

Multi-Year Accessibility Plan

At Ciena, we stand firmly committed to fostering an inclusive workplace that welcomes and supports all individuals. We believe that diverse perspectives can help drive innovation and create a vibrant, collaborative, and safe environment. By embracing the unique skills and perspectives of people with disabilities, we can strengthen our team and enhance our ability to innovate.

We pledge to provide equal opportunities, ensure accessibility, and promote understanding among our employees. We actively work to remove barriers and create a workplace where everyone can contribute meaningfully, regardless of their abilities. Together, we celebrate differences and build a workplace culture that values inclusion, respect, and collaboration.

Ciena is committed to continuous enhancement of the employee experience and recognizes that a diverse and inclusive workforce is the cornerstone of innovation and success. As part of our commitment, we established a dedicated Diversity, Equity, and Inclusion (DEI) function within our organization that is responsible for helping to foster a diverse culture through specific programming and oversight. We have achieved significant milestones in our DEI journey, including the creation of six Employee Resource Groups (ERGs), the successful launch of a Conscious Inclusion Training for all employees, and the inclusion of DEI content in our learning offerings.

In this document, we outline our multi-year accessibility plan, which aims to break down barriers, foster understanding, and provide equal opportunities for all employees.

We anticipate the needs of people with disabilities and neurodiversity and have created a robust process for them to make requests related to physical and IT accommodations. This includes:

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Talent acquisition and employer branding

We assess how to better attract and recruit people with disabilities, incorporating our findings into our approach to talent acquisition. This includes:

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Awareness and education

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Adjustments

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Talent acquisition

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