



NEWS RELEASE

Ciena Appoints Monika Fahlbusch as Chief People Officer

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FULTON, Md.--(BUSINESS WIRE)-- Ciena Corporation (NYSE: CIEN) today announced the appointment of Monika Fahlbusch as Executive Vice President and Chief People Officer, effective today. She will report to President and CEO Gary Smith and lead the company's global People & Culture organization.

This press release features multimedia. View the full release here:
<https://www.businesswire.com/news/home/20261012968337/en/>

Ciena Corporation (NYSE: CIEN) today announced the appointment of Monika Fahlbusch as Executive Vice President and Chief People Officer

Fahlbusch joins Ciena with more than thirty years of global leadership experience and deep

expertise across human resources, including integrating AI, data, and analytics into how organizations shape and execute their people strategies. She has built high-performance teams, led complex transformations, and supported significant business growth. She has held senior positions at leading software, media and entertainment, and retail companies, most recently as Chief People Officer of Epic Games, with previous leadership roles at BMC Software, **Salesforce.com**, and PeopleSoft.

At Ciena, she will lead the company's global people strategy to support its continued growth, including advancing its people practices through technology, data, and automation.

"Monika brings valuable experience in helping high-growth companies transform and scale through talent,

technology, and organizational strategy,” said Gary Smith, president and CEO of Ciena. “She will help us build on our progressive, people-first approach, ensuring our people strategy remains closely aligned with our business priorities, with a focus on attracting and developing talent, strengthening leadership capabilities, and evolving the employee experience.”

“Ciena has built a distinctive culture and an incredibly talented global team,” said Monika Fahlbusch, Ciena’s new Chief People Officer. “I’m excited to build on that foundation as the company enters its next phase of growth, helping Ciena continue to attract and develop great people while evolving the experiences, tools, and ways of working that will enable our teams to do their best work.”

About Ciena

Ciena is the global leader in high-speed connectivity. We build the world’s most advanced networks to support exponential growth in bandwidth demand. By harnessing the power of our networking systems, interconnects, 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. For updates on Ciena, follow us on **LinkedIn** or visit the **Ciena website**.

Note to Ciena Investors

You are encouraged to review the **Investors section** of our website, where we routinely post press releases, SEC filings, recent news, financial results, and other announcements. From time to time we exclusively post material information to this website along with other disclosure channels that we use. This press release contains certain forward-looking statements that are based on our current expectations, forecasts, information and assumptions. These statements involve inherent risks and uncertainties. Actual results or outcomes may differ materially from those stated or implied, because of risks and uncertainties, including those detailed in our most recent annual and quarterly reports filed with the SEC. Forward-looking statements include statements regarding our expectations, beliefs, intentions or strategies and can be identified by words such as "anticipate," "believe," "could," "estimate," "expect," "intend," "may," "should," "will," and "would" or similar words. Ciena assumes no obligation to update the information included in this press release, whether as a result of new information, future events or otherwise.

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