

HARMONIC INC.

Stock Ownership Guidelines for Executive Officers and Non-Employee Directors

(as adopted by the Board of Directors on November 5, 2025)

Harmonic Inc. (the “Company”) has adopted these Stock Ownership Guidelines because stock ownership is an important means by which to align the interests of Harmonic’s executive officers and non-employee independent directors with the long-term interests of Harmonic’s stockholders.

Stock Ownership Guidelines for Executive Officers

Under these Stock Ownership Guidelines, each Section 16 executive officer of the Company is required to accumulate and hold an equivalent value of Harmonic qualifying equity holdings equal to or greater than 2.5 times or 5 times his or her annual base salary as specified below, and to maintain this minimum amount throughout his or her tenure as an executive officer:

President and Chief Executive Officer	5 times annual base salary
Other Executive Officers	2.5 times annual base salary

All executive officers employed with Harmonic prior to or on November 5, 2025, are required to achieve this accumulated value requirement by November 5, 2030.

All executive officers newly employed with the company or appointed to such executive officer position after November 5, 2025 are required to achieve this accumulated value requirement within 5 years of the date that they are appointed or promoted to their executive officer position.

Until an executive officer meets his or her applicable stock ownership guideline, the executive officer must retain at least 50% of the net shares received from the Company’s equity awards. “Net shares” means the shares remaining after any shares are sold or withheld to pay applicable taxes.

This retention requirement applies to all equity awards granted under the Company’s incentive plans, and retained shares must be held for as long as the executive remains subject to these guidelines or until the ownership target is met.

Stock Ownership Guidelines for Directors

Under the Stock Ownership Guidelines, each independent director of Harmonic is required to accumulate and hold an equivalent value of Harmonic qualifying equity holdings equal to 5 times her or his director annual cash retainer (excluding fees for serving on any committees of the Board of Directors), and to maintain this minimum amount of stock ownership throughout her or his tenure on the Board of Directors.

All independent directors elected or appointed prior to or on November 5, 2025 are required to achieve this accumulated value requirement by November 5, 2030.

All independent directors elected or appointed after November 5, 2025 are required to achieve this accumulated value requirement within five years of their election or appointment to the Board of Directors.

Qualifying Equity Holdings

The following equity holdings qualify towards satisfaction of these Stock Ownership Guidelines:

- shares of common stock owned outright
- unvested restricted stock units (RSUs)

Unvested performance-based RSUs will not be considered as qualifying equity holdings under these Stock Ownership Guidelines.

Equity holding levels under these Stock Ownership Guidelines will be calculated annually at the time of the preparation of the proxy statement for the Company's annual meeting of stockholders. Each executive officer and independent director will be notified of their status with respect to meeting these Stock Ownership Guidelines in conjunction with this annual calculation. In addition, the Compensation Committee of the Board of Directors, in its discretion, may determine any appropriate hardship relief for noncompliance with these Stock Ownership Guidelines.

These Stock Ownership Guidelines replace and supersede any prior stock ownership or stock holding guidelines or requirements applicable to the Company's executive officers and/or independent directors.