

# Creating a brighter future

FY24 CORPORATE SUSTAINABILITY REPORT



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## About This Report

This is the fourth corporate sustainability report for Lumentum, covering activities for fiscal year 2024 (FY24) ending June 29, 2024. This report is prepared in accordance with the Global Reporting Initiative (GRI) Standards for sustainability impacts, applies the standards of the Sustainability Accounting Standards Board (SASB), and references the United Nations Sustainable Development Goals (UN SDGs). We did not seek external assurance for the entire report; however, an independent third party has verified our energy and emissions data.



## A Message from the CEO

Welcome to the fourth annual Lumentum Corporate Sustainability Report. This year, we achieved significant progress across our environmental, social, and innovation pillars, reinforcing our commitment to a more sustainable future. In FY24, our global teams enhanced more facilities with solar power generation and continued developing advanced new processes and products for a more sustainable world.

Our greenhouse gas (GHG) emission reduction efforts have yielded remarkable results. We reduced our Scope 1 and Scope 2 emissions by 38% compared to FY23, procured 79% of our electricity from renewable sources, and transitioned three additional sites to 100% renewable electricity. Solar power generation began at our largest facility in Navanakorn, Thailand, and at our corporate headquarters in San Jose, USA. These initiatives are part of our broader strategy towards Net-zero GHG emissions from our global operations (Scope 1 and 2) by 2030. This year, we expanded our commitment to reduce Scope 3 emissions through our target submission to the Science Based Targets initiative (SBTi).

Our work has earned recognition from customers, media, and global ratings providers. We received a Platinum rating from EcoVadis for the second year in a row, placing us in the top one percent of companies assessed for sustainability performance. For the third consecutive year, we were named one of America's Most Responsible Companies by Newsweek and Statista. In June, Nokia Corporation, one of our key customers, recognized us as their number one supplier for sustainability and awarded us their Diamond Award 2024, recognizing our commitment and progress in supporting their science-based, greenhouse gas emission reduction targets.

Our people are critical to our success, and we are committed to providing a safe, fair, and respectful work environment with equal career growth opportunities for everyone. Reinforcing our dedication to

workplace health and safety, during FY24 we achieved ISO 45001 certification at three additional manufacturing sites. We also expanded our Diversity Inclusion and Belonging Council to represent a wider range of identities, regions, and functions to ensure we benefit from a broader employee pool as we compete for talent globally.

FY24 presented us with significant market demand challenges, as customers slowed their purchases of our products to reduce the high inventories they acquired during the pandemic for security of supply. As industry inventories normalize, we anticipate market demand to increase during FY25. Despite the FY24 slowdown, we continued to invest in technology development and product innovation. We focused our efforts on products and technology that improve performance and power efficiency in our customers' solutions and reduce the environmental impact of our operations.

A major strategic priority for Lumentum is to leverage our technology to solve scaling challenges in cloud data centers, particularly those deploying artificial intelligence (AI) and machine learning (ML) infrastructure. These challenges require photonics that provide more data connectivity with lower power consumption due to escalating data center power constraints. To rapidly expand in these markets, we acquired Cloud Light Technology Ltd. in November 2023, adding an exceptionally talented team and boosting our high-speed transceiver development and production.

Another strategic priority is to leverage our photonics technologies in industrial and manufacturing markets to enhance energy efficiency. Over the past year, we made good progress on our photonic solutions that enable the manufacturing of next-generation solar cells, electric vehicles, and electronic devices with lower power consumption.

From a management structure perspective, we reorganized the company in August 2023 into two new market- and customer-focused platforms: Cloud and Networking, and Industrial Tech. These changes align us more closely with the technology and market trends in our industry and enable us to better serve our customers' dynamic needs and improve cross-functional collaboration.



Sustainability is at the heart of our identity at Lumentum. We are proud of our accomplishments over the past year, and we constantly strive to meet or exceed our customers' expectations with new technologies and continued focus on reducing our carbon footprint. I invite you to recognize the progress we have made over the past fiscal year to advance sustainability in every facet of our business to build a brighter future for the world.

Sincerely,

Alan S. Lowe,  
President and Chief Executive Officer

# FY24 Highlights



## Planet

Reduced Scope 1 and Scope 2 emissions by **38%** compared to FY23

Procured **79%** of electricity from renewable sources

Transitioned three additional sites to **100%** renewable electricity

Submitted **Science Based** Targets for validation by the SBTi

Started solar power generation at **two sites** - Navanakorn, Thailand and our San Jose Headquarters USA

Achieved ISO 14001 certification, an international standard for environmental management systems, at **three** manufacturing sites for the first time



## People

Hosted nearly **250** mentors and mentees in our employee mentorship program

Awarded **20** scholarships to underrepresented minority student interns in the U.S. and Canada

Supported over **230** employees around the world who participated in our leadership certificate programs

Achieved ISO 45001 certification, an international standard for occupational health and safety, at three manufacturing sites for **the first time**



## Innovation

Successfully integrated **Product Design Kaizens** early into the New Product Introduction cycle, enhancing product and process designs across multiple locations

Filed over **280** new patent applications in FY24

Reduced the power per Terahertz of our wavelength selective switch (WSS) product, TrueFlex® Twin 16x24, by **45% versus prior generations**, while still achieving double the switching capacity

Reduced electrical power consumption of 200G PAM4 EMLs (externally modulated lasers) by **77% per Gbps** of optical bandwidth compared to previous generation 100G EMLs.



# Recognition



Awarded the Platinum medal, the highest recognition level at [EcoVadis](#), for the second consecutive year



Lumentum Ottawa was recognized as one of the National Capital Region's Top Employers for the 8th consecutive year



Earned the Prime rating for the third consecutive year

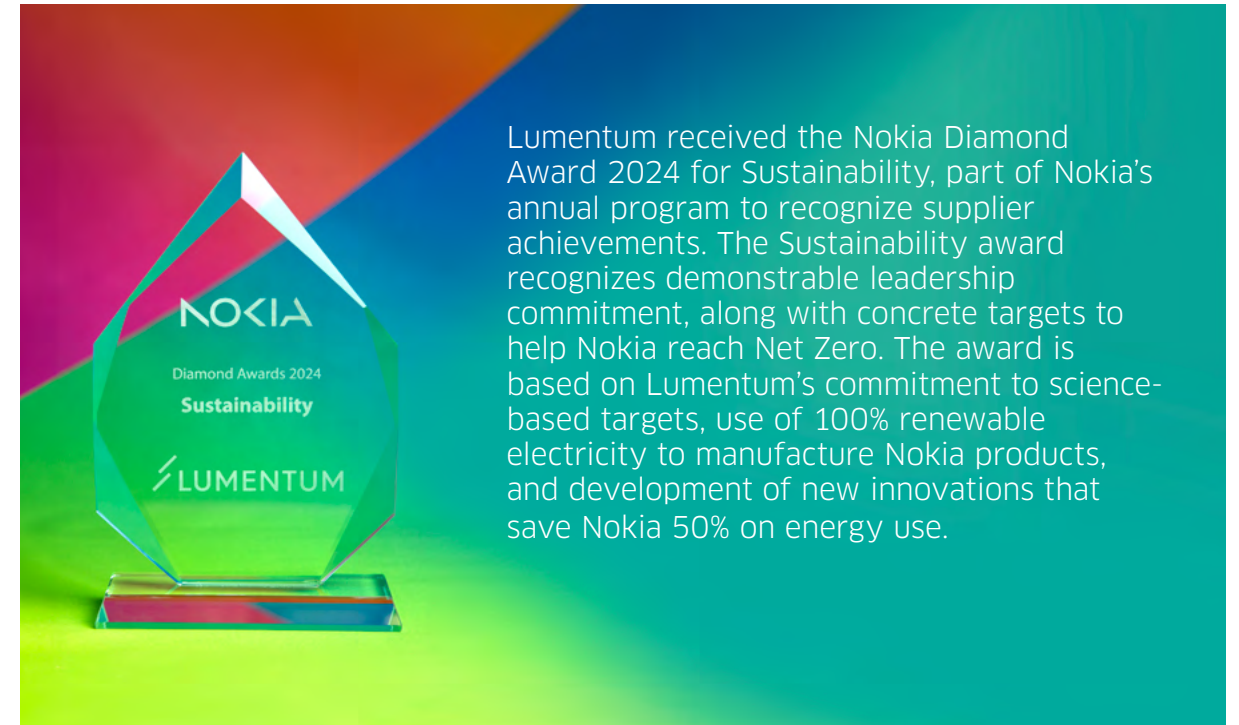


Recognized by Newsweek as one of [America's Most Responsible Companies](#) for the third consecutive year, ranked 12th in Software and Telecommunications and 104th overall



Named U.S. and Canada Region 2024 Top Rated ESG Company for the second consecutive year

# Awards



Lumentum received the Nokia Diamond Award 2024 for Sustainability, part of Nokia's annual program to recognize supplier achievements. The Sustainability award recognizes demonstrable leadership commitment, along with concrete targets to help Nokia reach Net Zero. The award is based on Lumentum's commitment to science-based targets, use of 100% renewable electricity to manufacture Nokia products, and development of new innovations that save Nokia 50% on energy use.



Three optical communications products were recognized as "best in class" in the 2024 awards: our 800 G ZR/ZR+ Transceivers, TrueFlex Twin 16x26 Wavelength Selective Switch (WSS), and 130+ GBaud Smart-TROSA



LUMENTUM

# ABOUT LUMENTUM

Lumentum (NASDAQ: LITE) is a market-leading designer and manufacturer of innovative optical and photonic products enabling optical networking and laser applications worldwide. Lumentum optical components and subsystems are part of virtually every type of telecom, enterprise, and data center network. Lumentum lasers enable advanced manufacturing techniques and diverse applications, including next-generation imaging and sensing capabilities. Lumentum is headquartered in San Jose, California with R&D, manufacturing, and sales offices worldwide.



# Our History

Spun off from JDS Uniphase to become an independent, publicly traded company

Established our Navanakorn, Thailand factory

Achieved an EcoVadis Silver sustainability rating

Formed our Diversity, Inclusion, and Belonging (DIB) Council

Joined Responsible Business Alliance (RBA)

Published our inaugural corporate sustainability report (CSR)

Set a target of net-zero Scope 1 & 2 emissions by 2030

Recognized with an EcoVadis Platinum sustainability rating for the first time

Achieved a B score in CDP Climate Change Disclosure for the first time

Achieved full member status with the Responsible Business Alliance

Acquired Cloud Light Technology Limited

2015

2016

2017

2018

2019

2020

2021

2022

2023

2024

Submitted first response to EcoVadis

Submitted first responses to CDP's Climate Change and Water Security questionnaires

Acquired Oclaro, Inc.

Included on Barron's Top 100 Most Sustainable Companies List

Opened our factory in Škofljica, Slovenia

Achieved EcoVadis Gold sustainability rating

Achieved Institutional Shareholder Services (ISS) Prime ESG rating

Acquired NeoPhotonics Corporation

Started on-site solar power generation at our first site in Škofljica, Slovenia

Started on-site solar power generation at our production facility in Navanakorn, Thailand and San Jose Headquarters

Submitted Scope 1, 2, and 3 emissions reduction targets to the Science Based Targets initiative for validation

Awarded Nokia Diamond Award for Sustainability



# FY24 by the Numbers

\$1.36 Billion revenue

>7,200 employees

~2,100 patents

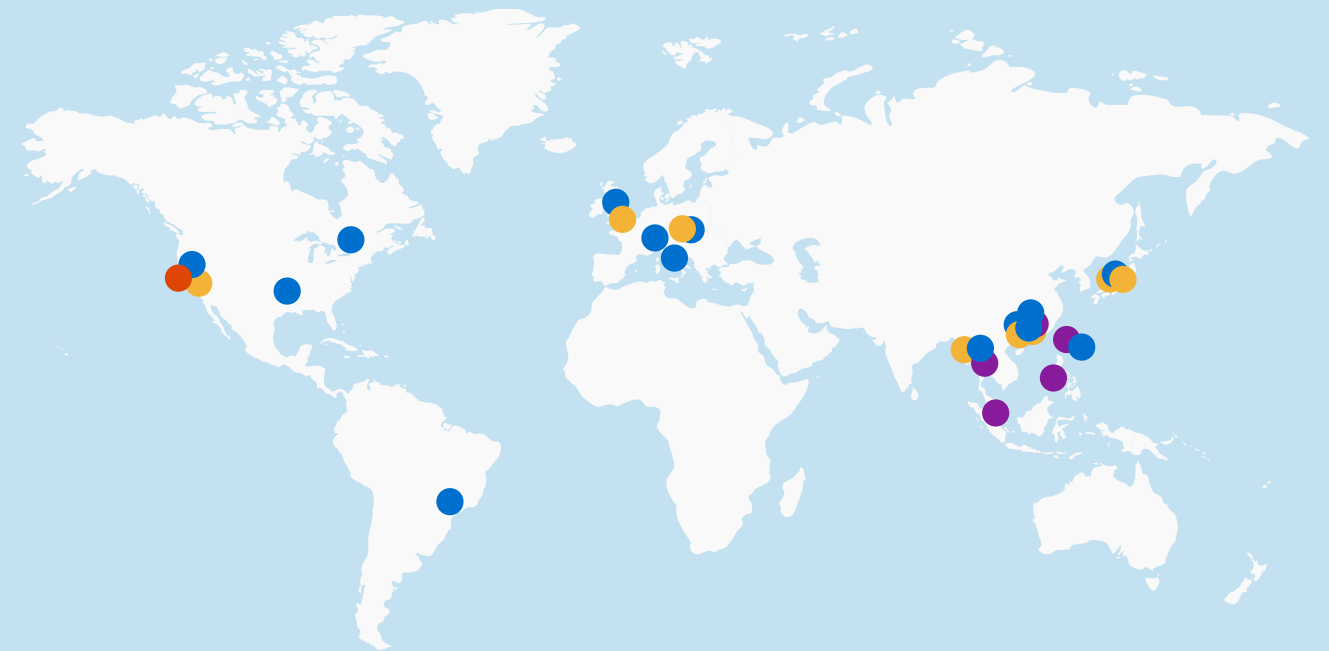
## Global Operations

**Lumentum headquarters**  
• San Jose, California, USA

- Lumentum offices**
  - Campinas, Brazil
  - Dallas, USA
  - Hong Kong SAR, China
  - Milan, Italy
  - Ottawa, Canada
  - Paignton, UK
  - Seongnam, South Korea
  - Shenzhen, China
  - Taipei City, Taiwan
  - Tokyo, Japan
  - Wuhan, China
  - Zug, Switzerland
  - Zurich, Switzerland

- Lumentum manufacturing**
  - (Caswell) Towcester, UK
  - Dongguan, China
  - (Navanakorn) Pathumthani, Thailand
  - Sagamihara, Japan
  - San Jose, USA
  - Shenzhen, China
  - Škofljica, Slovenia
  - (Takao) Hachioji, Japan

- Contract manufacturing**
  - Jiangmen City, China
  - Pampanga, Philippines
  - Pathumthani, Thailand
  - Penang, Malaysia
  - Taipei, Taiwan



# Our Corporate Purpose, Mission, Vision, and Values

Our employees, customers, and suppliers are the foundation of our success, fueling our growth and shaping our bright future. To further our Purpose, Mission, and Vision, Lumentum undertook a stakeholder engagement process in 2022 to identify the core values that define our culture. In fiscal year 2024, we successfully launched our new corporate values: CARE, TRUST, OWN, DISCOVER, and DELIVER.

- Driven by increasing demand for high-speed connectivity, Lumentum’s innovative optical solutions enable seamless connections worldwide. We are shaping a brighter future by supporting the digital economy for a rapidly-growing global audience.
- Lumentum’s laser solutions are essential for efficient and high-precision manufacturing. They help companies reduce their environmental impact by minimizing energy consumption and waste, thereby accelerating adoption of clean energy solutions.
- By partnering with industry leaders, Lumentum delivers groundbreaking technology at scale. As innovation accelerates, Lumentum remains committed to harnessing the power of photonics and creating a brighter future for all.



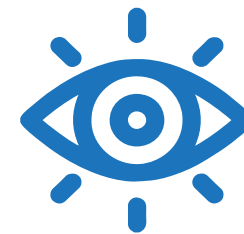
## PURPOSE

Lumentum creates a brighter future for the world we live in.



## MISSION

Lumentum partners with our customers to deliver game-changing photonics innovation.



## VISION

Lumentum creates breakthrough technological advancements that transform how we connect, create, and interact.

## VALUES

At Lumentum, “Creating a Brighter Future” is both our daily focus and our higher calling. Our engineers design next-generation products, while our HR partners connect employees with inspiring mentors. Our marketing professionals reach new customers, and our IT specialists advance our capabilities. Our manufacturing leaders drive suppliers to gain efficiencies, and our manufacturing operators find better ways to deliver higher quality. Every day, through countless small actions, we achieve exceptional results.

Lumentum creates a brighter future when we CARE, TRUST, OWN, DISCOVER and DELIVER. Within these critical drivers are behaviors that reflect our employees’, customers’, and suppliers’ beliefs about the actions that can lead to success. When we live our values, we WIN for each other, our customers, and our communities. This year, we created the quarterly *We Live It!* Awards to globally recognize individuals during company-wide All Hands meetings who exemplify our values.





## Our Sustainability Vision

Light enables human connection and allows systems to thrive. We aim to emulate the properties of light, as it lies at the core of all our innovations. Our solutions enable a broad range of end-user applications across the cloud and networking and industrial tech markets. All are shaping the way people connect, create, and interact.

To create a brighter future, we:

- Harness the power of light to connect people and keep them safe and secure, while enabling businesses to operate faster and more efficiently
- Support and develop our people, partners, and communities so that they can shine their brightest
- Create products and manufacturing processes that improve lives with the lightest impact on the environment





# Approach to Sustainability

Our goal is to illuminate the path to a more sustainable future, as our direct and indirect actions affect the people and communities where we live and work. Our robust sustainability governance drives our efforts and underpins our achievements. Through continuous feedback between the Board of Directors and the Sustainability Council, representatives from all business departments determine the relevance of emerging topics, support the development of associated action plans, and disseminate information related to sustainability to their teams. We align our sustainability program with the United Nations' Sustainable Development Goals (SDGs) because we take our responsibility to the global community seriously.



Our corporate sustainability program is based on three pillars:

### Planet: Lighter Impact

Lighten our environmental footprint by reducing our energy consumption, greenhouse gas (GHG) emissions, water consumption, and waste generation

Commit to the procurement or generation of renewable energy at all sites

### People: Positive Impact

Invest in career and professional development for all employees

Operate at the highest social, ethical, and safety standards within our facilities and propagate that model across our value chain

Create a diverse and inclusive culture that values differences and inspires creativity

Contribute to communities in which we live and operate

### Innovation: Breakthrough Impact

Push the boundaries to design products and processes that deliver value and delight our customers

Improve our products and processes continuously to create the safest and most efficient products with the highest standards



[Learn more about our contributions to the United Nations Sustainable Development Goals](#)

## Stakeholder Engagement and Materiality

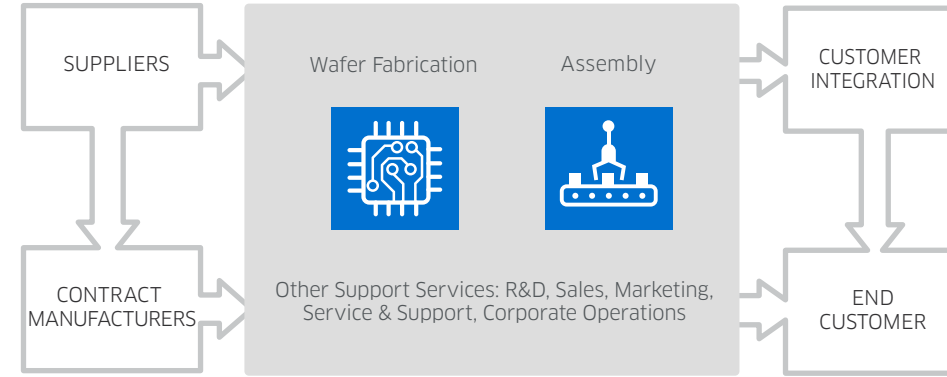
A collaborative multi-stakeholder approach is crucial to addressing complex, interconnected societal and environmental challenges. Our stakeholder engagement is based on transparency, equality, non-discrimination, and open dialogue. These principles align with our Corporate Social Responsibility (CSR) Policy, Code of Business Conduct, Supplier Code of Conduct, and the Responsible Business Alliance (RBA) Code of Conduct.

We have assessed our organization’s operating context and determined that where we have direct control is in our manufacturing operations. Our areas of influence include the operations of our suppliers, contract manufacturers (CMs), and customers. We work closely with suppliers and CMs, as these relationships are critical to ensure product quality and promote ethical and responsible sourcing throughout our supply chain. Our customers integrate our products into larger systems before delivery to end users, where we aim to influence accountable use and treatment.

In FY20, we completed our first materiality assessment to identify topics that are material to our business. Our assessment involved internal and external reviews followed by identification, evaluation, and prioritization of impacts.

In FY23, we completed our second stakeholder-informed materiality assessment and considered financial and impact materiality to determine our sustainability topics for disclosure. To improve management of our efforts, we subdivided existing topics, resulting in the introduction of two new issues: energy and air quality. While some topics’ prioritization shifted, the renewed assessment validated the results of our initial materiality assessment. We believe the results remain valid for FY24 as there have been no material changes in our business or operating environment.

### OPERATIONS WHERE LUMENTUM HAS DIRECT CONTROL



Our approach to materiality considered the updated Global Reporting Initiative Sustainability Reporting Standards (GRI Standards 2021) and the draft European Sustainability Reporting Standards, as per the EU Corporate Sustainability Reporting Directive (CSRD).

To identify and assess our impacts, topics were derived from:

- GRI Standards 2021
- Sustainability Accounting Standards Board (SASB) standards
- Task Force on Climate-related Financial Disclosure (TCFD) recommendations
- United Nations Global Compact (UNGC)
- Responsible Business Alliance (RBA)
- Investor surveys and rating agencies
- Customer surveys
- Peer, industry, and customer reporting

The topics deemed relevant for reporting were identified based on feedback from a stakeholder survey. We engaged our key stakeholder groups of customers, employees, board members, and supply chain partners directly and measured investor sentiment by proxy. Results were reviewed and validated by our Sustainability Council.

### Material Topics

**Planet: Lighter Impact**

- Air Quality
- Economic Risks and Opportunities
- Emissions
- Energy
- Materials
- Waste
- Water

**Innovation: Breakthrough Impact**

- Customer Value
- Innovation
- Product Safety and Compliance

**Governance**

- Business Conduct and Ethics
- Data Privacy and Cybersecurity
- Human Rights
- Responsible Supply Chain

**People: Positive Impact**








- Community Engagement
- Diversity, Inclusion and Belonging
- Health and Safety
- Talent Management



## How We Engage

We maintain an ongoing dialogue with our stakeholders that extends past the materiality assessment process that is conducted every few years. We ensure regular substantive engagement between management and employees to facilitate open discussion regarding topics including, but not limited to, working conditions, benefits, and health and safety.

## How we engage with stakeholders

STAKEHOLDERS	HOW WE ENGAGE	
Employees, staff representatives 	<ul style="list-style-type: none"> <li>- Quarterly all-hands meetings with leadership</li> <li>- Executive roundtables</li> <li>- Global and site-level committee and focus groups meetings</li> <li>- Regular Diversity, Inclusion and Belonging Council meetings</li> <li>- Regular thematic employee resource group (ERG) outreach, site events, and updates</li> </ul>	<ul style="list-style-type: none"> <li>- Regular training (Code of Business Conduct, Responsible Business Alliance, EHS, IT security, Anti-harassment)</li> <li>- Employee development programs</li> <li>- Regular one-on-one performance and development goals reviews</li> <li>- Annual employee engagement surveys</li> <li>- Site events, team building, health and wellness fairs and webinars</li> </ul>
Customers, sales channel partners 	<ul style="list-style-type: none"> <li>- Periodic business reviews with top customers</li> <li>- Annual customer satisfaction surveys</li> <li>- Supplier surveys completed by Lumentum</li> </ul>	<ul style="list-style-type: none"> <li>- Data sharing via RBA Online, EcoVadis, CDP, and other platforms</li> <li>- Meetings and other events as required</li> </ul>
Suppliers, contract manufacturers 	<ul style="list-style-type: none"> <li>- Periodic supplier business reviews with major suppliers</li> <li>- Environmental and social assessments</li> <li>- Biennial third-party RBA audits of contract manufacturers</li> </ul>	<ul style="list-style-type: none"> <li>- Supplier surveys</li> <li>- Meetings and other events as required</li> </ul>
Shareholders, investors 	<ul style="list-style-type: none"> <li>- Quarterly financial disclosures and conference calls</li> <li>- Annual general shareholder meetings</li> </ul>	<ul style="list-style-type: none"> <li>- Regular cadence of investor meetings and conferences</li> <li>- Regular engagement with shareholders to solicit their feedback</li> </ul>
Government, regulatory and ESG agencies 	<ul style="list-style-type: none"> <li>- Regulatory inspections</li> <li>- Permits and reporting</li> </ul>	<ul style="list-style-type: none"> <li>- Active participation in ESG rating process</li> </ul>
Local communities, academia, industry associations, NGOs 	<ul style="list-style-type: none"> <li>- Membership: Responsible Business Alliance, Responsible Labor Initiative, Responsible Minerals Initiative, Automotive Industry Action Group, Silicon Valley Leadership Group, CEO Action for Diversity &amp; Inclusion</li> </ul>	<ul style="list-style-type: none"> <li>- Student internships and scholarships</li> <li>- Environmental and social projects in local communities</li> </ul>
Common engagement methods for all stakeholders 	<ul style="list-style-type: none"> <li>- Ongoing review of grievances via third-party EthicsPoint hotline to guarantee confidentiality and non-retaliation</li> </ul>	<ul style="list-style-type: none"> <li>- Materiality assessment survey</li> <li>- Annual corporate sustainability report</li> </ul>

## Feature: Acquisition of Cloud Light Technology Limited

Among the most exciting developments at Lumentum in FY24 was the acquisition of Cloud Light Technology Limited (“Cloud Light”), a leading provider of high-speed fiber optic transceivers and active optical cable products, in November 2023. The acquisition strengthened Lumentum’s market position in the rapidly-growing generative Artificial Intelligence (AI) and Machine Learning (ML) markets, enabling us to better serve the growing needs of hyperscale customers as they optimize data center architectures to support rising data traffic from these new applications.

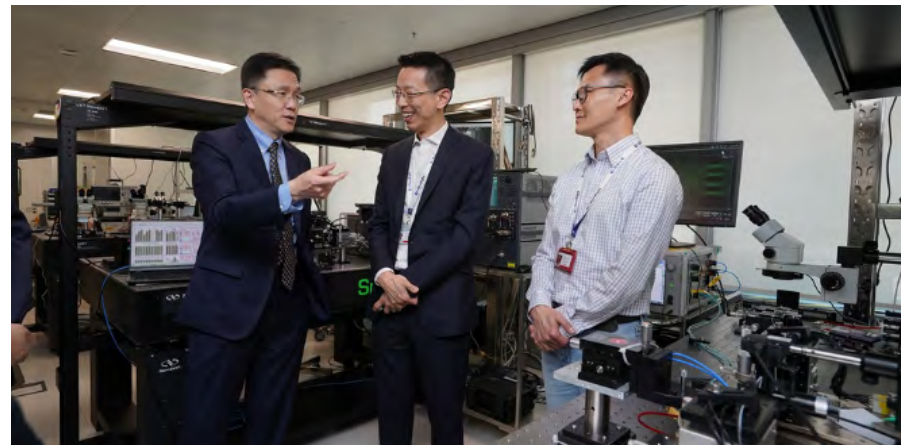
Cloud Light, founded in 2018, added talented employees and operations across Hong Kong, China, and Taiwan to Lumentum’s footprint. More than 80 percent of its R&D team hold advanced degrees in optoelectronics, material science, photonic integration, and manufacturing technology. Additionally, they bring more than 100 patents to our IP portfolio.

The combined capabilities of Lumentum and Cloud Light have enhanced high-speed transceiver production to meet increasing demand for cloud data center products. Lumentum, together with Cloud Light, now offers cutting-edge, high-speed transceiver solutions and active optical cables built on silicon photonics, electro-absorption modulator laser (EML), and

VCSEL based technology. These complement our existing portfolio of EML and continuous wavelength (CW) laser chips. Additionally, they produce active optical cables (AOCs) that complement our vertical cavity surface emitting laser (VCSEL) based laser chips. The business combination creates more value for our customers by providing a comprehensive set of products and technologies, coupled with additional low-cost, high-volume product development and manufacturing capabilities.

Now, nearly a year after the acquisition, we are more convinced than ever of the powerful combination of Lumentum and Cloud Light, benefitting our Cloud and Networking customers. We are ramping major additional production capacity for Cloud Light products at our Navanakorn manufacturing site in Thailand.

Significant progress has been made on our integration efforts and we are targeting the completion of the majority of our integration scope by the end of 2024. This will accelerate and enhance cross-team collaboration, product development, and our ability to serve the needs of our customers more effectively.



## Integration of NeoPhotonics Corporation

The acquisition of NeoPhotonics Corporation marked a significant milestone for us in FY23. Early in fiscal 2024, we completed the integration of their operations into our business processes and systems. By the end of FY24, all NeoPhotonics production lines were in various stages of setup, product qualification, and capacity and yield ramp-up at our existing Lumentum sites and contract manufacturing facilities. As of December 2023, production activities at the NeoPhotonics Nanshan and Dongguan factories have ceased. We aim to complete the transfer of all NeoPhotonics products by mid-2025.

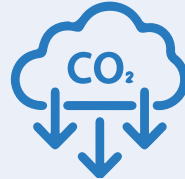




# PLANET

In a world grappling with the acute impacts of climate change, we measure success by our ability to create exceptional products and value for our customers while reducing energy intensity, emissions, water use, and waste.



# Goals and Progress

	GOALS	PROGRESS
<p><b>CLIMATE CHANGE</b></p> 	<p><b>Net-zero GHG emissions from our global operations (Scope 1 and 2) by 2030</b></p> <p><b>Increase the percentage of renewable electricity for our global operations year over year</b></p> <p><b>Reduce GHG intensity by 25% by FY24 from an FY21 baseline*</b></p>	<p>Progress: In FY24, our Scope 1 and 2 GHG emissions decreased by 38%, compared to FY23.</p> <p>Progress: In FY24, we increased procurement of renewable electricity from 61% to 79%.</p> <p>Progress: In FY24, our Scope 1, 2, and 3 GHG intensity** decreased by 30%, compared to FY21.</p> <p><small>*The FY21 baseline has been recalculated to incorporate acquisitions in FY23 **Emissions intensity is MT CO2-e per million U.S. dollars of revenue. Scope 3 includes only categories of CMs, business travel, fuel- and energy-related activities</small></p>
<p><b>WATER</b></p> 	<p><b>Reduce our annual water withdrawal by 5% by FY26, compared to FY23 levels</b></p>	<p>Progress: In FY24, water withdrawal exceeded FY23 levels by 6% due to the acquisition of Cloud Light’s operational footprint. Despite this increase, we achieved a 7% reduction in water intensity (ML/sq ft) and remain committed to meeting our FY26 goal.</p>
<p><b>WASTE</b></p> 	<p><b>Divert 90% of non-hazardous waste from landfill by FY27*</b></p>	<p>Progress: In FY24, 82% of non-hazardous waste was diverted from landfill*.</p> <p><small>*Diversion from landfill includes incineration with energy recovery</small></p>



# Environmental Management

Growing demand for data and communications infrastructure calls for innovative solutions to address market needs while reducing energy consumption, greenhouse gas (GHG) emissions, water use, and waste. Over 70% of our manufacturing sites have an ISO 14001-certified environmental management system, three of which were achieved for the first time in FY24. The certified sites are Sagamihara, Japan; Caswell, UK; two Shenzhen sites and two Dongguan sites in China; Pathumthani, Thailand; and Škofljica, Slovenia. Two sites passed their Stage 1 audit in FY24 and will proceed to the certification stage in Q1 FY25, due to auditor availability. We continue expanding this coverage to pursue a global ISO-certified environmental management system.

In addition, all our manufacturing sites have environmental risk assessments in place to ensure compliance with environmental requirements applicable to the site. In FY24, we recorded zero significant environmental fines and non-monetary sanctions for non-compliance with environmental laws and regulations, reinforcing the efficacy of our environmental management systems. Aligning with a best-in-class environmental management framework allows us to go beyond compliance and proactively manage our environmental impacts, while understanding our environmental risks and opportunities. Lumentum is dedicated to stakeholder engagement as a component of our environmental strategy. We consult with a broad range of stakeholders to gather diverse perspectives and insights that inform our environmental initiatives and strategies. Finally, we apply principles from our ISO 9001-certified quality program and culture of continuous improvement to strengthen our environmental management practices.

By integrating these practices, Lumentum not only enhances its environmental performance but also strengthens its overall sustainability commitments, ensuring that we are well-positioned to meet the challenges of today and tomorrow.

ENVIRONMENTAL MANAGEMENT	FY24*	FY23	FY22
Percentage ISO 14001 certified sites	73%	60%	67%
Total number of manufacturing sites	11	10	6

\* FY24 performance reflects certification status of acquired sites.

# Air Quality

Lumentum sites meet local permitting requirements for air pollution and are within admissible threshold limits. Where required, gas abatement systems are in place, and we regularly monitor air emissions. Our manufacturing sites routinely track and report data about relevant emissions to local regulating authorities.





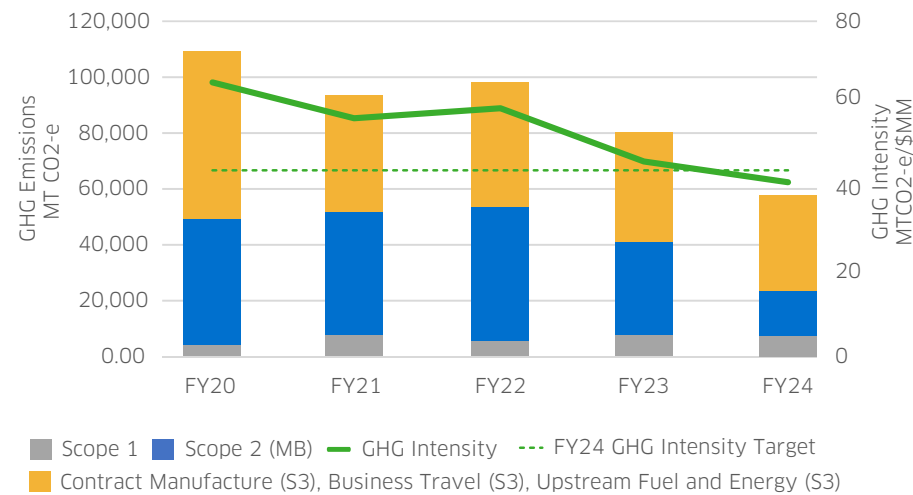
# Energy and Emissions

The impact of climate change is increasing hardships on ecosystems and the people, communities, and businesses that depend on them. Lumentum recognizes the global effort needed to mitigate the worst impacts of climate change and believes we have a responsibility to act prudently and quickly.

Our stakeholders prioritize the environmental impact management of our operations on climate change. We realize the risk that climate change has on our business in the short, medium, and long term, and have begun incorporating climate change mitigation into our business objectives and strategy.

In FY24, Scope 1 and 2 GHG emissions decreased by 38% compared to FY23.

## GHG Emissions and Intensity



We have consistently minimized the impact of our energy consumption and intensity by consolidating our global footprint and enhancing efficiency. In FY24, we experienced an initial energy consumption increase of 7% due to the acquisition of Cloud Light Technology. This increase was mitigated through consolidation of Neophotonics sites in China, resulting in an overall annual decrease of energy consumption by 2% in FY24 compared to FY23. We have diligently worked to reduce our greenhouse gas emissions and achieved a 38% reduction in Scope 1 and 2 GHG emissions over the fiscal year through the purchase of renewable energy and site optimization.

We track the progress of our climate initiatives by targeting the GHG intensity (metric tons of CO2-e per U.S. dollar in revenue) of our Scope 1 and 2 emissions and Scope 3 emissions that encompasses purchased goods and services (CM only), fuel- and energy-related activities that are not included in Scope 1 or 2, and business travel.

We met our target to reduce our GHG intensity by 25% by FY24 from a FY21 baseline.\*

\* The FY21 baseline has been adjusted to incorporate NeoPhotonics sites. The adjusted FY21 baseline GHG intensity changed from 54.4 TCO2-e/\$MM revenue to 59.8 TCO2-e/\$MM.

We have reduced our GHG intensity despite acquiring companies in countries with higher grid emissions factors. This was achieved through sourcing renewable energy, implementing energy efficiency improvements, and installing on-site solar plants. In FY24, we expanded our coverage of Scope 3 emission categories to encompass all direct suppliers, upstream and downstream transportation and distribution, capital goods, and the use of sold products. Lumentum's goal to achieve both near-term 2030 targets and net zero across our value chain (Scopes 1, 2, and 3) by 2050 has been submitted to the Science Based Targets initiative (SBTi) for validation.

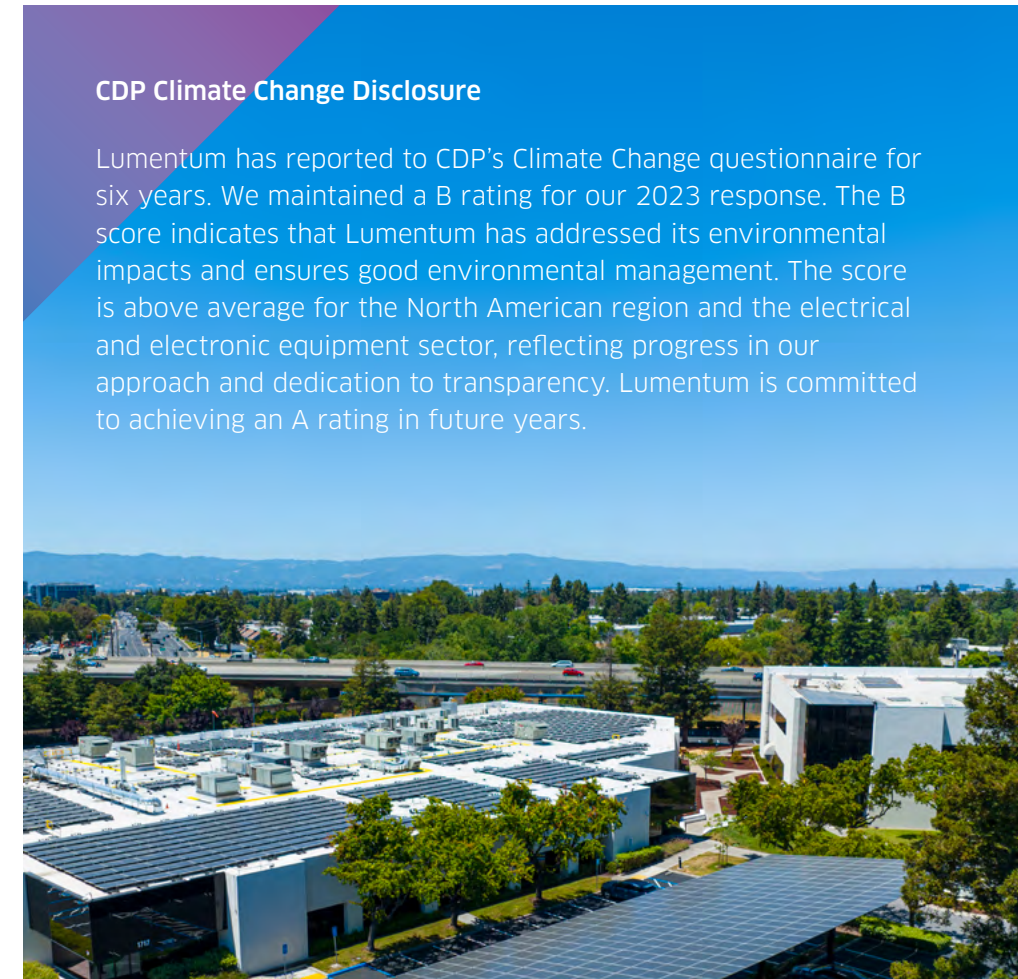
[Learn more about our commitment to the Science Based Targets Initiative.](#)

ENERGY	FY24	FY23	FY22
Total Energy Consumption (MWh)	197,265	201,150	148,967
Energy Intensity (MWh/\$MM)*	145	114	87

\*Energy intensity is energy consumed per million U.S. dollars in revenue. In FY24 an increase in energy intensity was observed due to a reduction of production at key manufacturing sites.

## CDP Climate Change Disclosure

Lumentum has reported to CDP's Climate Change questionnaire for six years. We maintained a B rating for our 2023 response. The B score indicates that Lumentum has addressed its environmental impacts and ensures good environmental management. The score is above average for the North American region and the electrical and electronic equipment sector, reflecting progress in our approach and dedication to transparency. Lumentum is committed to achieving an A rating in future years.





### 100% Renewable Electricity

Caswell | Dallas | Dongguan | Milan | Navanakorn | Ottawa | Paignton | San Jose Corporate HQ | San Jose (two facilities) | Shenzhen (two facilities) | Škofljica | Zurich

### Climate Initiatives

We have focused our efforts on increasing our global renewable electricity sourcing. In FY24, we maintained 100% renewable electricity at all of our European and North American sites. In Asia, our largest manufacturing site in Navanakorn, Thailand, has been on 100% renewable electricity since FY23. This year we transitioned three facilities in China, two Shenzhen facilities and the newly acquired manufacturing site in Dongguan, to renewable electricity.

As part of our renewable electricity program and commitment to supporting our customers' path towards net zero, we signed our first renewable electricity agreement with a critical customer in FY23. This agreement commits us to sourcing renewable electricity for their product deliveries. We anticipate engaging with major suppliers and contract manufacturers to develop further on-site solar and renewable electricity procurement within our supply chain. We ensure high-quality energy procurement by sourcing renewable electricity from projects operating in the country of use and adding new grid capacity.

### LEED Certification

As we construct new buildings and retrofit old ones, we are committed to pursuing Leadership in Energy and Environmental Design (LEED) certification for each site. This green building certification, developed by the U.S. Green Building Council, includes a rating system that helps building operators be environmentally responsible and use resources more efficiently.

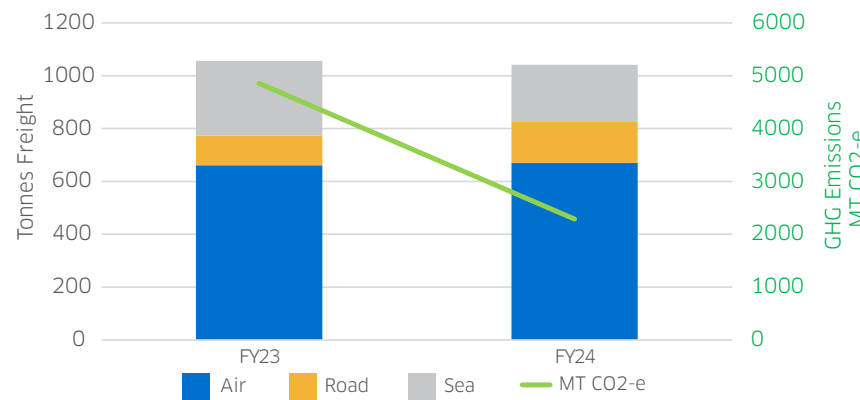
Lumentum's corporate headquarters has held LEED Silver certification since FY22. This year, our Škofljica, Slovenia site achieved LEED Silver certification for its new building and has started the process for obtaining LEED Gold for operations and management at both buildings at the site.

In FY24, Lumentum sourced 79% renewable electricity for our global operations.

### Green Logistics: Cutting CO2 by Reducing Air Shipments

Lumentum has significantly reduced air freight in favor of increased road and sea shipments, achieving a 53% reduction in GHG emissions from transportation. This was accomplished by shifting the majority of air shipments from priority to economy services and by increasing the use of ocean and land transport.

### Logistics GHG Reductions



### Energy Efficiency

Our largest manufacturing sites have implemented energy efficiency programs targeting a 5% reduction in electrical consumption for FY24. This target was met, saving at least 5,874 MWh of energy through various projects. These initiatives included HVAC optimization and chiller improvements, cooling tower enhancements, lighting efficiency upgrades, compressed air efficiency improvements, and testing power supply upgrades.

### EV initiatives

Our UK-based employees are eligible to lease electric vehicles (EVs) through a partner company. At our Caswell, UK location, we have installed EV charging stations to support this initiative. In FY24, our San Jose, US headquarters installed 12 new EV chargers, bringing the total number of company-wide charging stations to over 25.

### Science Based Targets Initiative

The Science Based Targets initiative (SBTi) defines and promotes best practices for setting ambitious science-based targets necessary to limit global temperature increases to 1.5°C, compared to pre-industrial levels, by 2050 with near-term targets for 2030.

In FY21, Lumentum committed to achieving net-zero Scope 1 and 2 GHG emissions by 2030. A year later, we formally committed to setting a science-based emissions reduction target aligned with SBTi. We adhered to our commitment, and in June 2024 submitted Lumentum's goals for achieving both our near-term 2030 targets and net-zero 2050 targets to SBTi for validation.



### Lumentum's proposed GHG Goals submitted to SBTi for validation

- Net-zero emissions on Scope 1 and 2 by FY30
- 52% reduction in GHG emissions intensity from use of sold products
- 26% of supplier emissions to be covered by Science-Based targets by FY27
- Net zero across our value chain (Scopes 1, 2, and 3) by 2050



### Climate Performance

Lumentum has made substantial progress quantifying our GHG emissions and setting targets. In FY23, we significantly improved our data collection protocols, providing greater visibility into our global Scope 3 emissions. This information has allowed us to align our GHG and energy reduction goals with SBTi targets in 2024.

### In FY24, Lumentum submitted our near- and long-term companywide reduction targets to the Science Based Targets initiative (SBTi) under its Net-Zero Standard

Our previous GHG inventory included accounting for Scope 1 and 2 emissions associated with our facilities' energy consumption, and Scope 3 emissions from purchased goods and services (our upstream CMs), business travel, and upstream energy-related activities. We have extended our GHG inventory to cover upstream and downstream transportation, direct purchased goods and services (direct suppliers), capital goods, and emissions from the use of products by customers. We increased the coverage of upstream suppliers to 90% of direct spend to enable us to define our best roadmap toward our SBTi targets.

The most significant proportion of our GHG footprint is electricity used over the product's lifetime. In FY24, this electricity use has added about 470,000 MT CO2-e\* to our previously reported Scope 3 emissions and will continue to grow as our sales increase. Therefore, improving product energy efficiency represents the most significant action we can take to reduce our impact on climate change. By addressing product energy efficiency, we accelerate the decarbonization of our value chain and help our customers achieve their own sustainability goals.

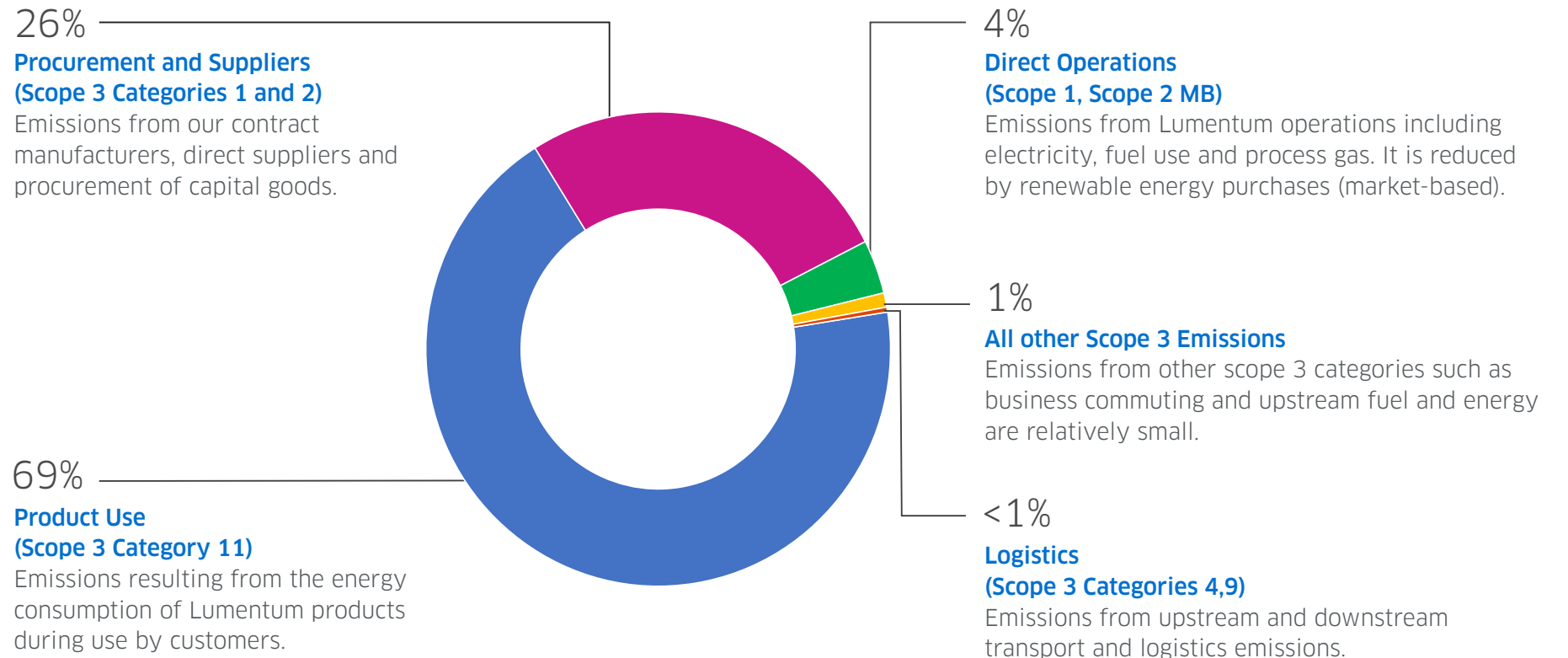
\* We expect our progress to fluctuate year-over-year based on the number and type of products we sell each year with a long-term reduction seen as new product innovation is introduced.

Additionally, we continue to increase our inclusion of emissions through the complete life cycle of our products and to increase the coverage and data quality of upstream supplier emissions (goods and services). The introduction of life cycle assessments (LCA) is helping us understand the emissions across the life cycle of our products. LCA will allow us to incorporate the LCA study results into our emissions assessments and target future reductions in Scope 3 emissions.



Lumentum was awarded the Nokia Diamond Award 2024 for Sustainability, which recognizes demonstrable leadership commitment, along with concrete targets and innovative initiatives to reach those targets and deliver tangible results to help Nokia reach Net Zero.

LUMENTUM FY24 GHG EMISSIONS BREAKDOWN

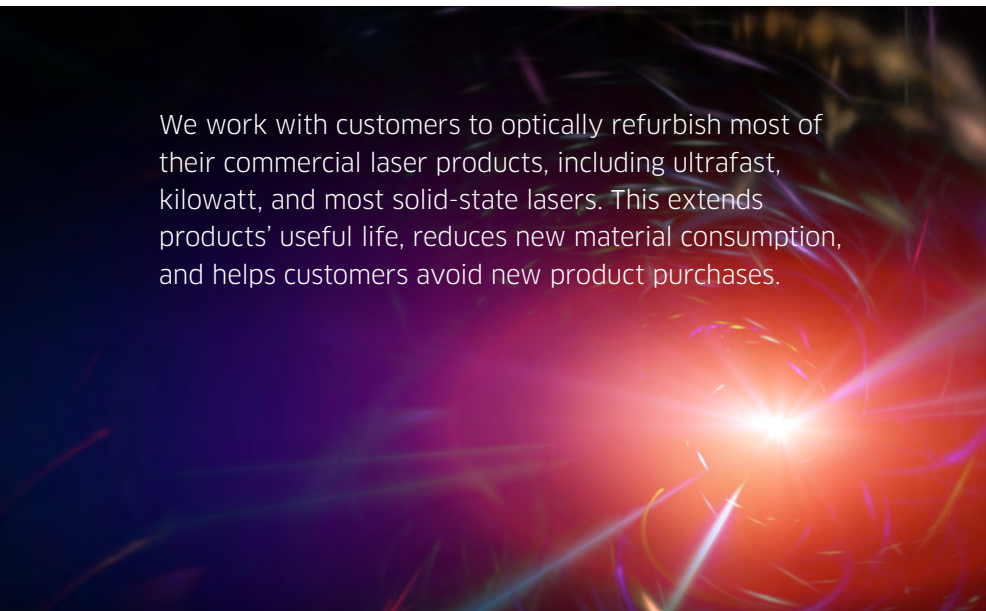




# Product Sustainability

Lumentum’s market-leading products and technologies contribute to sustainable development by expanding digitization and technological advancements across end-use applications. Although our products enable a more connected society and efficient world, the number of products sold, as well as the energy consumption generated by a product’s life cycle, drive the generation of Scope 3 emissions.

Billions of times a day, information from smartphones, tablets, and laptops seamlessly connects to distant data centers during its communications journey. As our digital world evolves, the demand for data, accelerated by Artificial Intelligence (AI) and Machine Learning (ML) applications, is skyrocketing. This digital transformation, coupled with the proliferation of Internet of Things (IoT) devices, the global deployment of 5G networks by mobile service providers, and the rise of machine-to-machine communications, is driving an exponential increase in bandwidth demand.



We work with customers to optically refurbish most of their commercial laser products, including ultrafast, kilowatt, and most solid-state lasers. This extends products’ useful life, reduces new material consumption, and helps customers avoid new product purchases.

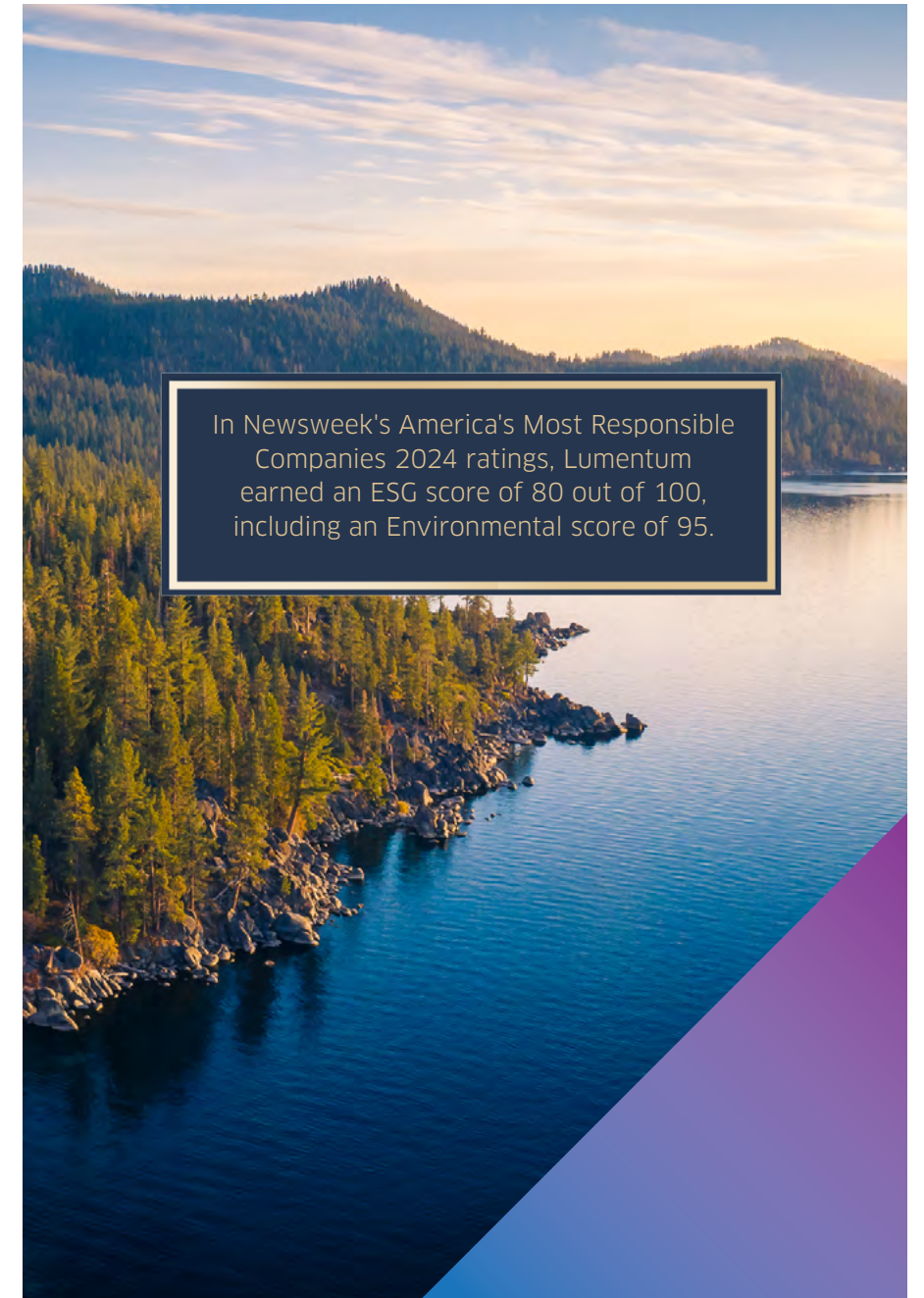
In FY24, Lumentum focused its efforts on many aspects related to product sustainability:

- Integrated climate assessments into new product development process
- Developed new products with improved energy efficiency
- Developed sustainable engineering design guidelines
- Reduced packaging and identified environmental sustainability gains from logistics
- Drove down scrap and waste generation
- Reduced use of hazardous substances

A significant proportion of our GHG footprint comes from the electricity used by our end customers to power our products. The most meaningful way we can accelerate the decarbonization of our value chain and help customers achieve their own sustainability goals is by continuing our efforts to drive ongoing energy efficiency improvements that reduce the power consumption of our products.

To further expand our reach as we address the climate impacts of our products, we integrated climate and energy assessments into our Global Product Development Process (PDP) for all new Lumentum products. The PDP requires engineers to calculate and measure the energy and GHG emissions related to the manufacture and use of Lumentum products when establishing a new production line. PDP will assist engineers in identifying energy and GHG savings opportunities early in the design cycle.

We continue to drive energy efficiency improvements across all of our product lines, as we strive to meet the need for reduced power consumption in the markets we serve.



In Newsweek's America's Most Responsible Companies 2024 ratings, Lumentum earned an ESG score of 80 out of 100, including an Environmental score of 95.



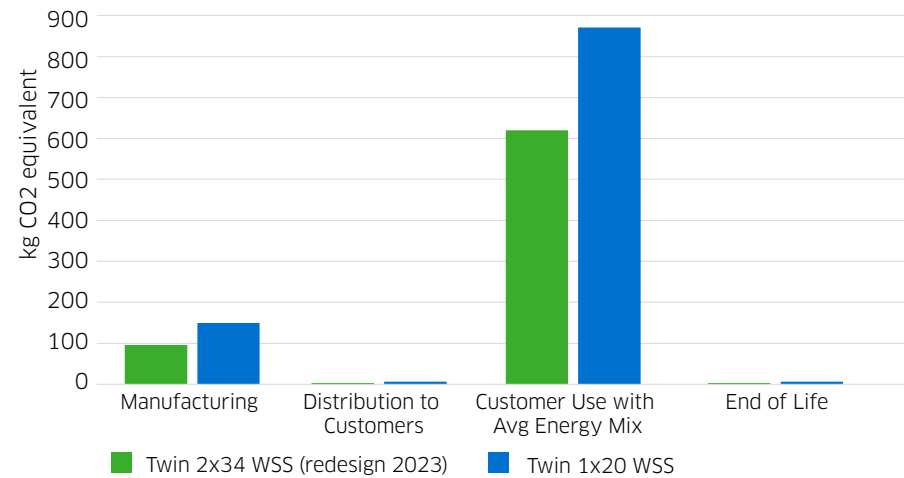
### Life Cycle Assessment

In FY24, Lumentum conducted its second comparative cradle-to-grave life cycle assessment (LCA) study, this time focusing on transport modules. The products were analyzed in accordance with ISO 14040 and ISO 14044 standards to quantify potential environmental impacts, with an emphasis on the climate change impact category. The study's scope included aspects related to manufacturing, transportation to customers, use phase, and end-of-life.

The comparative LCA covered the two transport products: the MicroTwin 1x20 TrueFlex® Wavelength Selective Switch (Twin 1x20 WSS) released in 2015 and the MicroTwin 2x34 TrueFlex Wavelength Selective Switch (Twin 2x34 WSS), redesigned in 2023. The study identified that in the product's life cycle, the use phase is the driver for the majority of the GHG emissions. The manufacturing phase of Twin 2x34 WSS occurs at Lumentum sites powered by renewable energy resulting in lower GHG emissions compared to previous products.

The LCA study revealed that Twin 2x34 WSS uses 32% less energy during the product use phase compared to the Twin 1x20 WSS in absolute values. Assuming an average electricity mix during product

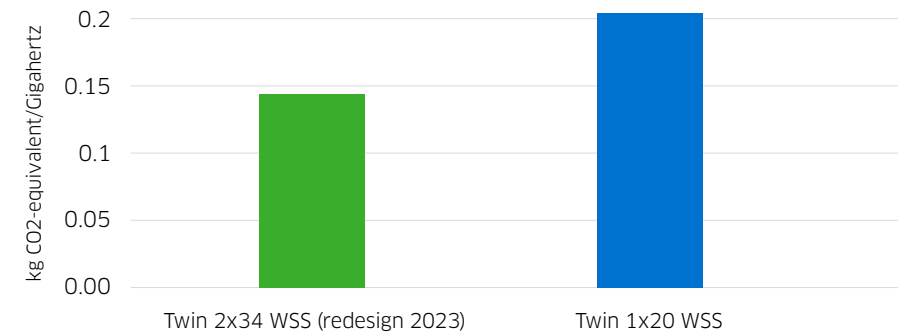
### Climate Change Impact of WSS Modules



Note: Assumes a global energy mix of 0.45 kg CO2 eq./kWh for the use phase and a 10-year product lifetime

use, it achieves a 30% reduction in Climate Change impact (kg CO<sub>2</sub>-equivalent) over its entire life cycle compared to Twin 1x20 WSS. Moreover, the Twin 2x34 WSS also achieves a 30% reduction in GHG emissions when normalized by WSS capacity, measured in kg CO<sub>2</sub>-equivalent per Gigahertz.

### Normalized Climate Change Impact by WSS Capacity



### Twin 2x34 WSS (2023) vs. Twin 1x2 WSS

- 32% less energy in product use
- ~30% reduction in GHG emissions over life cycle



Another LCA study was conducted on the new OSFP-DCO ZR/ZR+ 400G transmission module, a new generation digital coherent optical transceiver in OSFP form factor. The ZR specification is an enhancement of the transceiver's ability to transfer up to 120 kilometers without additional signal amplification or regeneration. The ZR+ specification can support up to 2,000 kilometers of transfer and can be used in longer metro, regional, or long-haul deployment.

Unlike the previous generations of CFP2-DCO, the OSFP-DCO ZR/ZR+ 400G module is primarily manufactured in Lumentum sites using renewable energy. As a result, the manufacturing phase of the OSFP-DCO has 90% lower climate change impact than that of the CFP2-DCO 100G/200G and 400G modules. However, the most significant GHG

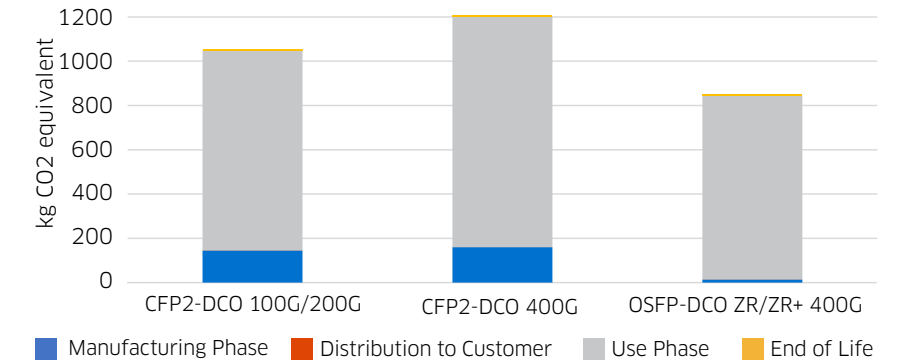
emissions reductions have been achieved through energy efficiency improvements in the OSFP-DCO module, all while transferring the same amount of data over the same distance as the previous CFP2-DCO 400G module. The new OSFP-DCO ZR/ZR+ 400G module consumes 20% less energy during the product use compared to the CFP2-DCO 400G. Assuming an average electricity mix during product use, the new product achieves a 30% reduction in Climate Change impact (kg CO<sub>2</sub>-equivalent) over its entire life cycle compared to CFP2-DCO 400G.

### OSFP-DCO ZR/ZR+ 400G vs. CFP2-DCO 400G

- 20% less energy in product use
- ~30% reduction in GHG emissions over life cycle



### Climate Change Impact of CFP2-DCO and OSFP-DCO Products



Note: Assumes a global energy mix of 0.45 kg CO2 eq./kWh for the use phase and a 10-year product lifetime

As of 2023, the CFP2-ACO LCA report has completed a third-party technical review and validation. Recommendations from the technical reviewer have been applied to all existing and new LCA studies.



# Cloud and Networking



Lumentum provides optical communication products for every application throughout the network.

With the broadest product portfolio and largest installed base in the industry, Lumentum optical communications systems, modules, and components serve the widest range of applications, from telecom to datacom and the enterprise. Our innovative datacom and enterprise components reflect collaborative designs that quickly meet the needs of fast-evolving applications and networking technologies.

## Transport Products

For next-generation mobile backhaul, data center interconnect (DCI), metro, and long-haul networks, our pluggable coherent transceivers, tunable transmission modules, and TrueFlex® ROADMs enhance data transfer efficiency and network performance. These products offer flexibility and scalability to meet evolving market demands. For undersea networks, Lumentum pump lasers adhere to the strictest reliability standards, ensuring faultless data transmission across vast oceanic distances.

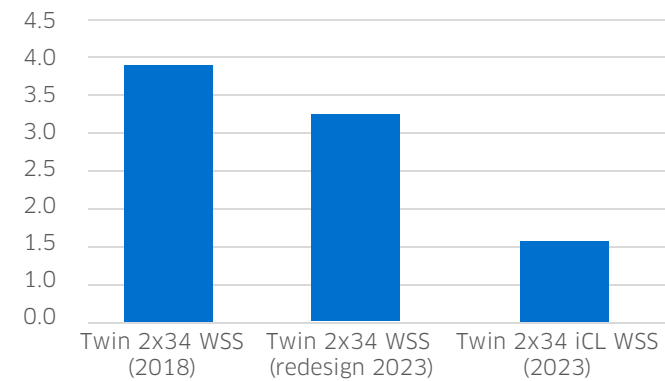
Lumentum designs telecom transport products that are critical to maintaining the Internet's high-capacity fiber optical network backbone. By enhancing the energy efficiency in these products, we enable our customers to transport more data using less power across greater distances, via networks both on land and under the sea.

Our Transport products are critical to the Internet's high-capacity fiber optical network backbone. For our wavelength selective switch (WSS) products, designed for backbone optical network traffic switching, we continue to reduce power consumption per switching capacity through design improvements and functional integration. Our redesigned WSS TrueFlex® Micro Twin 2x34, introduced in 2023, achieved approximately 20% power savings over the previous version through design improvements. By doubling the switch capacity by operating over a wider spectrum, we were able to achieve another 50% power/THz reduction for the TrueFlex® Micro Twin 2x34 iCL (integrated C and L) WSS. Each design iteration will continue to reduce power consumption in the WSS product line.

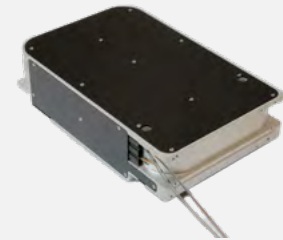
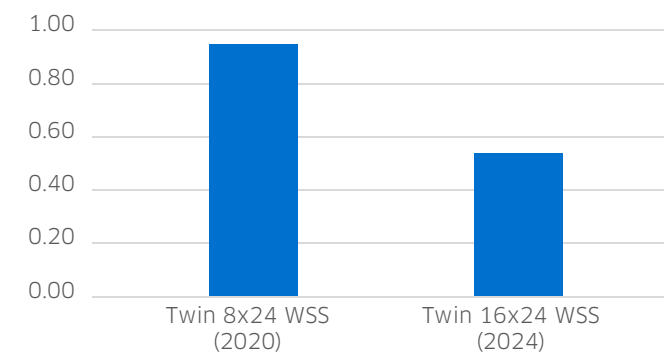
The Lumentum Transport R&D team also develops MxN wavelength selective switches for flexible add/drop routing in modern fiber optical backbone networks. These switches consolidate the functionality

of multiple 1xN switches into a single package, providing significant space and power savings compared to alternative architectures. In 2020, the TrueFlex® Twin 8x24 was released, and by 2024, the new TrueFlex® Twin 16x24 doubled the switching capacity of the original product with only a minimal power increase, reducing the power per terahertz by 45% compared to the previous generation. Lumentum continues to invest in switches with greater functional integration to achieve even greater network power savings.

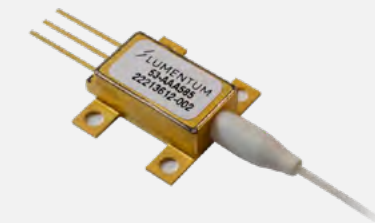
### Watts per THz Switching



### Watts per THz: MxN Switching



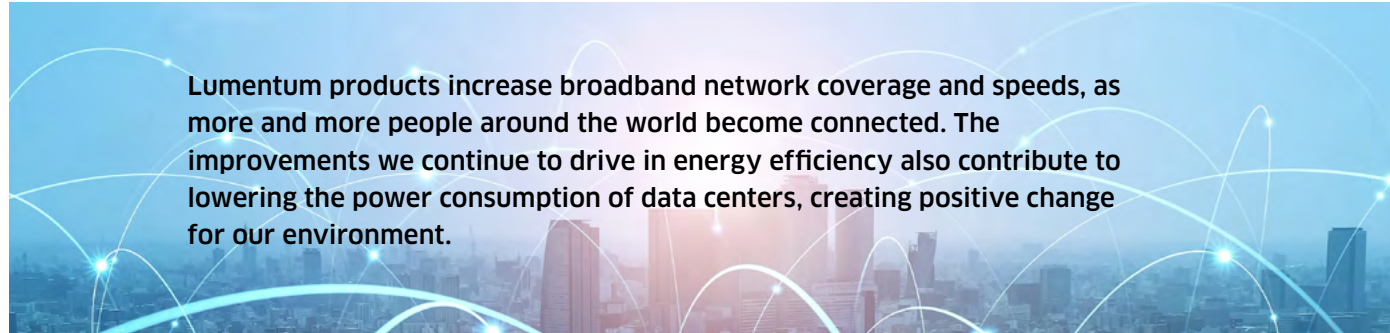
Lumentum's ROADM node-on-a-blade upgraded architecture **reduces power consumption by 37%** compared to the conventional two-blade configuration. Combining a full ROADM node onto a single line card enables the use of a more power-efficient twin wavelength selective switch while sharing control electronics and other high-power components. This integration also reduces cost and space and simplifies installation and configuration.



High-reliability submarine (HRS) pump lasers and their components are critical enablers of intercontinental data transport, where nearly 100% of data travels via cables along the seabed. The latest 5200 generation of HRS pump lasers features a higher efficiency pump chip that offers **more than a 35% increase in power efficiency** compared to the previous 5100 series HRS pump laser.



### Transmission Products



Lumentum products increase broadband network coverage and speeds, as more and more people around the world become connected. The improvements we continue to drive in energy efficiency also contribute to lowering the power consumption of data centers, creating positive change for our environment.

Our transmission products are deployed globally in telecommunications networks and data centers. Sustainability benefits of transmission products include reduced energy use per bit of data transmitted, and greater penetration of global digitization. This is particularly important for developing countries, as nations strive to connect populations that have experienced little or disrupted access to information and/or technology.

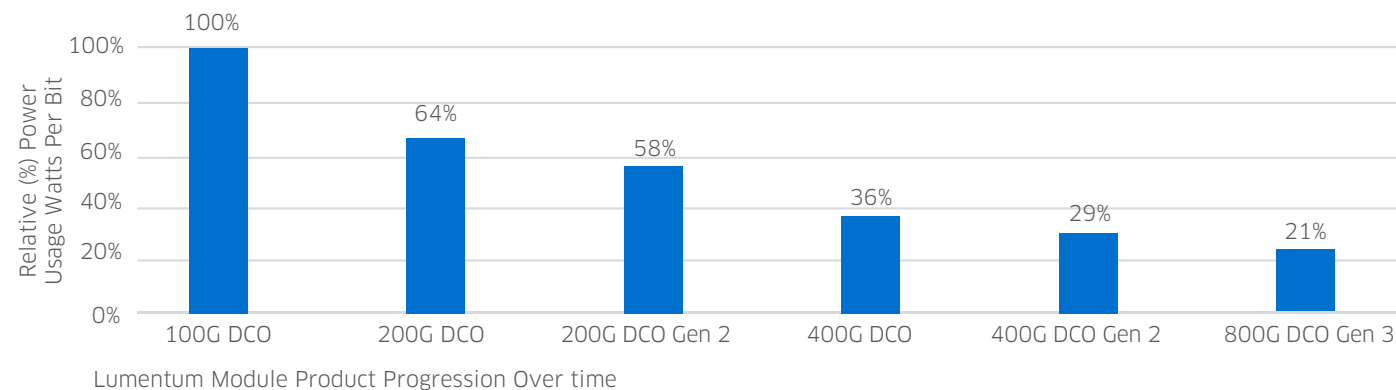
Lumentum transmission technology advancements are a crucial enabler for downstream sustainability improvements for our customers.

Benefits include:

- Improved central data storage and prevention of IT waste generation
- Increased remote work accessibility
- Expanded efficiency gains in education

Our high-speed digital coherent optical data transmission modules (used in internet backbone applications) have achieved a 79% reduction in relative power (W/Gb) usage (Gen 3 800G vs 100G).

#### Power Usage Improvements of Coherent Transmission Modules



### Datacom Products

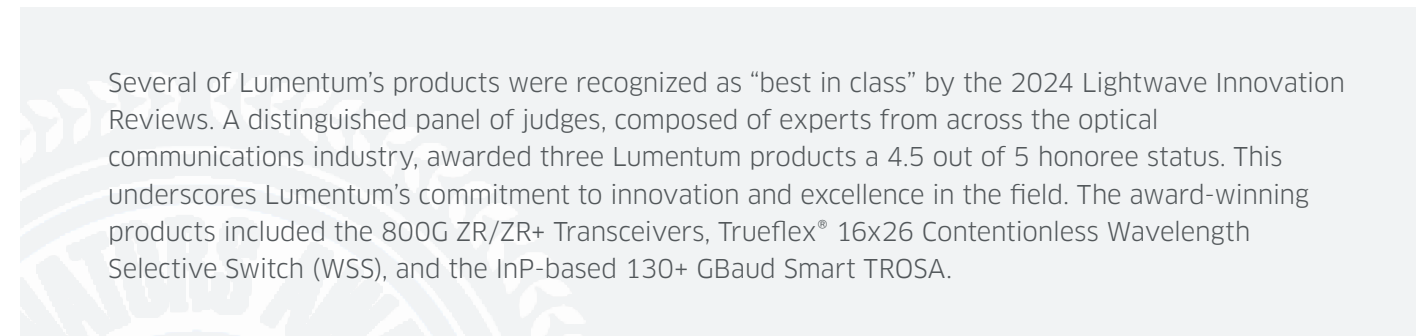


Lumentum is a leader in high-performance datacom products, with proven manufacturing scale, broad portfolio, and a robust new product development pipeline.

At the heart of the world’s ever-expanding digital ecosystem lie cloud data centers, where speed, efficiency, and reliability are paramount. Lumentum’s laser chips, including EMLs, DMLs, and VCSELs, along with our CloudLight™ datacom transceivers, are essential for enabling rapid data processing and seamless information flow.

Our chips and CloudLight™ datacom transceivers are widely deployed in data centers, enabling high-performance connectivity and data storage. As we expand capacities globally, our focus is on achieving higher bit rates with lower power consumption per bit. Our CloudLight transceivers ensure that data centers are equipped to handle the massive throughput and low latency required by AI-powered hyperscale environments.

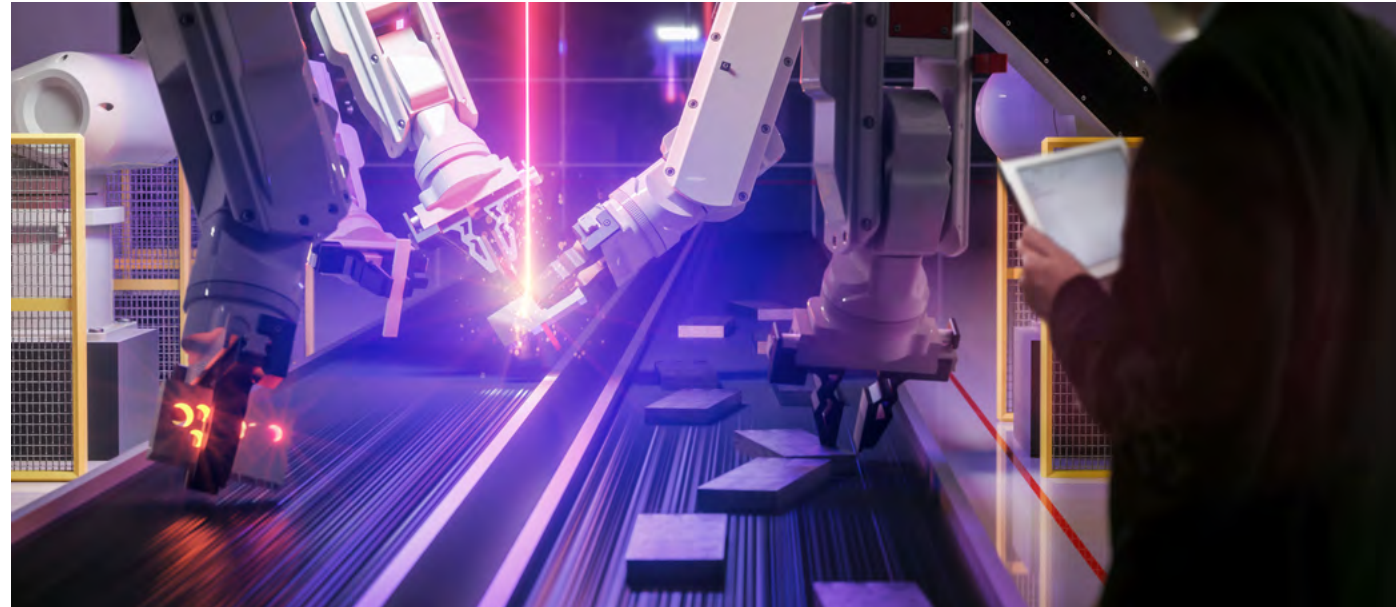
- Customers can achieve a **77% reduction in electrical power** per Gbps of optical bandwidth with Lumentum’s 200G PAM4 EMLs, compared to previous generation 100G EMLs
- Lumentum’s latest 50G VCSELs deliver a **50% reduction in electrical power** consumption per Gbps of optical bandwidth compared to 25G VCSELs



Several of Lumentum’s products were recognized as “best in class” by the 2024 Lightwave Innovation Reviews. A distinguished panel of judges, composed of experts from across the optical communications industry, awarded three Lumentum products a 4.5 out of 5 honoree status. This underscores Lumentum’s commitment to innovation and excellence in the field. The award-winning products included the 800G ZR/ZR+ Transceivers, Trueflex® 16x26 Contentionless Wavelength Selective Switch (WSS), and the InP-based 130+ GBaud Smart TROSA.



# Industrial Tech



Our high-performance lasers are critical to advanced manufacturing techniques for products ranging from semiconductor chips, smartphones, and tablets to automobiles and appliances. A wide variety of OEM applications use our industrial tech laser products for macromaterials processing, micromachining, biotechnology instrumentation, ultrafast spectroscopy, semiconductor inspection, solid-state laser pumping, and remote sensing. In manufacturing, our high-power fiber lasers enable high-speed, thick sheet-metal cutting, welding, selective soldering, heat-treating, and surface treatment applications with improved processing quality in the most demanding environments.

We help our customers achieve their goals by replacing carbon-intensive and mechanical tools with more precise, efficient, and flexible fiber lasers. Advances in Lumentum commercial laser development unlock energy efficiency across multiple applications

## Laser Products

Lumentum holds strong positions in the kilowatt fiber and ultrafast laser market segments. Our ongoing improvements deliver top performance, quality, and efficiency. Our products serve a wide range of sectors, including industrial macro- and micro-materials processing, electric vehicle battery manufacturing, biomedical instrumentation, and more.

In FY23, Lumentum released a new line of kilowatt (kW) fiber laser products. The evolution of our higher-power kW laser systems offers numerous sustainability benefits to our customers:

- Improved quality and reliability through reduced design test requirements, resulting in annual energy savings of 245,000 kWh
- Optimized new single-module configuration, achieving a 1.5x increase in optical output power without any increase in size
- Decreased scrap and waste by up to 80% through our laser refurbishment programs
- Achieved up to an 80% reduction in greenhouse gas emissions from transporting kW laser products, a significant value chain milestone shared with our customers



**Demand for commercial laser products is fueled by applications such as macro- and micro-materials processing, optical pumping, and biomedical and analytics instrumentation. Additionally, our lasers play a crucial role in manufacturing electric vehicle batteries and solar cells, both essential components of the transition from a fossil fuel to green energy economy.**



## Economic Risks and Opportunities

We recognize that climate change could significantly impact our business. The evolving business landscape presents an opportunity for us to continue our product innovation and maintain industry leadership as we facilitate the transition to a low-carbon future.

We regularly evaluate climate-related risks and opportunities across our operations and value chain, and incorporate climate-related risks into our Business Continuity Planning. We have established processes to analyze potential business risks, develop mitigation strategies, and explore innovative approaches to our operations. Aligning with the Task Force for Climate-Related Financial Disclosures (TCFD) recommendations has helped us refine our governance structure and evaluate climate-related risks and opportunities.

Quarterly business reviews with our CMs foster collaboration and assess supplier responsiveness to climate-related goals, such as energy efficiency, GHG emissions reductions, and reporting. We develop and monitor annual action plans aligned with facility-level and corporate-level climate objectives to ensure goal achievement. These results enhance our alignment with customers seeking to reduce their supply chain impacts. Additional information on our approach to climate-related risks and opportunities can be found in our annual [CDP Climate Change response](#).

## Materials

Lumentum rigorously monitors environmental regulations, customer requirements, and legislative changes across multiple jurisdictions to ensure product compliance with substance restrictions and environmental disclosures.

In response to the European Commission’s 2022 proposal to restrict medium-chain chlorinated paraffins (MCCP) and tetrabromobisphenol A (TBBP-A) under EU RoHS Directive, Lumentum proactively eliminated MCCP from its products in FY23 and initiated the phase-out of TBBP-A. By FY24, TBBPA had been removed from several components. Lumentum continues to phase out TBBP-A by identifying and qualifying alternative components and materials, as well as collaborating with suppliers to achieve a complete phase-out across all products.

In anticipation of the potential expiration of RoHS exemptions 6a-I, 6b-I and 6b-II, which allow the use of lead as a steel and aluminum alloying element, Lumentum has been actively phasing out materials related to these exemptions. For 6a-I, Lumentum is collaborating with suppliers to identify lead-free alternatives. Most parts affected by 6b-I and 6b-II have already been replaced with lead-free aluminum. Alternatives for the remaining parts have been identified, with the transition expected to be complete by the end of 2025.

Lumentum remains committed to complying with the EU’s Registration, Evaluation, Authorization and

Restriction of Chemicals (REACH) regulation. We continuously monitor the REACH Candidate List of Substances of Very High Concern (SVHC) and ensure our products adhere to the substance restrictions under REACH Annex XVII. We communicate product compliance through REACH Compliance Certificates and a REACH statement on our website.

In response to the proposed addition of Dechlorane Plus (DP) on the Stockholm Convention’s list of persistent organic pollutants (POPs) and its proposed restriction under EU POPs, Lumentum is actively phasing out DP. We are collaborating with suppliers to identify DP-free materials and ensure compliance with both international guidelines and the EU’s stringent regulatory framework.

Anticipating worldwide restrictions and reporting obligations for perfluoroalkyl and poly-fluoroalkyl substances (PFAS), we are proactively assessing and investigating their presence in our products. In 2023, Lumentum submitted feedback to the EU’s open consultation on proposed PFAS restrictions, requesting an exemption for PFAS in laser fibers due to their critical optical properties.

In FY24, over 76% of revenue originated from products containing IEC 62474 declarable substances, an increase from 67% in FY23. Most of these products contain lead or lead compounds covered by RoHS exemptions. We responsibly manage these substances and maintain compliance with evolving global standards.

The increase in reportable substances is primary attributed to products from our recent acquisition and the expanding list of reportable SVHCs.





## FEATURE: SOLAR POWER GENERATION

We completed two on-site solar projects at our San Jose, U.S. headquarters and at our largest manufacturing site in Navanakorn, Thailand. These projects mark a major milestone in Lumentum's commitment to sustainability and continued investment in renewable energy on our journey to net zero. The solar array system at our headquarters generates approximately 2.8 GWh of energy annually, covering 30% of our entire campus's needs.

The Navanakorn facility produces approximately 6.4 GWh annually, meeting 11% of the site's energy requirements. Including our Škofljica, Slovenia site, we now have three solar installations. Together, these sites are projected to avoid 4,700 metric tons of CO2e annually and account for 6% of Lumentum's current electricity use. Feasibility studies for additional solar projects at other Lumentum sites are currently underway.





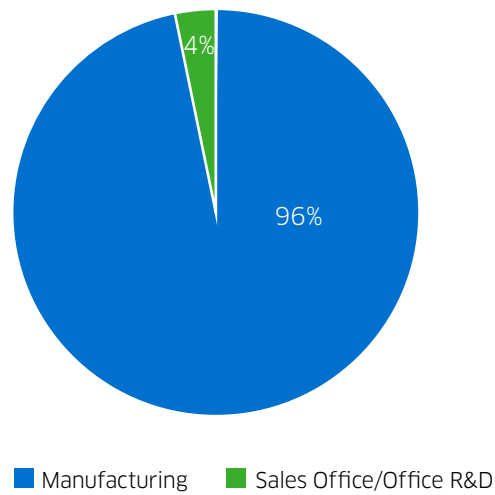
# Water

Access to water is a fundamental human right. Climate change has created high or medium water stress risks in some regions where we operate, such as Thailand. We recognize that responsible water management, reduced withdrawal and consumption of water resources, effective treatment of wastewater, and closed-loop technologies minimize negative impacts on the planet and ensures people have the water they need to live and thrive.

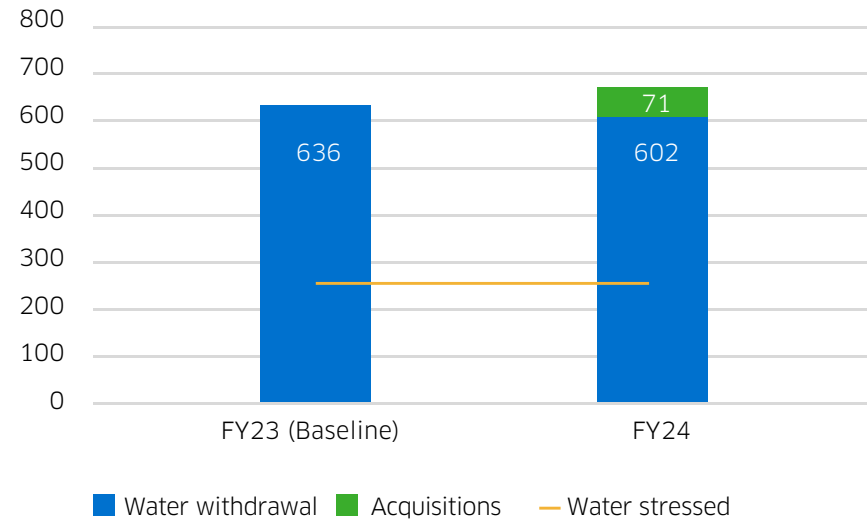
Lumentum uses water for product manufacturing, heating, cooling, facility maintenance, and domestic use across all facilities.

Our global footprint expanded from 24 sites in FY23 to 27 sites in FY24. The addition of acquired sites accounted for a 6% increase in overall water withdrawal in FY24 compared to FY23. Water consumption rose by 3% from 241 to 249 ML in FY24, based on the estimated difference between water withdrawals and water discharge.

## Water Usage by Site Type



## YOY Comparison Water Withdrawals (ML)

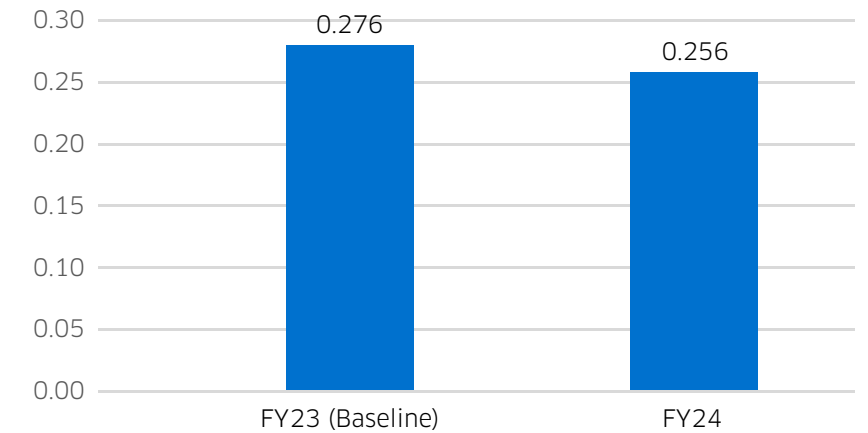


Our current target is to achieve a 5% reduction in water withdrawals by FY26 compared to FY23 levels. Excluding newly acquired sites, we achieved a 7% decrease in water withdrawals from FY23, attributable to water efficiency improvements at multiple sites and production volume adjustments.

Despite the overall increase in water withdrawals from new site acquisition, our water intensity decreased by 7% from FY23 levels. We continue to focus on initiatives related to increasing water use efficiency, water withdrawal reduction, and an improved water data inventory.

In FY24, we enhanced our water risk assessments by incorporating updated third-party index data, a 2050 water stress scenario analysis, and an evaluation of water and flooding risks. We subsequently developed a customized risk scoring system for all sites, considering inherent water-related risks, including water stress, against our site-level water management practices. This approach enables us to identify and prioritize high-impact water-related initiatives to support our FY26 goal.

## Water Intensity (withdrawal/sq.ft)



Note: The FY23 baseline excludes the FY24 acquisition. The total square footage for FY23 was recalculated based on refined site data for one location, now excluding non-occupied areas to better reflect the actual operational footprint.

We will continue refining data quality and streamlining data collection to deepen our understanding and management of water use in the coming years.

We collaborate closely with our manufacturing facilities to establish site-specific water reduction targets aligned with our corporate water goals. Together, we identify and implement improvements to enhance water efficiency and reporting at each site.

Since 2018, we have disclosed our water data through the CDP Water Security assessment and received a C score, indicating an awareness-level of engagement in our water management. We aim to improve this score by strengthening our water governance, conducting comprehensive water risk assessments, and fostering collaboration across sites to implement best practices and achieve our water targets.



## Water Reduction Highlights

### Manufacturing sites account for more than 90% of water use.

- Lumentum sites in Japan and Thailand are in medium to high water-stressed areas. We identified the most water-intensive processes and concentrated reduction efforts on leak detection, maximizing closed-loop water use, and expanding metering to track progress.
- Since 2018, one of our manufacturing sites in San Jose, U.S. halved water use by optimizing the wafer water system and maximizing the water reuse for cooling and wafer fabrication. In FY24, the site achieved an additional 12% year-over-year reduction by reducing water usage in specific production processes, such as rinse cycles. We are currently exploring the possibility of replicating similar projects at other sites.
- In FY24, our Futian, China manufacturing site enhanced water sustainability by installing a new wastewater treatment plant that recycles and reuses treated water as deionized water for manufacturing. The site has established a provisional water reuse target and is currently monitoring initial results.

### R&D and office sites account for less than 10% of total water use.

- Most sites have maximized reduction of domestic water consumption through efficient water equipment and continuous leak monitoring.
- Our Taiwan site uses rainwater for landscape irrigation, reducing non-renewable water withdrawals.
- Sales offices, accounting for less than 1% of overall water use, are expanding the installation of meters to better measure and manage water consumption.



### Water Reduction at Rose Orchard, San Jose Fab

In FY24, our wafer manufacturing site on Rose Orchard Way in San Jose, U.S., achieved a remarkable 35% reduction in water usage compared to FY23 levels. This phenomenal result was driven by the establishment of a cross-functional team, inspired by the principles of Kaizen, to reduce its water use and discharge, in alignment with Lumentum’s corporate water reduction efforts. The team determined relevant key performance indicators (KPIs) and set up water flow meters at critical points. Subsequently, the site created an online dashboard to monitor contributions of various improvement activities to overall water savings.

In FY24, the site implemented several significant improvements, resulting in impressive water savings. The team’s focused efforts to reduce water use in production processes led to an annual water reduction amounting to nearly 3.5 million gallons. The site also installed a dedicated water temperature control unit (TCU) with a control loop to reduce water usage in the wafer dicing process. The TCU allows for better temperature control and mitigates the impact of external temperature fluctuations, saving 1,750 gallons (about 6,624 liters) per day, which is almost 9% of our total water consumption in fabrication.

## Wastewater Treatment

Several of our manufacturing sites treat and dispose of wastewater and production sludge, including wastewater that may contain heavy metals, before processing by local certified operators or sending to the municipal sewer system. R&D and office sites discharge their domestic wastewater directly to the municipal sewer system. All of our sites adhere to the applicable compliance requirements at their respective sites.

**Our Lumentum Caswell UK site treats domestic and production wastewater on site. Water treatments include pH adjustment, removal of suspended solids and ammonia via settlement tanks and percolating filters, treatment of oxides ammonia to convert them into nitrates, and reduction of biochemical oxygen demand in the water.**





# Waste

Lumentum recognizes that responsible waste management includes recycling, recovery, reuse, and safe disposal of hazardous and non-hazardous materials, which minimizes negative impacts on the planet and human health. We are committed to reducing our waste generation and promoting the transition to a more circular economy. We ensure strict compliance with all local laws concerning generating, treating, storing, and transporting hazardous waste, and work with certified third-party vendors to properly manage waste across all our regions.

Workforce training and education are critical for effective waste mitigation and compliance. We conduct regular training on the proper handling and disposal of general, industrial, and hazardous waste, and work with third-party vendors on waste management. Our manufacturing sites and some R&D sites have established or are working towards establishing waste reduction and diversion strategies to achieve our corporate target of 90% diversion of non-hazardous waste by FY27.

In FY24, the total weight of non-hazardous waste generated was 1,385 MT, with a diversion rate from landfill of 82%. This fiscal year, we implemented strategies to improve the quality and completeness of our waste data, resulting in improved waste categorization and a refined data classification methodology. These enhancements enabled more accurate tracking and reporting of waste categories, providing better insights into our sustainability performance. The improved information will also help us to identify additional opportunities to minimize waste generation and maximize reuse and recycling, aligning with our corporate target. Our sites also improved waste management practices and effectively implemented a range of waste reduction and diversion initiatives. These efforts led to higher rates of waste diversion from landfill and increased recycling and reuse of materials, showcasing our commitment to environmental sustainability. In the coming years, we will prioritize our highest waste-generating sites and then address medium to small waste-generating sites.

In FY24, Lumentum made significant site-level improvements in waste management across multiple locations, reinforcing our commitment to sustainability. At our Navanakorn, Thailand site, several departments established waste reduction objectives, including reusing nitrile gloves in manufacturing and repurposing metal straps from manufacturing processes for use in shipping crates. This cross-functional work resulted in the removal of 10 tons of waste from both inside and outside of manufacturing, encompassing projects within the security, administration and R&D departments. These initiatives reinforced that all roles can contribute to Lumentum’s sustainability goals.

The Ottawa, Canada site nearly doubled its diversion rate through new initiatives such as diverting food waste to composting facilities, encouraging employees to reduce waste and use recycling bins, and centralizing waste bins to improve sorting. At our newly acquired site in Dongguan, China, the team implemented recycling of wooden shipping crates, reuse of scrap printing paper, nitrile gloves and flow trays during production operations. The Brazil site focused on replacing plastic cups, plates and cutlery with compostable versions and organized several recycling awareness campaigns.

WASTE (MT)	FY24	FY23	FY22
Total weight of waste generated	1,762	1,884	1,520
Non-hazardous	1,385	1,493	1,082
Hazardous	378	367	437
Diversion rate non-hazardous	82%	81%	82%
Total diversion rate	72%	76%	69%

\*Diversion rate for non-hazardous waste includes incineration with energy recovery. Data for FY22 and FY23 has been updated to reflect improved data accuracy and data collation methodology improvements.

Lumentum sites track both hazardous and non-hazardous waste, measuring overall generation, diversion, and disposal. Sites work with third-party vendors to separate and manage manufacturing and general waste streams. Non-hazardous waste is categorized by type: recyclable items (plastic, metal, paper/cardboard, glass, non-hazardous e-waste), compostable items (food waste, oil and grease sludge from canteens or organic materials), and general office waste. Employees across all locations are encouraged to minimize operational waste generation, including waste in common employee areas such as the cafeteria and break rooms. Some Environment, Health, and Safety (EHS) and facilities teams have implemented initiatives to reduce and reuse packaging. Facilities and IT teams manage e-waste for offsite recycling and recovery, with third-party companies ensuring the extraction of metals from e-waste.









# PEOPLE

At Lumentum, we believe that investing in people—employees, community, supply chain, and beyond—is our duty, privilege, and responsibility. We are committed to the professional development of our employees, creating a diverse and inclusive culture where all people feel welcomed and supported, and engaging in the global community in ways that help all of us.





# Goals and Progress

	GOALS	PROGRESS
<p><b>TALENT MANAGEMENT</b></p> 	<p><b>All employees complete a bi-annual career discussion known as a “BrightPath” with their manager</b></p> <p><b>Improve talent readiness and increase internal mobility from FY23 levels</b></p>	<p>Progress: Achieved. Completed by 100% employees and managers.</p> <p>Progress: Achieved. In FY24, 77% of director and above positions, and 20% of roles below the director level were filled internally, providing existing employees with growth opportunities for an overall attainment rate of 26%.</p>
<p><b>DIVERSITY, INCLUSION AND BELONG (GLOBAL)</b></p> 	<p><b>Increase the representation of women in management roles from FY23 levels</b></p> <p><b>Increase the percentage of early career new hires from FY23 levels</b></p> <p><b>Maintain gender pay parity to less than 2%</b></p>	<p>Progress: Achieved. In FY24, women held 29% of our manager and above leadership roles globally.</p> <p>Progress: Achieved. In FY24, 37% of our global new hires were early career hires.</p> <p>Progress: Achieved. We continued to maintain gender pay parity with less than a 2% gap.</p>
<p><b>DIVERSITY, INCLUSION AND BELONG (U.S.)*</b></p> 	<p><b>Increase the representation of underrepresented groups in our employee population from FY23 levels.**</b></p> <p><b>Increase the representation of underrepresented groups at director and above levels from FY23 levels.***</b></p> <p><b>Maintain pay parity for underrepresented groups to less than 2%***</b></p>	<p>Progress: Achieved. In FY24, our U.S. employee population from an underrepresented group was 13%.</p> <p>Progress: Achieved. In FY24, 61% of our directors and senior directors, and 59% of our vice presidents and above in the U.S., were from underrepresented groups.</p> <p>Progress: Achieved. We continued to maintain pay parity for underrepresented groups with less than a 2% gap.</p>
<p><b>HEALTH AND SAFETY</b></p> 	<p><b>Maintain a Total Recordable Incident Rate (TRIR) of less than 0.2</b></p> <p><b>Maintain a Lost Time Incident Rate (LTIR) of less than 0.1</b></p>	<p>Progress: Achieved. In FY24, our TRIR was 0.07</p> <p>Progress: Achieved. In FY24, our LTIR was 0.06. This shows a slight increase due the Cloud Light acquisition; excluding this factor, we saw a year-on-year improvement</p>

\* We are legally required to track and report data regarding race/ethnicity for our U.S. population, and while we want to increase diversity and inclusion at all sites, the data is only available in the U.S. and thus based on U.S. headcount population.

\*\* Black or African American; Hispanic or Latinx; Native Hawaiian or other Pacific Islander; American Indian or Alaska Native; two or more races

\*\*\*Asian; Black or African American; Hispanic or Latinx; Native Hawaiian or other Pacific Islander; American Indian or Alaska Native; two or more races



# Diversity, Inclusion, and Belonging



At Lumentum, our commitment to eliminating systemic barriers and prioritizing access, opportunities, and resources empowers an organization that is fully invested in propelling the company's mission and success. This approach not only aligns with our values but also offers a strategy for achieving our business objectives.

In pursuit of a more sustainable future, our commitment to building a diverse and inclusive culture for employees is paramount. We aspire for our people to feel valued and included, regardless of background, and for our community to be energized, engaged and empowered. We strive to be a guiding light for diversity, inclusion, and belonging (DIB). This fosters diverse thinking, innovation, and a competitive advantage for superior business results.

At Lumentum, we value our differences and recognize the role they play in bringing success to our customers, people, families and communities. We continue to maintain a culture where all employees feel empowered to bring their authentic selves to work – enabling them to deliver their best. Leadership sets the example in three key areas. Our CEO, Alan Lowe, actively participates on the Board of Directors of the

Silicon Valley Leadership Group and our internal DIB council. He works jointly with our Chief Human Resources & Diversity Officer, Grace Lee, to uphold our CEO Action for Diversity pledge, DIB charter and goals. Under their guidance, Lumentum remains steadfast in its advancement of DIB.

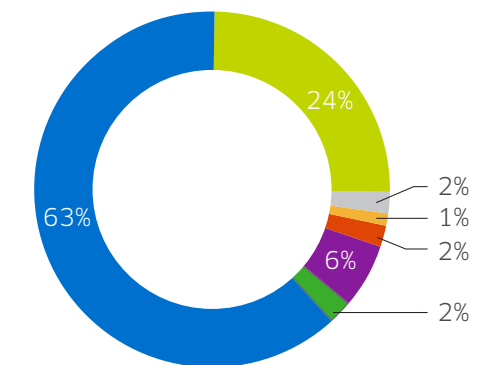
DIB was among our top priorities in FY24. As a global organization with a diverse employee population, it is important to drive meaningful change that positively impacts the employee experience. Last year, we expanded the DIB council to better represent the various levels, business platforms, functions, and geographies across Lumentum. This expansion has increased the council's diversity of thought and supports comprehensive outcomes that benefit all of our employees across the globe.

An outcome of the enhanced council was the refinement of our DIB purpose, vision, and mission, resulting in a powerful charter that is driven by the council's strategic pillars:

- Strategy and Leadership
- Talent Lifecycle
- Engaging the Workforce

The overarching objective is to fully integrate DIB into our culture, policies, practices and procedures. By doing so, we foster engagement and create an environment where employees feel they can authentically live our Lumentum values of CARE, TRUST, OWN, DISCOVER, and DELIVER!

## Employee Diversity in the U.S.



- Asian
- Black or African American
- Hispanic or Latinx
- Native Hawaiian or other Pacific Islander
- Not Disclosed
- Two or More Races
- White

## DIVERSITY, INCLUSION, AND BELONGING CHARTER



### PURPOSE

At Lumentum, our goal is to illuminate the path forward to a more sustainable future. We recognize that our actions affect the people and communities where we live and work, and we strive to be a guiding light in leading the charge for diversity, inclusion, and belonging.



### MISSION

Our mission is to create culture in which all employees feel included and enabled to do their best work while being their authentic selves. We will achieve this by leading long-term change on behalf of our entire employee population.



### VISION

We have a vision of creating a brighter future for everyone that is reflected through our commitment to having a diverse workforce and culture that is inclusive, where employees know they belong, and where we all have access to opportunities to build a successful career.



## Pay Equity for Women and Underrepresented Groups

Lumentum is committed to ensuring equal treatment and equal pay of all employees, regardless of gender. One of our key goals is to maintain pay parity for women and underrepresented groups to a variance of less than 2%. Since 2020, we adopted pay equity analysis for women and underrepresented groups as standard practice in our compensation program for all new hires, promotions, and any salary changes. We conduct a monthly pay equity review to ensure adherence to Lumentum’s pay parity policy across the organization. This information is shared with the senior leadership team, as well as with the Compensation Committee and Nominating Governance Committee of the Board of Directors on a quarterly basis. We are committed to eliminating unexplained pay differences and continuously monitor our recruitment, talent, and pay practices to identify and address any unintentional pay disparities.

## Employee Resource Groups

Our employee resource groups (ERGs) play a vital role in engaging our workforce. As voluntary, employee-led groups, ERGs provide Lumentum employees the opportunity to build community within the company by connecting with colleagues who share similar backgrounds and interests, as well as their allies, under a shared purpose. Together, they educate the broader Lumentum community about DIB best practices, advocate for their advancement, and foster community partnerships with external organizations that support their affinity groups. Lumentum continues to support its nine Employee Resource Groups as they work both within and outside the organization to uplift their communities.



### Asians@Lumentum

Asians@Lumentum is committed to creating a safe and supportive space for Asian employees to share their personal experiences. Other ERG goals include ensuring representation at all organizational levels and raising awareness about issues impacting the Asian American and Pacific Islander (AAPI) community through education and open dialogue.



### Ability ERG

Ability@Lumentum is a supportive community space for employees with visible and invisible disabilities, as well as their allies, to thrive at Lumentum. This group aims to raise awareness of the challenges faced by people with disabilities in the workforce and to connect employees with valuable resources.



### Black@Lumentum

The mission of Black@Lumentum is to equip Black employees with the information, resources, and tools needed to access opportunities at all levels throughout the organization. This group’s focus areas include recruiting, professional development, community engagement and education. These efforts enable Black@Lumentum to support Lumentum’s overarching values and DIB mission.



### LatinX@Lumentum

LatinX@Lumentum is dedicated to professional development and community building to create opportunities for current LatinX Lumentum employees. The group aims to provide resources for hiring, developing, mentoring, retaining, and supporting LatinX employees.



### NextGen@Lumentum

Next-Gen@Lumentum centers on employees who are in the first five years of their careers. It provides a safe space for early career hires to engage and network with peers in a similar stage of life, offering mutual support on matters faced by those new to the workforce, and helping each other achieve long-term professional goals.



### Parents and Caregivers@Lumentum

Parents and Caregivers@Lumentum raises awareness about the challenges of balancing work and family for those raising children or caring for loved ones. The ERG provides resources related to all facets of family care, from being a new parent to caring for aging parents.



### Pride@Lumentum

The Pride@Lumentum ERG brings together LGBTQIA+ employees and allies in a safe, global community with the mission to empower and advocate for the well-being of their community.



### Veterans ERG

Veterans@Lumentum ERG fosters a supportive environment for veterans and allies to share experiences and encourage one another. The group focuses on veteran recruitment, career development, outward engagement, professional growth, and retention. The ERG aims to identify and address emerging issues or challenges, while increasing the visibility and value of veterans’ skills in the workplace.



### Women@Lumentum

Women@Lumentum supports and encourages the hiring, retention, and advancement of women employees at Lumentum. The group fosters skills development and leadership potential through connection, mentorship, education, and collaboration. In addition, the team works to shed light on issues impacting women at large and advocates for positive change.

In FY25, Lumentum will enhance its support for Employee Resource Groups by pairing them with the Talent & Learning Team to curate training content that meets each group’s evolving needs.



## Feature: Diversity Recognition Program

Lumentum is deeply committed to supporting diversity, inclusion and belonging for all its employees. We actively recognize those individuals who lead the way in DIB – both at Lumentum and in their surrounding communities.

Lumentum has two initiatives that specifically recognize the DIB efforts of our workforce: the DIB Impact Awards and the DIB Scholarship, which is covered in our University Relations section. A third award ties into a Lumentum value that embraces inclusion and diversity.

The DIB Impact Award, based on peer nominations, recognizes an individual or group for their outstanding work in Diversity, Inclusion, and Belonging. The award is presented at the company All-Hands Meeting. Criteria for the award include:

- **Engagement in projects** that promote diversity, inclusion, and belonging on a local, regional, or global level within Lumentum
- **Demonstrated DIB impact** in areas such as recruiting, mentoring, retention, training, leadership development, or community partnerships
- **Efforts that uplift and support** diversity at Lumentum

Our We Live It! Values awards, related to our value of CARE, include a third opportunity to recognize DIB efforts. This award recognizes groups and individuals who demonstrate our CARE value and uphold Lumentum’s culture by being inclusive and embracing diversity, recognizing great work, respecting people and the planet, and working in positive and healthy ways. This award is also based on peer nominations, and recipients are announced at our global All-Hands Meetings along with our DIB Impact Award.



Embracing Our Differences–Together

### FY24 Q1 Diversity Impact Award Recipient

#### Al Y., San Jose, USA

Al is committed to paving pathways for the diverse leaders of tomorrow in the photonics industry. As an active core team member of Asians@Lumentum, Al is very involved with first-generation students at UCSB and CalPoly, developing programs to help them navigate their classes and internships.

### FY24 Q2 Diversity Impact Award Recipient

#### Diane S. and Vince W., San Jose, USA

As co-leaders of Asians@Lumentum, Diane and Vince have been indispensable in developing a sense of community among AAPI employees through talent development, social activities, and networking. They have facilitated meaningful discussions about AAPI heritage, contributing significantly to cultural awareness across Lumentum and supporting our DIB goals and initiatives.

### FY24 Q3 Diversity Impact Award Recipient

#### Silvana L. and Lizzie M., San Jose, USA

As leaders in LatinX@Lumentum, Silvana and Lizzie have played a crucial role in organizing impactful events, training sessions, and activities that support the development and retention of LatinX employees. They also work to educate the global Lumentum audience on LatinX issues, enhancing our overall cultural understanding and inclusivity.



## University Relations

At Lumentum, University Relations is an integral part of Talent Acquisition and is closely connected with our DIB efforts. We continuously expand our university relationships and identify new partnerships. Through our partnerships with the Black Alliance of Scientist and Engineers (B.A.S.E.) and the Society of Women Engineers (SWE) we support initiatives to recruit early-career hires and diverse talent. We partner with approximately twenty universities, including several historically Black colleges or universities (HBCUs), to offer internship opportunities with scholarships awarded upon successful completion.

### Outreach

We are proud to run a comprehensive university program that spans Asia, Europe, North America, and Brazil, building valuable partnerships with institutions to engage underrepresented students passionate about pursuing careers in technology. The University Relations team continues its global journey, collaborating with universities across the world. Students have had the exceptional opportunity to visit our facilities, gaining firsthand insights into Lumentum's industry-leading processes, such as our fiber fabrication process, during educational site visits and internships. These collaborations allow us to share our knowledge and expertise with emerging talent, creating a dynamic and diverse workforce for our organization.

At our Ottawa site in Canada, members of Canada's DIB Committee, along with the Women@Lumentum Ottawa chapter and Black@Lumentum ERGs, met with the Black Student Leader Association (BLSA) at a University of Ottawa event. The Lumentum team discussed the roles our products play in the ever-evolving photonics space and conveyed our DIB Council and ERG initiatives. Students shared insights on how university career centers and companies can better support early-career hires as they enter the workforce.

In January of this year, 10 students from San Jose State University's Society of Women Engineers (SWE) spent the day touring Lumentum's headquarters and labs. During their visit, students learned about the company, its products and potential career opportunities. SWE at SJSU is a student organization dedicated to empowering women aspiring to become engineers or technology professionals. Several Lumentum thought leaders shared an overview of the company and provided information about the Women@Lumentum ERG and its initiatives.

The Greene Scholars Program, a nonprofit organization designed to increase STEM confidence and competence in youth of African ancestry in California's Silicon Valley region, conducts the annual Frank S. Greene Scholars Program (GSP) Science Fair, the most prominent African American science fair in California. In January, some of our Black@Lumentum ERG members participated as judges at the science fair. Lumentum is proud to partner with the Greene Scholars Program and is exploring ways to establish an internship pipeline for interested students.

### Scholarships

As part of our DIB strategy to identify and develop diverse talent, Lumentum launched the DIB scholarship program for its U.S. interns in FY22 and expanded it to Canadian students a year later. This scholarship supports students from underrepresented backgrounds, enabling them to access higher education and professional development opportunities. Applicants must outline how they have contributed to DIB initiatives at Lumentum, while also exhibiting our values of CARE, TRUST, OWN, DISCOVER, and DELIVER.

In October 2023, 20 interns from North America—10 from Ottawa, Canada and 10 from San Jose, U.S. were inducted into the third Lumentum cohort of DIB scholars. We plan to expand the scholarship program to include students outside of North America in FY26.

### Internships

Lumentum's internship program is an important part of our DIB initiative and talent pipeline. We provide professional experiences to young adults by employing approximately 200 college students at eight sites worldwide. Interns and co-ops attend educational sessions that offer career advice, networking opportunities, and insights into being a young professional.

Each summer, interns at our North America locations work on projects for our business platforms and functional groups. The University Relations team organizes a variety of learning and engagement activities throughout the summer, including in-person sessions with executives, a community service day, and social events to foster community among these students.

Our Navanakorn, Thailand site hosts two semi-annual internship programs in partnership with Bangkok's Chitralada Technology Institute (CDTI), established by Her Royal Highness Princess Maha Chakri Sirindhorn. Each year, 30 students from CDTI's engineering program are awarded internships at Lumentum. Since 2019, we have hired more than 100 interns who have subsequently graduated from CDTI. Last year, Her Royal Highness Princess Maha Chakri Sirindhorn recognized Lumentum for an outstanding co-op student project with an Honor pin.

Building on the momentum of Lumentum's internship initiatives, a new internship program was launched at our Brazil site in FY24. Interns were involved in projects critical to our Brazil site's operations. The program included sessions on Lumentum's culture, strategic insights specific to our operations in Brazil, and professional development opportunities.

### Conversions

Lumentum is proud to announce our continued success in nurturing talent and building our future. Since the founding of our program, we have welcomed over 50 interns into our full-time workforce in North America and more than 150 interns from APAC, demonstrating our commitment to investing in the next generation of innovators.



# Talent Management

At Lumentum, we prioritize a dynamic environment that nurtures our talented and diverse employees. We invest in high-impact programs that cultivate health, wellness, and quality of life; provide opportunities for career development and growth; encourage innovation and collaboration across all departments; and recognize and spotlight meaningful work across the company.

## Training and Development

In FY24, our Talent and Learning team continued to refine its strategic direction for learning, career progression, and employee feedback. We aim to boost the efficiency of our talent management practices and develop a diverse, engaged workforce to maximize organizational and individual growth, capability, and innovation across Lumentum. We achieve this by aligning business and talent strategies to foster the growth and development of future leaders through impactful learning experiences, while also providing opportunities for non-people leaders to continue to learn and grow.

## Employee Engagement

Employee feedback is crucial to creating a workplace culture that attracts and retains top talent. Our engagement survey provides employees with the opportunity to share their insights and perspectives, helping leadership identify areas of strength and opportunities for growth. We distributed a “pulse” employee engagement survey to evaluate employee satisfaction. This year, Lumentum achieved a high participation rate, with 90% of our total workforce completing the annual survey. While our engagement index decreased slightly, our scores related to company direction and “speak up” culture increased.

EMPLOYEE ENGAGEMENT	FY24	FY23	FY22
Overall engagement index	72	73	79
Survey participation rate	90%	94%	89%

This year, we also launched a new guide for our managers to support employee engagement. This includes best practices from across Lumentum, HR recommendations, and information from external research to drive employee engagement.

## Internal Mobility

At Lumentum, we prioritize our employees' career advancement and internal mobility, tracking this annually as one of our People goals. In FY24, we introduced the Talent Profile module in our Human Resources Information System (HRIS) to enable employees to showcase their skills, job experiences, and career aspirations. This feature helps us identify talented individuals within our company to fill job openings. This benefits everyone by leveraging the skills of our existing employees, while also ensuring their engagement and career growth.





## Professional Development

At Lumentum, we provide resources and support to expand employees' professional skills and knowledge to advance their careers. Through mentorship, training opportunities, educational assistance, and leadership certifications, we continue to expand our global employee development offerings.

As part of our commitment to employee growth and development, we offer access to e-learning opportunities through a "just-in-time" learning strategy and a longer-term approach to upskilling our workforce to meet evolving business needs. In FY24, Lumentum launched LinkedIn Learning (LiL), a new e-learning platform to further support employee growth. LiL provides access to on-demand courses, live webinars, certification preparation, and structured learning paths. The platform personalizes course recommendations based on an employees' interests, creating a tailored learning experience. Additionally, Workday Learning hosts internally developed courses and resources. Our training offerings encompass technical skills, soft skills, and leadership development.

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Lumentum is on a journey to grow our business significantly. A key to our success is our quest to continually expand how we support our people in their professional development. This includes encouraging the integration of new knowledge into the workplace as part of individual development plans.

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## BrightPath

BrightPath is the comprehensive and continuous approach to performance management at Lumentum. Rather than a once-a-year review, managers and their direct reports hold at a minimum bi-annual touchpoints to discuss performance, development goals, and career aspirations.

At Lumentum, our corporate values guide the way we live and work. To reinforce this, we integrated our values into the BrightPath process by including a new question that encourages employees to reflect on which Lumentum value they have recently demonstrated. In FY24, 100% of employees completed their BrightPath discussions.

## Mentorship

The Lumentum mentorship program provides a platform to advance employees' overall growth while simultaneously boosting employee success, retention, and productivity. The program allows for confidential one-on-one guidance with a mentor to discuss career growth ideas, how to improve communication and interaction with colleagues and managers, and identify experiences that can help advance their careers.

In FY24, we integrated our mentorship program into our HR system for streamlined matching. Employees can now indicate their interest in being a mentor and highlight their valuable skills. When mentees are seeking a mentor, they can search for specific skills, and the system will recommend potential matches. They can then request a mentor connection through the system, facilitating the best possible mentor match.

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In FY24, close to 250 mentors and mentees participated in the mentorship program.

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## Career Development Training

Career development training focuses on managerial competencies, leadership – including a targeted track for women – sustainability, specialized Human Resources, and DIB. We also emphasize the growth of interpersonal skills. In FY24, Lumentum certified 15 HR employees worldwide in the Everything DiSC Assessment, a tool that helps individuals identify and understand their own and others' behavioral and communication styles. Our certified facilitators use the DiSC framework to enhance interaction, engagement, and support for employees and teams through assessments and workshops that delve into individuals' DiSC assessment reports. Our executive team led the way early on in this initiative by taking part in their own DiSC assessments and a related executive workshop. We also utilize other tools, such as 360 assessments and coaching resources and sessions to further support employees' development and growth.





## Nurturing Leaders: The Nava Leadership Program



At Lumentum's Thailand site, Navanakorn (Nava), the Nava Leadership Program exemplifies a pioneering approach to employee development. Launched at the start of FY24, this program cultivates leadership and enhances skills across our operations, with around 60 participants evenly split between operational and non-operational roles.

The Nava Leadership Program combines business courses and leadership workshops, providing participants with both theoretical knowledge and practical experience. The curriculum covers essential topics such as business acumen, financial literacy, quality management, and compliance. These sessions are not just educational but are instrumental in aligning our workforce with the company's strategic goals.

The program includes practical leadership workshops and coaching sessions, emphasizing Lumentum's 'People Management' philosophy. Workshops are tailored for different professional levels: preparing new managers and supervisors for leadership roles, teaching existing managers how to inspire innovation, and enhancing coaching skills for senior managers and directors.

This program reflects Lumentum's commitment to continuous improvement and professional growth, preparing employees to meet current challenges and lead in the future. The Nava Leadership Program sets a standard for talent management within the industry.



### Nava Leadership Participant Comments

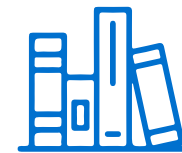
"The Coaching session gave me the motivation to be a better leader"

"I liked the session on leadership characteristics and strategy. I now have a better understanding on how to lead the team as a leader"

"The content shared in this program was very useful and I can apply it in my career"



### Educational Assistance



Lumentum supports learning and development opportunities through various programs, encouraging all employees to continuously enhance their knowledge, skills, and competencies. Our educational assistance policy provides an education allowance including reimbursement for employees who expand their professional expertise and skillsets. With prior management approval, all regular Lumentum employees are eligible to enroll in courses, programs, and training outside of Lumentum to further develop skills relevant to their positions.

### Technical Training



Lumentum is an industry pioneer of advanced diode lasers for 3D sensing applications used in mobile devices, LiDAR, and in-cabin driver monitoring solutions that improve the safety and capabilities of intelligent and autonomous vehicles. Achieving ISO 9001 and TL 9000 certifications, proactively addressing our impact on climate change, and complying with International Automotive Task Force (IATF) 16949 standards are essential to strengthening our leadership position in the industry, supporting our growth objectives, and continuously improving stakeholder value.

Lumentum continues to work towards compliance through initiatives such as expanded training sessions. We collaborate with internal process owners and subject matter experts to develop customized e-Learning courses in-house.



## Leadership Certificate Programs

In FY24, Talent and Learning continued to offer several advanced leadership programs to address business challenges and support the leadership development and personal growth of Lumentum employees. Programs are designed to meet the specific needs of several key demographics at Lumentum and are offered globally, with most available in English, Thai, and Mandarin. The programs span 3-6 weeks with the majority culminating in a certificate of completion issued by Duke University’s Duke Continuing Studies. All five leadership programs have received high satisfaction ratings from our learners.

The Emerging Leader Program is designed to set new people leaders up for success, with a goal of ensuring they have the leadership knowledge and skills needed to be great leaders. Lumentum believes that people managers are in a unique position to impact the employees they manage – including facilitating employee growth and development in an engaged work environment that strives to be the best place to work. Participants are chosen based on business needs and management recommendations. In FY24, nearly 70 emerging leaders from multiple locations in the Americas, EMEA, and in APAC participated in this highly popular and informative program.

### Aspire Program

The Aspire Program is designed for early-career hires to expand their understanding of communication styles, recognize their unique value systems, and demonstrate their value as team members.

### Emerging Leader Program

The Emerging Leader program is designed for individuals transitioning to managerial or leadership roles. It develops the mindset and skillsets needed for employees to emerge as leaders at Lumentum, while demonstrating key leadership competencies, such as building strong relationships and delivering results.

### Influential Leadership Program

Designed for mid- to senior-level leaders, this program hones the skills needed to continue building and leading teams in today's uncertain global marketplace. It fosters increased self-awareness, mental agility, and interpersonal effectiveness, while enhancing participants’ ability to achieve sustainable business results.

### Women in Leadership

This program focuses on empowering women with the mindset and skillset women need to be confident and successful in leadership roles. It includes training on intentional communication, creating a culture of inclusion, and developing leadership presence, and capitalizing on inherent strengths.

### Innovation Leadership for Non-Technical Leaders

This program is designed for non-technical employees who want to learn how to create a culture of innovation that fosters and encourages creativity and new ideas.

Additional courses include various communication workshops designed for leaders who regularly conduct presentations to staff and customers, enhancing their public speaking and presentation skills.

### Leadership Participant Comments

“Assessment tests (DISC, CliftonStrengths) were useful and quite eye-opening. It was a great opportunity to connect with colleagues from other locations and learn about their practices and experiences within Lumentum.”

“All the instructors have done a fantastic job. They were all very informative and helped me have a better understanding of myself, including my strengths and weaknesses.”

“The course covered essential topics on work-related relationships, with many practical activities with the audience. The shared content was carefully aligned with Lumentum values, and it helped me on understanding expected behaviors for me and from others. In addition, it was excellent to connect and meet with colleagues from abroad.”

“I love how practical Lumentum’s leadership programs are. I’ve had the opportunity to take part in several programs over the past couple of years, and I find that they provide me with foundational information and resources that I am then able to apply back into my work – including leadership principles that I apply as a people manager, and through strategies and tools that help me to think more innovatively.”





# Benefits



At Lumentum, we invest in programs that help us bring our best to work. Our comprehensive benefit offerings support our employees' professional, personal, and financial wellbeing.

Our benefits program and wellness initiatives reflect the exceptional standards of the high-tech industry, promoting healthy minds and bodies for our employees and their families. Benefit programs vary by country to meet the needs of our diverse employee population, statutory requirements, and industry best practices.

Every year, we re-evaluate our benefit offerings at each location to ensure we continue to provide competitive benefits.

### Flexible Working at Lumentum

At Lumentum, we introduced Flexible Working options, incorporating on-site, remote, and hybrid employment arrangements. By offering hybrid employment opportunities, we expand our talent pipeline of highly qualified individuals who can perform some or all duties remotely.

### Family Care Leave Policy

The North America Family Care Leave policy at Lumentum provides essential support to employees managing family responsibilities. Eligible employees can take paid, job-protected family care leave for significant life events, such as the birth or adoption of a child, or caring for a seriously ill family member. It also includes nontraditional types of parental leave, such as childcare for school-age children whose school or daycare center may be closed due to an emergency. This policy provides employees greater flexibility to care for their family members during critical times. Lumentum's commitment to such comprehensive leave policies underscores its dedication to supporting a balanced work-life dynamic for its workforce and we plan to expand it globally.

### Supporting Access to Reproductive Healthcare Services

Our health plan coverage includes travel enhancements and reimbursement for U.S. employees affected by the overturning of the Roe v. Wade ruling, ensuring access to critical reproductive health services to all employees, regardless of their state of residence. We remain committed to ensuring that employees and their dependents receive access to healthcare that aligns with their personal choices.

### Family Formation

In FY24, we continued to offer benefit options related to family formation. In North America and the UK, we provide fertility benefits and services and in the future, we plan to expand these, and other family formation benefits to our global sites where feasible.

In FY25, Lumentum plans to roll out a new Adoption & Surrogacy benefit in the US to support our employees' family formation journeys.

### Menopause Policy in the UK

Our UK locations have a Menopause Policy and a Menopause Health Plan to private medical coverage for all UK employees since FY23. Additional resources include a focal point for confidential support and Menopause Awareness Training. In FY25, our UK sites plan to roll out refresher training for managers and Menopause Champions.

### TRAIL Day

Our global Thinking, Reflection, Action, Innovation, and Learning (TRAIL) Day encourages employees to avoid non-urgent meetings one day per week. This concerted effort across all Lumentum sites supports our position as an innovative market leader by increasing employee engagement, enhancing effective collaboration and productivity, and promoting a healthy work-life balance.

### Global Mental Health Offering

In FY24, Lumentum launched a new global partnership with Modern Health, a wellbeing platform offering comprehensive mental health support, including access to counselling and coaching sessions for all employees and eligible dependents. This platform provides personalized care for various aspects of life, including work, home, and relationships. During Mental Health Awareness Month, Lumentum emphasized destigmatizing mental health and prioritizing holistic well-being by organizing weekly activities through Modern Health.

### Well-being Days

Lumentum occasionally awards our global workforce with well-being days, known as 'Thank You' days, when the entire company, worldwide, can take the day off with pay. These days are provided to recognize and appreciate our employees' significant contributions to the company, allowing them to unplug and focus on their overall health and happiness.

### Family Care Solutions in Ottawa, Canada

In FY24, Lumentum launched a pilot program in Ottawa to support employees with family care solutions. Partnering with Kids & Company, this initiative offers flexible and reliable childcare services. Employees can choose from full-time or part-time childcare options to fit their schedules, ensuring their children are well cared for. The program also includes backup childcare for unexpected situations, reducing stress and work disruptions. Based on the success of the pilot program in Ottawa, we plan to rollout similar programs to other locations, reinforcing our commitment to employee well-being and creating a supportive work environment.



# Community Engagement

At Lumentum, we believe in being good corporate citizens and encourage our employees to make a positive impact in their communities. Lumentum Gives promotes community engagement by connecting employees with meaningful volunteer and philanthropic opportunities across the globe.

In North America, we offer employees company-paid time to volunteer for up to eight hours per calendar year at a nonprofit of their choice, with advanced approval from their manager. The Employee Volunteer Program (EVP) aims to enrich employees with meaningful experiences by helping those in need, and set a positive example as Lumentum community leaders.



**FY24 Total Giving \$120,181 USD**

**Top Cause Categories**

Human Services \$35,786 USD	Education \$23,085 USD
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Between employee and company contributions, over \$120,000 was donated to selected charities in FY24. Of the funds donated this year, over \$58,800 was donated to causes supporting education and human services, making them our two top cause categories.

### Giving Tuesday

During our global Giving Tuesday campaign in November, employees donated to charities of their choice and received 1:1 matching from Lumentum. Total donations on that day amounted to over \$20,000, and November donations totaled over \$36,500.

### Ottawa Cause of the Month

Each month, employees at our Ottawa site come together to participate in the Cause of the Month fundraiser. In FY24, over \$12,500 was raised for 12 charities selected by employees. These donations subsequently supported important causes relating to human services and education.

### Care Packages for Veterans

In honor of Veterans Day and Remembrance Day, employees in San Jose came together to build care packages for service people and first responders. They built over 200 kits filled with curated personal care items designed to lift the morale of those who serve.

### Supporting Slovenian Flood Relief

In August 2023, Slovenia experienced devastating floods, described by Prime Minister Robert Golob as "the worst natural disaster to ever hit the country". In response, Lumentum organized a "Lumentum Gives" fundraiser to support relief efforts. Through a combination of employee donations and corporate matching, over \$6,500 was raised for Slovenia Flood Relief.



### San Jose Employees Volunteer at Local Food Bank

Several teams from San Jose spent two afternoons packaging food at Second Harvest of Silicon Valley, a food bank dedicated to ending hunger in the local community. The organization serves an average of 500,000 people per month with produce from local farms and grocery stores. Motivated to support a great cause, the teams packaged a whopping total of 50,400 pounds of food and assembled more than 1,260 boxes.



### Brazil Site Hosts Fundraiser for Rio Grande do Sul Flooding

Employees at Lumentum's Brazil site launched a fundraiser to help families in Rio Grande do Sul rebuild their homes after major flooding in early May. Rio Grande do Sul, the southernmost state in Brazil, is located just over 15 hours from our site in Campinas. The site collected items for the organization "Life Self Market," to support those impacted by the disaster. Over 500 items were donated by Lumentum employees, including clothes, footwear, cleaning items, personal care, and food.



## Earth Day 2024

In celebration of Earth Day in April, Lumentum sites across the globe participated in activities that protect our planet.

The weekend before Earth Day, our Futian, China site organized a tree-planting event at Tian Yuan Bang Farm in Guangdong Province. Over 40 participants planted a total of 45 saplings, contributing to reforestation efforts and serving as an educational experience for employees and their families.



At Lumentum Headquarters in San Jose, the Corporate Social Responsibility (CSR) team organized a waste awareness event in the cafeteria. During one activity, employees placed their lunch leftovers on a scale to measure and highlight individual food waste. By the end of the day, participants' total food waste amounted to 3.75 pounds, indicating some awareness but with room for improvement.

Another activity involved a waste sorting exercise where participants were given sample items, such as chopsticks, plastic utensils, and paper cups, and had to identify the correct disposal bin—recycle, compost, or trash. After completing the exercises, participants received a packet of pollinator seeds as a reward.

## Health and Safety

At Lumentum, safety is a fundamental part of everything we do. Our safety-first culture guides our actions, emphasizing the protection of our workers and visitors at all locations.

In FY24, we continued our Safety Forum initiative to reinforce our commitment to safety. This monthly meeting brings together general managers from manufacturing sites, cross-functional teams, and operations executive management to discuss lessons learned, best practices, and to review safety metrics. We take pride in our safety performance, with our Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR) significantly lower than the industry averages set by OSHA.

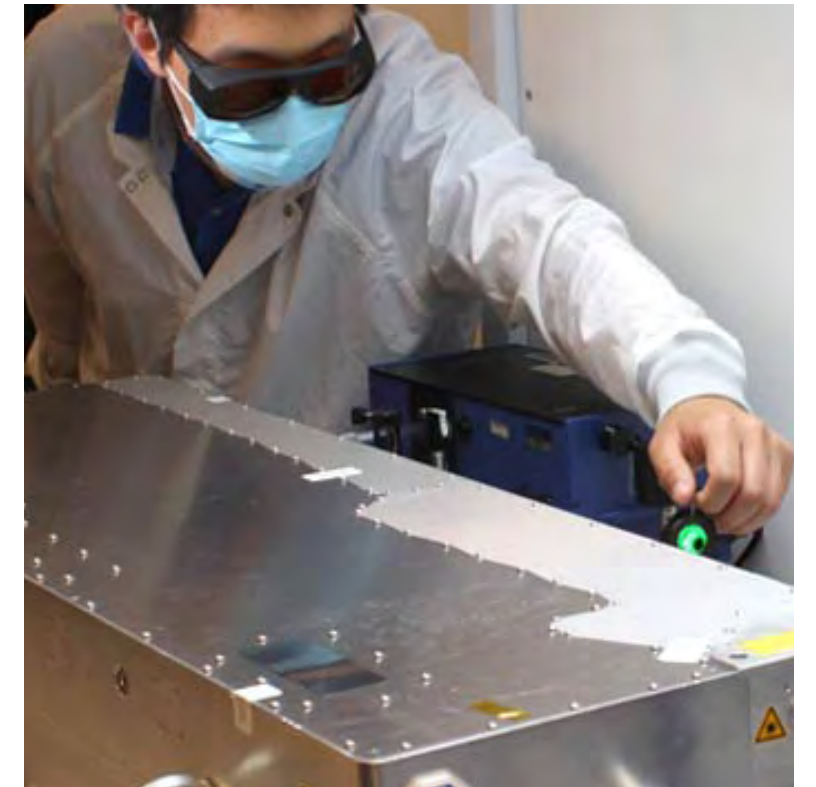
In FY24, we emphasized proactive reporting, encouraging all workers to report potential safety issues before they result in incidents. By fostering an open communication culture, we empower our workforce to play an active role in our safety procedures. This approach not only reduces risk of incidents but contributes to our ongoing efforts to improve workplace safety standards across the company.

SAFETY	FY24	FY23*	FY22
Near Miss Frequency Rate (NMFR)	0.36	0.98	0.58
Total Recordable Incident Rate (TRIR)	0.07	0.13	0.17
Lost Time Incident Rate (LTIR)	0.06	0.04	0.06
Hours worked	17,111,138	17,572,827	12,720,138

\*The boundary was updated in FY23 to include all sites with greater than 30 headcount versus prior years' reporting boundary that included global manufacturing facilities and facilities over 50,000 square feet and/or with greater than 100 headcount.

	OSHA BENCHMARK*	LUMENTUM TARGET	LUMENTUM PROGRESS
Total Recordable Incident Rate (TRIR)	< 1.24	<0.2	0.07
Lost Time Incident Rate (LTIR)	<0.4	<0.1	0.06

\*Based on 2023 OSHA Statistics for "semiconductor and other electronic component manufacturing".





## Global Health and Safety Management System

This year, we focused our efforts on achieving ISO 45001 certification at all our manufacturing sites. We successfully certified three additional sites in FY24. Two more sites passed their stage one audit, and are scheduled for certification audits in early FY25 due to auditor availability. Our goal is to obtain a globally certified ISO 14001 and ISO 45001 management system by the end of FY25.

To achieve this, we prioritized embedding our new Global EHS policy, signed by our CEO last year. We communicated this policy at All Hands Meetings and displayed posters in prime locations at all sites. Our Board reviews EHS metrics regularly to ensure strategic alignment and progress towards our safety goals.

Three manufacturing sites achieved ISO 45001 certification in FY24, bringing the total number of sites with a health and safety management system certification to eight.

In FY24, we updated our global EHS standards for fire safety, laser safety and equipment safety to align and standardize internal requirements across all sites. Each site has undergone an initial gap assessment against the new or updated global standards, with defined actions to close any gaps. Progress on closing these gaps is tracked against global EHS Standards as part of a monthly metrics review.

[Learn more about our EHS Management System](#)

HEALTH AND SAFETY MANAGEMENT SYSTEM	FY24*	FY23	FY22
Percentage ISO 45001 certified sites	73%	40%	17%
Total number of manufacturing sites	11	10	6

\* FY24 performance reflects certification status of acquired sites.

### Safety Campaigns across Lumentum

At Lumentum, fostering a safety culture is critical to our business. Our commitment to employee safety and well-being was demonstrated through a series of comprehensive campaigns and initiatives throughout FY24.

In China, the second annual Safety Month engaged employees in educational activities such as online knowledge contests and art competitions themed around workplace safety. Practical trainings, including Cardiopulmonary resuscitation (CPR), Automated External Defibrillators (AEDs) sessions, and defensive driving courses, equipped employees with life-saving skills. Emergency drills for chemical spills and fires provided hands-on experience in managing critical situations, reinforcing our proactive safety measures.

In Taiwan, the World Day for Safety and Health at Work was commemorated with a two-week safety campaign which included trainings such as CPR, AED and defensive driving courses.

At Caswell, UK, a March safety campaign focused on ISO 45001 certification, manual chemical handling, and ergonomics. Weekly themes covered various safety topics, supported by interactive sessions, educational materials, and training programs. The campaign culminated in an expo showcasing safety practices and Display Screen Equipment awareness.

These initiatives highlight Lumentum's commitment to ensuring a secure work environment across different regions. Through ongoing education, training, and engagement, Lumentum continues to prioritize safety as a core value, empowering employees to thrive in a safe and healthy workplace.



EHS team leads action-packed safety month in China



Taiwan EHS team hosts hands-on health and safety event



Caswell conducts interactive safety drill with local fire brigade



**Training and Communication**

Training is an essential component of our EHS program, reflecting our commitment to safeguarding the well-being of our employees and stakeholders. We provide comprehensive safety training for all new employees, complemented by regular refresher courses to ensure ongoing compliance and awareness. Each facility upholds an extensive training matrix, tailoring the training requirements for different groups in alignment with the associated risks, local regulations, guidelines, and the company's internal standards, policies and requirements.

In FY24, Lumentum expanded EHS content available on our intranet site to provide additional information to our employees. This content includes all corporate EHS Standards, links to our incident reporting system, and access to the online Safety Data Sheet (SDS) portal. Each site has a dedicated page where relevant content is available, such as site procedures and emergency response plans.

**Employee and Stakeholder Engagement**

We are committed to addressing the needs of our internal team members and external stakeholders. At our manufacturing sites, we have implemented strategies to improve safety communication for employees, contractors, and visitors. Digital displays broadcast key safety messages and reminders, ensuring visibility and continuous updates. Information boards provide immediate access to details on inspections, initiatives, and safety committee activities. Additionally, standardized safety signage and floor markings

across all locations create a consistent and universally understood safety environment.

At our Caswell, UK site, we partnered with local emergency services for a two-hour, large-scale drill involving a simulated hazardous spill at the site's waste chemical compound. This exercise provided vital training for our staff and local response teams, enhancing preparedness, and strengthening collaborative relationships with community services.

**Restricted Chemicals**

In line with RBA's Industry Focus Process Chemical List (IFPCL), we have a policy in place to protect workers from exposure to hazardous process chemicals during manufacturing. When the RBA IFPC list was first introduced in April 2021, we identified 10 of the 16 chemicals on the list as in use across our global sites. Through substantial effort, we either substituted these substances or re-evaluated existing engineering controls to ensure workers are isolated from the hazards, according to the hierarchy of controls.

New product development is a critical element of our business. As part of the product life cycle, any new chemical addition undergoes a stringent review of the safety and environmental impacts. Insights gained from stakeholder collaboration are incorporated into the technology roadmap of the fabrication process.



**FY25 Outlook**

Recognizing that effective safety management is crucial to our operations and reputation, we developed a specific program called "Leadership through Safety". This program aims to integrate safety as a core value across the company, with the objective of instilling a culture where safety is prioritized and universally practiced. The program focuses on training leaders and front-line personnel to not only comply with safety standards but also proactively champion safety initiatives. Key components of the program include:

- Leadership Workshops: Interactive coaching sessions where leaders learn about the latest safety practices and technologies
- Employee Engagement: Strategies to encourage employee participation in safety discussions and initiatives

This program is critical in effective implementation of our EHS standards, and to achieve our ultimate goal of global ISO 14001 and ISO 45001 certifications for all our sites.



# INNOVATION

Innovation is crucial to the value we provide to customers, suppliers, partners, employees, and shareholders, and it is integral to our sustainability strategy. Our teams excel at product innovation and apply the same methodology to enhance and improve processes, creating efficiencies that reduce our environmental impact in every way.



# Innovation at the Speed of Light

As a global leader in photonics technology, we are expanding our leadership and broadening our optical capabilities into new and innovative applications in both the markets we serve today and emerging markets of the future.

Our legacy of innovation is evident in our product leadership positions and extensive intellectual property portfolio. In FY24, we filed approximately 280 new patent applications, with 790 patent applications currently pending, and over 2,100 patents issued worldwide. Our patent portfolio continues to grow, with strengths in optical switching, coherent transmission, source lasers, 3D sensing, photonic integrated circuits, and ultrafast lasers. We value our innovators, recognize their contributions, and celebrate their patents in our company-wide meetings.

# Customer Value

Providing exceptional customer value is the bedrock of Lumentum’s success. We aim to deliver value and delight our customers by pushing the boundaries when designing products and processes.

We accomplish our mission by continuously improving our business processes through our robust Kaizen activities facilitated by the Kaizen Promotion Office (KPO). Other methods of delivering customer value include ensuring our Quality Management System covers all our sites and meets ISO 9001:2015 requirements, conducting frequent customer surveys, and fostering clear and regular communication between sites.

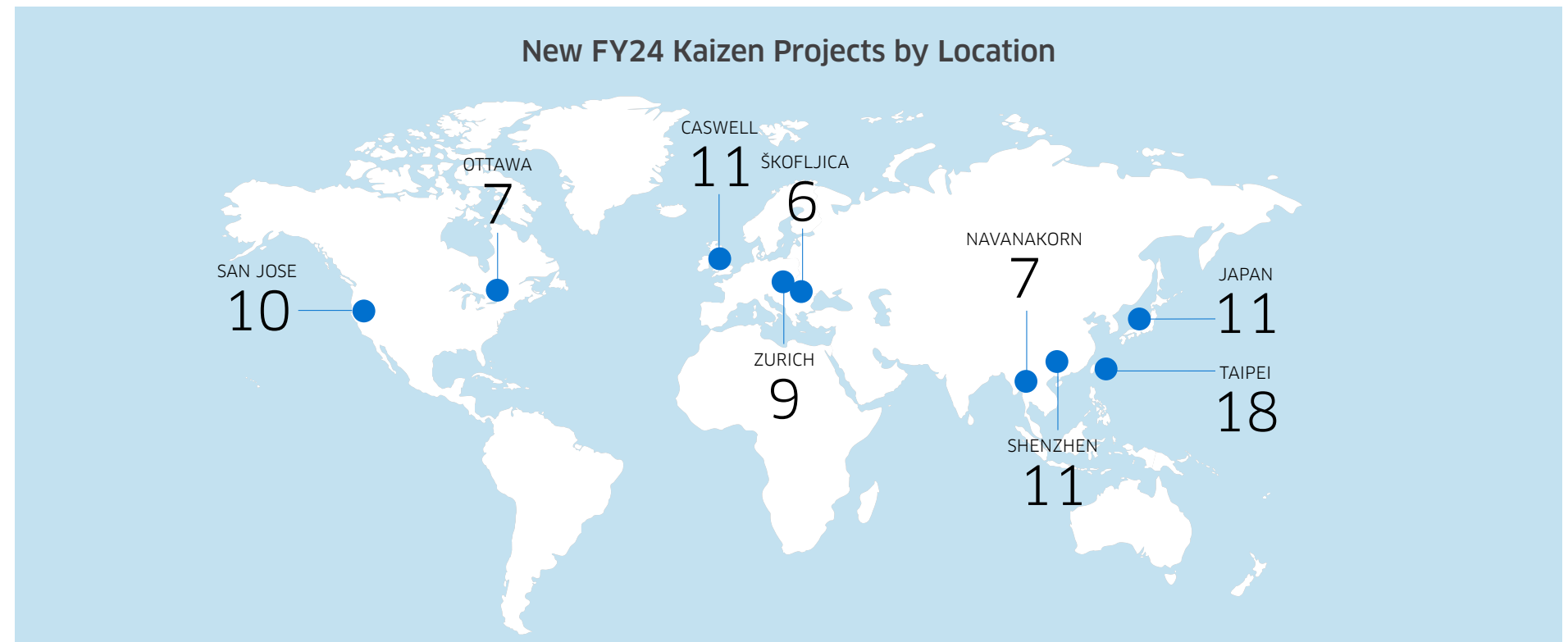
# Process Innovation

## Kaizen Events

Kaizen is a Japanese term that loosely translates to continuous improvement. Lumentum applies Kaizen at every stage of the life cycle of a product, as well as in our business processes.

KAIZEN INITIATIVES	FY24	FY23	FY22
Total number of Kaizen events	90	93	97
Yearly benefits from Kaizen events—hard savings	\$10.9M	\$14.9M	\$31.3M
Yearly benefits from Kaizen events—soft savings	\$488K	\$2.4M	\$2.7M

KAIZEN PARTICIPATION	FY24	FY23	FY22
Kaizen event participants	705	907	731
Training attendees	1,209	4,282	3,321





## Advancing Product Excellence Through Kaizen and 3P Methodologies

### Seamless Product Transfers: Cloud Light to Navanakorn

In FY24, our Kaizen Promotion Office (KPO) focused on M&A Product Transfers and New Product Introductions (NPI). Building on our FY23 initiatives, we began transferring products from Neophotonics sites to our largest manufacturing site in Navanakorn, Thailand. As a result of those transfers, we achieved a 60% reduction in floor space requirements for two of the three lines and a 30% reduction for the third line. These outcomes highlight the benefits of our Kaizen mindset, emphasizing improvements before transferring the lines.

Following the success of the Neophotonics transfers, in FY24 we began facilitating the transfer of products from Cloud Light to Navanakorn. The KPO team began implementing enhancements through Production Preparation Process (3P) training and events.

3P is a dynamic, event-driven process designed for the development of new products or the transfer of existing products to different sites. This process involves a thorough analysis of the operational procedures by the individuals who will be directly involved in manufacturing the product.

We initiated the program by training employees at the Cloud Light locations in China on the 3P methodology. This training included foundational Kaizen tools such as Parts Fishbone and Process at a Glance, which are important for assessing product design and the associated manufacturing steps. By employing these tools, we ensure that both the product design and the manufacturing process are optimized, facilitating smoother product transfers, and enhancing overall quality and operational efficiency. These efforts will continue into FY25.

### Product Design Kaizen in Zurich

With a focus on driving Product Design Kaizens early in the product development cycle, our Ultrafast Lasers R&D site in Zurich, Switzerland, has shown a strong commitment to continuous improvement. The Kaizen Promotion Office (KPO) facilitated two major events in FY24, with a focus on the next generation Picoblade.

At the first event, three dedicated teams worked on enhancing the foundational elements for delivering breakthrough performance of the next-generation Picoblade with a zero-defect mindset. The teams focused on:

- Product Requirements: Addressing customer needs, market demands, quality standards, and delivery targets
- Lessons Learned: Integrating improvements based on evaluations from the previous product iteration
- Product Design: Ensuring the new product design met all necessary requirements

Building on the outcome of the first event, the second workshop involved three teams focused on critical production aspects such as:

- Design for Manufacturing: Creating designs to ensure predictable quality, improved efficiency, and reduced cycle times
- Production Line Control: Establishing protocols for data collection and analysis to drive continuous improvement and maintain high quality
- Production Line Transfer: Developing strategies for transferring the manufacturing line from the previous product model to the new one, minimizing downtime, capex, and customer impact

Our Ultrafast Lasers R&D team remains committed to a structured approach with frequent events, ensuring effective collaboration among all stakeholders to drive the launch schedule with quality and speed.



### Collaborative Innovation: Ottawa and Thailand Product Design and 3P

The KPO team collaborated with design teams in Ottawa, Canada, and manufacturing teams in Navanakorn, Thailand, to successfully launch a new product for the Cloud and Networking platform, marking our earliest engagement in design Kaizen. Beginning in September 2023, cross-functional teams in Ottawa used hands-on mockups to identify design improvements. Video documentation of early prototypes facilitated alignment with the Thailand team. Subsequent events in Thailand enabled the creation of advanced mockups and gathering of feedback, which enhanced design for manufacturability.

In April, a process-driven 3P event further optimized production processes. This initiative will continue into FY25, serving as a case study for the effectiveness of Design Kaizen and 3P, showcasing their impact on successful product development and manufacturing.



## Driving Efficiency and Creativity: Kaizen Moonshine and Operations Kaizen Programs

### Grassroots Innovation at San Jose Moonshine Academy

Kaizen moonshine, or "moonshine", is a lean manufacturing term for innovative, unconventional solutions developed by employees to solve specific problems or enhance processes. These grassroots initiatives, driven by frontline workers, empower employees to experiment and implement improvements swiftly, fostering a culture of continuous improvement and creativity.

The KPO hosted a Moonshine Academy in San Jose headquarters in late 2023, bringing together members from the two San Jose fabs. The academy began with gemba walks at each facility to identify potential clean room improvements. Gemba, a Japanese term meaning "the actual place," refers to the location where value is created. Gemba walks are structured walkthroughs designed to observe and understand the work processes directly where the work occurs, such as the wafer fabrication area in this case.

Next, participants reconvened at headquarters where they designed two types of innovative carts to enhance manufacturing efficiency and organization. This hands-on approach fosters creativity and rapid problem-solving, empowering employees to quickly implement solutions. By allowing employees to take ownership of improvements, organizations can tap into a wealth of ideas and innovations, aligning with Kaizen principles of small, incremental changes to enhance productivity, quality, and efficiency.



### Structured Improvement: Taiwan Operations Kaizen Program

The Taiwan KPO introduced the Operations Kaizen Program to drive Kaizen-driven improvements across departments. This initiative commenced with training sessions for department leaders, equipping them with the skills to identify improvement opportunities, facilitate Kaizen events, and conduct monthly reviews of the outcomes. The most successful Kaizen event results are then showcased at the global best practice forum on a quarterly basis. This structured approach exemplifies how the site KPO effectively promotes a culture of continuous improvement, ensuring that best practices are shared and implemented across the organization.



### Sagamihara Celebrates Groundbreaking Production Milestone

Our Sagamihara manufacturing site in Japan achieved a remarkable milestone by doubling the annual chip output in FY24. This significant accomplishment was driven by a strong focus on continuous improvement, with site projects expected to generate annual savings of \$5.6 million USD.

To enable this incredible achievement, the site undertook several continuous improvement projects, which led to:

- Reduction in wafer cycle time
- Standard cost reduction through improved yield and capacity
- Reduced chip testing cycle time and implementation of automated optical inspections

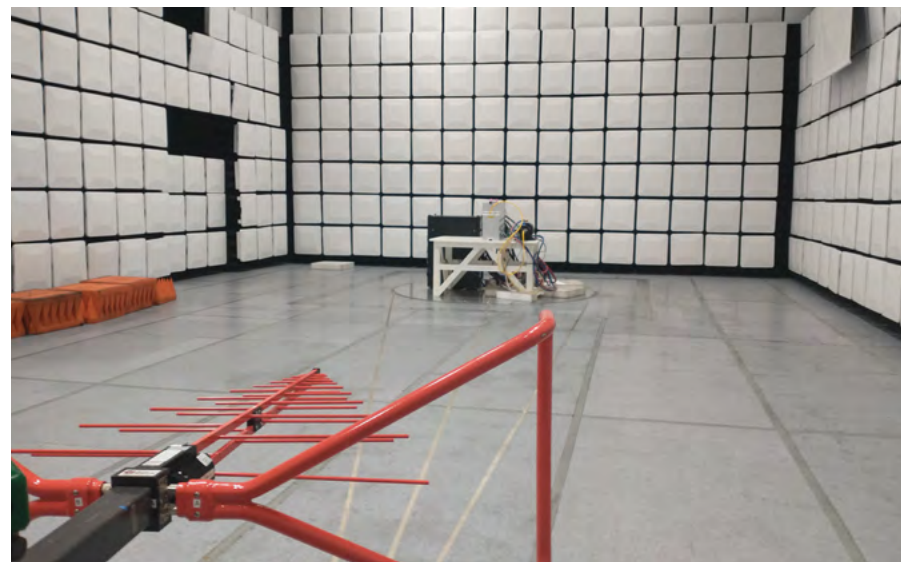
With demand continuing to increase, this site and KPO teams will continue to strive for operational excellence and breakthrough performance in FY25.



# Product Safety and Compliance

Lumentum is committed to ensuring the health and safety of our customers and the users of our products. A critical design requirement for all our products is product safety, with specific goals and objectives integrated into the product development process. The strategies employed to meet these goals, as well as the results from the previous period, are reviewed semi-annually and reported to management.

Our formal product development processes and product safety requirements encompass design, testing, and certification. Safety risks associated with the use of our products or components are thoroughly evaluated throughout the product development process for all aspects of product safety, including potential negative electromagnetic compatibility effects. We review 100% of product returns and in-field incidents to proactively capture and address any potential safety and health issues during product use.



Lumentum fiber laser module during electromagnetic compatibility (EMC) testing in a semi-anechoic EMC chamber

When required, an independent third-party certification body evaluates and certifies the safety of our products according to national and international product standards. This certification is maintained and updated throughout the product lifecycle, including product modifications and changes in standards, to ensure ongoing compliance with current requirements. Each certification body conducts periodic, unannounced factory inspections of our certified products and quality systems to ensure continued safety compliance as a condition of product certification.

Additionally, we self-declare CE and UKCA compliance to applicable EU directives and UK national regulations based on evaluations performed by the third-party certification body. Regulatory compliance documentation is accessible through a company-wide database for product life cycle management. This ensures transparency, efficiency, and regulatory compliance collaboration across departments and manufacturing locations.

At Lumentum, we are committed to strengthening and enhancing our product safety program. To promote and develop a culture of compliance with product safety goals and objectives throughout the organization, we publish a corporate newsletter that provides regular updates on product safety and regulatory compliance initiatives, developments, and other pertinent information. This newsletter keeps all employees informed about ongoing product safety efforts and activities. We provide targeted training on product safety requirements and procedures for employees involved in product design, testing, and manufacturing. This ensures everyone is equipped with the knowledge and skills to uphold our high safety standards.

100% of significant products are assessed for improvement of health and safety impacts

FACTORY INSPECTIONS FOR PRODUCT SAFETY	FY24	FY23	FY22
Number of third-party certification body audits or inspections	26	25	19
Number of audit or inspection failures	0	0	0

In FY24, we had zero product recalls and zero incidents of non-compliance concerning health, safety, marketing, or labeling of our products.

### Acquisitions

In FY24, we successfully integrated the 2022 acquisition of NeoPhotonics into our product compliance framework as planned. Both existing and new products comply with standardized Lumentum requirements, ensuring consistent and complete product safety and product regulatory compliance.

We are executing a similar product safety and regulatory compliance integration for Cloud Light's products and product development processes, with expected completion in FY25. This effort underscores our commitment to maintaining high safety and compliance standards across all our acquisitions.





# GOVERNANCE

Our policies, procedures, and business ethics are foundational to our operations and supply chain. We maintain a robust infrastructure to further the data privacy and cybersecurity of our employees, supply chain, and customers





# Business Conduct and Ethics

Lumentum Code of Business Conduct outlines the broad principles of legal and ethical business conduct that our company embraces as part of our commitment to integrity. We expect our directors, employees, agents, and contractors to adhere to both the letter and the spirit of the Code, ensuring their behavior consistently reflects our high standards of integrity and ethics.

To ensure understanding of and compliance with applicable legal requirements and our standard of conduct, we consistently communicate with and train our stakeholders. New employees review our Code of Business Conduct and complete online or in-person training during orientation, followed by submitting a required signed acknowledgment. Thereafter, employees and governance body members receive additional annual training on the Code, with a target of 100% completion each year.

All our manufacturing sites conduct self-assessments to identify risks, including ethics topics. 100% of our manufacturing sites have completed an internal or external audit that includes business ethics issues. Additionally, in FY24, we introduced a new labor and ethics risk assessment process to identify and mitigate potential risks of adverse labor or ethics impacts. After an initial pilot at two of our sites in Asia, it is now being rolled out globally.

100% of employees, governance body members, and in-scope suppliers receive our Code of Business Conduct or Supplier Code of Conduct, which addresses Lumentum policies related to ethics, anti-corruption, and anti-competition.

100% of employees and governance body members completed our Code of Business Conduct training in FY24.



# Human Rights

Human rights are fundamental rights and freedoms that inherently apply to every individual. These rights, encompassing principles of dignity and equality, form the cornerstone of a just and equitable society. They serve as a universal framework and are essential for fostering a world where the innate rights of all people are recognized and upheld. At Lumentum, human rights are woven into every aspect of our business.

## Policies

Several policies outline our commitment to human rights. Central to our ethos is the [Corporate Social Responsibility](#) Policy, which underscores our dedication to international human rights standards. Our internal workforce upholds these values through the Code of Business Conduct. Our commitment also extends to our suppliers, who are required to endorse our Supplier Code of Conduct as an integral part of the onboarding process.

## Modern Slavery

We are dedicated to upholding and enhancing our processes to prevent involvement in human rights violations associated with our operations or supply chain. Modern slavery, and the different forms it can take, are salient risks in the supply chain. We have Board-level oversight over our activities through our annual [Disclosure for the UK Modern Slavery Act and California Transparency in Supply Chains Act](#), which is reviewed and approved by our Board.

In FY23, we conducted detailed surveys of direct and indirect suppliers as part of our due diligence efforts related to the Uyghur Forced Labor Prevention Act (UFLPA) which prohibits the importation of goods into the United States that are manufactured with forced labor in the People's Republic of China, especially within the Xinjiang Uyghur Autonomous Region (XUAR). We continue to monitor the UFLPA prohibited entity list to ensure we are not directly sourcing from prohibited suppliers. As part of the onboarding process, in-scope suppliers are required to attest that they will take action to ensure compliance with all applicable modern slavery regulations, including not sourcing from the XUAR or prohibited suppliers, and that their suppliers also adhere to the requirements.

We stay current with the changing and emerging modern slavery legislation and include modern slavery risks within our annual supplier responsibility risk assessments.

Lumentum remains committed to conducting business with uncompromising integrity, protecting the environment and preserving the human rights of our people, business partners, and the public.

[Learn more about our approach toward Human Rights](#)



**Climate Change**

The Universal Declaration of Human Rights outlines rights that all human beings are entitled to within a social and international order in which a person can fully realize their rights and freedoms. Climate change is threatening the social and international order upon which humans rely. Because of the magnitude of accelerating climate change on human rights, Lumentum innovates and collaborates with partners to extend our products' life cycle and efficiency as we seek to reduce resource consumption and minimize GHG emissions and water use.

**Conflict Minerals**

As a member of the [Responsible Minerals Initiative](#), Lumentum requires that all suppliers source tin, tantalum, tungsten, and gold (3TG) from smelters that conform to the Responsible Minerals Assurance Process (RMAP) assessment protocols.

In our recent annual reasonable country of origin inquiry, over 95% of surveyed suppliers submitted a completed Conflict Minerals Reporting Template (CMRT), demonstrating significant engagement. Furthermore,

79% of our 3TG smelters and refiners have been verified as RMAP conformant or are actively undergoing assessment, marking an increase from 68% in CY22. The response rate for our annual survey on cobalt and natural mica supply chains increased to 80% with completed Extended Minerals Reporting Templates (EMRT), up from 62% in CY22.

The chart below illustrates the distribution of Smelters or Refiners (SORs) in our supply chain by mineral type for CY23. Currently, less than 20% of the mica smelters are RMAP conformant or actively engaged in the assessment process. However, we anticipate improvements in the increased availability of RMAP conformant mica smelters going forward.

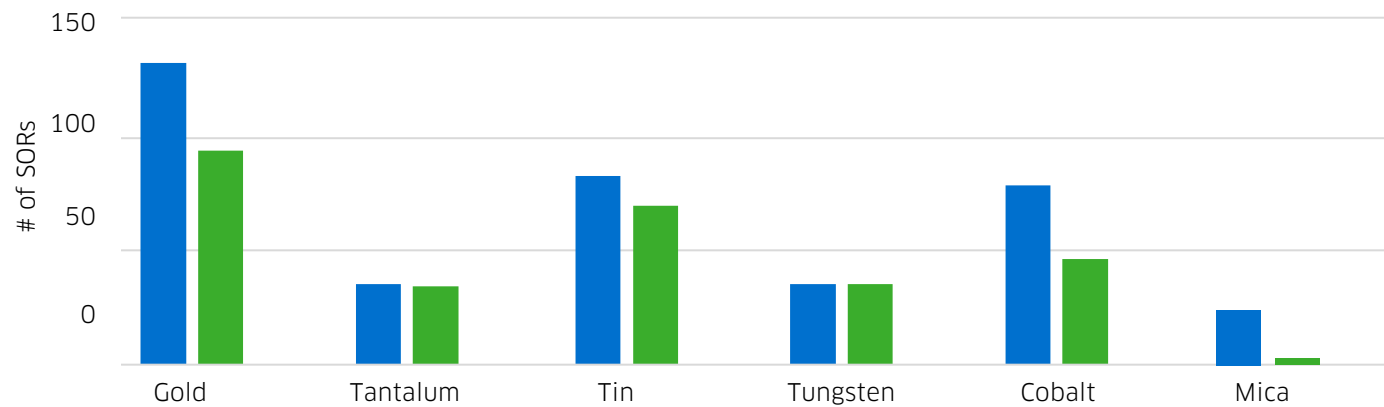
Lumentum adheres to the [OECD Due Diligence Guidance](#) and actively encourages non-RMAP conformant smelters to participate in the RMAP audit program. We are also committed to proactive collaboration with our suppliers to foster responsible mineral due diligence. This effort not only aligns suppliers with our stringent requirements but also reinforces our dedication to responsible sourcing practices.

**Acquisitions**

Cloud Light products were fully integrated into the Lumentum conflict minerals reporting process in calendar year 2023.



**SMELTERS OR REFINERS (SORs) IN OUR SUPPLY CHAIN BY MINERAL (CY2023)**



■ Total SORs, by mineral (CY2023) ■ # of RMAP Conformant/ Active SORs (CY2023)

METALS	TOTAL SORS (CY23)	# OF RMAP CONFORMANT/ ACTIVE SORS (CY23)	% OF RMAP CONFORMANT/ACTIVE SORS		
			CY2023	CY2022	CY2021
Gold	133	92	69%	58%	69%
Tantalum	32	32	100%	94%	100%
Tin	85	68	80%	76%	79%
Tungsten	32	32	100%	72%	100%
Total	282	220	-	-	-



## Responsible Supply Chain

We are committed to ethical behavior and compliance with the applicable laws and regulations of the countries where we do business or where business is conducted on behalf of Lumentum and our subsidiaries. In-scope suppliers are required to sign our Supplier Code of Conduct and Declaration Regarding Modern Slavery upon onboarding. Thereafter, suppliers are mandated to comply with both the letter and spirit of the Code and its requirements.

We partner with our suppliers to identify and address potential areas of risk. Risks may include physical impacts of climate change, geopolitical effects, or risks threatening our suppliers' ability to conduct business. Additionally, third-party providers assist in assessing the risk within our supply base.

Dun and Bradstreet's risk ratings evaluate supply chain resiliency through predictive analytics and financial analysis. Everstream Analytics is Lumentum's supply chain risk management software platform, which uses AI to monitor real-time physical risks and supply chain disruptions, including natural disasters, geopolitical events, health emergencies, and logistics information. Lumentum has a business continuity planning assessment to ensure proper business continuity practices exist within our key suppliers. Each critical supplier is required to complete this assessment and provide updated financial information annually. This process allows us to understand and mitigate risks within our supply chain. We improve continuity within the Lumentum supply chain by leveraging information from various sources.

Every year, the Sustainability and Environmental Compliance team organizes a comprehensive training session that delves into environmental compliance, RBA compliance, and sustainability risks relevant to supply chain team members. These risks include working hours, restricted chemicals, and the threat of forced labor. This year's training featured upcoming environmental compliance restrictions, new RBA Code 8 updates, and a discussion on the expanding global laws and regulations that address modern slavery. Over 100 participants, including global commodity managers, buyers, purchasing, and supplier quality engineers, completed training that proved to be insightful for all involved.

## Responsible Business Alliance (RBA)

The RBA Code outlines standards in labor, health and safety, environment, ethics, and management systems. We use their tools and processes to evaluate and control potential sustainability risks within our operations and supply chain.

As part of our commitment to the RBA, we ensure that all our employees, including contingent workers, are trained in the RBA Code of Conduct during onboarding and provide annual refresher training sessions for all employees.

All our active manufacturing sites have completed internal or external social responsibility audits. These audits ensure that all our manufacturing sites uphold the RBA Code of Conduct standards.



We hold our suppliers accountable and expect full compliance with all applicable laws and regulations, including the RBA Code of Conduct outlined in our Supplier Code of Conduct. To ensure our most critical partners comply, we work closely with our Contract Manufacturers (CMs) to ensure they receive RBA Code

of Conduct Manufacturers training to fully understand and implement our requirements. Each year, our CMs complete a refresher training on topics relevant to the RBA. This year they were required to complete training on the new RBA requirements that went into effect in January 2024. Additionally, CMs undergo third-party RBA audits biennially to ensure compliance with the RBA Code of Conduct. If any issues arise, we work closely with our partners to ensure corrective actions are taken and verified by a third-party. We are committed to making a difference and achieving our goals with our partners.

We conduct RBA Code of Conduct supplier risk assessments each year using a two-level assessment process for our direct and indirect suppliers. The first-level review examines our top 200 suppliers by spend, considering factors such as geographical location, industry, and global indices from organizations like UNICEF, the World Resources Institute, and the International Labor Organization. For the second-level assessment, we utilize the comprehensive RBA Self-Assessment Questionnaire (SAQ) to evaluate suppliers' compliance with the RBA Code across all their corporate and manufacturing sites. This assessment covers all major suppliers. If areas of high risk are identified, we work with our suppliers to address the issues and implement corrective actions.

Since last fiscal year we expanded our RBA audit program beyond our CMs and require select direct and indirect suppliers to complete third-party RBA audits. Our focus is on the highest risk suppliers with strategic relevance to our business. Additionally, our on-site indirect suppliers, such as security, canteen, facilities maintenance, and janitorial, are audited during each internal and external RBA audit at our manufacturing sites.



## RBA Code of Conduct Training

The RBA Code of Conduct training is mandatory for all regular and contingent employees at onboarding. Employees then receive annual refresher training to cover the latest updates and information. Key staff members at our CMs, our most critical suppliers, also must take the RBA Code of Conduct training every year. The initial training covers:

**Ethics:** corruption, anti-competitive practices, protection of identity, and privacy

**Labor:** forced labor, child labor, working hours, working conditions, human rights, freedom of association, discrimination, and harassment

**Health and safety:** occupational safety (including use of PPE), emergency preparedness, injury and illness, industrial hygiene, physically demanding work, machine safeguarding, and health and safety-related communication

**Environment:** energy conservation and greenhouse gas emissions, permits and reporting, pollution and prevention, hazardous substances, air emissions, waste, and water

**Responsible sourcing:** supplier responsibility, sourcing of minerals, and restricted materials

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100% of employees, contingent workers, and key contract manufacturer staff, completed the RBA refresher training in FY24.

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Each year, we launch a company-wide refresher training to ensure all staff are aware of Lumentum’s commitments. The refresher trainings cover topics such as human rights, forced labor, and climate change,

including Science Based Targets, to raise awareness and reinforce our dedication to these issues. This year, our refresher training emphasized the Labor and Environment sections of the RBA Code. With the release of the new RBA Code 8, we also provided Code 8 update trainings to relevant staff and subcontractors.

### Acquisitions

Cloud Light completed the RBA Self-Assessment Questionnaire and underwent an external social audit covering RBA requirements. The site has been actively addressing the gaps identified during the audit. All Cloud Light employees have completed RBA Code of Conduct training, reinforcing our commitment to maintaining the highest standards of ethical and responsible business practices.



## Data Privacy



At Lumentum, we respect and value data privacy. It is our responsibility to protect the information and digital assets collected, created, processed, and maintained by Lumentum and our stakeholders, including the personal information and data of our employees, suppliers, onsite visitors, customers, and vendors. We maintain compliance with all applicable global data privacy requirements. We continue to expand our Data Privacy Program by implementing new policies, conducting assessments, and providing training.

Oversight of data requests, collection, and management is executed by our Legal and IT departments, ensuring strict adherence to data compliance and security standards. Cross-functional participation is incorporated as needed to strengthen our Data Privacy Program, established since 2018. Our Privacy Program encompasses technical and organizational measures to prevent misuse, compromise, loss, alteration, or unauthorized disclosure or acquisition of, or access to, confidential, proprietary, or protected information, and ensures that data is appropriately secured. Data privacy program updates are provided to the Board on an annual basis.



Data is requested, collected, and managed by respective departments according to existing laws and regulations governing data protection, including but not limited to the General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA).

Lumentum data privacy procedures ensure the protection of personally identifiable information. By adhering to strict procedures that maintain the highest integrity relating to privacy, we are protecting human rights within data management.

- The Data Privacy team participates on Lumentum’s Cybersecurity Steering Committee, a cross-functional committee tasked with assessing and managing material risks from cybersecurity threats, managing compliance risks, and fostering a security-conscious culture.
- A corporate data subject access request (DSAR) form is available to all data subjects (customers, employees, vendors, etc.) on our website and informs them about the personal data held by Lumentum. DSARs allow individuals to request and amend information and address concerns related to their data privacy
- IT security breach protocols enable an immediate response to incidents
- The legal team ensures employees are advised on their rights under local laws and collaborates with HR and other functions as needed to effectively disseminate the information
- A Records Management Policy is used to manage, retain, and dispose of company records in compliance with the law
- Data processing agreements (DPAs) are required for all vendors and third parties managing Lumentum data to ensure robust security compliance structures are in place

## Policies

### Data Classification Policy

Our HR, IT, and Legal departments finalized the Lumentum Data Classification Policy last year. The policy establishes a framework for classifying corporate and customer data, ensuring that appropriate security measures and protocols are followed.

### Privacy Policies and Compliance

Due to recent acquisitions, we have implemented privacy policies compliant with Brazil’s General Data Protection Law (LGPD) and China’s Personal Information Protection Law (PIPL), which were both finalized in FY24. Both laws govern the processing and protection of personal data.

The California Privacy Rights Act (CPRA), passed in 2020 as an amendment to the California Consumer Privacy Act, introduced additional protections that went into effect on January 1, 2023. We have revised our privacy notice and protocols to ensure CPRA compliance.

## Privacy Impact Assessments

In FY22, we began developing internal documentation and manuals that acknowledge that privacy within each organization requires unique mechanisms for protection. This “privacy by design” system has a substantial risk and impact assessment focus. In FY24, the Data Privacy team initiated cross-functional discussions to assess privacy risks associated with globally employed systems. The outcome included a comprehensive inventory of all systems used by the company globally, facilitating the creation of a detailed data map and assessment of data flows. This inventory supports the creation of the Records of Processing Activities (ROPA) report to evaluate privacy risks and ensure compliance with regulatory requirements. We complete these assessments of privacy safeguards annually.

## Training

Each year, our employees are required to complete a Code of Business Conduct training that includes a module on key data privacy principles. In FY24, we continued to facilitate cross-functional training sessions tailored to address specific data privacy concerns, including engagements with our supply chain to ensure alignment with updated Data Processing Agreements (DPAs). These trainings provide necessary tools and knowledge across our organization, enhancing our ability to manage data risks effectively.

## Enhancing Data Integrity: Advancements in Privacy Management Software

In FY24, Lumentum enhanced our privacy management framework, recognizing the critical importance of data integrity and security in our operations. A significant advancement was the implementation of TrustArc, a privacy management software, in July 2023. This platform has notably improved our handling of Data Subject Access Requests (DSARs) and enabled more effective data mapping across our global IT systems. The software assists in generating Record of Processing Activity (ROPA) reports, crucial for compliance with various regulations, and facilitates an ongoing assessment of compliance risks. This initiative is part of our broader commitment to upholding the highest standards of data privacy and protecting the personal information of our customers, employees, and partners.



# Cybersecurity

The Lumentum information technology (IT) system security is critical to our business success. We prioritize security and implement effective measures to protect against cyber threats, safeguard assets, comply with regulations, and maintain the confidence of our customers. In FY24, Lumentum headquarters and Lumentum Thailand, our two largest sites, were ISO 27001-2022 certified. This achievement underscores our dedication to adhering to the best practices in information security.

Our IT infrastructure and systems are configured to maintain the confidentiality, integrity, and availability of information and transaction processing. Our cybersecurity risk management program is based on specifications outlined in the National Institute of Standards and Technology Framework for Improving Critical Infrastructure Cybersecurity (NIST cybersecurity framework) and International Standardization Organization and International Electrotechnical Commission (ISO/IEC 27001-2022) standards.

Our chief information officer (CIO) updates the company’s cybersecurity controls based on the objectives of all business units and other functional areas. This approach ensures that cybersecurity risks from both internal and external sources are identified and evaluated and that controls are designed and implemented to address relevant areas and achieve cybersecurity objectives.

Our IT team monitors security governance, security architecture and technical support, application security, and the security operations center. The team is encouraged to remain active in relevant cybersecurity information-sharing forums, special interest groups, and professional associations to keep abreast of new and emerging cybersecurity risks that may impact Lumentum or our operating environment.

We believe all employees play a crucial role in ensuring the security of Lumentum technology systems. Upon hiring and annually thereafter, 100% of employees complete IT security training courses covering cybersecurity practices that support the functioning of our cybersecurity risk management program. The training courses teach employees to identify and respond to social engineering attacks, such as phishing and tailgating, and to comply with Lumentum policies and practices.

A third-party security auditor completes an annual security assessment that identifies internal and external cyber threats and vulnerabilities. Additional systems and risk assessment and mitigation processes include monthly scans of all systems to identify threats and vulnerabilities and patch updates for all systems.

All vendors and business partners with access to confidential information must sign and comply with security and privacy agreements. Critical external vendors complete a comprehensive security assessment when onboarding. Lumentum works with a third-party to evaluate responses and ensure external vendors meet the expected criteria.

Our cybersecurity risk management program contains internal processes and external third-party and law enforcement monitoring. If an incident is detected, the cybersecurity team immediately reviews the matter. Upon review, the matter may be treated as a security incident and handled per our security incident response policy.

At Lumentum, we view security-related issues as an integral part of ongoing activities. We take formal steps to evaluate and address security risks. In FY24, we established our Cybersecurity Steering Committee to ensure robust protection against cyber threats and effective response to incidents when they occur. Our Risk Management Program is closely tied to other cybersecurity measures. Cybersecurity metrics are tracked internally, and we consider management oversight as essential for maintaining a comprehensive and effective cybersecurity position.

In FY24, Lumentum maintained:

- Zero cybersecurity incidents
- Zero substantiated complaints concerning breaches of customer privacy and leaks or losses of customer data

The Lumentum IT team implements regular breach simulation exercises and continuously incorporates lessons learned to improve our breach response policies and processes.



# ESG Data Summary

## Planet

ENERGY (MWH)	FY24*	FY23**	FY22
<b>Total energy consumption</b>	<b>197,265</b>	<b>201,150</b>	<b>148,967</b>
Total fuel consumption	33,232	36,830	28,187
Natural gas	31,546	34,556	25,301
Diesel	1,686	2,274	2,885
Total electricity consumption	164,033	164,320	120,780
- Self-generated electricity (renewable)	3107	210	15
- Electricity purchased from grid	96.28%	99.74%	99.98%
<b>Electricity from renewable sources (%)</b>	<b>79%</b>	<b>61%</b>	<b>9%</b>
<b>Energy intensity (MWh/\$MM)</b>	<b>145</b>	<b>114</b>	<b>87</b>
Revenue (\$MM)	1,358	1,767	1,713

## EMISSIONS (MT CO2-e)

	FY24*	FY23**	FY22
<b>Total GHG emissions</b>	<b>686,701</b>	<b>686,514</b>	<b>582,593</b>
Scope 1 GHG emissions	8,715	9,813	6,328
Scope 2 location-based GHG emissions	68,278	67,523	48,389
Scope 2 market-based GHG emissions	16,529	30,598	47,990
Scope 3 GHG emissions	661,457	646,104	528,275
3.1 Purchased goods & services	136,428	113,533	120,299
Contract manufacturers (CM)	25,043	29,882	26,298
Suppliers	111,385	83,651	94,001
3.2: Capital Goods	44,928	34,531	19,830
3.3: Fuel- & energy-related activities	6,046	11,503	17,755
3.6: Business travel	642	689	279
3.4., 3.9: Upstream and Downstream Transportation and Distribution	2,287	4,856	4,788
3.11: Use of Sold Products	471,126	480,992	365,323
GHG emissions intensity <sup>1</sup> (MT CO2-e/\$MM)	41	46	58

\* FY24 data includes acquired sites

\*\*FY23: Energy, Scope 1, 2, 3.3, 3.4, 3.9 emissions were adjusted due to changes in invoiced data and emission factors

<sup>1</sup> Includes Scope 1, Scope 2 MB, Scope 3 categories 3.1 (CM only), 3.3, and 3.6

Note: Totals may not sum due to rounding

WATER WITHDRAWAL (ML)	FY24		FY23		FY22	
	All Areas	Water Stressed*	All areas	Water stressed	All Areas	Water Stressed
	673	240	636	400	430	272

Data includes all sites, including acquired sites. Most sites have water withdrawal data, but for small office locations with no water withdrawal data we apply an estimation of 36L/sq ft. Water consumption and water discharge have been omitted as we continue to work on data quality and integrating acquisitions.

\* The number of sites designated as water stressed has been updated in FY24 in accordance with CDP guidance on reporting thresholds and our updated water risk assessment.

WASTE (MT)	FY24	FY23	FY22
<b>Total weight of waste generated</b>	<b>1,762</b>	<b>1,884</b>	<b>1,520</b>
<b>Diversion rate</b>	<b>72%</b>	<b>76%</b>	<b>69%</b>
<b>Hazardous</b>	<b>378</b>	<b>367</b>	<b>437</b>
Diverted	131	218	161
Disposed	247	150	276
<b>Non-hazardous</b>	<b>1,385</b>	<b>1,493</b>	<b>1,082</b>
<b>Diversion rate non-hazardous*</b>	<b>82%</b>	<b>81%</b>	<b>82%</b>
Diverted	1,142	1,209	882
Disposed	243	283	199

Note: Waste data is reported for all global manufacturing facilities and facilities over 50,000 square feet and/or with over 100 head count. Totals may not sum due to rounding. The FY24 data includes acquired sites. Waste data has been recalculated in FY22 and FY23 to reflect updated methodology and improved data accuracy.

\*Diversion rate for non-hazardous waste includes incineration with energy recovery. Data for FY22 and FY23 has been updated to reflect improved data accuracy and data collation methodology improvements.



# ESG Data Summary

## People

INFORMATION ON EMPLOYEES AND OTHER WORKERS	FY24	FY23	FY22
<b>Total number of employees</b>	<b>7,763</b>	<b>8,169</b>	<b>7,378</b>
<b>Total number of permanent employees</b>	<b>7,203</b>	<b>7,485</b>	<b>6,718</b>
Female	3,510	3,855	3,721
Male	3,693	3,630	2,997
APAC	5,449	5,434	5,035
EMEA	585	702	625
AMER	1,169	1,349	1,058
<b>Total number of temporary employees</b>	<b>560</b>	<b>684</b>	<b>660</b>
% of temporary employees	<1%	8.4%	8.9%
Female	50	66	88
Male	106	128	144
Not Disclosed	404	490	428
APAC	352	426	369
EMEA	46	40	63
AMER	162	218	228
<b>Total number of full-time employees</b>	<b>7,696</b>	<b>7,570</b>	<b>6,693</b>
Female	3,543	3,881	3,705
Male	3,777	3,689	2,988
<b>Total number of part-time employees</b>	<b>67</b>	<b>26</b>	<b>25</b>
Female	17	16	16
Male	22	10	9
Not Disclosed	28	0	0
<b>Percentage that are foreign nationals</b>	<b>&lt;1%</b>	<b>1.1%</b>	<b>1.8%</b>
<b>Percentage that are located offshore</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

EMPLOYMENT	FY24	FY23	FY22
<b>Total number of new employee hires</b>	<b>2,526</b>	<b>2,132</b>	<b>2,686</b>
<30 years old	893	505	1,325
30-50 years old	1,581	1,313	1,300
>50 years old	52	314	60
Female	968	853	1,760
Male	1,558	1,279	925
Not Disclosed	0	-	1
APAC	2,409	1,457	2,409
EMEA	27	151	128
AMER	90	524	149
<b>Total employee turnover</b>	<b>2,789</b>	<b>1,411</b>	<b>1,397</b>
Voluntary turnover	1,552	1,123	1,296
Non-manufacturing	1,253	306	300
Direct labor manufacturing	299	817	996
Involuntary turnover	1,237	288	101
Non-manufacturing	583	257	78
Direct labor manufacturing	654	31	23
<30 years old	925	502	550
30-50 years old	1,641	714	733
>50 years old	223	195	113
Female	1,307	722	737
Male	1,482	689	659
Not Disclosed	0	-	1
APAC	2,369	1,080	1,096
EMEA	148	91	107
AMER	272	240	194



# ESG Data Summary

## People

DIVERSITY & EQUAL OPPORTUNITY	FY24	FY23	FY22
<b>Number of employees in management roles</b>	<b>858</b>	<b>1,006</b>	<b>731</b>
Female	246	311	213
Male	612	695	518
<30 years old	11	17	6
30-50 years old	533	625	464
>50 years old	314	364	261
Diverse Employees (U.S. only)	17	24	23
<b>Number of employees in technical roles</b>	<b>1,403</b>	<b>1,450</b>	<b>1,065</b>
Female	321	317	242
Male	1,082	1,133	823
<30 years old	157	192	122
30-50 years old	874	869	660
>50 years old	372	389	283
Diverse Employees (U.S. only)	15	14	11
<b>Number of all other employees</b>	<b>5,164</b>	<b>5,319</b>	<b>5,653</b>
Female	2,927	3,276	3,464
Male	2,237	2,043	2,174
<30 years old	1,149	1,340	1,648
30-50 years old	3,591	3,518	3,464
>50 years old	424	461	541
Diverse Employees (U.S. only)	50	56	74

Note: Lumentum identifies diverse employees as those who are underrepresented minorities – Black/African American; Hispanic or Latinx; Native Hawaiian or other Pacific Islander; American Indian or Alaskan Native; two or more races.  
FY24 data includes acquired sites where applicable

TRAINING & EDUCATION	FY24	FY23	FY22
<b>Total hours of training undertaken</b>	64,859	75,123**	102,186
Average hours of training per employee	8.35	9.20	13.8
Average hours of training per direct employee*	3.79	N/A	N/A
Average hours of training per indirect employee*	6.76	N/A	N/A
<b>Employee reviews (BrightPath discussions)</b>			
Percentage of employees receiving regular performance reviews	100%	100%	100%
Percentage of employees receiving regular career development reviews	100%	100%	100%

\* Breakdown of average training by category is only based on data from one learning HR platform, whereas the total hours and overall average of training hours includes all training sources.

\*\* We identified double counting in FY23 training hours and have corrected the data accordingly

H&S-RELATED INJURIES	FY24	FY23*	FY22
Near miss frequency rate (NMFR)	0.36	0.98	0.59
Number of recordable work-related injuries	6	11	11
Rate	0.07	0.13	0.17
Number of high-consequence work-related injuries	0	1	0
Rate	0	0.01	0
Number of fatalities as a result of work-related injuries	0	0	0
Rate	0	0	0
Number of hours worked	17,111,138	17,572,827	12,720,138
% total workforce across all locations represented in formal joint manager-worker H&S committees	74%	N/A	N/A

Note: Data covers employee cases only. Rates have been calculated based on 200,000 hours worked.

\*Change in boundary. Prior years' reporting boundary was all global manufacturing facilities and facilities over 50,000 square feet and/or with over 100 head count. The boundary was updated in FY23 to include all sites with greater than 30 head count. The FY24 data includes acquired sites.



# ESG Data Summary

## People

ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOR	FY24*	FY23	FY22
<b>Percentage receiving communication on anti-corruption policies and procedures</b>			
Governance body members	100%	100%	100%
Employees	100%	100%	100%
<b>Percentage trained on anti-corruption policies and procedures</b>			
Governance body members	100%	100%	100%
Employees	100%	100%	100%
<b>Percentage of suppliers receiving communication on anti-corruption policies and procedures</b>			
Direct suppliers	100%	100%	35%
Indirect suppliers	100%	100%	94%
<b>Total number of confirmed incidents of corruption</b>	1**	2	0
<b>Legal actions for anti-competitive behavior</b>	0	0	0

\*FY24 data includes acquired sites  
 \*\* See disclosure GRI 205-3, page 65



# GRI Content Index

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR REPORT LOCATION
2-1	Organizational details	Lumentum Holdings, Inc. is a publicly traded company with headquarters in San Jose, California, U.S. About Lumentum, page 6. Global Operations, page 8. <a href="#">FY24 Form 10-K</a> , pages 2-3
2-2	Entities included in the organization's sustainability reporting	Global Operations, page 8
2-3	Reporting period, frequency, and contact point	Lumentum conducts financial and non-financial reporting on an annual basis. Our fiscal year 2024 encompasses July 2, 2023, to June 29th, 2024. Stakeholders and any interested parties are welcome to contact Lumentum regarding this report at <a href="mailto:CorporateSocialResponsibility@Lumentum.com">CorporateSocialResponsibility@Lumentum.com</a> .
2-4	Restatements of information	This is our fourth Corporate Sustainability report. Some restatements to environmental data have been made as we work to improve our data collection methods. Any restatements have been clearly noted.
2-5	External assurance	Verification Statement, page 74 We have not sought external assurance of this report, however, certain environmental metrics (GHG emissions) have been verified by an independent third-party (DQS). Our reported Scope 1, 2 and 3 emissions receive limited independent GHG assurance in line with assurance standard ISO14064-3:2019
2-6	Activities, value chain and other business relationships	About Lumentum, page 6. Stakeholder Engagement and Materiality, page 13 Acquisition of Cloud Light Technologies, page 15 <a href="#">FY24 Form 10k</a> pages 2-3, 5-8
2-7	Employees	ESG KPI Data Summary, page 59
2-8	Workers who are not employees	ESG KPI Data Summary, page 59 Lumentum does not have non-guaranteed hours or zero-hour employment. Lumentum does not utilize temporary workers as part of regular business operations. If needed, temporary workers are hired for short-term projects or activities, such as to supplement staffing shortages for short-term production needs or for short term projects that require additional support such as ramping up a product launch.

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR REPORT LOCATION
2-9	Governance structure and composition	<a href="#">2024 Proxy Statement</a> , pages 4-5, 13-17, 21-25 <a href="#">Committee Composition</a> Our Board of Directors' Governance Committee oversees Lumentum impacts.
2-10	Nomination and selection of the highest governance body	<a href="#">Governance Committee Charter</a> , Attachment A <a href="#">2024 Proxy Statement</a> , pages 4-5, 21-25
2-11	Chair of the highest governance body	<a href="#">2024 Proxy Statement</a> , page 23
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">2024 Proxy Statement</a> , pages 16-20 Our Board of Directors oversees Lumentum due diligence in managing impacts on the economy, environment, and people. The Sustainability Council engages with stakeholders to support processes to identify and manage the organization's impacts, including materiality assessment, and reports to the Board of Directors on a quarterly basis. The Board of Directors reviews and approves the materiality assessment outcomes and the Corporate Sustainability Report. The quarterly progress reviews of the Sustainability Council presented to the Board of Directors serves as a mechanism for the highest governance body to review the effectiveness of the processes to support the company's work related to sustainability.
2-13	Delegation of responsibilities for managing impacts	The Lumentum Sustainability Council develops our Sustainability strategy and drives performance. Led by the Sustainability Council Chair and the Executive Sponsor, the team is composed of representatives from all business departments. Sustainability Council activities are reported quarterly to the CEO and Board of Directors. The Governance Committee is responsible for oversight of policies and programs that support our Sustainability strategy. The Sustainability Liaison from the Board works closely with the Sustainability Council to guide efforts and provide a continuous feedback loop between recommendations of the Board of Directors and implementation by the Sustainability Council.



# GRI Content Index

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR REPORT LOCATION
2-14	Role of the highest governance body in sustainability reporting	Stakeholder Engagement and Materiality, page 13 The Sustainability Council reports the activities and progress on a quarterly basis to the CEO and Board of Directors, including materiality assessment results. The Governance Committee is responsible for oversight of policies and programs that support our Sustainability strategy.
2-15	Conflict of interest	<a href="#">Governance Committee Charter</a> , <a href="#">2024 Proxy Statement</a> , page 78 <a href="#">Lumentum Code of Business Conduct</a> , pages 8-10
2-16	Communication of critical concerns	<a href="#">Lumentum Code of Business Conduct</a> , pages 4-6
2-17	Collective knowledge of the highest governance body	A Message from the CEO, page 3 Pamela Fletcher joined the Lumentum Board of Directors in FY23 and has a wealth of knowledge and expertise, including sustainability and innovation. The Board of Directors is required to complete annual Responsible Business Alliance training, which focuses on different topics each year. This year the training covered the Labor and Environment sections of the RBA Code.
2-18	Evaluation of the performance of the highest governance body	<a href="#">Governance Committee Charter</a>
2-19	Remuneration policies	<a href="#">2024 Proxy Statement</a> , pages 40-76 Executive remuneration includes climate and diversity KPIs.
2-20	Process to determine remuneration	<a href="#">2024 Proxy Statement</a> , pages 40-76
2-21	Annual total compensation ratio	<a href="#">2024 Proxy Statement</a> , page 69
2-22	Statement on sustainable development strategy	A Message from the CEO, page 3

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR REPORT LOCATION
2-23	Policy commitments	Human Rights, page 53 Business Conduct and Ethics, page 53 <a href="#">Lumentum Code of Business Conduct</a> <a href="#">Corporate Social Responsibility Policy</a>
2-24	Embedding policy commitments	Human Rights, page 53 Business Conduct and Ethics, page 53 Lumentum has a governance system in place that ensures allocation of responsibility to implement commitments across all levels. The Sustainability Council includes representatives of all functions and ensures streamlining the commitments across organizational strategies, operational policies, and operational procedures. In business relationships, Lumentum maintains proactive engagement with suppliers, customers, and other stakeholders on the full spectrum of sustainability topics. Lumentum delivers Code of Business Conduct and Responsible Business Alliance Code of Conduct training to its employees as well as other business relationships such as suppliers.
2-25	Processes to remediate negative impacts	<a href="#">Lumentum Code of Business Conduct</a> , pages 5-6 Stakeholder Engagement, page 13
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Lumentum Code of Business Conduct</a> , pages 4-5 We encourage our employees to report any actual or suspected illegal, fraudulent, or unethical behavior. We maintain a third party operated whistleblower hotline that employees can use to report unethical behavior through a variety of methods, including anonymously if they choose, without fear of retaliation.
2-27	Compliance with laws and regulations	Environmental Management, page 18 Lumentum received zero significant fines, non-monetary sanctions, and cases regarding environmental or socioeconomic compliance.



# GRI Content Index

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR REPORT LOCATION
2-28	Membership associations	The Responsible Business Alliance (RBA) The Responsible Labor Initiative (RLI) The Responsible Minerals Initiative (RMI) The Automotive Industry Action Group (AIAG) The Silicon Valley Leadership Group (SVLG)
2-29	Approach to stakeholder engagement	Stakeholder Engagement and Materiality, page 13
2-30	Collective bargaining agreements	<a href="#">FY24 Form 10-K</a> , page 9 Of the 7,700 employees, approximately 32% are represented by three national collective bargaining agreements with local chapters in Slovenia, Italy, and Brazil, and three labor unions in China. 68% of our employees are covered by either formally elected or volunteer-led employee representatives, and 60% by formally elected employee representatives.
3-1	Process to determine material topics	Stakeholder Engagement and Materiality, page 13
3-2	List of material topics	Stakeholder Engagement and Materiality, page 13
3-3	Management of material topics	Stakeholder Engagement and Materiality, page 13
<b>201</b>	<b>Economic Performance</b>	
3-3	Management approach	Responsible Supply Chain, page 55 Energy and Emissions, page 19 Lumentum supports economic development through the economic value that is generated and distributed to employees, contractors, suppliers, and taxes paid to governments.
201-1	Direct economic value generated and distributed	Responsible Supply Chain, page 55 <a href="#">FY24 Form 10-K</a> , pages 49-57
201-2	Financial implications and other risks and opportunities due to climate change	Economic Risks and Opportunities, page 27

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR REPORT LOCATION
201-3	Defined benefit plan obligations and other retirement plans	Lumentum offers defined contribution plans that vary country by country. <a href="#">FY24 Form 10-K</a> , pages 9, 55, 110
201-4	Financial assistance received from governments	Lumentum does not receive financial assistance from governments.
<b>205</b>	<b>Anti-corruption</b>	
3-3	Management approach	Business Conduct and Ethics, page 53 Lumentum is committed to complete avoidance of anti-corruption and anti-competitive practices is embedded in our Code of Business Conduct and compliance management system. It is overseen by the Legal Department. Any cases of alleged or actual non-compliance are handled under the grievance mechanism by the Legal Department. It involves Ethics Point for third party reporting. Initial case assessment is followed by internal investigation, follow-up review, and corrective action for any confirmed cases. Information about such cases is regarded as confidential and not reported publicly.
205-1	Operations assessed for risks related to corruption	Business Conduct and Ethics, page 53. The Lumentum Enterprise Risk Management function identifies and assesses risks across the company's global operations and develops action plans to address the significant risks facing the company. In addition, 100% of our manufacturing sites are assessed for risks related to corruption through the RBA self-assessment questionnaire (SAQ) and RBA internal audits.
205-2	Communication and training about anti-corruption policies and procedures	Business Conduct and Ethics, page 53.
205-3	Confirmed incidents of corruption and actions taken	Business Conduct and Ethics, page 53. During FY24, a former Lumentum Vice President was charged by the SEC of unlawful insider trading. The case is pending. The case is a public legal case regarding corruption brought against the employees and not against the company.



# GRI Content Index

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR REPORT LOCATION
<b>206</b>	<b>Anti-competitive Behaviors</b>	
3-3	Management approach	Business Conduct and Ethics, page 53 Lumentum is committed to complete avoidance of anti-corruption and anti-competitive practices is embedded in our Code of Business Conduct and compliance management system. It is overseen by the Legal Department. Any cases of alleged or actual non-compliance are handled under the grievance mechanism by the Legal Department. It involves Ethics Point for third party reporting. Initial case assessment is followed by internal investigation, follow-up review, and corrective action for any confirmed cases. Information about such cases is regarded as confidential and not reported publicly.
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Conduct and Ethics, page 53 There were zero legal actions regarding anticompetitive behavior, anti-trust, and monopoly practices.
<b>301</b>	<b>Materials</b>	
3-3	Management approach	Materials, page 27
301-1	Materials used by weight or volume	Where relevant, certain indirect materials' weight and volume are tracked at our sites, however the data is not consolidated at the corporate level.
301-2	Recycled input materials used	Lumentum recycles some input materials, such as gold, however it is not tracked or consolidated at the corporate level.
301-3	Reclaimed products and their packaging materials	Product Sustainability, page 22
<b>302</b>	<b>Energy</b>	
3-3	Management approach	Energy and Emissions, page 19.
302-1	Energy consumption within the organization	Energy and Emissions, page 19. ESG KPI Data Summary, page 59

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR REPORT LOCATION
302-2	Energy consumption outside the organization	Energy and Emissions, page 19. ESG KPI Data Summary, page 59
302-3	Energy intensity	Energy and Emissions, page 19. ESG KPI Data Summary, page 59
302-4	Reduction of energy consumption	Energy and Emissions, page 19 ESG KPI Data Summary, page 59
302-5	Reduction in energy requirements of products and services	Product Sustainability, page 22
<b>303</b>	<b>Water</b>	
3-3	Management approach	Water, page 29
303-1	Interactions with water as a shared resource	Water, page 29
303-2	Management of water discharge-related impacts	Water, page 29
303-3	Water withdrawal by source	Water, page 29 ESG KPI Data Summary, page 59
303-4	Water discharged	Water, page 29 ESG KPI Data Summary, page 59
303-5	Water consumption	Water, page 29 ESG KPI Data Summary, page 59
<b>305</b>	<b>Emissions</b>	
3-3	Management approach	Energy and Emissions, Page 19
305-1	Direct (Scope 1) GHG emissions	ESG KPI Data Summary, page 59
305-2	Energy indirect (Scope 2) GHG emissions	ESG KPI Data Summary, page 59



# GRI Content Index

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR REPORT LOCATION
305-3	Other indirect (Scope 3) GHG emissions	ESG KPI Data Summary, page 59
305-4	GHG emissions intensity	ESG KPI Data Summary, page 59
305-5	Reduction of GHG emissions	Energy and Emissions, page 19 ESG KPI Data Summary, page 59
305-6	Emissions of ozone-depleting substances	Lumentum has ozone-depleting substances in some locations (Fabs). The EHS team tracks the ODSs as required for the local air district/regulatory reporting. For the other locations, small amounts of ODSs are in the air conditioning/chiller cooling systems and are estimated. The reporting and tracking are at site level and annual data is provided for CDP reporting.
305-7	Nitrogen oxides, sulfur oxides, other significant air emissions	Air Quality, page 18 Air emissions do not exceed local regulation air emission permit limits. Emissions concentrations are tracked at local facilities and data is not calculated globally.
<b>306</b>	<b>Waste</b>	
3-3	Management approach	Waste, page 31 Waste data is reported for all global manufacturing facilities and facilities over 50,000 square feet and/or with over 100 head count.
306-1	Waste generation and significant waste-related impacts	Waste, page 31
306-2	Management of waste-related impacts	Waste, page 31
306-3	Waste generated	ESG KPI Data Summary, page 59
306-4	Waste diverted from disposal	ESG KPI Data Summary, page 59
306-5	Waste directed to disposal	ESG KPI Data Summary, page 59

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR REPORT LOCATION
<b>308</b>	<b>Supplier environmental assessment</b>	
3-3	Management of material topic	Responsible Supply Chain, page 55
308-1	New suppliers that were screened using environmental criteria	As part of supplier onboarding, in-scope suppliers must read and acknowledge our Supplier Code of Conduct, which outlines our environmental requirements, in line with the RBA Code. We actively work on environmental and social responsibility compliance with our existing suppliers.
308-2	Negative environmental impacts in the supply chain and actions taken	Lumentum follows RBA's risk assessment model to evaluate risk in the supply chain. The first evaluation is of the top 200 suppliers by spend from a country-level perspective. The second-level assessment is at the facility level. All our major suppliers must complete the RBA self-assessment questionnaire for each facility supplying to Lumentum. All Contract Manufacturers are required to complete an RBA audit biennially. In FY23, we expanded the audit program and require audits for some high-risk direct and indirect suppliers.
<b>401</b>	<b>Employment</b>	
3-3	Management of material topic	Talent Management, page 38
401-1	New employee hires and employee turnover	Talent Management, page 38 ESG KPI Data Summary, page 60
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits, page 42 <a href="#">FY24 Form 10-K</a> , page 9 Lumentum offers competitive benefits to eligible employees, through a combination of global benefits programs/ initiatives and local benefit plans which vary country by country. Lumentum reviews its benefit practices at least annually to ensure the total rewards packages (compensation and benefits) are aligned to the high-tech industry benchmark in the locations we operate in.
401-3	Parental leave	Benefits, page 42 <a href="#">FY24 Form 10-K</a> , page 9



# GRI Content Index

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR REPORT LOCATION
<b>402</b>	<b>Labor Management Relations</b>	
402-1	Minimum notice periods regarding operational changes	We provide a minimum number of weeks' notice to employees prior to implementing significant operational changes that could substantially affect them in accordance with local requirements in the different locations where we operate. We also have regular meetings with all employees via email, management all hands meetings, and respective teams or individual employee meetings to provide information on business changes.
<b>403</b>	<b>Occupational Health and Safety</b>	
3-3	Management of material topic	Health and Safety, page 44 Occupational Health and Safety Occupational Health and Safety data is reported for all sites with greater than 30 headcount.
403-1	Occupational health and safety management system	Health and Safety, page 44
403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety, page 44 <a href="#">Occupational Health and Safety</a>
403-3	Occupational health services	Health and Safety, page 44
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety, page 44
403-5	Worker training on occupational health and safety	Health and Safety, page 44 <a href="#">Occupational Health and Safety</a>
403-6	Promotion of worker health	Health and Safety, page 44
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety, page 44

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR REPORT LOCATION
403-8	Workers covered by an occupational health and safety management system	Health and Safety, page 44 Eight out of eleven manufacturing sites are certified to ISO 45001 health and safety management system. This covers 5,276 workers, which accounts for 68% of our workforce.
403-9	Work-related injuries	Health and Safety, page 44 ESG KPI Data Summary, page 60
403-10	Work-related ill health	Health and Safety, page 44 ESG KPI Data Summary, page 60
<b>404</b>	<b>Training and Education</b>	
3-3	Management of material topic	Talent Management, page 38 Professional Development, page 39
404-1	Average hours of training per year per employee	Talent Management, page 38 ESG KPI Data Summary, page 60
404-3	Percentage of employees receiving regular performance and career development reviews	Talent Management, page 38 ESG KPI Data Summary, page 60
<b>405</b>	<b>Diversity and Equal Opportunity</b>	
3-3	Management of material topic	Diversity, Inclusion, and Belonging, page 34
405-1	Diversity of governance bodies and employees	Diversity, Inclusion, and Belonging, page 34 ESG KPI Data Summary, page 60
405-2	Ratio of basic salary and remuneration of women to men	People, Goals, page 33



# GRI Content Index

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR REPORT LOCATION			
<b>406</b>	<b>Non-discrimination</b>				
3-3	Management of material topic	<a href="#">Code of Business Conduct</a> , page 4, 15 <a href="#">Human Rights</a>			
406-1	Incidents of discrimination and corrective actions taken	<b>Incidents of discrimination</b>	<b>FY24</b>	<b>FY23</b>	<b>FY22</b>
		Total number of incidents	0	0	2
		<b>Incident status</b>			
		Reviewed	1	2	9
		Remediation developed	0	0	2
		Remediation implemented	0	0	2
		Closed	1	1	9
<b>407</b>	<b>Freedom of Association</b>				
<b>408</b>	<b>Child Labor</b>				
<b>409</b>	<b>Forced Labor</b>				
3-3	Management of material topic	<a href="#">Human Rights</a> , page 53 We follow RBA's risk assessment model to evaluate risk in our supply chain. We first evaluate our Top 200 suppliers by spend from a country-level perspective, and secondly, at the facility level. All our major suppliers must complete the RBA self-assessment questionnaire for each facility supplying to Lumentum.			

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR REPORT LOCATION					
407-1 408-1 409-1	Operations in which human rights may be at risk	<b>Human rights</b>	<b>FY24</b>	<b>FY23</b>	<b>FY22</b>		
		Freedom of association and collective bargaining (by country)					
		Company operations	0	0	0		
		Supplier operations	18 countries	14 countries	13 countries		
		Child labor (by country)					
		Company operations	0	0	0		
		Supplier operations	3 countries	2 countries	0 countries		
		Forced or compulsory labor (by country)					
		Company operations	0	0	0		
		Supplier operations	5 countries	8 countries	4 countries		
		We utilize RBA's online risk assessment platform to conduct the assessment. For forced and compulsory labor, we also include data from the Trafficking in Persons Report released annually by the U.S. Department of State. As of FY23, we evaluate both direct and indirect suppliers.					
		<b>413</b>	<b>Local Communities</b>				
		3-3	Management of material topic	Community Engagement, page 43			
413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement, page 43					
413-2	Operations with significant actual and potential negative impacts on local communities	Community Engagement, page 43					



# GRI Content Index

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR REPORT LOCATION
<b>414</b>	<b>Supplier Social Assessment</b>	
3-3	Management of material topic	Responsible Supply Chain, page 55 Responsible Business Alliance, page 55
414-1	New suppliers that were screened using social criteria	Responsible Supply Chain, page 55 Responsible Business Alliance, page 55 As part of supplier onboarding, in-scope new suppliers must read and acknowledge our Supplier Code of Conduct, which outlines our social requirements, in line with the RBA Code. We actively work on environmental and social responsibility compliance with our existing suppliers.
414-2	Negative social impacts on the supply chain and actions taken	Responsible Supply Chain, page 55 Responsible Business Alliance, page 55 Lumentum follows RBA's risk assessment model to evaluate risk in the supply chain. The first evaluation is of the top 200 suppliers by spend from a country-level perspective. The second-level assessment is at the facility level. All our major suppliers must complete the RBA self-assessment questionnaire for each facility supplying to Lumentum. All Contract Manufacturers are required to complete an RBA audit biennially. In FY23, we expanded the audit program and required audits for some high-risk direct and indirect suppliers.
<b>415</b>	<b>Public Policy</b>	
415-1	Political contributions	Lumentum does not provide financial or in-kind political contributions.
<b>416</b>	<b>Customer Health and Safety</b>	
3-3	Management of material topic	Product Safety and Compliance, page 51 <a href="#">Product Safety</a>
416-1	Incidents of non-compliance concerning the health and safety impacts of products and services	Lumentum received zero substantiated complaints or losses of customer data.

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR REPORT LOCATION
416-2	Incidents of non-compliance concerning health and safety impacts of products and services	Lumentum recorded zero incidents of non-compliance.
<b>417</b>	<b>Marketing and Labeling</b>	
417-2	Incidents of non-compliance concerning product and service information and labeling	Lumentum recorded zero incidents of non-compliance.
417-3	Incidents of non-compliance concerning marketing communications	Lumentum recorded zero incidents of non-compliance.
<b>418</b>	<b>Customer Privacy</b>	
3-3	Management of material topic	Data Privacy, page 56 Cybersecurity, page 58
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Lumentum received zero substantiated complaints or losses of customer data.
<b>N/A</b>	<b>Innovation</b>	
3-3	Management of material topic	Innovation, page 47 Kaizen Events, page 48
N/A	Number of 3rd party audits or inspections	Product Safety and Compliance, page 51
N/A	Kaizen projects and benefits	Kaizen Events, page 48
N/A	Kaizen events and participation	Kaizen Events, page 48



## SASB Index

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR LOCATION IN REPORT			
Quantitative Metric	Area of manufacturing facilities	<a href="#">FY24 Form 10-K</a> , page 39			
Quantitative Metric	Number of employees	ESG KPI Data Summary, page 60			
EE - 510a.1	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	Business Conduct and Ethics, page 53			
EE - 510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	\$0 monetary losses.			
SC/EE - 510a.3	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	\$0 monetary losses.			
HW/SC/EE - 410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	<b>Materials</b>	<b>FY24</b>	<b>FY23</b>	<b>FY22</b>
		Total revenue of products that contain IEC 62474 declarable substances	76.43%	66.9%	54%
		Revenue from products with declarable substances other than those covered by RoHS exemptions	7.89%	2.95%	4.5%
HW/SC/EE - 440a.1	Description of the management of risks associated with the use of critical materials	Materials, page 27 Conflict Minerals, page 54			
HW - 410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	Omitted.			

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR LOCATION IN REPORT			
SC/EE - 130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Energy and Emissions, page 19 ESG KPI Data Summary, page 59			
SC - 140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	ESG KPI Data Summary, page 59			
SC - 110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Energy and Emissions, page 19 ESG KPI Data Summary, page 59			
SC - 110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Energy and Emissions, page 19			
SC/EE - 150a.1	Amount of hazardous waste generated and percentage recycled	ESG KPI Data Summary, page 59			
EE - 150a.2	Number and aggregate quantity of reportable spills, quantity recovered	0 recordable spills			
HW - 430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	<b>Supplier social and environmental assessment</b>	<b>FY24<sup>1</sup></b>	<b>FY23</b>	<b>FY22</b>
		Number of Tier 1 supplier facilities audited	16	3	3
		Percentage of Tier 1 supplier facilities audited	13%	60%	60%
		Percentage audited by spend <sup>2</sup>	40%	19%	41%
		Percentage of high-risk facilities audited <sup>3</sup>	50%	NA	NA
All of our Contract Manufacturers (CM) are required to complete an RBA audit every two years.					
<sup>1</sup> In FY24 we expanded the scope of reporting to include major direct and indirect suppliers, in addition to our CMs					
<sup>2</sup> Percentage spend of major suppliers audited in the fiscal year					
<sup>3</sup> High risk facilities of in-scope major suppliers based on RBA SAQ.					










## SASB Index

DISCLOSURE NO.	DISCLOSURE DESCRIPTION	DIRECT RESPONSE OR LOCATION IN REPORT
HW - 430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Omitted due to the proprietary nature of the critical few Tier 1 suppliers in our supply chain.
SC - 330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	ESG KPI Data Summary, page 60
SC - 320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Health and Safety, page 44 <a href="#">Occupational Health and Safety</a>
SC - 320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	\$0 monetary losses.
HW - 330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Diversity, Inclusion, and Belonging, page 36 ESG KPI Data Summary, page 60
EE - 250a.1	Number of recalls issued, total units recalled	0 recalls.
EE - 250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	\$0 monetary losses.



# UN Sustainable Development Goals Index

GOAL (TARGETS)	INDICATOR	LUMENTUM'S CONTRIBUTION	LUMENTUM TOPIC
 5 Gender Equality (5.1, 5.5)	5.1.1 Non-discrimination 5.5.2 Proportion of women in managerial positions	<ul style="list-style-type: none"> <li>Maintaining gender pay parity below &lt;2%</li> <li>Increasing percentage of women (globally) and underrepresented groups (in the US) in senior leadership positions and among early career hires</li> <li>Promoting advancement opportunities through mentorship and employee resource groups</li> </ul>	Talent Management Diversity, Inclusion, and Belonging
 7 Affordable and Clean Energy (7.2, 7.3)	7.2.1 Renewable energy share 7.3.1 Energy intensity	<ul style="list-style-type: none"> <li>Increasing renewable electricity across our global operations year over year</li> <li>Developing products and technologies to increase power efficiencies and expand broadband coverage throughout the world along with solutions to reduce energy consumption in data centers</li> <li>Expanding on-site energy generation through installations of solar panels across selected sites</li> <li>Reducing energy consumption and intensity across our own operations and beyond</li> </ul>	Energy Emissions Product Sustainability
 8 Decent Work and Economic Growth (8.1, 8.4, 8.5, 8.8)	8.1.1 Annual growth rate of real GDP per capita 8.4.1 Material footprint 8.5.1 Average hourly earnings of employees 8.8.1 Occupational injuries 8.8.2 Compliance with labor rights	<ul style="list-style-type: none"> <li>Ensuring compliance of products with regulations restricting use of certain substances including conflict minerals and decreasing the use of hazardous substances</li> <li>Expanding safety culture across our global operations</li> <li>Increasing percentage of sites certified to ISO 45001 to over 70%</li> <li>Adhering to the Responsible Business Alliance Code of Conduct to ensure compliance across own operations and beyond</li> </ul>	Human Rights Business Conduct & Ethics Materials Health and Safety Responsible Supply Chain
 9 Industry, Innovation, and Infrastructure (9.2, 9.5)	9.2.1 Manufacturing value added 9.2.2 Manufacturing employment 9.5.1 Research and development expenditure	<ul style="list-style-type: none"> <li>Operating manufacturing facilities and engaging with contract manufacturing in various parts of the world</li> <li>Conducting research and development at various design sites in a variety of locations around the globe</li> <li>Innovating through continuous improvement using Kaizen methodology, in production and business processes</li> </ul>	Talent Management Innovation Product Sustainability
 10 Reduced Inequalities (10.4, 10.7)	10.4.1 Labor share of GDP 10.7.1 Recruitment cost borne by employee	<ul style="list-style-type: none"> <li>Paying competitive wages and salaries that contribute to the GDP in countries where we operate.</li> <li>Offering skilled manufacturing jobs and policies to pay all fees associated with recruitment, while also prohibiting partners from charging fees.</li> <li>Adhering to the Responsible Business Alliance Code of Conduct to ensure compliance across own operations and beyond.</li> </ul>	Talent Management Business Conduct & Ethics
 12 Responsible Consumption & Production (12.2, 12.4, 12.7, 12.a)	12.2.1 Material footprint 12.4.2 Hazardous waste 12.7.1 Sustainable procurement policies 12.a.1 Installed renewable energy-generating capacity in developing countries	<ul style="list-style-type: none"> <li>Ensuring compliance of products with regulations restricting use of certain substances including conflict minerals and decreasing the use of hazardous substances.</li> <li>Expanding the use of 100% renewable electricity at our sites, along with establishing onsite renewable energy generation, onsite energy efficiency projects, and entering into a renewable energy agreement.</li> <li>Implementing improvements across our operations and beyond to track and reduce energy, water, and other resources use.</li> <li>Requiring all in-scope suppliers to sign company Supplier Code of Conduct upon onboarding along with using 3rd party-developed tools to assess suppliers on financial, environmental, and social risks factors.</li> </ul>	Materials Business Conduct & Ethics Emissions Energy Responsible Supply Chain
 13 Climate Action (13.2)	13.2.2 Total greenhouse gas emissions per year	<ul style="list-style-type: none"> <li>Delivering on our commitment made in FY22 to Science-based Targets Initiative and incorporating emissions reduction across all scopes into business objectives and strategy.</li> <li>Having ISO 14001-certified environmental management systems in over 70% of manufacturing sites with plans to expand coverage.</li> <li>Focusing efforts on improving product sustainability across all our product lines: energy efficiency during production and use phase, designing improvements, conducting lifecycle assessments.</li> </ul>	Emissions Energy Product Sustainability



# Verification Statement



## Verification Statement



This is to certify that

### Lumentum Operations LLC

1001 Ridder Park Drive  
San Jose, CA 95131  
United States of America

with the organizational units/sites as listed in the annex

has made a statement on greenhouse gases in accordance with the criteria and the defined materiality for which it is responsible

**Scope:**

GHG emission have been aggregated under the control approach with the following emission categories and quantities:  
CO2 N2O CH4 NF3 HFCs PFCs SF6

Scope 1: 9813 t CO2e, Scope 2: 30598 t CO2e (market-based) | 67523 t CO2e (location-based), Scope 3: 646104 t CO2e (including 3.1, 3.2, 3.2, 3.4, 3.6, 3.9, 3.11)

Verification according to ISO 14064-3:2019 was carried out using appropriate verification methods such as interviews, observations, control tests and analytical procedures; and there is not evidence, that the GHG statement is not materially correct and is not a fair representation of GHG data and information and has not been prepared\* in accordance with the following standards:

### Greenhouse Gas Protocol A Corporate Accounting and Reporting Standard

Registration no. 10003181 GHG  
Date of revision 2021-09-23  
Reporting period 2021-07-01 - 2022-06-30  
Date of verification 2023-07-17



#### DQS GmbH

Christian Gerling  
Managing Director



Accredited Body: DQS GmbH, August-Schanz-Straße 21, 60433 Frankfurt am Main, Germany  
**\*THE VERIFICATION ACTIVITIES APPLIED IN A LIMITED LEVEL OF ASSURANCE VERIFICATION ARE LESS EXTENSIVE IN NATURE, TIMING AND EXTENT THAN IN A REASONABLE LEVEL OF ASSURANCE VERIFICATION.**  
The validity of this certificate can only be verified by the QR-code.

