

At Lumentum, Environment, Health and Safety (EHS) are integral to our operations and business. We are committed to environmental sustainability, safety, and the well-being of our employees and communities. Our goal is to create a safe, injury-free workplace that prioritizes wellness and environmental responsibility.

To achieve this, we:

- Set annual goals and allocate resources for EHS initiatives
- Comply with or exceed all relevant environment, health and safety regulations Identify and eliminate hazards, assess risks, and implement mitigation measures for safe operations
- Assess environmental aspects and impacts to promote sustainable practices and prevent pollution
- Train people to enhance skills to control risks and perform their tasks safely
- Monitor performance and conduct regular audits for continuous improvement
- Communicate openly with employees, customers and stakeholders regarding EHS requirements and performance
- Continually improve our EHS Management System
- Recognize and reward excellence and foster a culture of positive contribution.

## **HEALTH AND SAFETY IS EVERYONE'S RESPONSIBILITY**

Our leaders are committed to providing a safe and injury-free workplace for all our employees, customers, partners, associates, and the public. Managers and Supervisors are accountable for ensuring EHS compliance within their teams.

Employees are consulted and participate actively in workplace health and safety through EHS Committees, the Kaizen process and engagement surveys. Every team member is responsible for reporting incidents, near-miss occurrences and unsafe conditions. They are empowered to speak up openly and stop activities when faced with inappropriate behaviors, or unsafe conditions, without fear of retaliation.

We engage with hearts and minds and promote employee health and wellness through initiatives to reduce work-related injuries and ill-health in all areas of our business.

## **ENVIRONMENT**

At Lumentum, we drive innovation to build a more efficient and sustainable world. Reducing the environmental footprint is a key priority across our operations, products and services. We actively work to eliminate the use of hazardous materials, prevent pollution, and minimize waste. Our commitment extends to conserving resources, reducing greenhouse gas emissions, energy and water usage. Our environment efforts align with our Corporate Social Responsibility and Conservation strategy goals, reinforcing our commitment to sustainability.

Michael Hurlston  
President and Chief Executive Officer