NEWS RELEASE

Lumentum Announces Inducement Grants Under Listing Rule 5635(c)(4) of The Nasdaq Stock Market

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SAN JOSE, Calif.--(BUSINESS WIRE)-- Lumentum Holdings Inc. (“Lumentum” or the “Company”), a market-leading designer and manufacturer of innovative optical and photonic products for cloud/AI, networking, and industrial applications, today announced that on April 15, 2025, it granted to Michael Brooker, the Company’s recently hired Chief Transformation Officer, the following equity awards: (i) restricted stock units (“RSUs”) covering 23,094 shares of Lumentum’s common stock that will vest as to 1/2 of the award on the one year anniversary of the grant date and as to the remaining 1/2 of the award in substantially equal quarterly installments over the subsequent four calendar quarters, (ii) RSUs covering 23,094 shares of Lumentum’s common stock that will vest as to 1/4 of the award on the one year anniversary of the grant date and as to the remaining 3/4 of the award in substantially equal quarterly installments over the subsequent 12 calendar quarters, and (iii) performance based RSUs (“PSUs”) covering 23,094 shares of Lumentum’s common stock (assuming target level of performance achievement, provided that actual achievement could result in a payout of 0% or between 50% and 200% of this amount) the same terms as the grants made to the Company’s executive officers for the fiscal year 2025 to 2027 performance period, that will vest with respect to the PSUs subject to achievement to specified goals for the performance period (“2025-2027 PSUs”). The vesting of each award is subject to Mr. Brooker’s continued employment with Lumentum through the applicable vesting or determination date.

In addition, on April 15, 2025, Lumentum granted to John Bagatelos, the Company’s recently hired Senior Vice President, Sales, the following equity awards: (i) RSUs covering 23,094 shares of Lumentum’s common stock that will vest as to 1/4 of the award on the one year anniversary of the grant date and as to the remaining 3/4 of the award in substantially equal quarterly installments over the subsequent 12 calendar quarters, and (ii) 2025-2027 PSUs covering 23,094 shares of Lumentum’s common stock. The vesting of each award is subject to Mr. Bagatelos remaining employed with the Company through the relevant vesting or determination date.

The awards were granted pursuant to Lumentum’s 2025 Inducement Equity Incentive Plan. However, such awards will be subject to substantially the same terms and conditions that apply to awards granted under Lumentum’s 2015 Equity Incentive Plan, as amended.

About Lumentum

Lumentum (NASDAQ: LITE) is a market-leading designer and manufacturer of innovative optical and photonic products enabling cloud, optical networking, and laser applications worldwide. Lumentum optical components and subsystems are part of virtually every type of data center, telecom, and enterprise network. Lumentum lasers enable advanced manufacturing techniques and diverse applications including next-generation 3D sensing capabilities. Lumentum is headquartered in San Jose, California with R&D, manufacturing, and sales offices worldwide. For more information, visit www.lumentum.com and follow Lumentum on LinkedIn, Twitter, Facebook, Instagram, and YouTube.

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