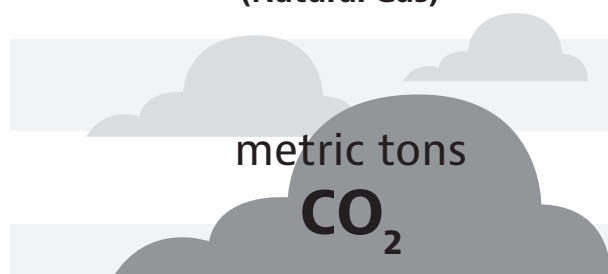
... by managing our carbon footprint

We are committed to sustainable practices in the conduct of our global business. In 2015, we set a corporate goal to reduce our overall carbon footprint by 20% by 2025. We surpassed that goal in calendar year 2021 when our CO₂ emissions were reduced by 42%, compared to our 2015 CO₂ emissions.

VIAVI SCOPE 1, 2, AND 3 CARBON EMISSIONS ARE

42% ↓ LOWER *than they were in CY 2015.*

Scope 1 Direct Emissions (Natural Gas)



Scope 2 Purchased Electricity

metric tons
CO₂

19,649 18,170

CY20 TOTAL

CY21 TOTAL

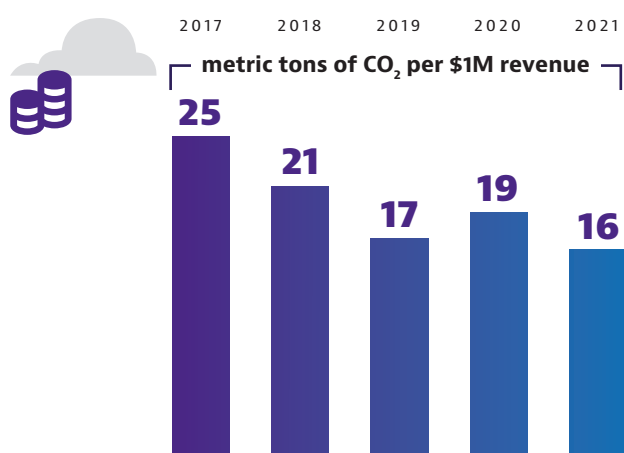
CY20 TOTAL

CY21 TOTAL

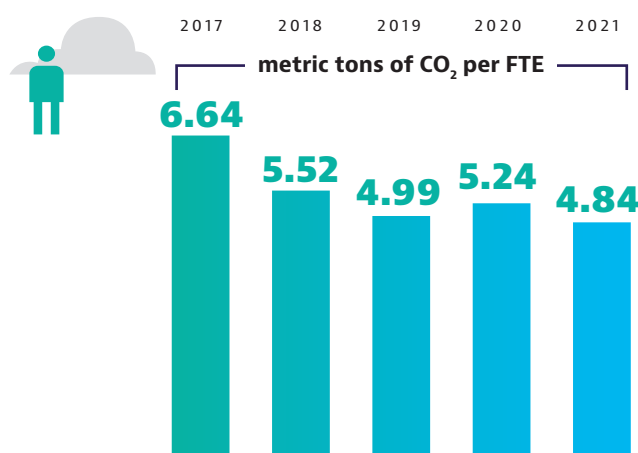
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VIAVI Scope 2 CO₂ emissions decreased year over year partly because we have more accurate data about the CO₂ emissions related to the electricity we purchase, but also because we upgraded lighting at a large manufacturing site to use less energy.

An absolute emissions figure does not convey our emissions relative to the size of the company, considering our growth over the past few years. As the following table indicates, VIAVI CO₂ emissions intensity decreased between 2017 and 2021 on both a headcount Full Time Equivalent (FTE) and a revenue basis.



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	2017	2018	2019	2020	2021
Revenue	\$791M	\$1,058M	\$1,168M	\$1,107M	\$1,256M
FTE	2,991	4,005	4,093	4,027	4,052
Square foot	1,285,869	912,396	1,452,901	1,409,768	1,508,521
CO ₂ per square foot	0.015	0.024	0.014	0.015	0.013

We are aware that many governments and international bodies are setting new targets to limit climate change. VIAVI does not make commitments without a roadmap for achieving the goal. For this reason, we are working on new goals and identifying specific actions needed before any improved carbon footprint reduction plan is approved.

In addition, we believe VIAVI products can also help customers reduce their carbon emissions.

Less carbon in the cloud

What's the most efficient way for VIAVI to allow more than 9,000 of its customers manage and process data from their VIAVI test instruments? One way is to provide the data processing software and have our customers run it on their own dedicated servers. But, that means 9,000 servers around the world running this software. Instead, VIAVI StrataSync is cloud-based, meaning our customers don't need to use their own servers. This cloud-based architecture uses only about 35 servers! That's 99.6% less computing equipment and reduced emissions from running the servers. There's much less carbon in the cloud!



Reducing emissions by reducing truck rolls

Many VIAVI products help our customers reduce emissions by letting them maintain network quality with fewer on-site engineer visits. This means lower vehicle emissions to keep the network running. For example, our products such as XPERTrak, ONMSi, and Fusion, mean network operators can:

- ... pinpoint where issues are, so that engineers are only sent out to fix issues, not find them
- ... identify which network issues are affecting quality of service, so an engineer is only sent out when necessary
- ... see service quality in real time so an engineer can fix an issue the first time, reducing return visits

Saving more emissions than we make

VIAVI is working hard to reduce emissions from its own operations—but some of the products we make have great benefit because of how much emissions they save our customers. For example, one of our products is an optical filter used in smartphone facial recognition systems. Using facial recognition means lower battery usage because the screen is on less when being unlocked and when no one is looking at the screen. Because we have sold so many of these filters, there is an energy saving of 1.2 million tons of CO₂ a year. That savings is significantly more than the total annual carbon footprint of VIAVI!



... by being transparent about our activities

We are committed to transparency in our environmental practices. CDP is a widely recognized nonprofit entity that oversees the global disclosure system for investors, companies, cities, states, and regions to manage environmental impacts. We have historically provided our responses to the CDP Climate Change and Water Security Questionnaires, and all of our responses can be viewed [here](#).

The Sustainability Accounting Standards Board (SASB) is dedicated to improving the effectiveness and comparability of corporate disclosure on environmental, social, and governance factors. SASB assesses the actual or potential impact of sustainability issues on the financial condition or operating performance of companies. Since 2020, VIAVI has reported key SASB metrics, including those related to energy management, environmental footprint, and hazardous materials management. We will continue to review and assess SASB standards and are committed to reporting on the metrics most relevant to our business, footprint, and operations.

... by using energy efficient processes and equipment

We are dedicated to researching and implementing global energy-efficient measures in our offices and our manufacturing sites to reduce our energy consumption and carbon footprint. 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. As part of any new construction or tenant improvement project, we look for ways to make the site more efficient, such as by exploring solar, lighting upgrades, HVAC upgrades, smart energy purchasing, or reclaimed water usage.

For example, we partnered with the City of Chandler, Arizona, to reduce energy consumption in our new office headquarters by using reclaimed water for evaporative cooling. We are the first major manufacturer in the city to install this technology.



VIAVI is the first major manufacturer in Chandler to install evaporative cooling using reclaimed water. This not only uses scarce Arizona water more efficiently, but also cools air with less carbon emissions than other techniques.

We also upgraded our lighting systems in a large manufacturing facility by installing LED lighting and smart lighting. With the latter improvement, we are not using power when we do not need to.

Finally, we have committed to transitioning our Suzhou site in China to 100% renewable electricity within the next two years. We estimate that this could decrease our annual Scope 2 CO₂ emissions by more than 3,000 tons, which we expect will lead to a 15% reduction in our Scope 2 CO₂ emissions.

By using 100% renewable energy in our Suzhou site, we expect we will reduce our Scope 2 CO₂ emissions by an additional 15%.

15%↓
Scope 2 CO₂ emissions

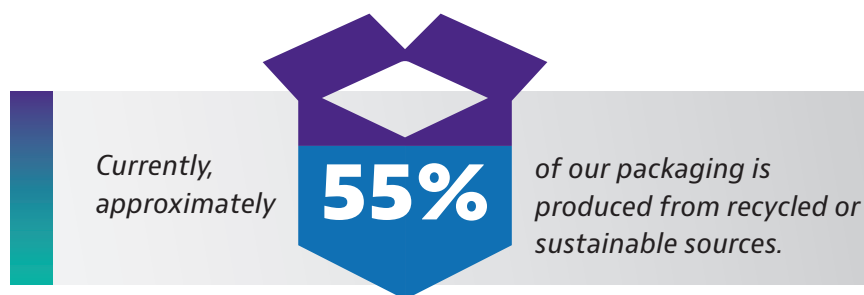


... by using fewer resources

In calendar year 2022, we launched a packaging initiative to explore ways of reusing as much of the packaging material as we can and recycling anything that can't be reused. Reusable packaging is always the preference, so it is vital to examine processes and materials throughout the supply chain, make improvements, and strive to operate in an efficient and sustainable manner. Although VIAVI is already compliant with global packaging regulations, we believe there is still more that we can do to minimize our impact on the environment.

To achieve this, we aim to...

- ... design for recovery and reuse, so that packaging can either be reused for its original purpose or be recycled into other products.
- ... design for material efficiency through reduction of packaging components, volume, and weight.
- ... eliminate hazardous materials, including heavy metals and other known substances of very high concern.
- ... increase our use of recycled and renewable materials so that wherever practicable, packaging materials are not produced using virgin materials unless the material is from a renewable source such as FSC or PEFC certified materials.
- ... consider efficient modes of transportation, so that our packaging and box designs are optimized for shipping and transport pallets.
- ... provision our customers with sustainability information by including packaging material labeling and user information, which we believe will help our customers correctly dispose of the packaging.



... by being responsible for our waste products

VIAVI has a waste product and packaging take-back program that covers most countries in which we sell our products to facilitate the recycling of waste products and packaging wherever practicable.

VIAVI enables our customers in many countries to contact us and request that we take back our packaging and old products for recycling.



We also offer a product trade-in program that encourages our customers to return older products for newer models. The returned products are then either refurbished for reuse or used for repair parts, reducing the need for new materials. Our [ENCORE program](#) sells refurbished equipment, which reduces the environmental footprint of a purchase.

... by creating products that help our customers operate sustainably

The VIAVI ESG initiatives go beyond our own operations and activities and extend to how we help our customers reduce their environmental impact. We do this through our products. They are designed to be modular or highly configurable by software so new functionality can be provided to the customer through product upgrades rather than new product purchases. These product-related initiatives and features help VIAVI and our customers operate in a sustainable manner.

Product design initiatives include the following focus areas...

- ... providing our customers with tools that allow them to remotely test communications networks, which allows VIAVI to make a variety of network operations more efficient and require less travel. You can read more about this in the "[Reducing emissions by reducing truck-rolls](#)" story.
- ... creating products like GEOoptimize that allow our customers to optimize their mobile networks so they use less power.
- ... designing products like the VIAVI OneAdvisor 800 that are modular and therefore use less raw material, compared to the equivalent individual units.
- ... making components for consumer electronic devices that allow the devices to use less power, which helps reduce CO₂ emissions from the purchase of electricity. Read more about an example of this in the "[Saving more emissions than we make](#)" story.

One VIAVI product alone—our optical filters used in smartphones—saves the world significantly more CO₂ emissions than we produce in our global operations.



... by working to use reclaimed water

A [UNICEF report](#) from 2021 says that 1.42 billion people live in areas of high or extremely high water vulnerability. We are working with Santa Rosa, California, to redirect our reclaimed water to the agricultural community to offset their use of drinking water.

Furthermore, when we fitted-out our new headquarters in Chandler, Arizona, we chose to use reclaimed water for an evaporative cooling system. This not only uses less power than other kinds of air conditioning, but made us the first company in the city to use reclaimed water in this way.

... by controlling and managing our toxic waste

Making some VIAVI products creates waste.



The VIAVI total hazardous waste output increased in the past financial year because VIAVI made and sold more products than the year before; however, the percentage of hazardous waste that was recycled increased in fiscal year 2022 compared to the prior fiscal year.

All VIAVI products and packaging are designed to limit the use of substances identified internationally as either hazardous or of very high concern. This helps limit the use of these substances in the supply chain as well as in product and packaging waste streams. VIAVI products comply with all global laws and regulations regarding the use of hazardous substances.



[RoHS Position Statement](#)



[REACH Position Statement](#)



[California Proposition 65 Position Statement](#)

... by creating employee awareness

We encourage employee engagement on environmental sustainability initiatives, which we believe also contributes to our culture of efficiency and waste elimination. VIAVI rewards and recognizes employees who contribute to our environmental initiatives, such as by reducing energy consumption, increasing process efficiency, or developing energy efficient product offerings. These goals are often reached by employees identifying and executing projects. Additionally, employees participate in annual environmental sustainability events such as Earth Day as well as other country and region-specific events. The VIAVI Global Facility staff works with each site's leadership team to implement our energy efficiency best practices with the assistance of our global facility contractor, CBRE, which is incentivized to identify and complete energy-saving projects.





SOCIAL

We are a company that values the contributions of our people...

... by being committed to human rights

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 and acknowledges the fundamental principles contained in the United Nations Universal Declaration of Human Rights.

... by striving to create a workplace where people feel they belong

The VIAVI culture is made up of the diverse contributions of our 3,600 employees worldwide, representing more than 30 self-identified nationalities working across 30 countries. VIAVI is committed to promoting and maintaining 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 careers as well as to attract best-in-class talent. The CEO and the SVP Human Resources are responsible for developing the People Strategy, and execute this strategy with the support of the Executive Management team. We regularly update and partner with the Compensation Committee of the Board of Directors on human capital matters. VIAVI is committed to equal pay for equal work; see our [Statement on Pay Equity](#).



"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



Diversity, Equity, and Inclusion

VIAMI is committed to promoting and maintaining an inclusive work environment free of unlawful discrimination, retaliation, and harassment in any form and to 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 with our employees regarding diverse perspectives, the value of equity in our practices, and the importance of inclusiveness in our behaviors. Our DEI Pillars embody our approach as we make progress in this space. Learn more about the [DEI Pillars](#).

LEADERSHIP

- Recognize and develop leaders that demonstrate our VIAMI values
- Educate and empower leaders to act as DEI change agents
- Embed DEI into our Compensation Committee Charter and Human Capital Management reporting



CULTURE

- Advance our communication and learning to embed DEI in our culture
- Foster inclusive behaviors that create connection and belonging
- Sustain charitable giving to promote anti-racism and civil rights

TALENT

- Strive to achieve workforce diversity consistent with local market best practices
- Leverage our early-career program to source diverse candidates
- Keep building on our employee training offerings to promote DEI

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... by creating programs that attract and develop emerging talent

Research and Development Early-Career Programs

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

The following programs offer recent engineering graduates a diverse mixture of experiences to grow personally and professionally by providing emerging talent as well as our established workforce with opportunities to embrace other cultures and gain more of a global view and appreciation for diverse viewpoints. We feel this exposure will support their future success and help them to become ambassadors of a collaborative, global R&D community for future hires.

Network and Service Enablement (NSE) Early-Career Program

This global multi-year rotation program is open to recent graduates who have completed an undergraduate or graduate degree 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 to enhance the diversity of the program and our company. During the two-year program, the participants 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, they return to their home location, having gained exposure to multiple projects, teams, and cultures—and having built a network of cohort peers who also just began their careers at VIAVI. Participants receive customized learning plans to support their transition and build their soft skills, and are assigned a mentor who will 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 technical and leadership skills through a series of rotations in functional and manufacturing areas in our Santa Rosa, California, facility. This site manufactures products for applications in anti-counterfeiting, consumer electronics, industrial, government, and automotive markets. Participants 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 these graduates with the skill set and experience required to qualify for a role in Optical Thin Film Coating Process Engineering in one of our Santa Rosa Operations Engineering groups.

VIAVI instituted the Dr. H. Angus Macleod Scholarship program at the University of Arizona Wyant College of Optical Sciences to honor a pioneer of optical science who mentored a generation of students to become foundational contributors to the field. It is our hope that this gift creates access for more talent to enter the optical space as a career, and to increase our local connection to the community.

US IP Alliance's Diversity Pledge

In addition to our internal efforts to improve DEI, VIAVI is exploring ways in which we can support DEI in our industry and communities. We are a signatory to the [US IP Alliance](#) Diversity Pledge, along with several other technology companies. This initiative seeks to address and improve DEI in the U.S. patent and technology system.



"VIAVI Solutions Inc. is proud to join the Increasing Diversity in Inventorship Diversity Pledge. This commitment aligns with the longstanding VIAVI goal to foster, cultivate, and preserve a culture of diversity and inclusion in our workplace." —David T. Beck, Senior Director of Intellectual Property

Since signing the [pledge](#), we reviewed our metrics as part of a focus group of multiple companies. Together, we created a baseline of how many inventors are at each respective company based on publicly reported employee data regarding gender percentages for technical roles. The group discusses and compares a variety of metrics aimed at discovering the source(s) of inequality. In VIAVI R&D, promoting inclusion in the patent process is a priority that has begun with conversations at all levels about the definition of inventorship to create awareness and to invite additional participation and contribution from diverse perspectives.

... by cultivating a diverse global supply chain

VIAVI believes a diverse supply chain supports greater innovation and value for our business while helping to build long-term profitable partnerships. Our vision is to grow a diverse and inclusive global supply chain, which includes annual spending with diverse-owned suppliers as well as working with others to expand and enable inclusive sourcing practices across the industry. The VIAVI Global Indirect Sourcing and Procurement team (GSP) works with internal business partners to identify diversity spend goals. GSP submits VIAVI diversity spend reports to customers based on customer requirements.

In FY2022, on average, 28 percent of our U.S. suppliers were certified as diverse, verified by a third party on a quarterly basis. VIAVI tracks 17 different categories, which are determined based on diversity factors.

... by providing the right work environment

VIAVI is committed to maintaining an inclusive, supportive, safe, and healthy work environment where our employees can thrive. We recognize the benefits to everyone of offering flexibility in the way we work together, particularly after observing—as many companies did—a high degree of productivity during the pandemic. In addition, VIAVI believes in the value of having our team members interacting in a workspace where we can cultivate innovation and collaborate to continue fostering our winning culture. Our Flexible Work Policy reflects our commitment to a fully or partially hybrid work model under which, and subject to location and local regulations or job-specific factors and operational needs, eligible employees may work remotely. This policy is designed to help employees understand this type of work environment, establish their associated obligations and responsibilities, and serve as a guide for country/location-specific practices and policies. We offer training events in support of this policy to all Managers.

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.

The success of our Safety program is demonstrated by our best-in-class Total Recordable Injury Rate (TRIR) of only 0.23 injuries per 100 per year. In addition, the few injuries we do have are minor, as demonstrated by an annual cost of less than \$400,000 to treat and care for injured workers.

OSHA Total Recordable Cases for injuries, illness, and fatalities ([TRIR score](#))

"All Industries"	2.9
"Other telecommunications" category (NAICS code 5179)	1.1
VIAVI	0.23

Worker compensation

Example standard compensation for injury (based on California figures)	Equivalent payout for VIAVI based on VIAVI global salary at California compensation rate	VIAVI actual compensation paid
\$2.19 per \$100 salary	\$4,380K	\$400K



... by caring for each other and our communities

As with other humanitarian crises around the world over the past six years, we are looking to do our part in helping to relieve the human suffering in the Ukraine by making a corporate donation to nonprofit organizations providing emergency response on the ground. After carefully researching various organizations, we have identified UNICEF and German Red Cross as the relief entities best positioned to deliver help immediately. We maintain an Employee Disaster Relief Fund to be available to our employees in their times of crisis and need. In addition, our employees contribute their time, money, and energy to make an impact in the communities where they live and work.

Employees across 48 global sites regularly participate in sports challenges, advocate for others, create awareness, and raise money to positively influence and impact their communities. Despite the effects of COVID-19 on our communities, including an inability to be colocated in some instances, our employees continued to rise to the challenge, as illustrated by the stories of our employees' activities.



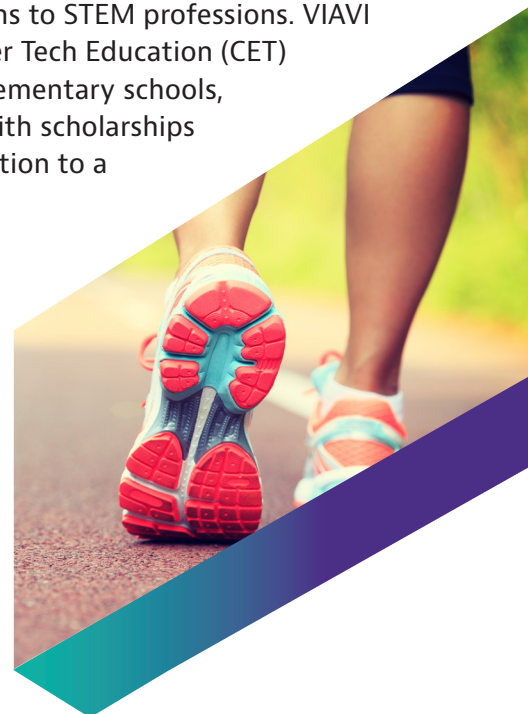
Community Highlights:

Community Outreach in Sonoma County Promotes Education

The VIAVI Community Affairs Team in Santa Rosa, California, is inspiring tomorrow's workforce by supporting educational activities across Sonoma County. VIAVI is celebrating its 14th year of involvement with the Mike Hauser Academy (MHA) program. The Academy welcomes students finishing the 8th grade to spend three weeks in the summer to gain a direct learning experience interacting with science, technology, engineering, and mathematics (STEM) companies. Students visit the VIAVI facility to learn alongside engineers and participate in hands-on math and science applications to apply classroom lessons to STEM professions. VIAVI of Santa Rosa also supports the Career Tech Education (CET) foundation, local high schools, and elementary schools, as well as Sonoma State University with scholarships to foster innovation from early education to a career in a STEM-related field.

Ottawa Office Supporting Local Charities

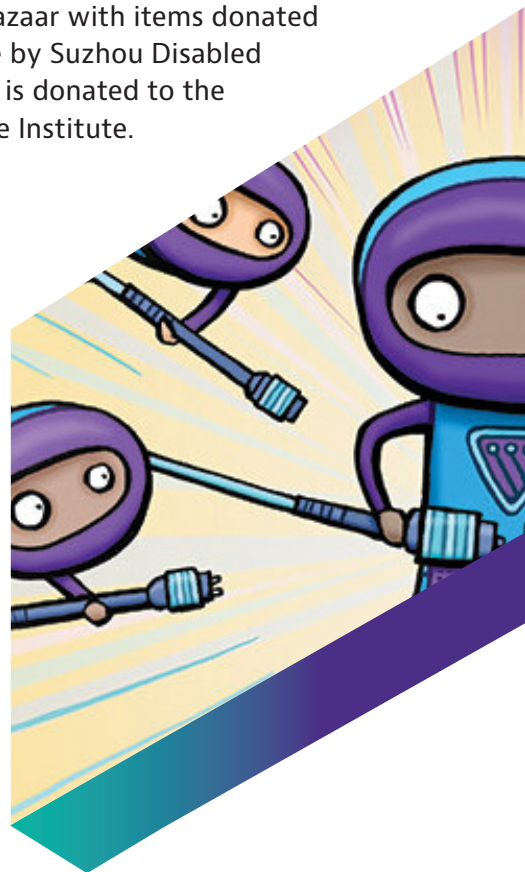
The team members in Ottawa, Canada, are experienced fundraisers, taking part in [Movember](#) every year for the past 20 years. In Spring 2022 they embraced a new challenge, the [May 50K](#), in aid of Multiple Sclerosis. The virtual event, aimed at getting people moving, propelled the team to walk, run and cycle through the 50 kilometer finish line and raised more than CAN \$2,600 for the charity, taking the number 3 workplace spot on the fundraising leader board.





Community Projects in China

Throughout China, VIAVI employees stay involved in various environmental initiatives. In Beijing, employees practice alternative commutes by biking, taking a bus, or walking to work to reduce traffic congestion and air pollution. Employees in Shenzhen volunteer their time in coastal cleanup events. In Suzhou, employees host a charity bazaar with items donated by employees and handicrafts made by Suzhou Disabled Persons' Federation. Revenue raised is donated to the children in the Suzhou Social Welfare Institute.



A Children's Book Supports Charities Across Europe

VIAVI employees wrote a contemporary story about the impact of fiber on communities that was made into a children's book. The story is about the efforts of a hard-working fiber technician operating in various weather conditions to connect people to the fiber optic broadband network. Technicians across Europe use the book in conjunction with a VIAVI-branded plush toy to make a positive connection with children while working in their communities. The book is available at no cost, and donations are accepted to help raise funds for local charities. The book translated in [German](#) supports the Mental Health Foundation and the book translated in [French](#) supports children in hospitals.



A Department Making a Global Impact

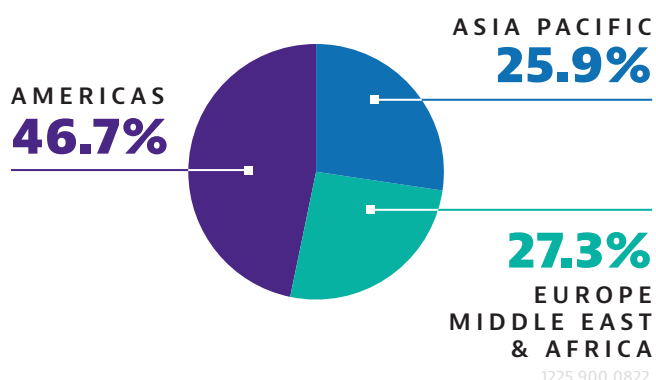
In FY22, the VIAVI Legal Team volunteered time for more than a dozen projects. This globally distributed team in Canada, Hong Kong, Mexico, United Kingdom, and the United States looked for opportunities to support those with the most need in their local communities. Among the many things done, the team helped raise money for local schools in San Jose, California, distributed school equipment to children in Honduras, helped a charity hospice in Stevenage, England, and helped to collect personal care products for refugees in Hong Kong.



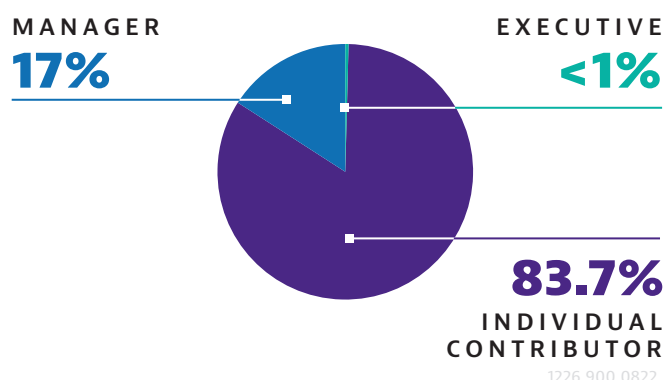
Our people by the numbers

Driving customer outcomes globally requires a uniquely talented group of dedicated employees in service of our strategy. We continue to focus on how we can best attract, develop, and retain critical talent across our diverse businesses.

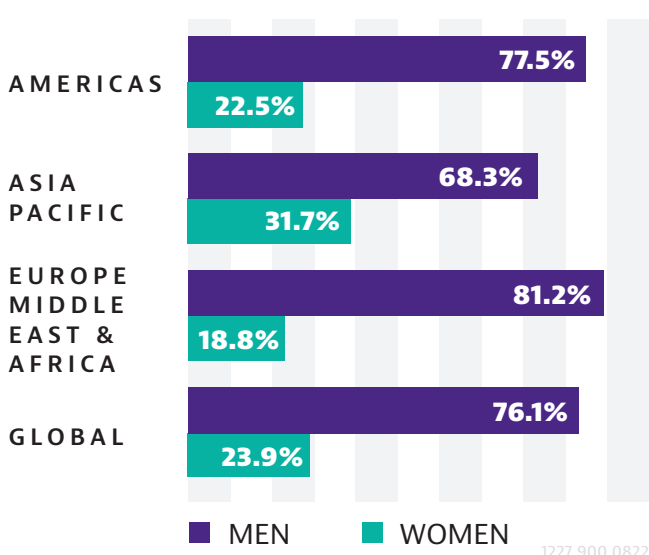
FY22 Employees by Region



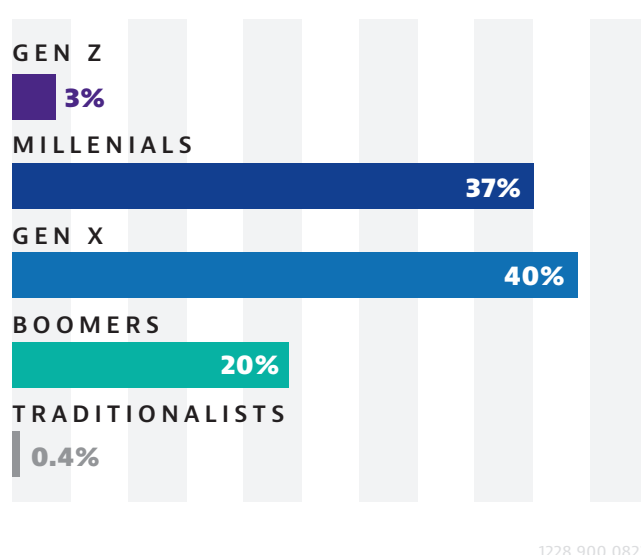
FY22 Employees by Level



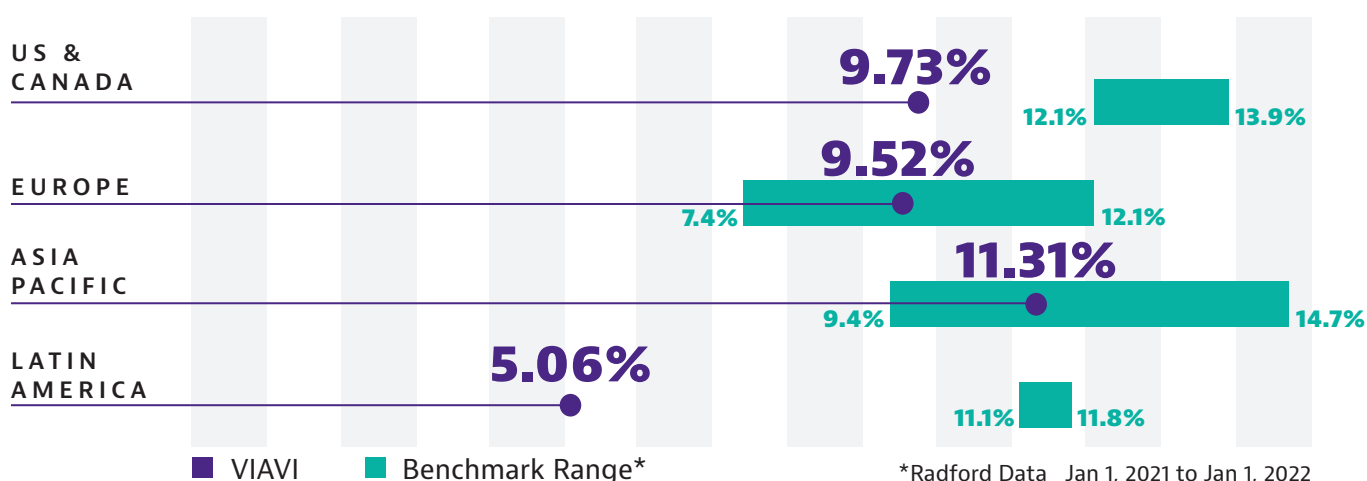
FY22 Employees by Gender and Region



FY22 Employees by Generation



FY22 Employee Voluntary Attrition by Region vs. Benchmarks



SASB INDEX



The VIAVI ESG Report is aligned with the Sustainability Accounting Standards Board Hardware Standard, Telecommunication Services Standard, and Electrical & Electronic Equipment Standard, which we believe are most relevant to our operations. Unless otherwise specified, the data and descriptions are current as of July 2, 2022, the last trading day of our fiscal year 2022.

SASB CODE	METRIC	FY 2022
Energy Management and Environmental Footprint of Operations		
RT-EE-130a.1 and TC-TL-130a.1	Total energy consumed, Gigajoules (GJ)	295,513
TC-TL-130a.1	Percentage grid electricity	100%
	Percentage renewable	0%
Hazardous Waste Management		
RT-EE-150a.1	Amount of hazardous waste generated	433 metric tons
	Percentage recycled ¹	37%
Data Privacy		
TC-TL-220a.1	Description of policies and practices relating to behavioral advertising and customer privacy In a world where valuable data is increasingly proliferated and can easily be misused, VIAVI places importance on protection of personal and customer data and takes our responsibility seriously to securely handle this data. VIAVI is committed to complying with all local legal requirements relating to the handling of data in all territories in which we operate. In addition, we adhere to our contractual commitments and ensure protection of all data entrusted to us by our customers. Because data protection is prioritized, VIAVI develops and adopts our practices globally to establish high standards through various new procedures. We are also working to adopt the latest EU standard clauses for personal data transfer in our supplier contracts. We continue our sensitive data awareness program across the company, increasing employees' awareness of the data they handle and how to treat it appropriately.	
TC-TL-220.3	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	\$0
TC-TL-220a.4	(1) Number of law enforcement requests for customer information, (2) number of customers whose information was requested, (3) percentage resulting in disclosure	1:0 2:0 3:0

SASB CODE	METRIC	FY2022
Data Security		
TC-TL-230a.1	Number of data breaches	0
	Percentage involving personally identifiable information (PII)	N/A
	Number of customers affected	N/A
TC-TL-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards. Data security is the responsibility of our Information Security team, overseen by the Chief Information Security Officer, who delivers quarterly reports to the Audit Committee of our Board of Directors. We leverage a combination of NIST Cybersecurity Framework, International Organization for Standardization, and Center for Internet Security best practice standards to measure security posture, deliver risk management, and provide effective security controls.	
Employee Diversity and Inclusion		
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees See the table on page 31 for Employee Diversity and Inclusion metrics.	
Supply Chain Management		
TC-HW-430a.1	a. Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent ²	57%
	b. Percentage of high-risk Tier 1 supplier facilities audited in the RBA Validated Assessment Program (VAP) or equivalent ²	N/A
Materials Sourcing		
TC-HW-440a.1 RT-EE-440a.1	Description of the management of risks associated with the use of critical materials VIAVI strives to avoid using sole-source parts. Approval of new designs is contingent on evaluation of the level of multi-sourcing selection as well as other factors. VIAVI leverages the sourcing capabilities of our Tier 1 Contract Manufacturers as well as existing distribution channels to mitigate supply disruption risks. However, in some special situations buffer stock agreements may be set up when multisourcing is not achievable. VIAVI actively monitors the life cycle of parts we use. Contingency plans are implemented to avoid supply disruptions due to part obsolescence. Also, we collect and review country of origin information of our supply chain and use it to assess the potential risk of slavery and human trafficking associated with potential new sources along with conflict minerals and environmental factors.	

SASB CODE	METRIC	FY2022
Business Ethics		

RT-EE-510a.1

Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior

Corruption and Anti-Bribery

Many countries have laws and regulations restricting gifts to government employees. For example, the United States Foreign Corrupt Practices Act ("FCPA") provides for severe penalties for companies and individuals who engage in direct or indirect bribery of foreign officials.

Many countries have similar laws and extend anti-bribery restrictions to the private sector.

VIAVI expects all employees to strictly abide by all such laws and regulations.

Anti-Competition

In many countries, VIAVI is subject to anti-competition laws and regulations (known in some countries as "antitrust" laws) designed to preserve competition among enterprises and to protect consumers from unfair business arrangements and practices. VIAVI employees are expected to comply with these laws. Many situations create the potential for unlawful anti-competitive conduct and should be avoided. These include:

- Proposals from competitors to share price or other competitive marketing information or to allocate markets or customers
- Attempts by customers or potential customers to preclude VIAVI from doing business with, or contracting with, another customer
- Discussions at industry trade association meetings on competitively sensitive topics, such as prices, pricing policies, costs, and marketing strategies

Training

VIAVI provides biennial training to employees on FCPA and anti-bribery regulations as well as on the Code of Business Conduct, which contains anti-bribery requirements. All employees, contractors, and the Board of Directors are expected to comply with the Code of Business Conduct and our policies and procedures.

Compliance

VIAVI has an Internal Audit group that monitors compliance and conducts investigations. VIAVI maintains an anonymous hotline through which employees can report to the Legal department, Internal Audit, Human Resources, and the Audit Committee of the Board of Directors any concerns or potential violations of our policies and procedures.

¹ The Company captures 90% of the Hazardous Material generated and recycled.

² Tier 1 supplier facilities included here are those that either (i) are VAP audited or (ii) have undergone an audit process substantially similar to VAP.

EMPLOYEE DIVERSITY AND INCLUSION METRICS

FY22 VIAVI GENDER REPRESENTATION OF GLOBAL EMPLOYEES (%)				
	Female	Male	N/A *	Grand Total
First/Mid-Level Officials and Managers	3%	12%	0%	15%
All Other Employees	17%	38%	0%	55%
Technical Staff	4%	26%	0%	30%
Grand Total	24%	76%	0%	100%

*N/A: not available or not disclosed

FY22 VIAVI RACIAL/ETHNIC GROUP REPRESENTATION OF U.S. EMPLOYEES (%)							
Job Category	Asian	Black or African American	Hispanic or Latino	Not Disclosed	White	Other *	Total
First/Mid-Level Officials and Managers	2%	1%	1%	0%	13%	0%	17%
All Other Employees	7%	3%	6%	1%	34%	2%	53%
Technical Staff	6%	1%	1%	0%	21%	1%	30%
Total	15%	5%	8%	1%	68%	3%	100%

*Other: American Indian or Alaska Native; Native Hawaiian or Other Pacific Islander; Two or More Races

TCFD INDEX

The ESG Report is aligned with the recommendations of the Task Force for Climate-Related Financial Disclosures, and this index includes our responses to the TCFD's recommended disclosure items. Unless otherwise specified, the data and descriptions are current as of July 2, 2022, the last trading day of our fiscal year 2022.

DISCLOSURE ITEM	RESPONSE, CROSS-REFERENCE, EXPLANATION, OMISSIONS
Governance	
a. Describe the board's oversight of climate-related risks and opportunities.	The Governance Committee of VIAVI Board of Directors oversees ESG policies, programs, and practices, which include climate-related issues. In addition, the full Board provides input on and exercises oversight of strategy, including climate-related matters. The Board receives briefings from the General Counsel and management on a quarterly basis on a range of social and environmental topics, including climate-related issues. These regular communications from the General Counsel and management provide the Board with visibility and oversight of the risks, strategy, and initiatives relating to VIAVI efforts to address climate change.
b. Describe management's role in assessing and managing climate-related risks and opportunities.	The VIAVI ESG Steering Committee, comprised of leadership representatives from each major functional area of the business, identifies and manages climate-related risks and opportunities. The ESG Steering Committee works to integrate ESG considerations into the larger VIAVI strategic planning process as well as ensures there are sufficient resources for VIAVI to carry out the ESG strategy. The VIAVI Vice President of Corporate Real Estate handles the strategic management of VIAVI facilities and workplace resources worldwide, which includes the Sustainability Team and Energy Program. The General Counsel and management update the Board on a quarterly basis on VIAVI climate change strategy, progress, and other environmental issues. The ESG Steering Committee can also make recommendations to bring key updates to the VIAVI executive leadership team or to the Board's Governance Committee.

DISCLOSURE ITEM	RESPONSE, CROSS-REFERENCE, EXPLANATION, OMISSIONS
Strategy	
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Risks: VIAVI identifies and assesses climate risks and opportunities across short-term (0 – 1 year), medium-term (1 – 5 years), and long-term (5 – 25 years) time horizons. We consider acute and physical risks, such as severe weather, sea level rise, flooding, water stress, and temperature extremes. VIAVI also considers risks related to a transition to a low-carbon economy, including risks from current and emerging regulation, new technology, legal risks, market risks, and reputational risks. Opportunities: Our customers may be increasingly interested in energy-efficient measures in their IT infrastructure as they look to reduce their own emissions. In addition, climate change policies might create upward pressure on electricity prices, which might change customer behavior. As a result, VIAVI could experience an increase in demand for energy-efficient products and for even more efficient products in the future. Additional information regarding VIAVI climate-related risks and opportunities is available in the VIAVI responses to the CDP Climate Change and Water Security Questionnaires.
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Climate change considerations influence VIAVI business strategy, including our strategy toward product and service offerings, supply chain management, investment in R&D, and facility improvements. Customer demand has driven us to improve our products by reducing their energy consumption, reducing and/or eliminating the use of hazardous materials, reducing resources required, and lowering life-cycle impact. Our products, in turn, have a positive effect on our customers' operations and/or products. Climate change issues have also caused an increase in electricity pricing and have created physical and regulatory risks. These factors influence our business strategy by emphasizing the need for adaptation and continuation of our emphasis on being industry-leading in product efficiency.
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 °C or lower scenario.	We have considered different climate scenarios as part of the VIAVI decision-making process. VIAVI climate-related scenario analysis is reviewing steps to potentially adopt the International Energy Agency's 2 °C Scenario (IEA 2DS) climate scenario.

DISCLOSURE ITEM	RESPONSE, CROSS-REFERENCE, EXPLANATION, OMISSIONS
Risk Management	
a. Describe the organization's processes for identifying and assessing climate-related risks. b. Describe the organization's processes for managing climate-related risks. c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	The ESG Steering Committee, comprised of leadership representatives from each major functional area of the business, is accountable to identify climate-related risks and opportunities in short-, medium-, and long-term time horizons. Additional information regarding our climate-related risk assessment is available in the VIAVI responses to the CDP Climate Change and Water Security Questionnaires. At the asset level, VIAVI identifies risks and opportunities through our Global Energy Program and through the help of FM Global, a mutual insurance company that provides loss prevention services and detailed risk analysis reports. The Global Energy Program analyzes potential energy policy, market data, and facility energy consumption to prepare for future changes in commodity prices that would affect VIAVI large energy consuming facilities. FM Global's risk analysis reports are brought before the Senior Vice President of Global Operations and Services, Global Facilities Manager, and Energy Managers for in-depth discussion of appropriate actions based on FM Global's recommendations. At the company level, risks and their severity are identified in numerous ways by the VIAVI Legal, Investor Relations, and Public Relations departments. Legal, Investor Relations, and Public Relations work together to assess customer impact, reputation impact, and similar risks through communication with shareholders, business leaders, and analysts to assess which factors are important to VIAVI customers. Once these factors are assessed qualitatively and quantitatively, appropriate risk management strategies and plans are established and implemented by management to reduce the potential impact of those risks.
Metrics and Targets	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	VIAVI tracks our CO₂ emissions across the business. This includes Scope 1 and 2 CO₂ emissions across our global business as well as our Scope 3 business travel CO₂ emissions. For an inventory of our CO₂ emissions, see the section "by managing our carbon footprint." Additional information regarding our climate-related metrics is available in the VIAVI responses to the CDP Climate Change and Water Security Questionnaires.
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	In 2015, VIAVI set a corporate goal to reduce our absolute Scope 1, Scope 2, and Scope 3 CO₂ emissions by 20% by 2025, using our 2015 CO₂ emissions as a baseline. We surpassed that goal in calendar year 2021 when our CO₂ emissions were reduced by 42%, compared to our 2015 CO₂ emissions. We have also committed to transitioning our Suzhou site in China to 100% renewable electricity within the next two years. We estimate that this could decrease our annual Scope 2 CO₂ emissions by more than 3,000 tons, which we expect will lead to a 15% reduction in our Scope 2 CO₂ emissions.

FORWARD-LOOKING STATEMENTS

Forward-looking statements in this ESG Report are made pursuant to the safe harbor provisions of Section 21E of the Securities Exchange Act of 1934 and other federal securities laws. These statements are based on management's current opinions, expectations, beliefs, plans, objectives, assumptions, or projections regarding future events or results, including, but not limited to, our ESG-related commitments, strategies, and initiatives; our business plans and strategy; our technology, products, and services; our opportunities for growth; and our stakeholder engagement efforts. These forward-looking statements are only predictions, not historical fact, and involve certain risks and uncertainties, as well as assumptions. Actual results, levels of activity, performance, achievements, and events could differ materially from those stated, anticipated, or implied by such forward-looking statements. While VIAVI believes that our assumptions are reasonable, there are many risks and uncertainties that could cause actual results to differ materially from forward-looking statements, including the risks discussed in the "Risk Factors" section in our most recent Annual Report on Form 10-K and subsequent 10-Q filings. VIAVI undertakes no obligation to update or revise any forward-looking statement contained in this questionnaire, except as otherwise required by law.

Except to the extent described in the "Risk Factors" section in our most recent Annual Report on Form 10-K and subsequent 10-Q filings, we currently do not believe that the risks described herein are material to our financial results and results of operations.



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Product specifications and descriptions in this document are subject to change without notice.

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