NEWS RELEASE

Lumentum Earns Equality 100 Award in Human Rights Campaign Foundation's 2025 Corporate Equality Index

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Receives Perfect Score of 100 from the Human Rights Campaign Foundation for Exemplary LGBTQ+ Workplace Equality

SAN JOSE, Calif.--(BUSINESS WIRE)-- Lumentum Holdings Inc. (" Lumentum "), a market-leading designer and manufacturer of innovative optical and photonic products for cloud, networking and industrial applications, announced today that it has received a perfect score of 100 on the Human Rights Campaign Foundation's (HRCF) 2025 Corporate Equality Index, the nation's foremost benchmarking survey and report, measuring corporate policies and practices related to LGBTQ+ workplace equality.

Lumentum joins the 765 U.S. businesses that will be honored with HRCF's Equality 100 Award as Leaders in LGBTQ+ Workplace Inclusion. This year's CEI includes 1,449 businesses – the highest number of rated companies since the start of the CEI in 2002.

"We are honored to be recognized with a perfect score on the Corporate Equality Index, which highlights our efforts in creating an inclusive workplace," said Alan Lowe, president and CEO at Lumentum. "As a company focused on innovation, we not only compete in the markets for our products but also for talent. We believe that by promoting an inclusive workplace where everyone can thrive as their authentic selves, we have a more talented, innovative, and engaged workforce as we strive to create a brighter future for the world."

"The CEI is so much more than a score on paper. For decades, businesses have relied on the CEI as a tool for transparency and leveling the playing field for all workers, making sure LGBTQ+ people and their families can share in fair, respectful and supportive workplaces and benefits," said RaShawn "Shawnie" Hawkins, SHRM-CP, senior director of Workplace Equality at the Human Rights Campaign Foundation. "As conversations evolve on corporate America's approach to diversity, equity and inclusion, year-over-year growth in CEI participation is evidence of a business community that largely recognizes the responsibility and value in upholding equity and inclusion. Our goal at the Human Rights Campaign Foundation is to work in a spirit of partnership with companies, providing educational resources and leading benchmarking. The work of the CEI is to help businesses expand their consumer base and attract top, innovative talent by supporting the LGBTQ+ community."

The results of the 2025 CEI showcase how U.S.-based companies are promoting LGBTQ+ friendly workplace policies in the U.S. and abroad. The first year of the CEI included 319 participants, and the 2025 CEI now surveys 1,449 participants, further demonstrating the tremendous growth of the CEI. A record-breaking 98 percent of CEI businesses have non-discrimination protections specific to gender identity.

The CEI rates employers providing these crucial protections to more than 22 million U.S. workers and includes Fortune magazine's 500 largest publicly traded businesses, American Lawyer Magazine's top 200 revenue-grossing law firms (AmLaw 200), and hundreds of publicly and privately held mid- to large-sized businesses. The CEI rates companies on detailed criteria falling under four central pillars:

• Non-discrimination policies across business entities

• Equitable benefits for LGBTQ+ workers and their families

• Supporting an inclusive culture

• Corporate social responsibility

The full report is available online at www.hrc.org/cei.

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 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, X, Facebook, Instagram, and YouTube.

About The Human Rights Campaign Foundation

The Human Rights Campaign Foundation is the educational arm of the Human Rights Campaign (HRC), America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer (LGBTQ+) people. Through its programs, the HRC Foundation seeks to make transformational change in the everyday lives of LGBTQ+ people, shedding light on inequity and deepening the public's understanding of LGBTQ+ issues, with a clear focus on advancing transgender and racial justice. Its work has transformed the landscape for more than 15 million workers, 11 million students, 1 million clients in the adoption and foster care system and so much more. The HRC Foundation provides direct consultation and technical assistance to institutions and communities, driving the advancement of inclusive policies and practices; it builds the capacity of future leaders and allies through fellowship and training programs; and, with the firm belief that we are stronger working together, it forges partnerships with advocates in the U.S. and around the globe to increase our impact and shape the future of our work.

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