

2024 Sustainability Report

ciena®



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About this report

Ciena's Sustainability Report provides insights into and discussion of our sustainability initiatives across topics identified by our stakeholders as material to our company. Ciena annually publishes its Sustainability Report, covering activities across Ciena and Blue Planet®, a division of Ciena. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards for sustainability reporting, the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-Related Financial Disclosures (TCFD) frameworks. [Limited assurance](#) for our scope 1, scope 2 (market-based and location-based), and scope 3 emissions was provided by SGS, a third-party assurance provider. The data and information in this report are based on our global operations during our fiscal year 2024, which ran from November 1, 2023, to November 2, 2024. All dollar amounts are in U.S. currency unless otherwise stated. This report was prepared by Ciena's Sustainability Communications and Social Impact team in collaboration with key internal stakeholders. The report was approved by Ciena's Sustainability Leadership Committee and Disclosure Committee, each of which includes executive leaders representing key functional areas. This report was published on June 20, 2025 and can be found [online](#). For questions regarding Ciena's 2024 Sustainability Report, please contact ir@ciena.com.



A letter from our President and CEO

This past year at Ciena we made meaningful enhancements to our sustainability programming and drove progress toward our goals—progress that brings real value to our business. These efforts help us minimize our environmental impact, enabling our customers to meet their own sustainability and business goals and supporting our people and communities where we live and work. As the global leader in high-speed connectivity, we recognize the power of network innovation and the important role we play in connecting the world. This responsibility isn't something we take lightly. We embrace it and continue to embed it into every aspect of our company.

Innovating for sustainable networks

With the surge of cloud services and AI adoption, our reliance on connectivity continues to grow, as does the global demand for network capacity. Our focus remains on developing high-performance, energy-efficient solutions that enable our customers to meet their business needs while minimizing their environmental impact. In 2024, we achieved a 74.6% reduction in our scope 3 emissions intensity per Gb/s of network capacity shipped compared to our 2019 baseline. This keeps us on track to meeting and maintaining our science-based target of reducing our emissions by 71.3% per capacity shipped in Gb/s by 2030, from 2019 levels, and directly translates into a smaller environmental footprint for Ciena and our customers.



Our product portfolio reflects this commitment to energy efficiency. Our WaveLogic™ 6 Extreme (WL6e) coherent technology hit the market in 2024, the first platform in the industry to deliver up to 1.6 Tb/s of network capacity while requiring 54% less power per bit than the previous generation. We also continue to deliver novel, energy-efficient routing and switching solutions, shown by our WaveRouter® platform—the first of its kind to unify IP and optical in the metro while driving power efficiency. We also advanced our product sustainability through a significant packaging milestone in 2024: meeting our goal of using a minimum of 70% recycled content by weight across all product packaging. This allows Ciena and our customers to reduce waste within their supply chains.

Our software solutions, including the Blue Planet Intelligent Automation Portfolio and Ciena's Navigator Network Control Suite™ (Navigator NCS), enable our customers to proactively monitor and troubleshoot network issues, reducing the need for truck rolls and optimizing energy use. Moreover, our services teams continue to work side-by-side with our customers, helping them optimize, transform, and modernize their networks for peak performance and maximum energy efficiency.

Our internal operations also reflect our commitment to environmental sustainability through investments in clean energy by sourcing renewable energy where direct grid access is available. We're proud to report a 91.9% reduction in our scope 1 and 2 emissions from our 2019 baseline, marking the second consecutive year of strong reductions. With continued progress, we will be on track to meet our science-based target of reducing our scope 1 and 2 emissions by 80.6% between 2019 and 2030.

Empowering our people

Our people are the driving force behind Ciena's success, and we remain dedicated to fostering a supportive, inclusive, and empowering workplace where everyone can thrive. In 2024, this commitment was reflected in our strong overall employee engagement score of 83, five points above the industry benchmark, and in our low employee turnover rate of 3.7%.

To support our people, we provide a range of development opportunities to help them achieve their career aspirations. Our programs include Leadership and Manager Development programs that help our leaders become even more effective, support their teams, and enhance other soft skills. We also continue to offer a range of virtual learning opportunities and a mentorship program to further support our people's growth.

We also understand that our people thrive when they feel their best. In 2024, we continued to enhance our well-being programs through our benefits, Employee Assistance Programs, and resources available in our Work-Life Support Hub. In addition, our employee resource groups (ERGs) worked this year to foster a sense of community across our company, hosting events to engage all employees so that everyone feels included.

As a testament to our efforts, we earned recognition as a Great Place to Work in India as well as inclusion on the 2025 LinkedIn Top Companies list in Canada.

Contributing to our communities

We believe in harnessing the power of our people and technology to drive positive impact in the communities where we live and work.

Our Ciena Cares volunteering and giving program empowers our employees to support causes they are passionate about. In 2024, our employees dedicated an incredible 37,048 hours of their time volunteering and, through employee giving and corporate matching, they generously donated \$3.95 million to support organizations in need. Notably, 50% of our employees actively participated in the Ciena Cares program during the year. This commitment led to Ciena receiving Benevity's People Power Goodness Award in 2024, recognizing our employee-driven culture of community impact.

Our Digital Inclusion program, a cornerstone of our community-engagement efforts, continues to help bridge the digital divide, equipping underserved communities with essential digital resources and skills. To date, this program has positively impacted more than 170,000 individuals globally, empowering them to thrive in an increasingly digital world. As part of the program, the Ciena Solutions Challenge continues to inspire students worldwide to address real-world sustainability challenges within their communities. This global competition has engaged more than 5,800 students and 737 educators from 77 countries, encouraging them to apply challenge-based learning, computational thinking, and technology to create positive change in their communities.

Leading with integrity

Operating with integrity and responsibility is core to all our business practices. In 2024, 100% of our employees completed our Code of Business Conduct and Ethics training, reinforcing the importance of ethical conduct at all levels of our organization. We regularly assess the effectiveness of our efforts to foster a culture of integrity, evaluating the actions of employees across the company. Our 2024 Culture of Integrity Survey showed that more than 94% of employees feel empowered to do the right thing, and more than 95% believe their managers and colleagues demonstrate ethical behaviors.

This culture of integrity is reflected in our recognition by sustainability ratings firms, including EcoVadis, MSCI, Sustainalytics, and CDP, showcasing that we are a responsible and low-risk company. We hold our suppliers to these same high standards, and we're proud that 87% of our direct supplier spending is directed toward suppliers with an EcoVadis score in the top 50% of all companies assessed.

Innovating for tomorrow

Looking to the future, we will continue to push the boundaries of innovation and promote responsible business practices, harnessing our technology to create a brighter future for our customers, our people, and other stakeholders. I am incredibly proud of everything we accomplished together this past year, and I'm excited to continue this journey with the dedication and passion of the entire Ciena team.



Gary Smith
President and Chief Executive Officer

About Ciena

Ciena is the global leader in high-speed connectivity. We build the world's most adaptive networks to support exponential growth in bandwidth demand. By harnessing the power of our networking systems, components, automation software, and services, Ciena revolutionizes data transmission and network management. With unparalleled expertise and innovation, we empower our customers, partners, and communities to thrive in the AI era.

Ciena at a glance

1,600+ customers worldwide

8,600+ employees

85% of the world's service providers served

35+ countries

2,200+ patents

\$4 billion in revenue

Sustainability highlights

100% renewable energy being used in our facilities

91.9% reduction in scope 1 and 2 emissions since 2019

37,048 hours volunteered helping our local communities

83 employee engagement score

\$6.5 million donated to charitable organizations and causes through our Ciena Cares and Digital Inclusion programs

50% combined gender and ethnic diversity on our Board of Directors

178,000 individuals impacted through our Digital Inclusion program

100% of Ciena employees completed our Code of Business Conduct and Ethics training

Awards and recognitions



Ciena has a Platinum medal from EcoVadis, putting us in the top 1% of all companies assessed.



Ciena received a risk rating of 14.5 from Sustainalytics, indicating low risk and strong management of our sustainability-related risks.



Ciena received an A- score for our annual CDP climate change disclosure.



Ciena won Benevity's 2024 People Power Goodness Award, recognizing our employee-first Ciena Cares program that engages and empowers our people through purpose.



Ciena has an AA rating from MSCI, a leading provider of critical decision-support tools and services for the global investment community. This score places us in the top 20% of rankings in our industry.



Ciena was on the Great Place to Work list in India for the seventh year in a row.

Our approach to sustainability

Our purpose—bringing humanity to innovation—guides our approach to sustainability. Our products and solutions connect people across the globe, help bridge the digital divide, and power networks that help industries operate more sustainably. It’s our deep sense of humanity, embedded in our culture and values, that drives us to innovate differently so we can positively affect the world.

As shown in the graphic below, we focus our sustainability efforts where we can have the greatest impact. These pillars include:

- **Delivering sustainable networks and operations:** We innovate to make our customers’ networks more sustainable while minimizing the impact of our own operations

- **Helping our people thrive:** We strive to foster an inclusive culture where individuals feel supported and empowered in their careers
- **Positively impacting communities:** We amplify our team’s passion for giving back through our Ciena Cares volunteering and giving program and Digital Inclusion initiatives
- **Maintaining best-in-class governance and security:** We believe that strong corporate governance and ethical practices lead to trusted relationships and long-term growth and success

Our sustainability strategy is underpinned by foundations that ensure we have proper oversight and transparency of our programs. We also ingrain sustainability into our corporate strategy by making it a lens through which

Our sustainability aspirations

<p>Enable more sustainable networks and reduce value chain emissions</p> 	<p>Be a place where people can build a meaningful career</p> 	<p>Serve as a force for good in our communities</p> 	<p>Act as a trusted supplier of choice</p> 
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Our sustainability pillars

Delivering sustainable networks and operations			Helping our people thrive			Positively impacting communities		Maintaining best-in-class governance and security		
<p>Advancing sustainable innovation in network design</p>	<p>Progressing circular practices</p>	<p>Embracing sustainable operations</p>	<p>Fostering an inclusive culture</p>	<p>Supporting the holistic well-being of our people</p>	<p>Inspiring growth and providing opportunities to flourish</p>	<p>Promoting digital inclusion and providing greater opportunities for students</p>	<p>Amplifying our people’s and customers’ passions for giving back</p>	<p>Conducting our business with integrity and promoting ethical practices</p>	<p>Advancing secure practices in our products and operations</p>	<p>Working with responsible suppliers whose values align with our own</p>

Our sustainability foundations

Engaged leadership and board oversight • Transparent reporting and disclosure • Impactful goals and targets • Employee and stakeholder engagement

we plan and conduct our business, including incorporating sustainability factors into strategic scorecards that are monitored by our board and leadership team. We continually work to further embed sustainability into our operations so we can meet our environmental and social goals, drive greater value for our customers, and unlock opportunities for our business.

Sustainability oversight and management

The Governance and Nominations Committee of our Board of Directors oversees our sustainability strategy, programs, reporting, and approval and monitoring of goals. In 2024, the committee reviewed and approved our enhanced [Environmental Policy](#). In addition, our Board of Directors received an update on our sustainability programs and roadmap, stakeholder engagement activities, governance and shareholder rights programs, cybersecurity, and oversight and responsible use of AI.

Our Sustainability Leadership Committee (SLC) oversees our sustainability strategy, goals, and programs at a management level and informs our Governance and Nominations Committee on our progress. The committee works to identify risks and opportunities within our sustainability programs, ensures our programs address these scenarios, and approves relevant targets from a management perspective. The committee includes executive-level leaders who report to our CEO and have functional accountability for organizational areas and programming that most closely align with our material topics. Our Deputy General Counsel and our Director of Sustainability Communications and Social Impact jointly lead our sustainability program and respectively facilitate the work of the SLC and have day-to-day management of our environmental and social programs.

We also have cross-functional committees that oversee specific topic areas. Our Environmental Steering Committee (ESC) implements programs and policies to help us reach our climate goals and has representation from our Research and Development, Services, Real Estate, Procurement and Supply Chain, IT, Legal, Accounting, and Marketing teams. The ESC also works to further integrate environmental considerations throughout our business practices and reports our performance to our SLC. We also have an Inclusivity Council that helps further our inclusion and belonging programs and a Security Advisory Council that helps address our data and cybersecurity risks.

Governance and Nominations Committee of the Board of Directors



Sustainability Leadership Committee

- Senior Vice President and Chief Strategy Officer (Chair)
- Senior Vice President, General Counsel, and interim Chief People Officer
- Senior Vice President, Global Marketing and Communications
- Senior Vice President, Global Products and Supply Chain
- Deputy General Counsel and Co-Head of Sustainability
- Director, Sustainability Communications and Social Impact, and Co-Head of Sustainability

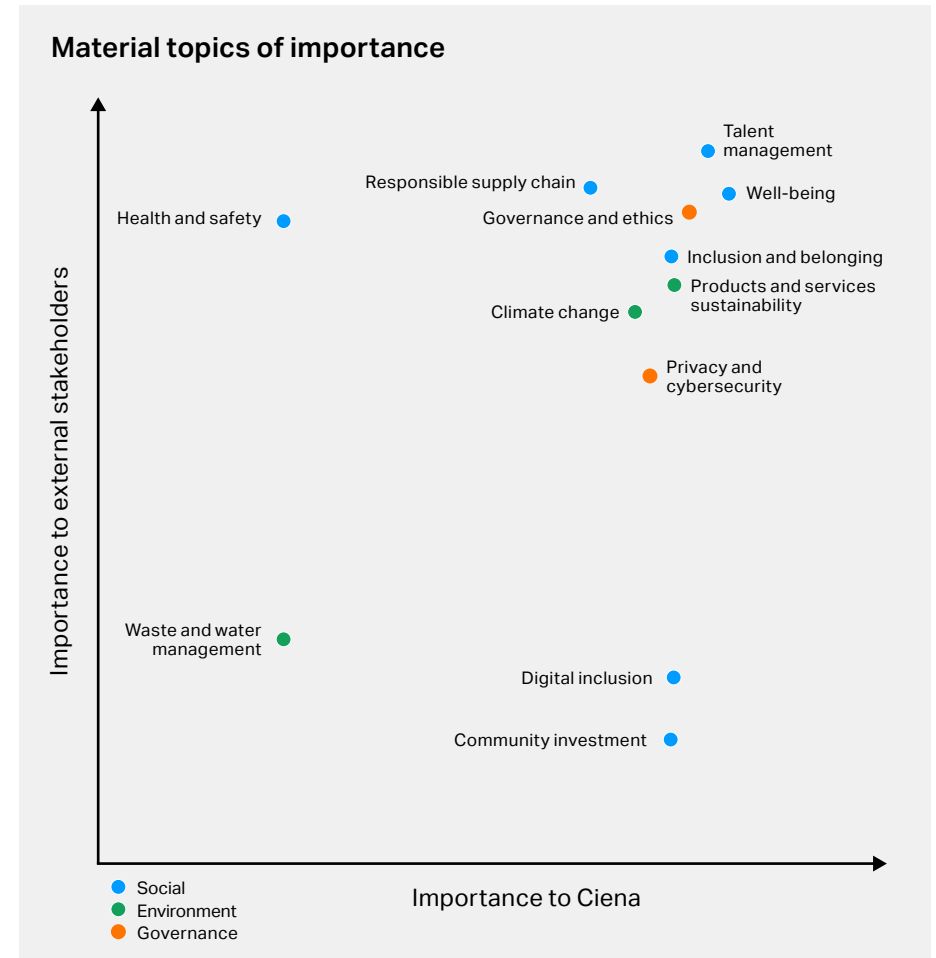
Materiality assessment

We performed a materiality assessment in 2022 to better understand the topics that were most important to us, our people, and our external stakeholders. We reviewed these topics in 2024 to ensure they still reflect our business and stakeholder expectations. Our approach to identifying these material topics included:

- Considering our business within the context of our operating environment.
- Identifying impacts on our business and those of our business on society and the environment.
- Interviewing external stakeholders to determine the topics that are most important to them. We also conducted a scan of our most frequently asked questions related to sustainability from media, customers, investors, and other external groups. This allowed us to validate our list of topics against stakeholder expectations.
- Surveying our people on key topics and holding focus groups with people leaders at Ciena.
- Prioritizing and then finalizing the list of material topics based on importance to our internal and external stakeholders.

These topics help guide our focus areas and sustainability strategy, and we believe they continue to reflect the priorities of our stakeholders today. The material topics identified can be seen in our materiality chart (right).

Our material topics are inclusive of our global operations unless otherwise stated. For topics related to our greenhouse gas emissions, the boundary extends to our supply chain and the use of sold products by customers.



Stakeholder engagement

We take great pride in our relationships with stakeholders, ensuring consistent and open communication. Sustainability has increasingly become a topic of discussion with our stakeholders. Many of our customers have environmental and social goals, our investors assess for risks within their portfolios, and our employees want to work for a company that is socially and environmentally responsible.

In 2024, we collaborated with our customers through discussions on our sustainability initiatives and the environmental benefits of our products and services. We also collaborated with several customers on community investment initiatives aimed at closing the digital divides that still exist in various regions around the world. We proactively reached out to our top investors, representing approximately 54% of our outstanding shares, to discuss our sustainability goals, programs, and policies and solicited their feedback on our reporting and targets. Additionally, our annual employee engagement survey, with an 84% participation rate and overall engagement score of 83, helped us understand what matters most to our employees and where we can improve.

The following chart provides additional details on our engagements and key topics of interest.

Stakeholder	Engagement activities	Key topics of interest
Customer	<ul style="list-style-type: none"> • Meetings • Events and conferences • RFP processes 	<ul style="list-style-type: none"> • Climate change • Products and services sustainability • Waste management and circularity • Responsible supply chain • Digital inclusion • Privacy and cybersecurity
Investors and analysts	<ul style="list-style-type: none"> • Meetings • Quarterly investor, analyst, and earnings calls • Events and conferences 	<ul style="list-style-type: none"> • Climate change • Products and services sustainability • Inclusion and belonging • Responsible supply chain • Health and safety
Employees	<ul style="list-style-type: none"> • All Hands meetings • Internal communications channels • Functional and team meetings • One-on-ones • Focus groups • Pulse surveys • ERGs 	<ul style="list-style-type: none"> • Climate change • Products and services sustainability • Inclusion and belonging • Community investment • Well-being • Responsible supply chain
Media	<ul style="list-style-type: none"> • Media calls • Story pitches 	<ul style="list-style-type: none"> • Products and services sustainability • Climate change • Responsible supply chain
Suppliers	<ul style="list-style-type: none"> • Meetings • Supplier onboarding processes and regular reviews • Site visits to manufacturing facilities 	<ul style="list-style-type: none"> • Products and services sustainability • Climate change • Waste management and circularity • Responsible supply chain

Our sustainability goals

We have set both short- and long-term goals across our material topics that help guide our sustainability journey. As we continue to introduce new programs across environmental, social, and governance dimensions, we expect to add to our existing targets.

Material topic	2024 goal	Status	Performance	2025 goal and beyond
Climate change	80.6% reduction in scope 1 and 2 emissions by 2030 from 2019 levels	On track	Reduced scope 1 and 2 emissions by 91.9% from 2019 levels	Maintain an absolute 80.6% reduction in scope 1 and 2 emissions by 2030 from 2019 levels
Climate change	71.3% reduction in scope 3 emissions per unit of capacity shipped in Gb/s by 2030 from 2019 levels	On track	Reduced scope 3 emissions by 74.6% per unit of capacity shipped in Gb/s from 2019 levels	Maintain 71.3% reduction in scope 3 emissions per unit of capacity shipped in Gb/s by 2030 from 2019 levels
Climate change	Continue to operate on 100% renewable energy	Achieved	Our facilities operate on 100% renewable energy where direct grid access is available	Continue to operate on 100% renewable energy
Waste and water management	Minimum of 70% recycled content by weight in all packaging by the end of 2025	Achieved	Achieved minimum of 70% recycled content by weight in all our packaging types	Achieve minimum of 95% recyclable content by weight in all our packaging by the end of 2025
Talent development	Maintain employee engagement score within top 25% of peer companies as described by Glint	Achieved	Achieved employee engagement score of 83, within top 25% of peer companies	Maintain employee engagement score within top 25% of peer companies as described by Glint
Inclusion and belonging	Achieve 100% pay equity across genders globally and across races and ethnicities in the U.S.	Partial	Our pay equity ratio for men to women globally was 1:0.99; for visible minorities to people who are White in the U.S., the ratio was 1.01:1; and the ratio for people who are Black to people who are White was 0.98:1	Achieve 100% pay equity across genders globally and across races and ethnicities in the U.S.
Community investment	Achieve 50% participation in our Ciena Cares program by 2030	Achieved	Achieved 50% participation in our Ciena Cares program in 2024	Achieve 60% participation in our Ciena Cares program by 2030
Digital inclusion	Broaden the geographic reach of our Digital Inclusion program	On track	Expanded program reach in Asia with investments providing access to connectivity and digital tools and resources	Continue to broaden the geographic reach of our Digital inclusion program
Governance and ethics	Achieve 98% completion rate of Ciena's Code of Business Conduct and Ethics training	Achieved	Achieved 100% completion rate of Ciena's Code of Business Conduct and Ethics training	Achieve 98% completion rate of Ciena's Code of Business Conduct and Ethics training

Contributing to the United Nations Sustainable Development Goals

Ciena is committed to and supportive of the United Nations (UN) Sustainable Development Goals. As a global networking systems, services, and software company, and through our materiality assessment and evaluation of our operations, we believe that we can have a direct impact on nine of the goals.



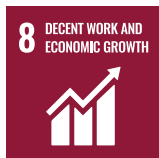
We support quality education initiatives with students around the globe through our Digital Inclusion program and Ciena Solutions Challenge.

[Digital inclusion](#)



We practice gender equality through our inclusion initiatives, including our annual pay equity assessment and our ERGs.

[Inclusion and belonging](#)



We support inclusive and sustainable economic growth, employment, and decent work through our competitive compensation and talent development programs.

[Talent development](#)



As we develop, build, and deliver our products and services, we ensure this work is sustainably completed to positively impact the environment, people, and our business.

[Products and services sustainability](#)



We actively support underserved and underrepresented individuals through our Digital Inclusion program and inclusion and belonging initiatives.

[Digital inclusion](#) [Inclusion and belonging](#)



We help make a meaningful contribution to the communities where we live and work through our Ciena Cares volunteering and giving program. We also promote the sustainable development of communities with our products and services as they connect more people while having less impact on the environment.

[Community investment](#) [Products and services sustainability](#)



We strive to minimize our environmental impacts through responsible use, reuse, and disposal of natural resources across our business operations and value chain. We also promote circular economy principles through our product design, take-back, and refurbishment services.

[Climate change](#) [Products and services sustainability](#)



We are committed to two near-term, science-based greenhouse gas reduction targets to reduce our environmental impact.

[Climate change](#)



Through their words and actions, Ciena's Board of Directors, executive leadership, and managers model and set expectations for high ethical standards in how we conduct business to ensure we are contributing to just and equitable societies.

[Governance and ethics](#)

Delivering sustainable networks and operations



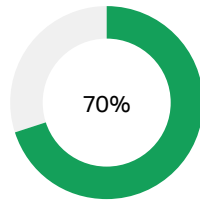
Delivering sustainable networks and operations

As network traffic continues to surge with the rise in cloud and AI applications, the need for high-performing, low-carbon networks is essential for our customers. Ciena is committed to meeting these capacity demands while minimizing environmental impact by championing sustainable innovation, circular practices, and efficiencies across our supply chain and operations.

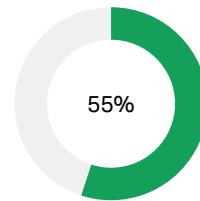
Highlights



Power per bit reduced by 54% with WL6e innovation compared to the previous generation



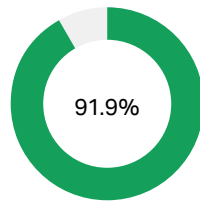
70% minimum recycled content by weight in our product packaging



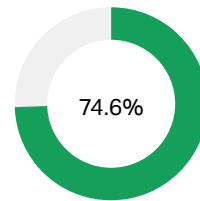
55% of waste from our labs and facilities diverted from ending up in landfills



100% renewable energy operation in our facilities



91.9% reduction in our scope 1 and 2 emissions from 2019 baseline



74.6% reduction in our scope 3 emissions per unit of capacity shipped in Gb/s from 2019 baseline

Climate change

We are committed to helping mitigate the risk of climate change by reducing the environmental impact of our products and services, supply chain, and business operations. Our ESC manages our environmental programs, sets goals, and tracks our progress toward them.

Our [Environmental Policy](#) sets expectations for our employees and business partners, empowering them to champion environmental sustainability so it is seamlessly integrated throughout our operations and business practices. Our Health and Safety Policy outlines our approach to operating in an environmentally safe manner, and our environmental management system, which underpins our environmental programs and guides the processes and procedures we have in place to minimize our environmental footprint, is certified to the ISO 14001 standard.

Learn more about [Ciena's environmental goals and programs](#)

ESC

Our ESC has day-to-day management and accountability for reaching our climate goals. The committee is sponsored by our Deputy General Counsel and Co-Head of Sustainability and our Vice President of Global Business Operations and is chaired by our Director of Environmental Programming. The committee has cross-functional representation and meets monthly to discuss projects and program goals. Each committee member is part of a workstream that aligns with areas where we can make significant impact on our climate goals, as shown in this chart:

Environmental Steering Committee		
Site energy and sustainability	Supply chain and operations	Emissions reporting, governance, and accounting
Business travel and procurement	Marketing, events, and communications	Services
Hardware and software design	Waste and water	Enterprise digital strategy and technology

Our greenhouse gas emissions goals

We are committed to two near-term science-based targets, approved in 2023 by the Science Based Targets initiative (SBTi), an organization that helps companies set greenhouse gas emissions reduction targets to prevent the negative impacts of climate change.

We are committed to the following science-based targets:

- An absolute goal to reduce scope 1 and 2 greenhouse gas emissions by 80.6% by fiscal 2030 from fiscal 2019 levels
- An intensity-based goal to reduce total scope 3 greenhouse gas emissions per unit of capacity shipped in Gb/s by 71.3% by fiscal 2030 from fiscal 2019 levels

In 2024, we reduced our scope 1 and 2 emissions by 91.9% from 2019, making significant progress against our scope 1 and 2 science-based target, which we seek to maintain. We attribute this progress to our continued commitment to invest in clean energy: sourcing 100% renewable energy where direct grid access is accessible, using Renewable Energy Credits (RECs), and implementing energy-efficiency projects in our facilities. We also reduced our scope 3 emissions per unit of capacity shipped in Gb/s by 74.6% in 2024, a reduction we aim to maintain. We attribute this reduction to the ongoing innovation of our products for energy efficiency.

Our approach to decarbonization

We focus our decarbonization efforts on areas where we can make a significant impact, particularly in our products and services, supply chain, and operations. Our decarbonization strategy is guided by three key focus areas:

Advance sustainable innovation in network design	Progress circular practices	Embrace sustainable operations
<ul style="list-style-type: none"> • Our products enable network operators to reduce energy, waste, and material use while meeting increasing network capacity and performance needs • Our services allow network operators to transform and scale their networks to optimize capacity and efficiency while reducing energy consumption 	<ul style="list-style-type: none"> • We aim to extend the usable life of our products through refurbishment and reclamation services and responsible end-of-life treatment of all e-waste in our value chain • We work with suppliers to reduce waste and increase the use of recycled materials in our products and packaging 	<ul style="list-style-type: none"> • We prioritize renewable energy use and waste reduction in our operations • We strive to reduce our emissions, energy use and waste throughout our supply and value chain

By focusing on these areas, we can drive meaningful progress toward our science-based targets and contribute to global efforts to combat climate change while continuing to deliver innovative solutions to our customers.

Climate-related risks and opportunities

While we work toward our science-based targets, we recognize that the impacts of climate change present potential risks and opportunities to our business. In 2024, we engaged a third-party consultant to conduct a comprehensive climate-related risks and opportunities assessment to better understand how climate change could impact our operations, supply chain, and product lifecycle.

Through this assessment, we found that extreme weather events such as flooding, heat waves, and natural disasters, as well as resource scarcity and climate-related transportation disruptions, pose potential challenges to our supply chain operations, potentially impacting our product manufacturing and delivery timelines. We are actively mitigating these risks through our ISO-22301 certified business continuity management system, which ensures emergency preparedness, response protocols, the safety of our workforce, and the continuation of our operations. We also manufacture in diverse geographies, allowing us to maintain a certain level of production should we experience disruption in another region due to climate events.

In addition, we see significant opportunities in providing low-emission, energy-efficient solutions that align with evolving market demands. To learn more about our climate-related risk-mitigation strategies and our approach to addressing these challenges, please read our [latest CDP report](#).

Key performance metrics

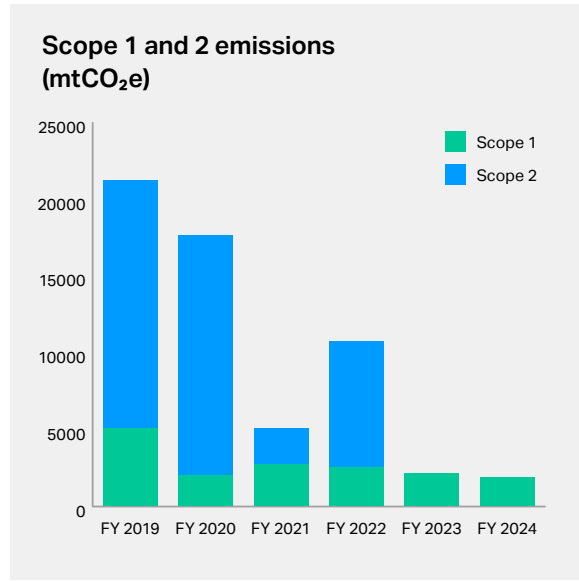
All data as of October 31, 2024.

Key metric	2024	2023	2022	2021	2020	2019
Scope 1 emissions (mtCO ₂ e)	1,709	2,136	2,501	2,686	1,976	5,060
Scope 2 emissions (mtCO ₂ e)	0	32	8,208	2,335	15,614	16,138
Scope 3 emissions (mtCO ₂ e)	1,722,455	2,426,871*	1,824,388	1,873,237	1,978,015	2,268,787
Total greenhouse gas emissions (mtCO ₂ e)	1,724,164	2,429,039*	1,835,097	1,878,257	1,995,605	2,289,985
Greenhouse gas emissions intensity (mtCO ₂ e per capacity shipped in Gb/s)	0.0253	0.0351	0.0384	0.0505	0.0686	0.0999
Total electricity use (MWh)	88,219	87,586	76,941	73,673	81,248	81,395
Total energy use (MWh)	95,702	95,461*	85,306	83,505	88,180	100,236
Renewable energy used (MWh)	88,219	87,040	57,860	41,577	0	0
Percentage renewable energy used	99.9%	99.4%	75.2%	51.9%	0%	0%

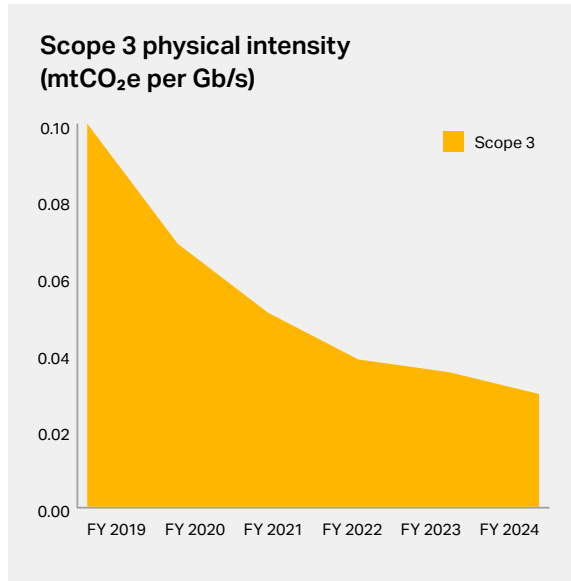
Our scope 1, 2 and 3 emissions have been verified with [limited assurance](#) by SGS, a third-party assurance provider.

*Our 2023 scope 1 and 3 emissions and total energy use have been restated due to updated data practices.

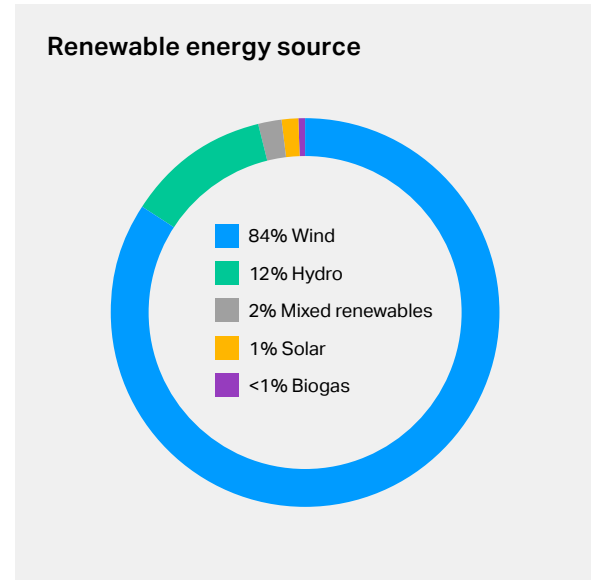
In 2024, our total scope 1, 2, and 3 emissions were 1,724,164 mtCO₂e, a 29% decrease from the previous year. Our scope 1 and 2 emissions were 1,709 mtCO₂e, representing a 20% decrease from the previous year, driven largely by expanded efforts to increase energy efficiency in our labs. Our scope 3 emissions were 1,722,455 mtCO₂e and include those from use of sold products (75%), purchased goods and services (23%), transportation and distribution (1%), business travel (.6%), fuel and energy-related activities (.3%), employee commuting (.2%), end-of-life treatment of our products (.04%), and waste (.01%).



While our scope 1 and 2 emissions decreased by 20% from 2023, we achieved an overall reduction of 91.9% from our 2019 baseline (21,199 mtCO₂e in 2019). This marks the second year of maintaining our scope 1 and 2 target of an 80.6% absolute reduction from 2019 levels. We are pleased with this progress, which we attribute to our use of renewable energy and energy-efficiency measures in our facilities. As we move forward, we aim to maintain this level of scope 1 and 2 emissions reductions by 2030.



Our absolute scope 3 emissions have decreased by 24% compared with our 2019 baseline (2,268,787 mtCO₂e in 2019). Moreover, our scope 3 emissions intensity saw a 74.6% decrease in emissions per capacity shipped in Gb/s compared with 2019 (0.0999 mtCO₂e per capacity shipped in Gb/s in 2019). This keeps us on track to achieving our scope 3 intensity-based reduction goal by 2030.



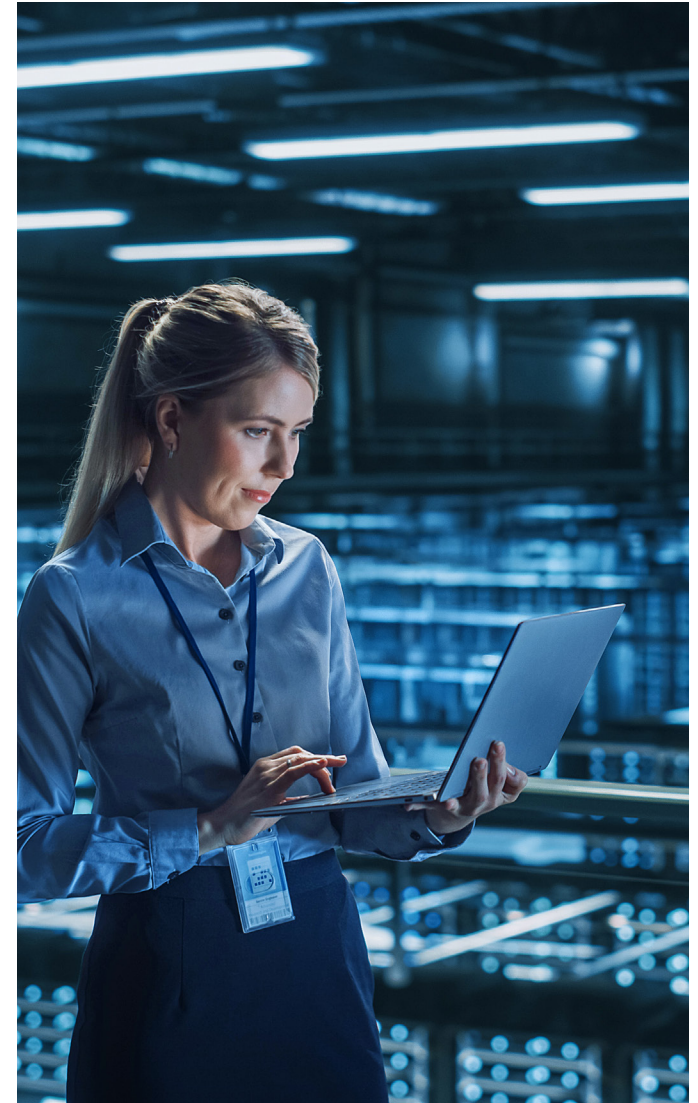
Renewable energy and energy-efficient labs and facilities

Our total energy use in 2024 was 95,702 MWh, and 92% of this use was from electricity (88,219 MWh). We maintained our goal of using 100% renewable energy in our facilities where direct grid access is available. In many of our facilities in the United States, United Kingdom, and Australia, we achieve this through utility-sourced renewable energy, and in Gurugram (India) we have our own solar photovoltaic (PV) plant, from which our facilities receive a portion of energy. We also purchase RECs from wind, solar, biomass, and hydro sources for locations where there is no direct grid access to renewable energy.

In addition, we continue to make energy-efficiency improvements in our labs and facilities. In 2024, our energy-reduction projects included:

- Installing smart sensors to manage lighting and heating, ventilation, and air conditioning (HVAC) settings and increasing default temperature set points at our Ottawa (Canada) campus
- Installing smart power distribution units for more efficient energy management in our labs across North America, Europe, and India
- Expanding remote-testing capabilities that allow our global lab teams across North America, Europe, and India to operate equipment on grids with lower emissions profiles
- Implementing smart metering to track energy use across our global facilities in Ottawa and Quebec City (Canada); Hanover, Maryland, Alpharetta, Georgia, and Petaluma and San Jose, California (United States); and Gurugram (India)
- Upgrading to energy-efficient LED lighting with motion sensors at our facilities in Ottawa and Montreal (Canada) and Burlington, Massachusetts (United States)
- Upgrading the Computer Room Air Conditioner (CRAC) system at our Hanover, Maryland facility to more efficiently monitor and maintain temperature and humidity in the labs
- Conducting quarterly audits to identify opportunities to decommission or power down unnecessary equipment in our global labs
- Engaging our employees in "power-down" campaigns at the end of each year, asking them to turn off high-energy equipment or switch to low-power mode when not in use

In 2024, our energy-reduction projects accounted for over 600 mtCO₂e avoided and our employees saved 293,584 kWh of energy, equivalent to 61 mtCO₂e, through our two-week power-down campaign. Additionally, we assess our facilities using green building standards, such as Leadership in Energy and Environmental Design (LEED), to ensure that we maintain highly efficient, carbon-saving, and cost-effective buildings. This work has been recognized with five LEED-certified buildings across our global real estate portfolio.



Business travel and employee commuting

We continue to introduce tools to help our employees make smart business travel and commuting decisions. In 2024, we introduced a new travel platform that provides employees with information on the lowest carbon-emitting travel options for their journey so they can make sustainable travel choices. We also offer our employees business travel transportation on a third-party application, which gives them access to electric vehicles at a similar cost to traditional gas-powered vehicles while providing Ciena with improved tracking and monitoring of our emissions. We are already seeing the impact of this new functionality, as there has been a 463% increase in rental electric vehicles' bookings, demonstrating that employees are shifting toward more sustainable options for business travel. We are also currently in the process of updating our Corporate Travel Policy to further embed sustainability in our business travel decisions.

In addition to these initiatives, we conducted a questionnaire to gather information on the frequency with which our employees commute to an office, their typical mode of transportation, and the distance of their commute. This data allows us to accurately assess and address our impact from employee commuting. For those who drive an electric vehicle to our offices, we provide charging stations in Ottawa and Quebec City; Hanover, Maryland; London (United Kingdom); and Gurugram. We also have secure bicycle racks at many of our offices, giving our people more environmentally friendly commuting options.

Sustainable supply chain

We actively collaborate with our suppliers to understand their emissions and drive reductions within our value chain. In 2024, we engaged our global logistics suppliers to identify projects that could reduce our shipping emissions. This led to a successful initiative with one of our contract manufacturers to optimize shipping schedules to help reduce emissions.

To better track our progress, we are implementing software to calculate emissions for specific shipments. This will allow us to further enhance the sustainability of our shipping practices and set emissions-reduction goals for our logistics operations. We also implemented a supplier engagement platform and set a goal for 54% of our direct suppliers with the highest emissions impact, as measured by spend, to have set science-based targets by the end of 2026. Enhanced visibility into our suppliers' goals and progress is key to achieving our own targets and reinforces our commitment to working collaboratively to benefit the planet.

Furthermore, our teams conduct on-site visits with our contract manufacturers to assess opportunities for decarbonization and energy-efficiency projects. For instance, our contract manufacturer in Mexico now implements a weekly power-down of unused equipment. Other projects include installing LED lighting with motion sensors, upgrading HVAC systems, installing infrastructure to direct heat flow in production lines, using renewable energy and installing solar panels at manufacturing sites, and detecting and preventing leaks in compressed gas systems.

Biodiversity

Maintaining biodiversity is crucial to sustaining the health of local ecosystems. Our facilities are compliant with applicable environmental standards, and we generally prioritize the use of existing infrastructure to avoid the impact of new construction.

Our Ciena Cares program enables our people to volunteer for clean-up events and donate to organizations that help preserve the environment. Our teams in Hanover, Maryland maintain a garden sponsored by Ciena to help protect the local environment where Ciena is headquartered. Our facilities in Ottawa and Hanover, Maryland manage on-site beehives, which help sustain bee populations and promote plant pollination. Additionally, we plant an indigenous tree through [TreeNation](#) for every new employee who joins our company.

Products and services sustainability

We are committed to advancing the innovation of our products and services to help our customers build low-carbon networks that meet the capacity demands of today and tomorrow while minimizing their environmental impact across the entire network lifecycle. Our design philosophy centers around the principles of openness, modularity, scalability, security, and sustainability, all of which lead to a more renewable network architecture.

With our products, software, and services, our customers can:

- Reduce the energy required to power and cool network equipment
- Decrease the physical real estate space and possible infrastructure construction needed to house network equipment
- Minimize the need to travel to network sites for service provisioning and maintenance
- Minimize waste through less material usage and increased recycled and recyclable content in packaging
- Reduce shipping and packaging emissions through extended equipment lifecycles and space-efficient designs

Our Senior Vice President of Global Research & Development oversees the research and development of our products, while our Senior Vice President of Global Customer Engagement oversees our Services portfolio. Additionally, our Senior Vice President and General Manager of Blue Planet oversees our Blue Planet Intelligent Automation Portfolio.

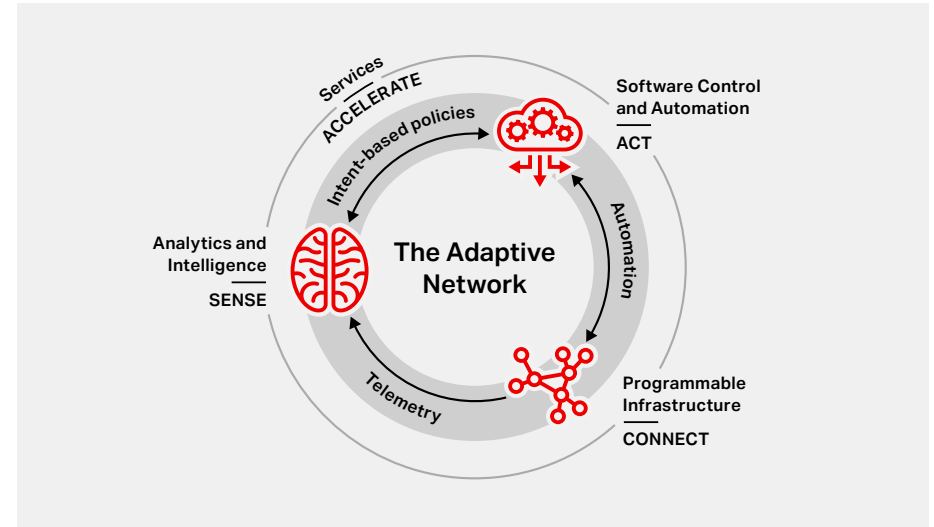
Key performance metrics

All data as of November 2, 2024. Dollar amounts are in millions of USD.

Key metric	2024	2023	2022
Investment in research and development	\$767.5	\$750.6	\$624.7
Percentage of returned products that were reclaimed or reused	83%	77%	78%

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The Adaptive Network vision and sustainability



The demand for high-bandwidth, low-latency, and always-on connectivity is growing as new applications emerge. Ciena's Adaptive Network vision seeks to help customers optimize their networks by prioritizing flexibility and efficiency to address connectivity needs. We achieve this by focusing on key foundational elements: programmable infrastructure, analytics and intelligence, software control and automation, and services. When combined, these elements result in networks that are high-performing, reliable, and sustainable.

Programmable infrastructure

Ciena's optical and routing and switching technologies can play a key role in helping our customers achieve their sustainability goals, enabling them to build smarter, simpler, and more efficient networks. The convergence of our industry-leading hardware and intelligent platform-embedded software can lead to cost savings and increased scalability while minimizing the power and physical space required.

For example, Ciena's WL6e coherent optical technology delivers up to 1.6 Tb/s of capacity while reducing power consumption per bit by 54% from the previous generation. Because WL6e fits in an existing chassis, customers can reuse the installed infrastructure, reducing the need for new equipment and the associated environmental impact. Similarly, WaveLogic 6 Nano (WL6n), a pluggable form factor, also doubles the capacity of the previous generation, achieving 800 Gb/s at 1,000 km distances while minimizing power and space requirements. Its modular design gives customers the flexibility to scale their networks where and when they need it as bandwidth demands grow, reducing unnecessary equipment and waste.

Furthering network convergence, Ciena's WaveRouter, a unique, purpose-built coherent metro router, unifies IP and optical in the metro. It delivers twice the power efficiency for the same routing capacity as alternative routing and switching options. WaveRouter can be deployed in nonadjacent racks, maximizing existing power and cooling structures. Its optimized front-to-back air cooling further reduces energy consumption, and its distributed, protected powering system allows network operators to use only the capacity and power needed at any given time. Additionally, the optional passive direct attach copper (DAC) cabling of WaveRouter consumes zero power and features an ultra-thin design, minimizing material usage.

Analytics and intelligence

Using our programmable infrastructure with real-time telemetry data, advanced analytics, and AI, the Adaptive Network can constantly learn and improve network efficiency, driving greater sustainability. Ciena's Blue Planet Intelligent Automation and Navigator NCS deliver actionable insights, harnessing this real-time streaming telemetry data through open, industry-standard APIs. Advanced analytics algorithms and AI process this data to not only monitor network performance but also identify opportunities for optimization. For instance, it can automate remote fault resolution, which helps minimize unnecessary truck rolls and their associated emissions and reduce the need for more network equipment.

Software control and automation

Using real-time data with intelligent automation, such as software-defined networking (SDN) and virtualized services, allows customers to build more sustainable networks while better managing their resources and automating services across multi-vendor, multi-domain, and multi-layer hybrid networks. Virtualized services can reduce the need for truck rolls and additional equipment by using cloud-based network functions. Ciena's Navigator NCS and Blue Planet Intelligent Automation Portfolio enhance these capabilities through analytics-driven, closed-loop automation, enabling customers to build smarter, more efficient, and sustainable networks. By using intelligent automation and SDN, customers can perform network functions on demand and scale them down or deactivate them when no longer needed. On-demand networking reduces the amount of hardware required, minimizing materials used, waste, and energy consumption.

Learn more about network automation and sustainability in this [report](#)

Other ways that Ciena helps to deliver sustainability benefits through software control and automation include:

- **Data-driven network optimization and management:** Navigator NCS provides a centralized single point of control, helping customers to visualize and optimize their multi-layer networks. This optimization is further enhanced by Blue Planet Inventory, providing a unified view of network resources and services to identify and repurpose stranded assets while optimizing network designs for reduced power consumption. These tools and apps support network planning, analytics, software control, and automation—simplifying operations, optimizing network performance, and enabling data-driven decisions for greater sustainability.
- **Virtual testing and AI-powered insights:** Within Navigator NCS, Emulation Cloud™, a virtual lab, provides easy integration testing

without the need for additional physical lab hardware, power, and resources. Emulation Cloud creates a digital twin of the network, allowing customers to proactively identify and address potential issues before they happen, reducing downtime and truck rolls. Navigator Intelligent Apps (Navigator IA) harnesses AI-driven analytics to further enhance these efficiencies, maintaining peak network performance and optimizing resources.

- **Increased network capacity and efficiency:** Liquid Spectrum™ applications increase visibility into our customers' photonic networks, enabling them to drive greater capacity while reducing power per bit. Apps such as Channel Margin Gauge helps to harvest latent network capacity, while PinPoint OTDR allows technicians to remotely locate fiber faults so they can dispatch fleets to the right location, reducing travel-related emissions and the duration of network outages.
- **Sustainable network design:** Our PlannerPlus tool allows customers to automate their capacity management and design networks with sustainability in mind. It calculates a network's total power consumption, allowing for the assessment of its heat output and greenhouse gas emissions. This information provides customers with a clear understanding of their typical network power consumption and emissions, allowing them to make informed decisions to reduce their footprint.

Services

Using modern architectures and implementing regular network optimizations can help customers maintain peak capacity and support evolving connectivity needs. Through our Optimization Service, we measure and monitor network configuration, performance, and capabilities and build plans to mitigate vulnerabilities and harness underutilized resources. The service helps maximize available bandwidth and operate with enhanced efficiency, thus reducing energy consumption. Another benefit of our Optimization Service is our spectrum defragmentation capability, which identifies unused photonic spectrum

within the network by analyzing existing capacity and identifying stranded bandwidth that can be aggregated and recolored to free up usable capacity. This helps customers scale their network capacity without deploying additional equipment.

Ciena offers network transformation services, including consulting, implementation, and systems integration to upgrade networks to be more sustainable. Ciena can help identify underutilized equipment, or low-fill or zero-fill equipment, within a customer's network. This allows the equipment to be powered down and removed from the network, reducing energy consumption from the equipment and cooling systems. Our teams can help customers consolidate their network sites and exit from sites that are no longer needed, reducing their overall real estate footprint and related energy consumption. Furthermore, our teams can migrate all services running on legacy equipment to a modern next-generation network, resulting in significant energy savings.

During the planning process, our teams can help customers identify energy savings opportunities in their networks. Additionally, we are exploring AI-driven object detection technology and augmented and virtual reality tools to enhance precision within our deployment services, eliminating the need for return visits and their associated emissions. We are also collaborating with our services suppliers to integrate sustainability principles into our supplier guidelines, extending our commitment to reducing our environmental impact throughout our supply chain.

Altogether, Ciena's Adaptive Network vision doesn't just address the growing need for faster, more responsive networks—it also helps empower a more sustainable future. By enabling customers to optimize their networks for efficiency and longevity, we are reducing the environmental impact of digital connectivity. But more than that, we are providing the foundation for businesses and communities across the globe to sustainably thrive.

Circularity

We design our products to serve networks over the long term and offer services that help extend equipment life and enhance its recyclability. We have been conducting a review of the material composition for certain products to better incorporate more recycled and recyclable content. For instance, many of our products contain plastic injection-molded parts, and our teams have set a goal to use 50% recycled plastic for all new product designs.

We are also committed to using halogen-free printed circuit boards (PCBs) in our products. Halogen-based flame retardants, commonly used in PCBs, can pose environmental hazards if not properly managed during disposal. Our transition to halogen-free PCBs minimizes these risks and enhances the recyclability of our products. Where applicable, all our new and recent product introductions, including WL6e, use 100% halogen-free PCBs, reducing the environmental impact of our products while enhancing the safety and well-being of our customers and the communities we serve.

To further minimize our environmental impact, we offer equipment refurbishment services to extend the usable life of one of our products by restoring it to an operational condition. When a product reaches its end of life, our equipment recovery and reclamation services provide customers with a secure and sustainable way to recycle their used equipment. This includes assessing the equipment, securely erasing all data, and recycling wherever possible to reduce landfill waste.

In addition, Ciena works with compliance partners and Approved Authorized Treatment Facilities (AATFs) to offer take-back programs for equipment that falls under the scope of the [Waste from Electrical and Electronic Equipment \(WEEE\)](#) and similar global legislation. These programs support our customers in responsibly recycling our products that have reached the end of their useful life.

Product packaging

We have been redesigning our product packaging to reduce waste, conserve resources, and lower our carbon footprint from both waste and product transportation. We achieved our goal to use a minimum of 70% recycled content by weight in all our packaging by using more recycled materials and redesigning high-use packaging to reduce overall weight and size of boxes. In doing so, the packaging for our optical portfolio now contains more than 80% recycled content by weight.

In addition, we are working toward using packaging that is close to 100% recyclable where possible. To achieve this, we have been switching to recyclable materials, such as cardboard, and minimizing the use of nonrecyclable content. We will continue to adopt these sustainable design principles in all our packaging. Our teams are currently working on creating design principles for each type of packaging during product manufacturing, shipping, and repair processes.



We've made remarkable progress in optimizing our packaging, surpassing our goal of 70% recycled content ahead of schedule! We will continue to focus on reducing waste and ensuring that our packaging is easily recyclable.

— Steven Haley, Global Supply Chain Leader

Waste and water management

Effective waste and water management is important to helping conserve natural resources and minimize our environmental impact. Our ESC, under the supervision of our Director of Environmental Programming and guidance from our Director of Enterprise Management Systems, oversees our initiatives related to responsible waste management and water conservation.

Key performance metrics

All data as of October 31, 2024.

Key metric	2024	2023	2022
Total waste (mt)	451	405*	340
Total e-waste (mt)	52	36*	84
Percentage of waste diverted from landfill	55%	53%*	64%
Total water withdrawal (m ³)	85,861	108,437*	105,790

*Our 2023 waste and water numbers have been restated due to updated data practices.



Reducing waste with 100% recyclable air pillows protecting our products at one of our global distribution centers

Managing our waste

In 2024, we completed waste surveys of our global facilities to determine improvement measures to increase our diversion rates. Based on our findings, we developed a waste management playbook to guide our facility managers and set sustainable purchasing standards to increase the use of recyclable and recycled office supplies and materials and reduce single-use waste. We also identified targeted initiatives in our various facilities that have helped us increase our diversion rate by three percentage points. Our practices have included:

- Standardizing waste signage for mixed recycling, organics, and landfill waste to ensure clarity for our employees
- Eliminating our individual workstation waste bins in favor of centralized waste bins, encouraging mindful disposal
- Transitioning to reusable kitchenware at our Belfast (United Kingdom) facilities, including utensils, stirrers, and plates, and working toward using reusable coffee cups to minimize single-use items
- Piloting a program to use reusable coffee cups instead of single-use cups at our facilities in Gurugram, helping us reduce waste

We also work with our contract manufacturers to reduce waste in our supply chain. For example, two of our contract manufacturers now use reusable pallet sleeves for packing products for shipping, which helps us reduce plastic film waste. This project has saved approximately 235 kg of plastic film waste each year since 2022, helping us avoid 485 kg of CO₂e. In addition, one of our contract manufacturers now uses reusable boxes with biodegradable air pillows for shipping our products and components. Similarly, certain global distribution centers now use 100% recyclable air pillows and tape made from recycled content to protect our products during shipping, further reducing our waste.

Internal e-waste

We responsibly manage the electronic waste (e-waste) generated by our operations, including our product development, internal IT systems, and product end of life. In 2024, our total e-waste was 52 mt. We work with third-party vendors to ensure our e-waste is responsibly collected, recycled, or refurbished in accordance with the regulations of the countries in which we operate. In 2024, we created a dedicated lab e-waste committee, reporting to our ESC, that is focused on establishing best practices. The committee is currently developing a procedure that outlines how to maximize equipment lifespan through redeployment and responsible end-of-life treatment with our third-party e-waste vendors.



To further minimize e-waste, we allow employees to keep their outdated laptops and office equipment for personal use when it is time for a laptop refresh. Our IT team securely wipes all Ciena data from the old laptops before releasing them to employees for personal use, extending their usable life. If an employee does not wish to keep their equipment, we work with a third-party vendor to refurbish it for a second life. This year we also held e-waste collection events at our Ottawa and Hanover, Maryland facilities, providing employees with a convenient way to responsibly dispose of unwanted or end-of-life equipment from their homes.

Hazardous waste

We have procedures in place to responsibly manage harmful materials, including refrigerants used in our HVAC systems, diesel for our generators, and small quantities of hazardous waste generated by our labs. In 2024, we maintained our record of zero instances of hazardous spills. This achievement reflects our commitment to promoting safe handling practices through regular employee training sessions and equipping our facilities with spill kits and clearly marked safety signage. Additionally, we work with specialized waste and recycling vendors to ensure the responsible disposal and management of hazardous substances.

Managing our water use

We primarily use water in our facilities for drinking, sanitary purposes, and within the operation of our chiller systems. In 2024, our water withdrawal was 85,861 m³, a 21% decrease compared to 2023. This reflects the impact of ongoing efficiency projects, including the installation of low-flow water fixtures and flow meters at many of our facilities. For example, by fitting aerators to kitchen and bathroom taps in our Belfast facilities, we reduced our water usage by more than 35% per person. We are also in the process of implementing guidelines for our facility managers on responsible water use and conservation efforts.

Helping our
people thrive



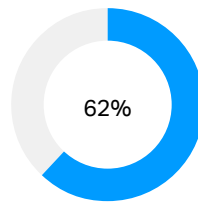
Helping our people thrive

We cultivate an inclusive workplace where everyone feels empowered to reach their full potential. We strive to foster a culture that celebrates and embraces our differences, prioritizes the holistic well-being of our people, and provides opportunities for continual growth and development.

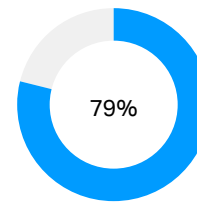
Highlights



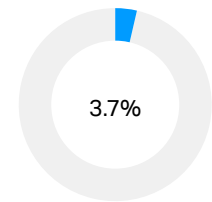
Employee engagement score of 83 maintained



62% of employees engaged with our holistic well-being platform



79% of eligible employees used wellness reimbursements to aid their well-being goals



Low employee-turnover rate of 3.7%, reflecting a positive and supportive work environment



Employee stock purchase plan (ESPP) accessed by 57% of eligible employees

Talent management

We prioritize our people’s development so they can have rewarding careers while delivering and supporting technology that connects the world. We invest in continual learning and skills-enhancement programs and provide competitive compensation. In addition, we strive to attract, develop, and inspire the best talent to ensure continued success and growth for both our company and our people.

Our talent management programs are overseen by our Senior Vice President, General Counsel, and interim Chief People Officer, who regularly updates our Board of Directors on these programs and our performance. Our compensation strategy and rewards, including our approach to salaries, incentive compensation, equity awards, and benefits, are regularly reviewed by our Board of Directors. The Compensation Committee of our Board of Directors approves the compensation of our executive officers on an annual basis.

Key performance metrics

All data as of November 2, 2024. Dollar amounts are in millions of USD.

Key metric	2024	2023	2022
Employee headcount	8,532	8,360	8,079
Voluntary turnover rate	3.7%	4.4%	9.4%
Percentage of positions filled with internal candidates	11%	14%	18%
Percentage of positions filled by females	25.3%	26.6%	27.1%
Percentage of positions filled by early-in-career individuals	60.3%	33.1%	53.9%
Employee engagement score	83	83	81
Percentage of employees who participated in the employee engagement survey	84%	84%	77%
Total remuneration	\$1,283	\$1,183	\$1,128

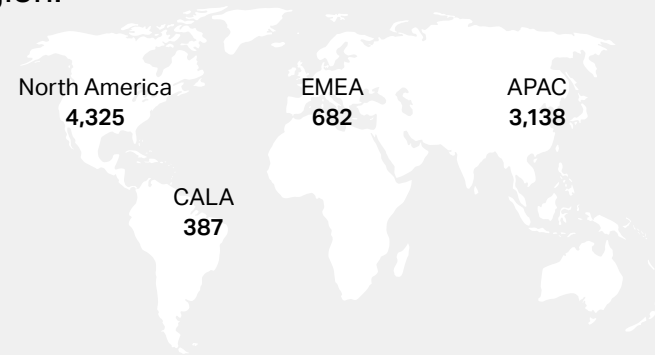
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Employee snapshot



8,532 employees worldwide
8,470 full-time, 62 part-time

By region:



By age range:

Age Range	Employee Count
Ages 30 and under:	1,738
Ages 31–50:	4,410
Ages 51+:	2,384

Retaining and promoting talent

In 2024, our voluntary turnover rate was 3.7%, reflecting a 0.7 percentage point decrease from the previous year, which we attribute to our strong culture and ongoing investment in our people. Additionally, our voluntary turnover among top performers and high-potential talent remains low.

We understand the important role that career development plays in our people's satisfaction and engagement, which is why we actively support internal mobility. We post all job openings internally first and give priority notice to all internal candidates on their progress throughout the recruitment process. In 2024, we filled 11% of our open positions with internal candidates.

Employee engagement

In 2024, we conducted two employee pulse surveys, with one focused on overall engagement and one focused on our culture of integrity. These surveys help us understand what matters most to our people, and how we can support them in their careers and empower them to always act with integrity.

Our employee engagement score in 2024 was 83, consistent with our score from the previous year and remaining five points above the industry benchmark set by our third-party survey administrator. Employee feedback from the surveys highlighted that flexibility, career growth, and remote collaboration and connection continue to be topics of focus for our people. We addressed this feedback by providing refreshed resources on career growth and performance conversations for employees to discuss with their managers. We also hosted sessions with Spring Health, our employee assistance program provider, on understanding and managing stress and anxiety as well as remote work and social isolation. Going forward, we will continue to ensure that employees and managers have the resources and support they need to enhance their careers.

Competitive compensation and rewards

We design our Total Rewards programs to drive performance and to attract, retain, and motivate talent. Our total compensation, including salaries, variable compensation, and benefits, was \$1,283 million in 2024.

Our reward programs are designed with the intention to be:

- **Competitive:** We ensure that our pay opportunities and benefit plans are competitive in each geographic market to attract and retain high-quality talent.
- **Performance-focused:** We emphasize setting clear goals and objectives and engaging in ongoing career conversations between employees and their managers to drive the execution of these goals. Our rewards programs reinforce and celebrate these successes.
- **Fair and transparent:** We embrace our ethical and legal obligation to ensure that our reward programs are fair. We remain transparent with our employees on their compensation through our Salary Range Tool, which shows market reference ranges for compensation by job type, level, and geographic region.

Recognizing our people

The Bravo! recognition program allows our people to express their appreciation and respect for the work of their peers. In 2024, we refreshed our program to foster greater collaboration among colleagues and to provide more monetary and points-based awards by managers. Colleagues can send awards to each other to show gratitude for their hard work and for living Ciena's core values: Agility, Customer First, Innovation, Integrity, and Teamwork. They can also engage with their peers' recognitions through a dedicated feed, allowing colleagues to celebrate each other's successes. In addition, managers can recognize exceptional efforts with monetary Spot Awards and points-based awards, which individuals can redeem for items available in an online catalog. In 2024, 3,088 people nominated a colleague for a Bravo! Award, resulting in a total of 18,948 awards.

Talent development

We create opportunities for our people's continual growth and development at every stage of their careers. In 2024, we refreshed our resources to help individuals and managers facilitate growth conversations, ensuring team members are well-equipped to reach their career aspirations. We also enhanced our Learning Management System to include a section for individuals to track career conversations with their managers and identify goals for development.

Additionally, we continue to provide a range of development tools and programs to enhance skills, including:

- Early-in-career development programs for sales, engineering, and IT graduates, along with a Friends and Family Student Referral Program, where employees can refer students for short-term intern positions to gain valuable work experience; in 2024, we hired 179 new graduates and 137 interns through the Friends and Family Student Referral Program



Gary Smith, President and CEO, welcomes new graduates to our office in Gurugram

- Our Management Development Program and Leadership Development Program that help individuals become effective leaders, foster cross-functional collaboration, and enhance communication skills
- Our Thrive Development Program designed to cultivate, empower, and equip individuals from various backgrounds and experiences with essential leadership skills, including self-awareness, relationship building, communication style, and leadership presence; in 2024, 53 people graduated from the program, bringing the total to over 150 graduates since its inception in 2021
- A mentorship program that allows employees to sign up as either a mentor or mentee
- Sales curriculum training to help refine the sales skills of both new and experienced sales professionals
- BetterUp Coaching, where employees are paired with a professional coach to work on identified goals and development needs. In 2024, 216 individuals were paired with a coach through BetterUp Coaching
- Job shadowing opportunities that allow individuals interested in a different role to follow and observe someone in their desired role during a typical day or while working on a project, allowing them to learn about the responsibilities and skills needed for that specific role or function



The Thrive Program has been instrumental in both my personal and career development, enhancing my interactions with our customers.

— Tasmia Razia, Senior Associate, Sales Engineering

- Opportunities for managers to identify individuals who exhibit qualities of future leadership potential
- Our Learning Hub that offers resources on multiple business functions and development topics
- Online learning modules through our Learning Management System covering Ciena technology and processes, Ciena-related certification tracks, and various lessons on personal development and skills
- Branch Out micro learnings on professional development, personal growth, and diversity and inclusion
- Self-paced management development content based on new and emerging themes for managers
- Onboarding program for new employees that includes resources on how to be successful at Ciena and topics that contribute to our culture

As we look to 2025, we will evolve our learning and development program to provide enhanced guidance on holding career conversations, targeted learning for all our people to build key skills, and tools and support to help them determine and drive their career paths.

Hear from our people on their experiences with [mentorship at Ciena](#)

Tuition reimbursement

We offer tuition reimbursement for single courses, certifications, one- or two-year diplomas, and three- or four-year degrees for those who wish to continue their education and enhance their learning. Our tuition reimbursement benefit is available for all full-time and part-time employees and covers courses or certifications related to their current position or career path within Ciena. As part of the program, Ciena can reimburse tuition, books, materials, and lab fees up to \$10,000 per person for each calendar year.

Ciena Digital University

Our Ciena Digital University provides our people with the opportunity to learn about emerging technologies, data literacy, user experience, and digital productivity from colleagues who are subject matter experts in these areas. The university offers breakout sessions, workshop training, surveys, interactive courses, and Ciena use case demonstrations to enhance our people's knowledge. The team is also adding an end-user digital learning course to help our people understand how to best support end users with digital tools and skills.

Inclusion and belonging

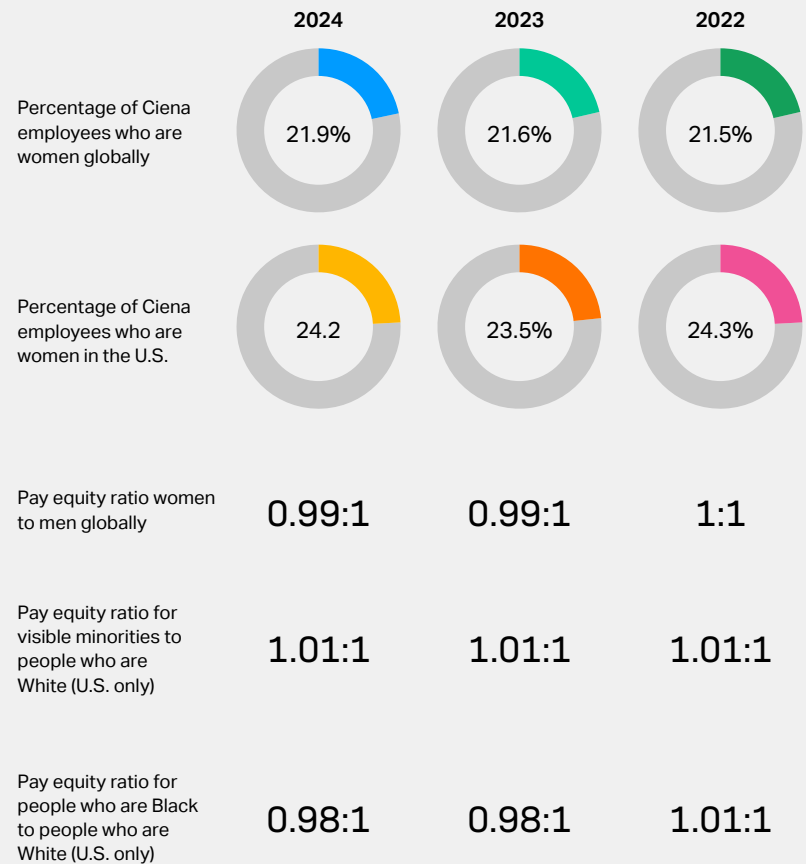
We strive to cultivate an environment that champions inclusivity and where everyone feels that they can belong. We are committed to a fully inclusive and nondiscriminatory workplace as outlined in our [Code of Business Conduct and Ethics](#). Our President and CEO has also signed the [CEO Action for Diversity and Inclusion pledge](#), showing our commitment to supporting an inclusive workplace for all people.

Our Global Inclusion team reports to our Senior Director of Employee Experience and is responsible for our global programs and initiatives. Additionally, our Global Inclusivity Council, a cross-functional team of leaders cochaired by our Senior Vice President, General Counsel, and interim Chief People Officer and our Senior Vice President and General Manager of Blue Planet, helps drive our diversity and inclusion strategy and efforts. In 2024, the council focused on fostering allyship across our organization, establishing teams to address barriers to inclusivity, and championing equity for our people, customers, partners, and communities.

Learn more about [inclusion and belonging at Ciena](#)

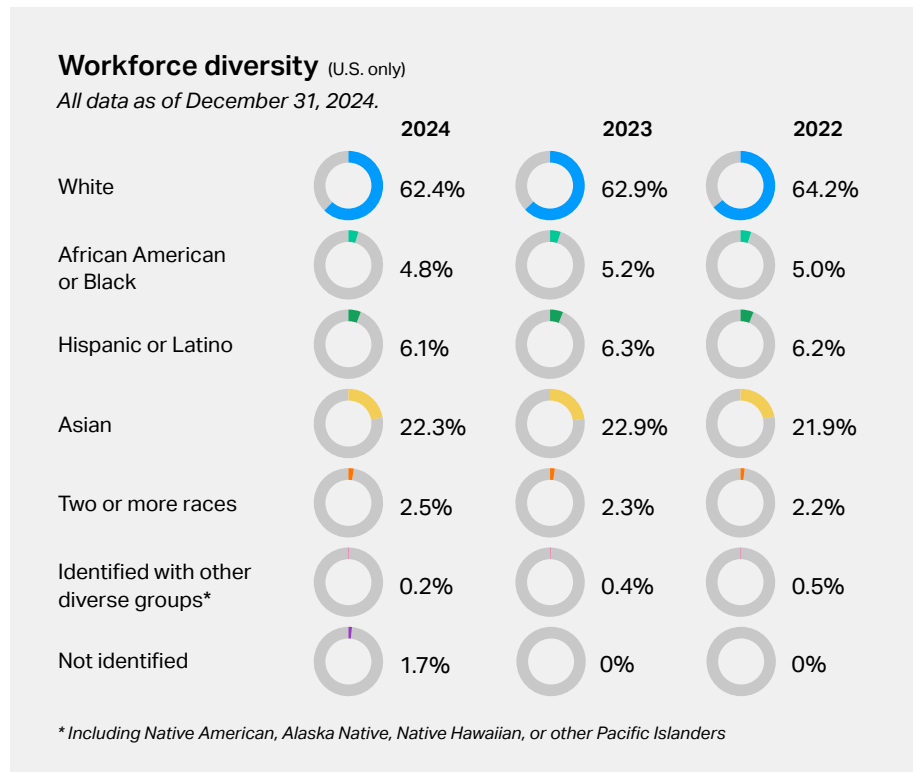
Gender representation and pay equity

All data as of December 31, 2024.



Pay equity

We are committed to maintaining 100% pay equity globally across genders and among diverse groups in the United States and conducting a biennial assessment to review our progress. Our assessment considers factors such as roles, performance, and location, which helps us determine whether employees with comparable roles and performance are receiving fair and equitable compensation. Our assessment found that the pay equity ratio between women and men was 1:0.99. Additionally, we found that people who identify as a visible minority in the United States are paid at a ratio of 1.01:1, and people who are Black are paid at a ratio of 0.98:1, compared to employees who are White. As we look to 2025, we will take steps to address any identified pay equity gaps.



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Our diversity

In 2024, we increased the global representation of women in our workforce by 0.3 percentage points and by 0.7 percentage points in the United States compared to the previous year. Within the United States, we also saw a slight increase (0.2 percentage points) in the number of employees who identify with two or more races, while our other diverse groups remained consistent with the previous year.

Visit our [Equal Employment Opportunity Report](#) for the United States

Self-identification

Last year, we launched a voluntary self-identification questionnaire within our employee management system that was available to employees in Australia, Canada, Japan, India, the United Kingdom, and the United States. The questionnaire allows individuals to confidentially share information about their race, ethnicity, gender identity, sexual orientation, disability status, and veteran status.

Since launching the survey, 88% of eligible employees have disclosed information in at least one of the listed categories. This information helps us:

- Effectively analyze the diversity of our people so we can develop programs to support them
- Gain deeper insights into the impact of our policies and initiatives on employees of all backgrounds
- Transparently report our workforce demographics to stakeholders, including employees, customers, and regulatory bodies
- Make more informed decisions that consider the needs of all people and proactively address potential areas of unconscious bias or inequity

By better understanding the diverse backgrounds of our workforce, we can build a more inclusive workplace for everyone.

Recruiting and hiring diverse talent

We look for ways to attract people with various backgrounds, perspectives, and skill sets, recognizing the immense value that diverse perspectives bring to our innovation and culture. Some of our practices include:

- Maintaining relationships with organizations, universities, and job boards specializing in connecting employers with underrepresented groups. This includes collaborating with organizations like the National Society of Black Engineers, Institute of Electrical and Electronics Engineers (IEEE), Women in Engineering, and the Leadership Council on Legal Diversity, among others, as well as attending career fairs focused on diverse individuals. We also use a platform to connect our job postings with students from more than 1,700 U.S. universities.
- Using accessible and inclusive practices such as gender-neutral language in job postings and providing accommodations throughout the hiring process to ensure accessibility and inclusivity for all. Candidates can request accommodations such as rest breaks, extended time, closed captions, and more so we can effectively support them throughout the process.
- Tracking key metrics, including job posting engagement with diverse talent and applicant diversity, to measure the effectiveness of our efforts and identify areas for improvement.
- Offering a Cultural Ambassador program that connects potential job candidates with a Ciena employee to provide firsthand insights into our culture, values, and employee experience.

We are committed to fostering a workplace where everyone feels welcomed, respected, and empowered to bring their unique talents.

Allyship

We empower our people with resources and tools to deepen their understanding of allyship and provide guidance on how to be effective allies. We also encourage our people to make our Allyship Pledge, which allows them to demonstrate their commitment to their colleagues. In 2025, to help foster greater psychological safety and a sense of belonging, we will further strengthen our allyship initiatives by facilitating allyship chats with our leaders and enhancing communications regarding our Allyship Pledge.

Supporting people with diverse abilities

AccessAbility is our global, cross-functional team dedicated to raising awareness and addressing barriers for people with different cognitive or physical abilities or chronic illnesses. The team works to ensure that our workplace policies are inclusive, to provide education and training for people to better work with their colleagues, and to support their colleagues as allies. Over the past year, the team worked to increase employee knowledge about neurodiversity and how to engage with neurodiverse individuals. We actively work with [Neurodiversity in the Workplace](#), a nonprofit organization that helps companies design, implement, and sustain neurodiversity hiring practices. This collaboration allowed us to offer training and resources on neurodiversity for individual contributors, people managers, and teams involved in providing accommodations. We will continue to work with Neurodiversity in the Workplace to help us equip our employees with the knowledge and tools to create a safe and welcoming workplace where everyone feels included, regardless of their abilities.

Employee resource groups

Our ERGs are employee-led groups dedicated to fostering a sense of belonging and empowerment across our company. They play a pivotal role in driving awareness, fostering allyship, and cultivating a community where employees can connect, share experiences, and support one another. In 2024, we offered training to our ERG leaders through [Radius Networks](#) on how to foster inclusion and belonging and drive innovation through their groups. Radius Networks recognized our investment in our ERGs by naming Ciena a Radius-certified Employee Network Investor. Our seven ERGs comprise:



Asian at Ciena

Asian at Ciena aims to promote cultural understanding and awareness of our Asian colleagues. Formed in early 2024, the group has held numerous global internal events to network, share cultural traditions, and celebrate holidays like Lunar New Year, Asian Heritage Month, and Diwali. Activities included a virtual event where employees learned about the customs and traditions of Lunar New Year, a virtual event during Asian Heritage Month with a guest speaker who discussed the importance of diversity, inclusion, and overcoming bias in the workplace, and in-person Diwali celebrations where individuals learned more about the holiday.



Asian at Ciena celebrates Lunar New Year at our office in Ottawa



Black at Ciena members volunteer together in Atlanta, Georgia

Black at Ciena

Black at Ciena is dedicated to fostering a supportive community, promoting cultural awareness, and addressing issues unique to the Black experience in the workplace. In 2024, the group hosted global virtual internal events to celebrate Black History Month in both the United States in February and the United Kingdom in October. Both events featured guest speakers who highlighted the often-overlooked contributions of Black innovators. Additionally, the group held a session on Black mental health with Spring Health, our employee assistance program provider, to increase understanding of the unique challenges faced by Black individuals, overcome stigma and barriers to care, and develop steps toward creating a more supportive environment.

Latinx at Ciena

Latinx at Ciena is dedicated to fostering a sense of belonging by celebrating Hispanic cultural heritage, providing networking and professional development for employees and allies, and giving back to their local communities. In addition, in 2024 the group conducted a survey to understand how to best support the needs of their members, which will inform their planning for the coming year.

Next at Ciena

Next at Ciena supports the development of early career professionals through mentorship, networking events, and resources to help them navigate their careers and reach their full potential. In 2024, the group hosted numerous events to support their professional growth, including a Tech Showcase in Ottawa, where colleagues presented to their peers about the technologies and projects they work on. They also led a series of talks for all employees that made complex technical topics simple. The leaders of the ERG gathered in person to take part in workshops on topics such as overcoming imposter syndrome, inclusive leadership, and incorporating AI. Additionally, they organized giving-back events like blood drives and other volunteering opportunities to connect while making a difference.



Next at Ciena members chat with Sheela Kosaraju, SVP, General Counsel, and Chief People Officer

Pride at Ciena

Pride at Ciena celebrates and supports LGBTQ+ employees, allies, and the broader community, fostering a safe and inclusive workplace while advocating for LGBTQ+ rights and representation. During Pride Month in 2024, the group hosted a global internal virtual event featuring a social justice artist who spoke about their work and the importance of advocating for human rights and equality. Pride at Ciena members also marched in Pride parades in Belfast and Atlanta, Georgia (United States). In addition, they collaborated with our Next at Ciena ERG to host quiz nights at our London office, inviting customers to join to support nonprofit organizations helping LGBTQ+ individuals. Ciena is also a member of [Out & Equal](#), a nonprofit organization advocating for LGBTQ+ workplace equity, inclusion, and belonging.



Colleagues in Belfast march in the city's Pride parade

Learn how [Ciena's inclusive workplace](#) felt like the right fit for colleagues

Vets at Ciena

Vets at Ciena supports veterans and active-duty military personnel transitioning into civilian careers by providing resources, offering networking opportunities, and advocating for their unique needs. In honor of Memorial Day in the United States, the team, alongside one of our customers, participated in the “Carry the Load” march, raising awareness and funds for military veterans, first responders, and their families. Their combined efforts raised an incredible \$7,696 for the cause. Vets at Ciena also organizes volunteering opportunities to support veterans in their local communities. For instance, the team in Hanover, Maryland volunteered with The Baltimore Station, a nonprofit organization helping veterans transitioning through poverty, addiction, and homelessness.



Vets at Ciena members participate in the “Carry the Load” march in Dallas, Texas (United States)

Women at Ciena

Women at Ciena empowers women to thrive in their careers by providing development opportunities, fostering valuable connections, and facilitating career growth. The group hosts an annual global internal celebration for International Women’s Day, with regional virtual and in-person events. In 2024, the celebration included guest speakers and panel discussions on topics such as enhancing personal presence, bringing your authentic self to work, managing imposter syndrome, and the potential influence of AI on gender bias.

Our Women at Ciena team in London also organizes an annual luncheon with our customers and business partners. This year’s event featured a panel discussion with senior leaders on attracting and retaining talent in the era of AI and was followed by discussions on the importance of sponsoring women in the workplace. Women at Ciena is also actively involved in community outreach, inspiring young girls to pursue STEM careers.



Women at Ciena members at their annual luncheon in London with Rebecca Smith, SVP, Global Marketing & Communications

Well-being

We know that our people thrive when they feel their best. We emphasize a holistic well-being program that supports our people's physical, emotional, social, and financial health. Our well-being programs are overseen by our Vice President of Total Rewards, who reports to our interim Chief People Officer.



Team members in Montreal cycle together to raise money to fight cancer

Employee benefits

We provide our full-time and part-time employees with a suite of benefits to support themselves and their families. These benefits vary by country but include medical, dental, vision, life, and disability insurance, as well as flexible spending accounts, retirement savings plans, and voluntary benefits such as our ESPP, group legal, and accident, critical illness, hospital indemnity, ID theft, long-term care, automobile, and home insurances. We also offer business travel protection for any medical or security emergencies that happen while an employee is traveling outside of their home country for work.

One of our benefits, the ESPP, allows all full-time and part-time Ciena employees in an eligible country with a minimum of three months of service to become shareholders of the company by purchasing Ciena stock at discounted prices. In 2024, 57% of eligible employees participated in our ESPP.

In addition to our benefits package, our compensation program includes an Incentive Bonus Plan and equity-based incentive compensation. We determine the Incentive Bonus Plan each year based on our business's financial performance against our operating plan and key performance objectives set by our Board of Directors that advance our long-term strategy. Individual employee payouts from the Incentive Bonus Plan are based on the employee's target incentive defined by their role and responsibility, their eligible earnings during the performance year, and their performance as measured against their goals. Equity-based incentive compensation allows employees nominated by executive leaders to receive Restricted Stock Units (RSUs) convertible into Ciena's common stock. To attract and retain employees at all levels, we began granting equity-based incentive compensation deeper within the organization and to more employees in recent years. In 2024, approximately 50% of employees received RSUs. The Compensation Committee of the Board of Directors has ultimate authority to approve and grant equity-based awards to our executive and nonexecutive employees.

Furthermore, to aid our employees' retirement objectives, many are eligible to receive all unvested stock awards upon retirement, provided they are over 60, have at least 10 years of service, live within eligible jurisdictions, and give a minimum of 12 months' notice. This allows employees to fully benefit from their years of hard work and helps to facilitate smooth role transitions, ensuring minimal disruption to Ciena's business operations.

Embracing flexible workstyles

We embrace flexibility, empowering our people to choose where, when, and how they work. Our Workstyle Policy, applicable to all employees, allows our people to choose either a hybrid or remote working arrangement. This policy aims to foster an autonomous and flexible environment centered on performance outcomes and built on individual trust.

Flexible time off

In addition to our flexible workstyle options, we offer flexible paid time off (Flex PTO) to regular full-time and part-time employees in the majority of countries where our people are located. Flex PTO eliminates the concern of depleting accrued leave, as it is a nonaccrued, uncapped, and discretionary benefit, allowing our people to take time off as needed.

Part-time working arrangements

Our commitment to flexibility extends to our part-time working arrangements. Full-time employees can request a transition to a part-time status for various reasons such as transitioning to retirement, experiencing personal life changes, or returning to school. The individual and their manager work together to determine an adjusted work schedule and scope while remaining eligible for an annual bonus at a pro-rated salary.

Key performance metrics

All data as of November 2, 2024.

Key metric	2024	2023	2022
Percentage of people enrolled in our well-being platform	62%	60%	55%

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Our well-being programs and platforms

We support our people's well-being with programs and resources designed to help them thrive. Our Work-Life Support Hub provides our people with holistic well-being resources for all stages of life. The hub offers monthly essential toolkits with resources on topics such as health and well-being, family planning, grief and loss, home transitions, and career changes. It also serves as a direct access point to our well-being platforms and Ciena's Employee Assistance Program (EAP).

We provide a well-being platform and app that tracks physical activity and allows for participation in fitness challenges and rewards. For example, our annual walking challenge brings together colleagues from around the world to compete as teams to win rewards by tracking their steps. Within the platform, employees can also access resources for financial wellness, mental health, and neurodiversity. In 2024, 62% of our people were enrolled in our well-being platform.

To further empower our people in reaching their well-being goals, we offer physical and financial wellness reimbursements. These can be used for various physical and financial purchases such as gym memberships, fitness equipment, massages, and consultations with financial coaches or accountants, and more. In 2024, 79% of eligible employees used a wellness reimbursement.



The walking challenge encourages teamwork, pushing us to incorporate movement into our daily routines, which leaves us with days full of energy and feelings of accomplishment. My favorite part is planning my day around walking and running as much as possible, rather than driving to do errands—it gives me an excuse to travel and explore new sights and sounds!

— Spencer Lum, Demand Planning Analyst and member of the winning walking challenge team

Supporting mental health

We prioritize mental health and work-life balance for our people through our EAP. Our EAP is available to all regular full-time and part-time employees and their covered family members, and offers:

- Personalized care plans
- Confidential therapy and coaching sessions
- 24/7 crisis support
- Work-life services including legal assistance, financial planning, childcare, and more

Ciena covers up to six professional therapy sessions and six motivational coaching sessions for each employee and each of their covered family members.

To provide even more targeted support, we collaborate with our EAP provider to deliver tailored webinars addressing the specific needs and interests of our employees. In 2024, we hosted three webinars:

- **Understanding and managing stress and anxiety:** This session was held during Mental Health Awareness Month and focused on providing employees with practical strategies for understanding and managing stress and anxiety to help prevent burnout
- **Remote working and social isolation:** This webinar provided strategies and resources for maintaining well-being while working remotely
- **Mental health and the holidays:** This webinar focused on helping individuals manage feelings of stress and anxiety often brought on by the holiday season

We also offer our people access to our EAP provider's library of free live webinars on various mental and emotional well-being topics. Additionally, through our leadership development programs, we provide our people managers with tools and resources to foster open conversations with their teams about well-being and mental health.

Global Family Leave

Our Global Family Leave programs provide essential time off to support our people during significant life events, like welcoming a new child, caring for a family member, or navigating the loss of a loved one. These programs offer a minimum level of benefit in every country where we operate and are available to all active full-time and part-time employees working at least 20 hours per week or more. In 2024, 1,656 employees took family leave.

Supporting new parents:

- **Birth mothers:** We offer new mothers 18 consecutive weeks of fully paid leave following the birth of a child, providing time for recovery and bonding. This is intended to supplement all existing statutory time off available to our employees. After this period, mothers can transition back to work gradually with a phased-in return arrangement. This allows them to work 80% of their full-time schedule while still receiving 100% of their base pay for up to six months or up to 12 months after the date of birth of their child.
- **Nonbirth parents:** We provide 10 weeks of bonding leave for nonbirth parents, also paid at 100% of their base pay, ensuring they have dedicated time to connect with their new child.
- **Adoption Assistance:** Our Adoption Assistance program provides adoptive parents with financial support of up to \$10,000 to help with the adoption process, along with 10 weeks of paid leave to bond with their child.

Additional family leave benefits:

- **Carers:** Employees caring for a family member with a serious health condition are eligible for up to four weeks of fully paid leave
- **Bereavement:** We offer two consecutive weeks of fully paid bereavement leave to support employees grieving the loss of an immediate family member

All our leave benefits are supplemental to all statutory provisions.

Health and safety

We prioritize the health and safety of our employees, contractors, visitors, and partners. Our Health and Safety Policy outlines our proactive approach to preventing work-related incidents, emphasizing principles that include being engaged, responsible, and proactive in assessing and responding to potential risks and incidents.

Our cross-functional global Corporate Health and Safety Committee oversees and ensures effective implementation of our Health and Safety Policy and champions health and safety at every level of our organization. Further strengthening our commitment, we hold a certification to ISO 45001 occupational health and safety management systems, providing a robust framework for our policies and procedures.

Key performance metrics

All data as of November 2, 2024.

Key metric	2024	2023	2022
Total recordable injury rate	0.03	0.02	0.03
Job-related fatalities	0	0	0
Product recalls	0	0	0

While our industry is generally considered low risk for health and safety incidents, we remain vigilant in maintaining a safe working environment. In 2024, our total recordable injury rate was 0.03%, and we had no job-related fatalities. The most common incidents we encounter involve slips, trips, falls, and vehicular accidents. Our proactive approach to health and safety measures is reflected in our consistently low insurance premiums and lost-time injury rates.

Hazard identification and risk management

Our Corporate Health and Safety Committee is responsible for managing our health and safety risks in our workplaces and comprises the following participants:

- Director of Enterprise Management Systems: Chairs the committee by setting strategic direction and ensuring compliance with our global policy and procedures
- Global Health and Safety team: Monitors global legislation and facilitates reviews with local site coordinators to ensure compliance
- Local site coordinators: Support local legislation reviews and ensure necessary actions are taken at the site level

The committee reviews site-level risks on an annual basis as well as in response to significant events, such as relocation to a new facility, redesigned workspace, and legislative or regulatory updates impacting our sites. Employees can report health and safety incidents through a reporting form sent to the to the Global Health and Safety team, who then conduct a thorough review and investigation to determine the cause of the incident and appropriate remediation measures. In 2024, the committee focused on evaluating risks for employees working in a third-party shared workspace and those working from their home offices.

Product safety

We test all our products to ensure they are safe for our customers to operate. Our Product Compliance Committee monitors and assesses our compliance with product-related legislation. We comply with guidelines set by the [Restriction of Hazardous Substances Directive \(RoHS\)](#), the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), WEEE, and with the relevant electromagnetic compatibility (EMC) and safety regulations in all countries where we operate. We recorded zero product recalls in 2024.

Employee training and education

We educate our employees on our Health and Safety Policy in our onboarding process and offer refresher training throughout the year. Employees in roles that qualify as higher risk, such as those working in labs or at network sites, are required to complete additional specialized training. In addition, we provide a Hybrid-Remote Risk Assessment Checklist to help employees identify and mitigate potential risks within their home or hybrid work environments. This checklist includes guidance on setting up ergonomic and safe workstations.

Audits and certifications

We regularly review and update our policies and procedures to align with local laws and regulations, keeping our operations safe and responsible. We evaluate our facilities on an annual basis, carefully considering environmental factors, potential impacts, and any health and safety risks. Our programs undergo rigorous internal and external audits, providing us with the following certifications:

- TL 9000: Quality management system certification that demonstrates our commitment to delivering high-quality products and services to our customers
- ISO 14001: Environmental management system certification that demonstrates our commitment to environmental responsibility throughout our operations
- ISO 45001: Occupational health and safety management system certification that demonstrates our commitment to the safety and well-being of our people

- BCP ISO 22301: Business continuity management system certification that promotes resilience by minimizing disruptions and safeguarding against disasters in our operations
- UK Safe Contractor: Accreditation that further demonstrates our commitment to health and safety throughout our UK operations

Emergency alert system

To alert and determine whether our employees are safe during emergencies, we use a mass communication system that rapidly connects with all potentially affected individuals. This system uses a simple, two-way, multi-channel interface where our teams can quickly communicate with employees through various channels, including voice calls, text messages, emails, and mobile app notifications. Employees can use the system's two-way communication capabilities to confirm their safety or request assistance during emergencies such as extreme weather. Our People and Culture teams are prepared to provide appropriate support and assistance to any employee needing help during an emergency.

In 2024, we introduced a dedicated phone line for employees to self-report any impacts or disasters affecting them that we may have been unaware of.

Employee health services

Recognizing that some roles, like installing and repairing equipment within customer networks, pose higher risks to employee health and safety, we prioritize our employees' well-being. In countries where they are regulated, we cover the costs of surveillance medical exams, enabling our team members in these higher-risk positions to proactively monitor their health.

Positively impacting communities



Positively impacting communities

At Ciena, we are united by a shared passion for giving back and making a difference in the communities where we live and work. This passion drives us to support causes most important to our people, customers, and business partners, including our efforts to bridge the digital divide so everyone can thrive in an increasingly connected world.

Highlights

37,048 hours

volunteered by Ciena employees with organizations in need



50% employees participated in our Ciena Cares program



21 organizations supported with \$2.55 million through our Digital Inclusion program

\$6.5 million

donated to charitable organizations through our Ciena Cares and Digital Inclusion programs



Benevity's People Power Goodness Award received by Ciena, recognizing our employee-first culture in giving back



178,000 people received digital access and resources through Ciena's Digital Inclusion program

Community investment

Our people have a passion for giving back, and we amplify and honor their dedication through our Ciena Cares giving and volunteering program. Our Social Impact team manages our community investment initiatives and works with our Ciena Cares Champions to engage our people in activities to support their local communities.

Key performance metrics

All data as of November 2, 2024. Dollar amounts are in millions of USD.

Key metric	2024	2023	2022
Total employee donations committed	\$1.50	\$1.15	\$1.31
Company match and volunteer rewards	\$2.45	\$1.81	\$1.94
Other company donations	\$2.55	\$2.33	\$2.01
Total donations	\$6.50	\$5.29	\$5.26
Number of volunteer hours	37,048	35,011	35,936
Number of participants in our Ciena Cares program	4,303	4,001	3,008
Number of employees who donated	3,605	3,506	2,311
Number of employees who volunteered through our Ciena Cares program	2,422	1,807	1,961



Our CEO and President, Gary Smith, SVP of Global Marketing & Communications, Rebecca Smith, and colleagues fill backpacks for students

Ciena Cares

Our Ciena Cares volunteering and giving program supports our people in making a difference in the communities where we live and work. In 2024, 4,303 people participated in our Ciena Cares program, a 7.5% increase from the previous year. Our participation rate grew to 50% of all eligible employees, meeting our 2030 participation goal. This engagement resulted in \$3.95 million raised through employee donations, matched giving, and employee rewards, and 37,048 hours spent volunteering in our communities.

Our Ciena Cares program offers:

- 1:1 matched giving
- \$25 per hour volunteering rewards
- Volunteering paid time off
- \$20 new hire giving rewards per person
- \$5,000 max in matched giving and volunteer rewards per year



Benevity, our giving and volunteering platform provider, notes our employee participation rate surpasses the telecommunications industry average by 26 percentage points, demonstrating that our people are highly engaged and committed to making a difference through the Ciena Cares program.

As a testament to the strength of our Ciena Cares program, we were awarded Benevity's People Power

Goodness Award in 2024. This award recognizes our employee-first culture, which engages and empowers our people's passion for giving back. Additionally, we were a finalist for Volunteer Ottawa's [Leadership in Corporate Volunteerism Award](#), which celebrates how our Ciena Cares program supports employee volunteering and giving back to the Ottawa community.

Read more about our [People Power Goodness Award](#)

Ciena Cares Champions

Spreading awareness and encouraging participation, our Ciena Cares Champions play an integral role in bringing our Ciena Cares program to life. With 54 Champions across the globe, they help organize giving and volunteering opportunities in their local communities to engage their colleagues. Read what some of them had to say about the program and their involvement:



The Ciena Cares program empowers us to support causes that matter most to us, turning time into meaningful change. It's a way to give meaning to our time, knowing that the moments we share and the help we provide leave a lasting impact.

— Darcy Buskermolen, Ciena Cares volunteer in Canada



I'm so proud to be an ambassador for Ciena Cares; it's a truly unmatched program in my experience. It allows me to volunteer where I want and compensates me for each hour, which I can then donate to nonprofit organizations of my choice, making it a win for me, the local community, and nonprofit organizations, all thanks to Ciena's support.

— Anna Pleadin, Ciena Cares Champion and volunteer in Australia

Read more about what our [Ciena Cares Champions](#) have accomplished

Our people in action

Go Do Good Month

For the second consecutive year, our global teams came together for our “Go Do Good Month” by volunteering and giving back to their local communities. Throughout September, we organized more than 40 in-person and virtual volunteer events worldwide, resulting in 4,000 hours volunteered and \$250,000 donated to local organizations. Our people helped to combat food insecurity by volunteering at food banks, supported students by donating school supplies and helping in classrooms, and participated in virtual volunteer events, among other activities.

Earth Month

During Earth Month in April 2024, our employees volunteered their time and raised funds to help protect the planet. More than 800 employees participated globally in approximately 30 in-person and virtual volunteering events. These efforts resulted in more than 2,800 volunteering hours dedicated to activities like planting community gardens, cleaning litter from parks and beaches, and helping preserve ecosystems.

Making giving back a part of employee events

In 2024, our annual Global Sales and Marketing Kick-Off incorporated volunteering and giving back to the community in Orlando, Florida (United States) where the event was held. Our teams volunteered to support children experiencing homelessness, combat food insecurity, and promote STEM education for youth. We also held a 5 km race, raising money to expand STEM opportunities for students at a local high school.

In addition to these efforts, we donated leftover food from our conference to the Salvation Army, providing 1,408 meals to those in need and reducing landfill waste. This donation diverted 5,203 lbs. of CO₂e from landfills, equivalent to saving 156 gallons of gas. We also conserved 385,000 gallons of water.

- 120 hydroponic kits created for the Boys and Girls Clubs of Central Florida
- 54 inventory bins containing a variety of essential items donated to the Children's Home Society of Florida
- 180 backpacks filled with STEM-related items for children at the Orlando After School All-Stars
- \$30,000 raised for Digital Promise to purchase digital fabrication, coding robotics, and equipment for an Orlando high school



Colleagues in Tokyo, Japan clean up a local park during Go Do Good Month



Our people with 180 backpacks filled with STEM-related items for children at our Global Sales and Marketing Kick-Off

Digital inclusion

As we advance network connectivity and intelligent automation for an increasingly digital world, we believe everyone should benefit from it. Launched in 2020, our Digital Inclusion program directly addresses the need to bridge the digital divide by empowering individuals globally with the digital access, tools, and learning opportunities they need to thrive. The program is managed by our Social Impact team.

Key performance metrics

All data as of October 31, 2024. Dollar amounts are in millions of USD.

Key metric	2024	2023	2022
Investment in Digital Inclusion program	\$2.55	\$2.33	\$1.76
Number of individuals impacted since the program began	178,000	120,000	60,000

Digital Inclusion collaborations

Our Digital Inclusion program collaborates with nonprofit and charitable organizations around the world through our Digital Inclusion grants. These organizations, all nominated by our Ciena teams, share our passion for bridging the digital divide. Our Social Impact team, along with a committee of Ciena Cares Champions, carefully evaluates each nominated organization and selects the grant recipients. In 2024 alone, we supported 21 organizations, bringing the total number of individuals impacted by our program to approximately 178,000 since its inception. Going forward, we are committed to expanding the global reach of the program, ensuring that no one is left behind.

Highlights from our digital inclusion collaborations in 2024:



Ciena collaborates with [Academy Achievers](#), a London-based nonprofit bridging digital and educational gaps for students from underrepresented backgrounds. In 2024, our grants supported 750 girls in their #BeMe digital inclusion program. Ciena teams also welcomed a group of students to our London office and labs, providing them exposure to careers in telecom.



Ciena’s collaboration with [Barefoot](#)—an initiative by BCS, The Chartered Institute of IT, and Computing at School—enhances the development of high-quality teaching and learning resources to support the computing and digital learning curriculum in Northern Ireland. Through Ciena’s funding, Barefoot can expand its volunteer network and deliver more teacher workshops, ensuring broader access to essential digital education across the region



Since the successful implementation of Advanced Technology Labs and Digital Classrooms in 2021, Ciena expanded its support to build Language and Computer Labs in Satya Bharti Senior Secondary Schools in Punjab (India). These labs provide over 5,000 students with access to state-of-the-art resources, enabling them to enhance their listening, speaking, reading, and writing skills along with developing crucial IT skills in an easy and interactive way.



Ciena supports [Building STEPS](#), a nonprofit organization in Baltimore, Maryland (United States), to introduce high school students to STEM careers and guide them toward college graduation. In 2024, 231 students benefitted from the program, enhancing their STEM education, and 84 students received laptops, \$200 gift cards for school supplies, and free access to tutoring to ease their transition to college. Ciena also hosted the students at our Maryland office to experience what it's like to work in the tech industry.



Ciena teamed up with [iSisters Technology Mentoring](#), an Ottawa-based charity empowering women with technology and career-ready skills. Our support enables iSisters to expand their technical training programs for women and youth facing barriers. Ciena's Women at Ciena employee resource group in Canada regularly volunteers with iSisters, further strengthening our engagement.



New to our Digital Inclusion grants program in 2024, the [Cal Ripken Sr. Foundation](#) provides at-risk communities with access to STEM education. With our grant, Ciena is enabling them to build a new STEM center at D.A. Hulcy STEAM Middle School in Dallas, Texas so students can explore science, technology, engineering, and math in ways that inspire creativity and curiosity.



In 2024, Ciena began supporting [LGBT Tech](#), an organization dedicated to providing technology resources and education for members of the LGBTQ+ community. Our grant will enable them to provide technology, learning and workforce development opportunities, and grants to individuals and organizations in need.



Ciena teamed up with the [Women in IT Networking at SC](#) program to support six women participating in the SCinet event at the Supercomputing conference in Denver, Colorado (United States). This allowed them to grow their technical skills in network engineering and high-performance computing while networking with other industry professionals.



Ciena's support enables [Mentoralia A.C.](#) to offer its Club Chicas Mentoralia program free of charge for 298 girls ages 8 to 18, expanding technology training and skills development. Through the program, girls work in teams to code mobile apps addressing real-world problems and showcase their innovations at Mentoralia A.C.'s Technovation Girls regional competitions. In 2024, Ciena's support allowed two girls to represent Mexico in the global Technovation Girls finals.



Ciena supports [PURE India Trust](#), a nongovernmental organization empowering women and youth through entrepreneurship, business skills development, and career guidance. In 2024, Ciena's grant enabled PURE India to develop a new platform and mobile app, providing local women entrepreneurs with opportunities to raise funds, receive support, and access mentoring to grow their small businesses. Our team members also volunteer with these women and have hosted them at our office in Gurugram.



Ciena supports [WeEMBRACE](#), a nonprofit organization in Sacramento, California (United States) providing comprehensive support to people with disabilities and their families. In 2024, Ciena's contribution is helping WeEMBRACE develop an e-commerce platform designed to promote creative work by neurodiverse individuals, alongside essential technology tools and virtual and in-person workshops for the families in need.



In 2024, Ciena continued its collaboration with Spark New Zealand and its Skinny Jump initiative, the [Ciena Jump for Students Fund](#). The program provides students with a Skinny Jump wireless modem and a free broadband connection, including 210GB of data per month, empowering them to succeed in their studies. To date, the Ciena Jump for Students Fund has impacted approximately 1,100 households.



For the past three years, Ciena has supported [West Island Community Shares \(WICS\)](#), a nonprofit in Montreal, working to bridge the digital divide for youth in Montreal's West Island. With Ciena's support, WICS is increasing access to high-speed internet, technology, digital literacy programs, and hands-on STEM activities for young people aged 5 to 20, annually reaching an estimated 5,000 to 10,000 youth.

Ciena Solutions Challenge

One of our key Digital Inclusion program initiatives is the Ciena Solutions Challenge, run in collaboration with Digital Promise. This challenge empowers middle and high school students to apply computational thinking skills to real-world problems aligned with the UN 17 Sustainable Development Goals. Students then present their innovative solutions to a panel of Ciena volunteers, who select projects to receive a Ciena Solutions Challenge Sustainability Award. This year, we had our highest number of Ciena volunteers, with more than 50 individuals serving as judges for the challenge. The awards, totaling \$2,500 each, provide schools with funding for technology, equipment, and other resources needed to bring the student projects to life. Throughout this process, Ciena volunteers offer guidance and technical expertise to support student teams.



The most recent Ciena Solutions Challenge received 108 project submissions, representing 2,538 students across 19 countries. Out of 51 award applications reviewed, 20 remarkable projects were awarded \$2,500 each in Sustainability Awards, while an additional 18 projects received \$500 to further develop and expand their projects.

To celebrate the creativity and innovation exhibited by the students in the Ciena Solutions Challenge, Digital Promise hosts a virtual YouthMADE Festival at the end of each school year. Since the challenge's launch in 2021, more than 5,800 students and 737 educators from schools and youth organizations spanning 77 countries have participated.

Ciena Solutions Challenge Model Schools program

As part of the Ciena Solutions Challenge, our Model Schools program provides professional development mentoring and financial support to selected middle and high schools for purchasing STEM-related resources. These resources, such as equipment for digital fabrication, coding, robotics, and production, aim to enhance the learning experience for students participating in the Ciena Solutions Challenge. In 2024, we continued our support of three high schools in Ottawa and three middle and high schools in Atlanta, Georgia through this program. In 2025, we are excited to expand the Model Schools program to three schools in Brazil, Tanzania, and Zimbabwe, further expanding its global reach and positive impact across the globe.

Read more about our [2024 Ciena Solutions Challenge](#) award winners!

Our ERGs supporting our Digital Inclusion collaborators

We are committed to bridging the digital divide and fostering STEM education in underserved and diverse communities. Our ERGs support this effort by actively participating in initiatives that empower these communities.

One of Ciena's newest Digital Inclusion grant recipients is the LGBT Tech Institute. This organization introduces LGBTQ+ youth to technology and STEM fields and has been supported by our Pride at Ciena ERG through volunteering and fundraising efforts. In addition, Women at Ciena ERG members in London regularly volunteer with Academy Achievers, a nonprofit and Digital Inclusion grant recipient providing STEM-related opportunities to girls from vulnerable and disadvantaged communities.

Similarly, the Women at Ciena team in Ottawa volunteers with iSisters Technology Mentoring, another nonprofit and Digital Inclusion grant recipient, empowering Indigenous women and newcomers through digital skills training and access to technology. This collaboration extends beyond volunteering as iSisters joined the Ciena team for their International Women's Day celebration at our Ottawa offices. The Ottawa team also hosts an annual "Introduce a Girl to Engineering Day at Ciena," engaging middle and high school girls in interactive workshops, demonstrations, and lab tours that showcase potential careers in software, electronics, hardware, and photonics.

Our Black at Ciena ERG also plays an active role empowering communities, teaming up with Digital Promise to support students at three of our Model Schools in Atlanta, Georgia participating in the Ciena Solutions Challenge. In 2024, a Black at Ciena member shared his inspiring experience working with these students. [Read more about this collaboration.](#)



iSisters Technology Mentoring honors Ciena as their Community Supporter of the Year



A Black at Ciena member visits a Ciena Solutions Challenge Model School in Atlanta, Georgia

Maintaining best-in-class governance and security



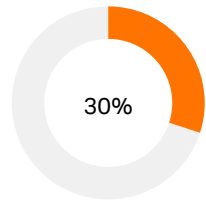
Maintaining best-in-class governance and security

Responsible business practices are fundamental to our operations. We are committed to conducting our business with integrity, promoting ethical conduct at every level, and upholding the highest standards of security and respect for human rights throughout our value chain.

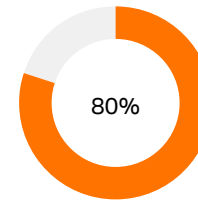
Highlights

100%

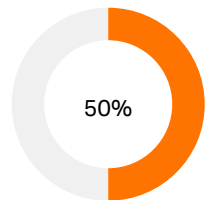
of Ciena employees completed our Code of Business Conduct and Ethics training



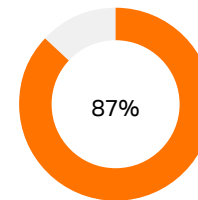
30% of our Board of Directors and board leadership roles held by women, including the Chair, who is independent



80% of our Board of Directors are independent, providing objective oversight and guidance to our operations



50% combined gender and ethnic diversity on our Board of Directors, with two of our committees being chaired by directors of gender or ethnic diversity



87% of our direct supplier spending is with companies that have an EcoVadis score in the top 50% of all suppliers assessed

Governance and ethics

We firmly believe that sustainable growth and long-term success are built upon principles of good governance and strong ethics. To uphold these values, we have implemented comprehensive corporate governance policies and procedures, including our Code of Business Conduct and Ethics. These guidelines serve as a compass, fostering a culture of integrity and providing clear standards of behavior for our employees, suppliers, and partners. In addition, Ciena's Board of Directors abides by our [Code of Ethics for Directors](#), and we have a dedicated [Code of Conduct for Senior Financial Officers](#), both of which were reviewed and enhanced in 2024.

Our Board of Directors adopted [Principles of Good Corporate Governance](#) that address its composition, structure, and operations. These principles, along with the charters for our standing committees, serve as a framework for board procedures and responsibilities, reinforcing our commitment to acting in the best interest of our stockholders. The board annually reviews our key governance documents to ensure we continue to reflect best practices and stakeholder expectations. Our Senior Vice President, General Counsel, and interim Chief People Officer oversees our compliance and ethics programs, and our Senior Vice President and Chief Strategy Officer oversees our corporate governance practices relating to our board.

Find more information about our [corporate governance](#)

Board oversight of strategy and risk

Our Board of Directors has a significant role in shaping our strategic direction. They oversee both our short- and long-term strategies and regularly review our three-year strategic plan, annual operating plan, people and culture strategy, and our approach to sustainability. The board also recognizes that risk management is a critical part of establishing and executing Ciena's business strategy. Therefore, they maintain oversight responsibility for material risks that could affect our corporate strategy, business objectives, compliance, operations, and financial condition.

Ciena's Board of Directors governance practices

- Eight of 10 directors are independent and regularly conduct executive sessions without management or employee directors
- Separation of CEO and Chair roles
- Independent Chair
- Limits on annual nonemployee director compensation
- Minimum stock ownership requirements for directors and officers
- Executive Compensation Clawback Policy
- 50% gender or ethnically diverse directors
- Proxy access rights for stockholders
- Majority voting in uncontested director elections
- Robust board and committee self-assessments
- Annually updated Code of Ethics for Directors, Principles of Corporate Governance, and board committee charters

Board committees

Our board has three standing committees, each composed entirely of independent directors:

Audit Committee: This committee ensures the integrity of our financial reporting and internal controls. Their responsibilities include:

- Assessing our accounting systems, financial information, and reporting practices
- Reviewing our financial, legal, and regulatory risks
- Overseeing our internal audit, cybersecurity, data privacy, and IT controls
- Managing whistleblower reports and related party transactions

Compensation Committee: This committee oversees all aspects of executive and director compensation, ensuring alignment with company performance and market practices. Their responsibilities include:

- Developing and administering our compensation strategy, policies, and plans
- Determining compensation for our CEO and senior executives
- Reviewing and approving our board compensation
- Overseeing our executive compensation clawback policies and workforce-related risks

Governance and Nominations Committee: This committee focuses on maintaining strong corporate governance, effective board composition and function, and ethical business practices. Their responsibilities include:

- Overseeing our corporate governance policies, practices, and procedures
- Identifying and recommending qualified board candidates
- Reviewing our board leadership, composition, and self-assessment
- Overseeing our stockholder engagement and the Compliance and Ethics program
- Providing oversight of our executive Sustainability Leadership Committee and stockholder engagement related to sustainability practices

Key performance metrics

All data as of November 2, 2024.

Key metric	2024	2023	2022
Code of Business Conduct and Ethics training completion rate	100%	99%	99%
Percentage of Board of Directors who are women	30%	30%	30%
Percentage of Board of Directors who are ethnically diverse	20%	20%	20%
Percentage of Board of Directors who are ethnically diverse or women	50%	50%	50%
Number of board leadership roles (Chair or Committee Chair) held by women directors	2	2	2
Political donations by Ciena	\$0	\$0	\$0

Board and executive diversity

We recognize that unique perspectives and diverse voices at all levels can enhance our business performance. Women make up 30% of our board composition while 20% of the board is ethnically diverse. Our Board of Directors is chaired by a woman independent director and two of our standing committees are also chaired by women. In addition, 18% of our leadership team are women, demonstrating an ongoing commitment to fostering inclusivity at all levels of our organization.

Board education

We keep our Board of Directors informed about critical and emerging topics to ensure members can make informed decisions and effectively assess risks and opportunities to our business. Our sustainability, people and culture, legal, and cybersecurity teams provide them regular updates on our relevant programs, key updates, and stakeholder developments. In 2024, for example, we provided an overview of our stakeholder engagement efforts as they related to sustainability and informed them on regulatory reporting requirements. Additionally, recognizing the

growing importance of generative AI, we provided the board with a primer on this technology, its potential implications for our business, and our approach to responsible adoption.

Code of Business Conduct and Ethics training

Each year, our people must complete our mandatory Code of Business Conduct and Ethics training, which provides education in key topics related to compliance risk and reinforces our core value of Integrity. In 2024, our training covered important topics such as fair competition, preventing fraud, protecting confidential information, and speaking up, among others. Our training is made available in multiple languages for our global employees, including Chinese, English, French, Japanese, Korean, and Spanish. In 2024, 100% of our employees completed the training.

Compliance and Ethics program

Our Compliance and Ethics program strives to ensure that our people are guided by integrity and doing the right thing across our business activities. Our program includes a wide range of topical and geographic compliance policies and procedures, including our Code of Business Conduct and Ethics, Insider Trading Policy, and Antibribery and Improper Payments Policy. We regularly review and refine our program to address emerging risks, evolving legal requirements, and lessons learned through our operations. For example, in 2024, we published a new policy addressing acceptable use of AI tools. We also adopted an enhanced Third-Party Risk Management Policy and are implementing a new vendor onboarding tool to help strengthen our management of third-party risks.

While our compliance policies provide clear expectations for our employees, we recognize the role our leaders have in cultivating a culture of ethics. Our executives set the “tone at the top,” demonstrating our commitment to ethical conduct, while our people managers reinforce this “mood in the middle.” This approach ensures that our strong

compliance culture is deeply ingrained at every level of our organization. To further reinforce these principles, we hold an annual internal Corporate Compliance and Ethics Week. In 2024, we engaged our teams in a gamified learning activity centered around solving a fictional mystery, helping to reinforce important compliance topics such as protecting confidential information, responsible social media use, and more.

Culture of Integrity survey

Our corporate value of Integrity sets the foundation of our culture and defines the behaviors we expect from each other. We strive to do the right thing, every time, holding ourselves accountable to the highest personal and professional ethical standards. To understand our progress in cultivating this culture, we conducted a Culture of Integrity pulse survey in 2024. This survey gives us insight into how our employees feel about key ethics-related topics, such as support from their managers and leaders, speaking up, and feeling empowered to do the right thing. In 2024, we added a new question to the survey regarding privacy, cybersecurity, and employee comfort in speaking up in the event of a related incident, reflecting the increasing importance of this area.

In our most recent survey, 69% of our employees provided feedback, demonstrating strong engagement with our culture of integrity and expressing favorable sentiment across key topics. For example, 94% reported feeling empowered to do the right thing, while over 95% believe their managers and colleagues demonstrate ethical behaviors.

We are using these findings to develop resources that empower our people to uphold this value. These resources include an internal hub for sharing our survey results and promoting a culture of integrity, training, and toolkits for new managers that emphasize their roles in fostering a speak-up culture. Additionally, we are introducing a new, stand-alone nonretaliation policy and reinforcing our reporting channels for complaints related to any behavior that may violate our policies or applicable law.

Generative AI

To safeguard sensitive information while harnessing the power of generative AI, we have a Generative AI Appropriate Use Policy. This policy provides clear guidelines and best practices for using generative AI tools within Ciena, emphasizing the importance of avoiding inputting data that could be shared as future output to the public. To help mitigate this risk and support secure generative AI use case adoption, we introduced CienaGPT. CienaGPT is a secure instance of ChatGPT deployed within Ciena's environment that allows our people to responsibly use internal data. We aim to promote AI literacy and responsible use among our employees and believe the technology creates opportunities to drive data-driven insights, operational efficiencies, and an enhanced employee experience. To that end, we have numerous AI use cases across our enterprise, spanning research and development, services, software, sales and marketing, and several general and administrative functions.

Political donations and lobbying

Ciena's Code of Business Conduct outlines our policy and guidelines regarding political activities and donations. Ciena does not make contributions to political candidates or parties.



Privacy and cybersecurity

We prioritize the security of our products and the privacy of our employees and customers. Our customers rely on us to deliver solutions that are resilient against cyberattacks, and they, along with our employees, trust us to safeguard their personal information.

Our approach to privacy and cybersecurity is guided by industry-leading standards, such as the National Institute of Standards and Technology (NIST) Privacy and Cybersecurity Frameworks and ISO 27001 information security management system. We maintain robust security controls to protect our assets, including physical and intellectual property, business records, and personal data. Our Privacy Notice outlines our data-handling practices and commitment to protecting customer and employee information, while our Information Security Policy details the measures that we've implemented to secure our computing environment and mitigate cyber threats.

Our cybersecurity program is managed by our Vice President and Chief Information Security Officer, who directly reports to our Senior Vice President and Chief Financial Officer. Our privacy program is overseen by our Senior Vice President and General Counsel. Our Security Advisory Council, composed of executive leadership, meets bimonthly to review program developments, address emerging threats, and establish risk management protocols. The Security Advisory Council is supported by subcommittees on Product Security, Enterprise Security, Incident Response, Information Governance and Compliance, Security Risk Management, and Workplace and Travel Security. These subcommittees provide guidance on policy, program initiatives, and critical decisions related to their respective focus areas. At the Board of Directors level, our Audit Committee provides oversight of cybersecurity, data privacy, and information technology controls and policies, receiving regular quarterly updates on these subjects.

Learn more about our [security program](#)

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Cybersecurity strategy and risk management

Our security risk management team assesses our cybersecurity risks, including likelihood, impact, mitigation strategies, and treatment plans. We use enterprise governance, risk, and compliance solutions and tools to conduct cloud and container security, network detection and response, threat intelligence, application security, and various analytic assessments.

We use internal and external resources to regularly evaluate and update our understanding of the cyber threat landscape. This approach involves mapping different types of cyber threats, analyzing their likelihood of occurrence, and assessing their potential impact on our operations.

This commitment to continual improvement is shown in our ongoing review and enhancement of our cybersecurity program to reflect evolving regulations and address emerging cyber threats. In 2024, we redesigned our Security Incident Response Operational Guidelines to strengthen our ability to quickly and effectively respond to potential incidents. We also conducted a comprehensive third-party assessment of our program that included an incident response exercise to test and refine our protocols. Additionally, we maintain a robust security control framework with a detailed scorecard to track our performance and identify areas for improvement. Looking ahead to 2025, we are focused on achieving ISO 27001 accreditation.

Our cybersecurity strategy focuses on three primary areas:

- **Do the right things and do them well:** Understand the evolving regulatory landscape and the specific needs of our customers while having the right frameworks and controls in place to effectively assess and manage security risks
- **Protect Ciena from current and evolving threats:** Deploy and monitor security controls to identify and remediate vulnerabilities and emerging threats
- **Build trust in our products:** Develop products with security embedded, ensuring we meet and exceed customer expectations and regulatory requirements

Data privacy

Safeguarding personal data is of utmost importance to Ciena. Protecting employee and customer information is not only essential for their privacy but also foundational to building trust in our business operations. Our data privacy program is informed by the NIST Privacy Framework, and we regularly update our program, policies, and employee training to uphold these principles and adapt to new laws and regulations. In 2024, we took significant steps to enhance our data privacy practices, including updating our Privacy Policy and Procedures and expanding our Privacy team to provide global coverage in case of a data incident. We also introduced a data subject access request form for individuals seeking access to their data, in addition to maintaining our dedicated privacy inbox for addressing any complaints. Additionally, our incident response procedures and centralized reporting system ensure that any potential data loss or compromise is quickly and responsibly addressed.

Privacy and cybersecurity employee training

We provide regular security awareness training to all our employees to ensure our workforce remains vigilant and prepared to address any cybersecurity or privacy incidents. In 2024, we achieved a 97% completion rate for our cybersecurity employee awareness training. To reinforce secure practices, we conduct frequent phishing simulation exercises, implement various awareness and initiatives, and offer on-demand online training modules through our Learning Management System. We also hosted a successful "Digital Wellness Month" in 2024, engaging employees in internal discussions on product security, scam and hacker prevention, and the impact of AI, with contests and activities to further reinforce safe online behaviors.

Additionally, our cross-functional Incident Response team meets regularly to conduct detailed simulation exercises that help refine our procedures and practices to effectively respond to any privacy or security incidents. The team maintains a playbook outlining the roles, responsibilities, and best practices for managing security and privacy incidents.

Responsible supply chain

We aim to work with suppliers who share our dedication to promoting ethical and sustainable business practices and safeguarding human rights. We maintain high standards throughout our supply chain, requiring our suppliers to adhere to both the [Responsible Business Alliance \(RBA\) Code of Conduct](#) and our own Supplier Requirements. Our Global Supply Chain Leader, reporting to our Senior Vice President of Global Products & Supply Chain, manages our global supply chain and procurement practices, ensuring responsible operations at every level.

Key performance metrics

All data as of November 2, 2024. Dollar amounts are in millions of USD.

Key metric	2024	2023	2022
Number of suppliers	9,893	9,913	9,499
Spend with diverse suppliers	\$23.9M	\$100.3M	\$94.6M

Supplier onboarding, assessment, and monitoring

We assess new suppliers to mitigate potential risks. Our assessment includes financial stability, cybersecurity and privacy practices, and potential corruption, including verification that they are not listed on any external blacklists and sanction lists. During onboarding, suppliers must agree to our Supplier Requirements, which detail our expectations across social, labor, ethical, and environmental standards. We verify that our suppliers uphold these standards through annual supplier reassessments and ongoing media monitoring. To further enhance our due diligence, we are implementing a new supplier lifecycle tool to strengthen our third-party risk procedures during onboarding.



RBA Code of Conduct

Our Supplier Requirements include a Supplier Code of Conduct, requiring that suppliers operate in full compliance with the laws of the countries in which they operate as well as our social and environmental responsibility requirements. This Code of Conduct also requires our suppliers to adhere to the principles outlined in RBA's Code of Conduct. As a member of the RBA, we can access supplier audits that provide insights into their working conditions, environmental practices, commitment to continual improvement, and ethical business conduct.

Conflict and extended minerals

We are committed to the responsible sourcing of all materials and components used in our products. This includes conflict-free sourcing and using smelters listed on the Responsible Minerals Assurance Process Conformant Smelter List. While we do not directly purchase tantalum, tin, tungsten, and gold (3TG), we work with a third party to conduct an annual Reasonable Country of Origin Inquiry (RCOI) to determine that our suppliers are not sourcing 3TG from entities that support armed groups in the Democratic Republic of Congo and other covered countries.

Our Supplier Requirements specify that suppliers must complete the Responsible Minerals Conflict Minerals Reporting Template (CMRT) annually. The CMRT assesses supplier engagement and requires a list of smelters and refiners used to process the supplier's necessary 3TG. It also prompts suppliers to detail their due diligence measures if there is a possibility of 3TG originating from covered countries or sources other than recycled or scrap materials.

In addition to conflict minerals, we also inquire about our suppliers' practices regarding the responsible sourcing of cobalt and mica, which are increasingly used in electronics manufacturing. The Extended Mineral Reporting Template (EMRT) helps us assess whether these materials are sourced from conflict-affected or high-risk areas prone to exploitation. Like the CMRT, the EMRT allows suppliers to identify their cobalt refiners and mica processors and detail their due diligence measures.

Read our most recent [Conflict Minerals Report](#) filed with the SEC

Human rights

Our [Human Rights Policy](#) is guided by international human rights frameworks, standards, and principles, ensuring the protection of all our workers and those within our supply chain. These standards include those in the [UN Universal Declaration of Human Rights](#), including those contained within the [International Bill of Rights](#), the [UN International Covenant on Civil and Political Rights](#), the [UN International Covenant on Economic, Social and Cultural Rights](#), the [International Labour Organization eight core conventions](#) and the [International Labour Organization 1998 Declaration on Fundamental Principles and Rights to Work](#). We also strive to align our operations with the [UN Guiding Principles on Business and Human Rights](#).

Within the U.S., we recognize the principles set out in key human rights legislation preventing modern-day slavery and adhering to statutory requirements aimed at preventing forced labor in our supply chain.

Further strengthening our human rights commitment, in 2024 we created guidelines and enhanced our procedures related to forced labor and responsible procurement, ensuring compliance with the Uyghur Forced Labor Prevention Act.

Read [Ciena's Human Rights Policy](#)

Supplier sustainability assessment

We use EcoVadis, an independent sustainability ratings provider, to effectively evaluate and enhance our supply chain sustainability. EcoVadis provides scorecards that assess our suppliers' practices related to ethics, labor, human rights, and the environment. We use these scorecards to help identify the strengths and risks within our supply chain, which helps inform our supply chain strategy.

The suppliers evaluated through EcoVadis account for 93% of our annual spend with direct suppliers. Of those suppliers with EcoVadis scorecards, 87% of our spend have a score in the top 50% of all suppliers assessed. However, 6% of our spend with direct suppliers have not yet been rated by EcoVadis.

Medal status	Spend percentage of assessed suppliers
No medal	6%
Bronze	19%
Silver	32%
Gold	12%
Platinum	24%

Percentages relate to 93% of our annual spend with direct suppliers.

Supplier diversity

During the request for proposal (RFP) process, we invite our suppliers to share information about the diversity of their operations. In 2024, diverse suppliers accounted for \$23.9 million of our indirect supplier spend.

Our diverse suppliers include those that are owned by, and whose daily management and business operations are controlled by individuals who are, at least 51%:

- Socially or economically disadvantaged individuals (small, disadvantaged businesses)
- Women or a group of women (women-owned businesses)
- Veterans (veteran-owned small businesses)
- Disabled veterans (disabled-veteran-owned small businesses)
- Minorities (minority-owned businesses)
- Historically underutilized business zone small businesses (HUBZone small businesses)

For small businesses located in a HUBZone, we require the company to be owned and controlled by one or more U.S. citizens, and at least 35% of its employees must reside in a HUBZone.

Learn more about Ciena's [Supplier Diversity program](#)

Reporting index and forward-looking statements

Sustainability reporting index

This report was prepared in accordance with the GRI Sustainability Reporting Standards, the SASB, and the TCFD. Our Sustainability Reporting Index lists where you can find information related to each indicator, including this sustainability report, [Ciena's 2024 Annual Report](#), [Ciena's 2025 Proxy Statement](#), and [Ciena's 2024 CDP Submission](#).

Global Reporting Initiative (GRI)

Statement of use: Ciena has reported the information cited in this GRI content index for the period of November 1, 2023–November 2, 2024, in accordance with the GRI Standards.

GRI standard	Disclosure	Location
2-1	Organizational details	Ciena Corporation About Ciena Ciena's 2024 Annual Report
2-2	Entities included in the organization's sustainability reporting	About this report
2-3	Reporting period, frequency, and contact point	About this report
2-4	Restatements of information	In 2024, there were no significant restatements of information made from previous reporting period.
2-5	External assurance	Our greenhouse gas emissions data has been verified with limited assurance by SGS, a third party providing inspection, verification, testing, and certification services.
2-6	Activities, value chain, and other business relationships	About Ciena Stakeholder engagement Products and services sustainability Responsible supply chain
2-7	Employees	About Ciena Talent development Inclusion and belonging
2-8	Workers who are not employees	Ciena had 1,733 contractors in 2024.

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GRI standard	Disclosure	Location
2-9	Governance structure and composition	Ciena's 2025 Proxy Statement Sustainability oversight and management Governance and ethics
2-10	Nomination and selection of highest governance body	Ciena's 2025 Proxy Statement Governance and ethics
2-11	Chair of the highest governance body	Ciena's 2025 Proxy Statement Governance and ethics
2-12	Role of the highest governance body in overseeing the management of impacts	Ciena's 2025 Proxy Statement Sustainability oversight and management Governance and ethics
2-13	Delegation of responsibility for managing impacts	Ciena's 2025 Proxy Statement Sustainability oversight and management Governance and ethics
2-14	Role of the highest governance body in sustainability reporting	Ciena's 2025 Proxy Statement Sustainability oversight and management Governance and ethics
2-15	Conflicts of interest	Ciena's 2025 Proxy Statement Governance and ethics
2-16	Communication of critical concerns	Ciena's 2025 Proxy Statement Governance and ethics
2-17	Collective knowledge of the highest governance body	Ciena's 2025 Proxy Statement Sustainability oversight and management Governance and ethics
2-18	Evaluation of the performance of the highest governance body	Ciena's 2025 Proxy Statement
2-19	Remuneration policies	Ciena's 2025 Proxy Statement Governance and ethics
2-20	Process to determine remuneration	Talent management Governance and ethics

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GRI standard	Disclosure	Location
2-21	Annual total compensation ratio	Ratio of annual total compensation for highest paid individuals to the median annual total compensation for all employees is 141:1. Ciena's 2025 Proxy Statement
2-22	Statement on sustainable development strategy	Letter from our President and CEO Our approach to sustainability
2-23	Policy commitments	Governance and ethics Responsible supply chain Ciena's 2024 Annual Report
2-24	Embedding policy commitments	Governance and ethics Responsible supply chain Ciena's 2024 Annual Report
2-25	Processes to remediate negative impacts	Governance and ethics Privacy and cybersecurity Responsible supply chain Ciena's 2024 Annual Report
2-26	Mechanisms for seeking advice and raising concerns	Ciena's 2025 Proxy Statement Governance and ethics Privacy and cybersecurity
2-27	Compliance with laws and regulations	Ciena's 2024 Annual Report
2-28	Memberships associations	Responsible Business Alliance Responsible Minerals Initiative Telecommunications Industry Association
2-29	Approach to stakeholder engagement	Stakeholder engagement
2-30	Collective bargaining agreements	Less than 1% of Ciena's employees are covered by collective bargaining agreements.
3-1	Process to determine material topics	Materiality assessment
3-2	List of material topics	Materiality assessment

GRI standard	Disclosure	Location
3-3	Management of material topics	Materiality assessment Sustainability oversight and management Information on management of material topics is included throughout the report.
201-1	Direct economic value generated and distributed	Ciena's 2024 Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	Ciena's 2024 Annual Report Ciena's 2024 CDP Submission
201-3	Defined benefit plan obligations and other retirement plans	Well-being Ciena's 2024 Annual Report
201-4	Financial assistance received from government	Ciena's 2024 Annual Report
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	We commit to compliance with all local minimum wages and pay legislation. We currently do not report this ratio as a global company. Instead, we report the ratio of the annual total compensation of our CEO to the median employee annual total compensation, which is 141:1. Ciena's 2025 Proxy Statement
202-2	Proportion of senior management hired from the local community	We currently do not report this information, as we are a global company and employ people in more than 35 countries.
203-1	Infrastructure investments and services supported	Products and services sustainability Community investment Digital inclusion Ciena's 2024 Annual Report
203-2	Significant indirect economic impacts	Products and services sustainability Community investment Digital inclusion Ciena's 2024 Annual Report
204-1	Proportion of spending on local suppliers	Responsible supply chain
205-1	Operations assessed for risks related to corruption	Governance and ethics
205-2	Communication and training about anticorruption policies and procedures	Governance and ethics Ciena's 2024 Annual Report

GRI standard	Disclosure	Location
205-3	Confirmed incidents of corruption and action taken	There were no confirmed incidents of corruption in 2024. Governance and ethics Ciena's 2024 Annual Report
206-1	Legal actions for anticompetitive behavior, antitrust, and monopoly practices	Ciena's 2024 Annual Report
207-1	Approach to tax	Ciena's 2024 Annual Report
207-2	Tax governance, control, and risk management	Ciena's 2024 Annual Report Ciena's 2025 Proxy Statement
207-3	Stakeholder engagement and management of concerns related to tax	Ciena's 2024 Annual Report
207-4	Country-by-country reporting	Ciena's 2024 Annual Report
301-1	Materials used by weight and volume	Products and services sustainability
301-2	Recycled input materials used	We do not disclose this as it is considered proprietary information.
301-3	Reclaimed products and their packaging materials	Products and services sustainability
302-1	Energy consumption within the organization	Climate change
302-2	Energy consumption outside of the organization	Climate change
302-3	Energy intensity	Climate change
302-4	Reduction on energy consumption	Climate change
302-5	Reductions in energy requirements of products and services	Climate change Products and services sustainability
303-1	Interactions with water as a shared resource	Waste and water management Ciena's 2024 CDP Submission
303-2	Management of water discharge-related impacts	Waste and water management Ciena's 2024 CDP Submission
303-3	Water withdrawal	Waste and water management Ciena's 2024 CDP Submission

GRI standard	Disclosure	Location
303-4	Water discharge	85,861 m ³ Ciena's 2024 CDP Submission
303-5	Water consumption	Waste and water management Ciena's 2024 CDP Submission
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	None of Ciena's facilities sit on or are adjacent to protected areas of high biodiversity. Climate change
304-2	Significant impacts of activities, products, and services on biodiversity	Climate change Ciena's 2024 CDP Submission
304-3	Habitats protected or restored	Climate change
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable.
305-1	Direct (scope 1) GHG emissions	Climate change
305-2	Energy indirect (scope 2) GHG emissions	Climate change
305-3	Other indirect (scope 3) GHG emissions	Climate change
305-4	GHG emissions intensity	Climate change
305-5	Reduction of GHG emissions	Climate change
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable.
306-1	Waste generation and significant waste-related impacts	Waste and water management
306-2	Management of significant waste-related impacts	Waste and water management Climate change Products and services sustainability
306-3	Waste generated	Waste and water management
306-4	Waste diverted from disposal	Waste and water management
306-5	Waste directed to disposal	200 mt

GRI standard	Disclosure	Location
308-1	New suppliers that were screened using environmental criteria	Responsible supply chain
308-2	Negative environmental impacts in the supply chain and actions taken	Responsible supply chain
401-1	New employee hires and turnover	Talent management
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Well-being
401-3	Parental leave	Well-being
402-1	Minimum notice periods regarding operational changes	For those who have collective bargaining agreements, minimum notice periods are included in their agreements.
403-1	Occupational health and safety management system	Health and safety
403-2	Hazard identification, risk assessment, and incident investigation	Health and safety
403-3	Occupational health services	Health and safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and safety
403-5	Worker training on occupational health and safety	Health and safety
403-6	Promotion of worker health	Health and safety Well-being
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and safety
403-8	Workers covered by an occupational health and safety management system	Health and safety
403-9	Work-related injuries	Health and safety
403-10	Work-related ill health	We currently do not report this information as we rely on our employees to disclose any existing health conditions to us. Health and safety
404-1	Average hours of training per year per employee	When evaluating the total minutes spent in our Learning Hub, Learning Management System, and Branch Out micro learnings, we found our employees average six hours of learning per year.

GRI standard	Disclosure	Location
404-2	Programs for upgrading employee skills and transition assistance programs	Talent management
404-3	Percentage of employees receiving regular performance and career development reviews	We empower all our employees to lead career conversations with their managers on their performance quarterly and development annually. Talent management
405-1	Diversity of governance bodies and employees	Talent management Inclusion and belonging Governance and ethics
405-2	Ratio of basic salary and remuneration of women to men	Inclusion and belonging
406-1	Incidents of discrimination and corrective actions taken	There were no incidents of discrimination in 2024.
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None of our operations and suppliers violated or put at significant risk workers' rights to freedom of association or collective bargaining. Responsible supply chain
408-1	Operations and suppliers at significant risk for incidents of child labor	None of our operations and suppliers were at significant risk for incidents of child labor in 2024. Responsible supply chain
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None of our operations and suppliers were at significant risk for incidents of forced or compulsory labor in 2024. Responsible supply chain
410-1	Security personnel trained in human rights policies or procedures	Health and safety Governance and ethics
411-1	Incidents of violations involving rights of Indigenous peoples	There were no incidents of violations involving rights of Indigenous peoples in 2024.
413-1	Operations with local community engagement, impact assessments, and development programs	Climate change Community investment Digital inclusion
413-2	Operations with significant actual and potential negative impacts on local communities	Ciena's 2024 CDP Submission Climate change Waste and water management
414-1	New suppliers that were screened using social criteria	Responsible supply chain

GRI standard	Disclosure	Location
414-2	Negative social impacts in the supply chain and actions taken	Responsible supply chain
415-1	Political contributions	Governance and ethics
416-1	Assessment of the health and safety impacts of product and service categories	Products and services sustainability
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	There were no instances of noncompliance with regulations concerning health and safety impacts of our products and services in 2024. Health and safety
417-1	Requirements for product and service information and labeling	We do not currently report the procedure for product labeling, but the environmental and social impacts can be found in the products and services sustainability section of this report.
417-2	Incidents of noncompliance concerning product and service information and labeling	We had no legal and regulatory fines, settlements, or enforcement actions during 2024 associated with false, deceptive, or unfair marketing, labeling, and advertising.
417-3	Incidents of noncompliance concerning marketing communications	We had no legal and regulatory fines, settlements, or enforcement actions during 2024 associated with false, deceptive, or unfair marketing, labeling, and advertising.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Privacy and cybersecurity

Sustainability Accounting Standards Board (SASB)

SASB code	Metric	Location
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Privacy and cybersecurity
TC-HW-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) nonexecutive management, (c) technical employees, and (d) all other employees	Inclusion and belonging Governance and ethics
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Not applicable to the Ciena Portfolio.
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Not applicable to the Ciena Portfolio.
TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR criteria	Not applicable to the Ciena Portfolio.
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	Products and services sustainability
TC-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	All Ciena's Tier 1 suppliers are audited by the RBA. Responsible supply chain
TC-HW-430a.2	Tier 1 suppliers' (1) nonconformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority nonconformances and (b) other nonconformances	There were no instances of nonconformances with the RBA VAP. Responsible supply chain
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Responsible supply chain
TC-HW-000.A	Number of units produced by product category	Not publicly shared data.
TC-HW-000.B	Area of manufacturing facilities	Not applicable. We operate with an outsourced manufacturing model.
TC-HW-000.C	Percentage of production from owned facilities	Not applicable. We operate with an outsourced manufacturing model.

Task Force on Climate-related Financial Disclosures (TCFD)

Core element	Disclosures	Location
Governance	<p>Describe the board's oversight of climate-related risks and opportunities</p> <p>Describe management's role in assessing and managing climate-related risks and opportunities</p>	<p>Our approach to sustainability</p> <p>Sustainability oversight and management</p> <p>Governance and ethics</p> <p>Ciena's 2025 Proxy Statement</p> <p>Ciena's 2024 CDP Submission</p>
Strategy	<p>Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term</p> <p>Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning</p> <p>Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including 2°C or lower scenario</p>	<p>Ciena's 2024 CDP Submission</p>
Risk management	<p>Describe the organization's processes for identifying and assessing climate-related risks</p> <p>Describe the organization's processes for managing climate-related risks.</p> <p>Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management</p>	<p>Ciena's 2024 CDP Submission</p>
Metrics and targets	<p>Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process</p> <p>Disclose scope 1, scope 2, and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and the related risks</p> <p>Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets</p>	<p>Climate change</p> <p>Ciena's 2024 CDP Submission</p>

Forward-looking statements

This report contains forward-looking statements regarding future events that involve risks and uncertainties. Statements in this report other than statements of historical facts could be deemed forward-looking statements. These statements are based on current expectations, estimates, forecasts, and projections available to us as of the date hereof or represent the current beliefs or the assumptions of our management. Words such as “expects,” “anticipates,” “targets,” “goals,” “projects,” “intends,” “plans,” “believes,” “seeks,” “estimates,” “could,” “continues,” “endeavors,” “strives,” “may,” variations of such words, and similar expressions are intended to identify such forward-looking statements. In addition, statements that refer to (i) our goals, targets, and commitments; (ii) our strategy, business plans, and initiatives; (iii) our assumptions and expectations; (iv) the future scope of our sustainability reporting, programming, or its impact; and (v) sustainability risks and opportunities are forward looking. Readers are cautioned that these forward-looking statements are only predictions and are subject to risks, uncertainties, and assumptions that are difficult to predict, including those identified in our most recent filings with the Securities and Exchange Commission on Form 10-K and Form 10Q. Ciena’s actual results or performance may differ materially from these forward-looking statements as a result of these and other risks. Forward-looking statements speak only as of the date they are made, and we do not undertake any obligation to update any forward-looking statement.

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