

INVESTING IN OUR FUTURE



EXTENDING SOLUTION LIFECYCLES



ECO-FRIENDLY DESIGN



RETHINKING PACKAGING AND LOGISTICS



SUSTAINABLE MANUFACTURING PROCESSES

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ADDENDUMS

- Global Reporting Initiative (GRI) Content Index
- Sustainability Accounting Standards Board (SASB) Index
- Sustainable Development Goals (SDGs)
- Defined benefit plan obligations and other retirements plans



At CommScope, we are pushing the boundaries of technology to create the world's most advanced networks. Sustainability is a central part of the solutions and practices we create to serve the ever-increasing need for connectivity, and for us, sustainability starts at home with our own people and products. Through responsible business practices, partnerships and technology innovation, we are advancing our industry while creating a more sustainable future.

Teams from across the company are working hard to embed our sustainability commitments in our culture, day-to-day operations, products and value chain. I'm proud of our achievements this past year, among them was our decision to join the [CEO Action for Diversity & Inclusion™](#), the largest CEO-driven business commitment for advancing diversity and inclusion within the workplace.

I'm especially proud that *Newsweek* once again named CommScope to its [2023 list of America's Most Responsible Companies](#), and *Investor's Business Daily* recognized us as one of the [Best ESG Companies in 2022](#). And for the sixth year in a row, we achieved a Gold level Corporate Social Responsibility (CSR) rating from EcoVadis, a global leader in monitoring, benchmarking and enabling sustainability in global supply chains.

Our commitment to our people was recognized by *Forbes*, which named CommScope as one of [Mexico's Best Employers](#) in 2022. Based on employee interviews, the *Forbes* list confirms our focus on caring for the personal safety and professional development of our employees. We continue to develop our Diversity &

Inclusion Business Network (DIBN) to foster a dynamic and inclusive workplace that embraces our diverse people and delivers results for our customers.

In 2022, we also continued to demonstrate strong environmental stewardship. We achieved a 22% reduction in market-based and 16% reduction in location-based Scope 1+2 greenhouse gas (GHG) emissions compared to our 2019 baseline. More than 12% of our purchased electricity comes from renewable sources, with 13 CommScope sites now operating entirely on 100% renewable energy sources. We also reduced water withdrawal by 3% compared to our 2019 baseline. For 2023, we are developing science-based GHG reduction targets that align with global ambitions to limit global warming.

We have made great strides over the past year in delivering on our sustainability actions while advancing the industry. Our efforts are having a positive impact. I am excited for the future ahead of us, and how CommScope will contribute to a more sustainable—and more connected—society.

You'll find more details of our sustainability progress in this report. As always, I welcome your [feedback](#).

Sincerely,

Chuck Treadway
President and Chief Executive Officer



CommScope NEXT

In 2021, we announced a transformation initiative called CommScope NEXT designed to drive shareholder value through three pillars: profitable growth, operational efficiency and portfolio optimization.

We believe these efforts are critical to making CommScope more competitive and allowing us to invest in growth, de-leverage and maximize stockholder and other stakeholder value.

In spite of the ongoing economic uncertainty, our comprehensive CommScope NEXT transformation plan provided the guidance we needed to adapt and thrive over the course of 2022. We finished the year stronger than expected on virtually every front.

CommScope NEXT is a long-term roadmap, but as our 2022 performance demonstrates, each step we take on that journey, to the benefit of our customers and shareholders alike, has been the right one.

CommScope (NASDAQ: COMM) helps design, build and manage wired and wireless networks around the world. Corporate responsibility and sustainability drive us to make decisions that benefit people, society, the planet and our bottom line. We enable faster, smarter and more sustainable solutions while respecting human and natural resources. Innovative technology, intelligent engineering and energy-efficient design help us meet our goals. CommScope builds sustainable networks that make our customers more agile, simultaneously helping to preserve the natural ecosystems from which we source components and materials.

The diversity and resilience of our global manufacturing footprint is evident. Our global network of contract manufacturers and suppliers is a key strength for us and enhances our ability to deliver for our customers.

Learn about our [company purpose, vision, values and strategy](#).

1.3 MATERIALITY ASSESSMENT

We review environmental, social and governance (ESG) issues regularly and seek stakeholders’ feedback to identify risks and opportunities, shape and refine our strategy, and clarify our areas of focus. Our 2019 materiality assessment helped shape the structure and content of our sustainability report. This report contains a subsection for our most material topics.

We consider numerous economic and ESG topics. After setting our goals and objectives, we identify key performance indicators (KPIs) that help us benchmark and measure progress. In doing so, we remain aligned with the United Nations (UN) Sustainable Development Goals (SDGs).

We plan to update our materiality assessment in 2023 in line with the updated Global Reporting Initiative (GRI) Standards, considering changes in sustainability requirements, trends

and the business. We believe our current material topics meet the updated GRI Standards criteria, which include the concept of double materiality and an assessment of the severity and likelihood of the impacts of our material topics. We’ve tested our selection of material topics with our sustainability experts and prioritized the impacts for reporting based off megatrends for technology companies, trends shaping future policy, our key internal and external stakeholders and industry best practice. CommScope’s Board of Directors has ultimate responsibility for our ESG strategy. The board approved our material topics and our approaches to addressing their impacts.

Our materiality matrix, the details of our assessment approach and our corporate responsibility and sustainability strategy are available on our [website](#).

Ongoing stakeholders engagement and dialogue

Stakeholders	Type of engagement and dialogue
Customers	Customer Service team feedback, web resources, conference calls and virtual meetings/workshops
Shareholders and investors	Events and presentations, conference calls, reports, online events
Employees	Engagement and pulse surveys, internal media, interviews, corporate Town Hall webcasts, site-driven Town Hall meetings and dialogue, CommAlert
Suppliers	Supplier Sustainability Survey, on-site visits/assessments/audits, CommAlert
Local communities and regulatory authorities	Local events, online events, web resources
Industry associations	Local events, online events, web resources

CommScope fast facts

>34,000

talented innovators around the world

~4,300

customers

50

supply chain locations

16,000

patents

\$600M

each year in R&D

~2,500

direct suppliers and contract manufacturers

~12,000

indirect suppliers

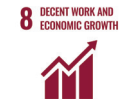
10,000+

partners in

150+

countries

U.S. headquarters—Hickory, NC



GOVERNANCE

A robust corporate governance structure and a clear set of principles and values underpin our company. CommScope upholds the highest ethical standards and acts with integrity, honesty, fairness and transparency. Businesses are still dealing with the effects of the global pandemic. We've minimized the related effects on our employees, assets, operations and supply chains, including procurement. Our business governance continually evolves to address and adjust to global changes and opportunities while looking to create long-term value and resilience for our stakeholders.



LEADERSHIP AND MANAGEMENT



ETHICS AND COMPLIANCE



SUPPLIER RESPONSIBILITY



RESPONSIBLE SOURCING OF MINERALS

CommScope holds ethics and governance in the highest regard and complies with the laws and regulations in every country in which we operate. In 2022, CommScope achieved a low-risk rating in Yahoo Finance’s sustainability scorecard and above-average ESG ratings by MSCI and ISS; rolled out a mandatory annual training package for ethics and compliance topics; and had no reportable breaches related to privacy or data protection.

CommScope uses various risk assessment tools, such as EcoVadis, the Responsible Business Alliance (RBA) Online, the Telecommunication Industry Association QuEST Forum’s Sustainability Assessor, THESIS, and Avetta, to identify risks and opportunities for improvement at a company/global level. Our manufacturing facilities use the RBA Online self-assessment questionnaire (SAQ) and BSI Entropy™, our primary environmental, health and safety (EHS) risk assessment/management tool, for internal monitoring and reporting activities.

Each quarter, we assess our key departments and functions to ensure our ethics and compliance efforts including anti-corruption are adequate and that we addressed potential risks promptly. In 2022, our Corporate Ethics and Compliance officer or his designee investigated 138 inquiries and allegations that fell within the scope of our Investigation Policy. We investigated and tracked the matters through disposition. Critical concerns are communicated to the Board of Directors and reviewed quarterly.

2022 Targets and achievements

Goal	Objectives/Targets	Progress
Drive corporate responsibility and sustainability in the business	Publish a 3rd party assured Sustainability Report aligned with the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards including Sustainable Development Goals (SDGs).	Achieved
	Reinforce the Ethics and Compliance training program, targeting a completion rate of more than 95%.	Achieved
	Implement an employee sustainability awareness project.	Achieved
	Continue performing conflict minerals’ reasonable country of origin inquiry for 100% of relevant suppliers	Achieved

2.2 LEADERSHIP AND MANAGEMENT

Our commitment to business practices that are innovative, safe and sustainable is key to CommScope’s success. The executive leadership team agreed to continue our corporate responsibility and sustainability efforts and drive ESG performance improvement. Learn more about CommScope’s management team [here](#).

In 2022, we introduced ESG goals in our short-term incentive plan for the CEO and Section 16 Officers—10% of the short-term incentive plan was tied to two strategic objectives under our CommScope NEXT transformation plan, these included specific ESG performance metrics:

- Reduce GHG emissions across our operations
- Improve attraction, promotion and retention of females in leadership roles



Recognized in *Newsweek’s* 2022 list of America’s Most Responsible Companies

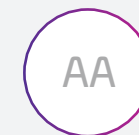


Recognized by *Investor’s Business Daily* as one of the Best ESG Companies, ranking No. 2 in the technology sector



70/100

Achieved EcoVadis “Gold” CSR rating with overall score of 70/100



AA

Awarded ESG rating of AA by Morgan Stanley Capital International (MSCI) in its MSCI – ESG Rating



270

Conducted 270 sustainability assessments and audits in our supply chain



19

RBA SAQ – 19 CSR assessments completed with all low-risk facilities



90%

90% of CommScope’s manufacturing facilities were certified according to the ISO14001:2015 and ISO45001:2018 standards



100%

of the targeted employees completed the annual Ethics and Compliance training

Our sustainability governance approach

CommScope’s Board of Directors has ultimate responsibility for ESG policies and practices. The board’s three standing committees provide oversight and guidance for different aspects of ESG. The Audit Committee oversees our ethics and compliance program and matters relating to ESG disclosures. The Nominating and Corporate Governance Committee is responsible for environmental matters and the integration of ESG into governance matters. The Compensation Committee oversees our ESG-related compensation incentives and targets, and strategies related to diversity, equity, inclusion and well-being.

In addition, management-led teams create, direct and implement our sustainability strategy and maintain a thorough system of checks and balances that help minimize social, environmental, physical and ethical risks. CommScope employees play a key role in the sustainability program by implementing our sustainability actions and initiatives.

Employees must complete Ethics and Compliance training annually. This is an evolving program that complements our overall training. We refine our training content and approach based on employee feedback. During the training, we raise awareness of significant ethical and compliance risks.

In 2022, we provided annual Ethics and Compliance training via THRIVE@CommScope, tailoring the modules to each employee’s role and risk profile. In addition, we enabled employees to demonstrate their knowledge of various topics. This provided the opportunity to focus on topics in which an employee might lack knowledge. The annual Ethics and Compliance training included an introduction from our CEO and the following topics: CommScope’s Code of Ethics and Business Conduct, Anti-Corruption Compliance, Avoiding Conflicts of Interest, Preventing Workplace Harassment, Avoiding Insider Trading, and Reporting Concerns. Each participant also completed a compliance acknowledgment, which provides an opportunity to report any actual and/or potential issues, concerns or complaints. This annual training program also provides direct links to policies and procedures for listed topics.

CommScope’s 11,601 nonproduction employees and the board completed the online training in 2022. Once again, 100% of the targeted group completed the annual Ethics and Compliance course. All new employees must complete this mandatory training within the first 30 days of their employment.



Data security and privacy

We understand the importance of data security and continue to use the ISO 27001/27002 (information security management system) framework. We keep improving our high-performing information security program to protect our data, including the information our board, shareholders, employees and customers access.

CommScope’s Information Security and Network Security teams are always ready to identify, contain and respond to cyberattacks and other security threats proactively. We maintain best practices in data protection. We use next-generation security tools and multifactor authentication to defend against cyberattacks. Alerts help us identify potential security threats and address them in a timely manner. In addition, we update our incident response plan and procedures annually. We conduct tabletop exercises to train and ensure our plans and processes are effective. These security initiatives are essential in a time of increasing risks, threats and opportunities.

CommScope employees participate in training to maintain security awareness, which covers the steps they should take if they’re exposed to cybersecurity risks such as phishing. CommScope’s susceptibility rate to phishing simulations is less than 5%, which is significantly better than the technology industry’s average rate of more than 7%.

In addition to protecting our network, CommScope’s technical and organizational measures help protect personal data from loss, misuse, alteration or unintentional destruction. Our data privacy program seeks compliance with all applicable data privacy laws, such as the General Data Protection Regulations (GDPR), the California Consumer Privacy Act and the California Privacy Rights Act. These measures relate to the handling of our employees’ and business contacts’ personal data as well as where CommScope is a data processor for customers. CommScope has received no administrative complaints regarding privacy or data protection, nor was there a reportable breach in 2022.

In March 2023, we experienced a cyber incident that resulted in minimal impact to the business operations. Our historical investments in business continuity and IT system resilience allowed us to minimize impacts from an aggressive attack. We also learned some lessons and implemented several new systems and tools to significantly minimize the probability of additional incidents.

An assistant general counsel leads our privacy program as part of CommScope’s Ethics and Compliance program, which the board’s Audit Committee oversees. CommScope’s Manager, Information Security, leads the information security function and reports to the Chief Information Officer.



Supply chain controls

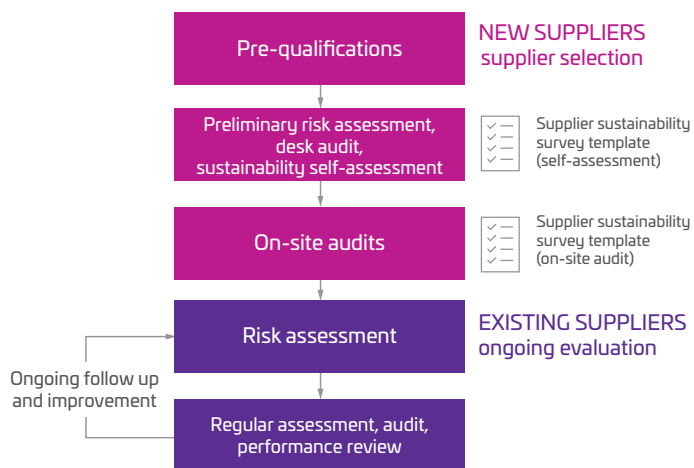
We apply checks and balances to minimize risks and maximize performance during our supplier selection process. Our current and prospective suppliers undergo the selection, qualification and evaluation steps below. The process assesses cost considerations, supplier quality, compliance with industry corporate social responsibility standards, business continuity standards, and the capability to be a secure supplier. Supply chain governance is included in the overarching ESG governance approach with managerial responsibilities at a corporate level which includes a dedicated supplier responsibility team.

Our [Sourcing Evaluation Team](#) leads supplier engagement and promotes continued quality and supply resilience through risk assessments, on-site audits, inspections and reliability monitoring.

All CommScope suppliers must acknowledge our [Supplier Code of Conduct](#). Our [Supplier Quality Manual](#) includes our expectations. Any variations are referenced in individual supplier purchasing agreements.

All relevant suppliers are expected to follow our principles and requirements as detailed in our policies and specifications. They must also complete our [Full Material Disclosure Form](#) when documenting parts and materials. For more information, click [here](#).

We're working to streamline our supply chain responsibility strategy. Meanwhile, our legacy ARRIS business is a member of the [Responsible Business Alliance](#) (RBA) and meets the full membership criteria. As part of this commitment, all major component and manufacturing suppliers from our legacy ARRIS business completed the RBA SAQ. In 2022, we included our major indirect suppliers in the RBA SAQ and audit process. We're helping our suppliers improve their knowledge of the RBA Code of Conduct. In doing so, we've conducted online training for high-risk and new suppliers using the RBA e-Learning academy and RBA virtual training sessions. In 2022, 73% of in-scope suppliers improved their RBA Validated Assessment Program (VAP) audit scores after undertaking the training sessions and assessments.



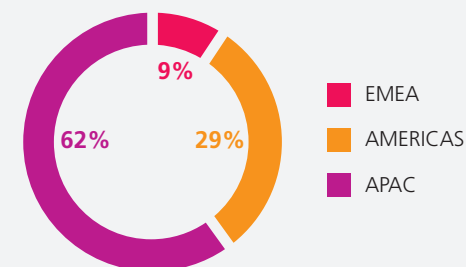
Ensuring transparency in our supply chain

The following statements are intended to meet our reporting obligations and describe our efforts to address modern slavery and human trafficking:

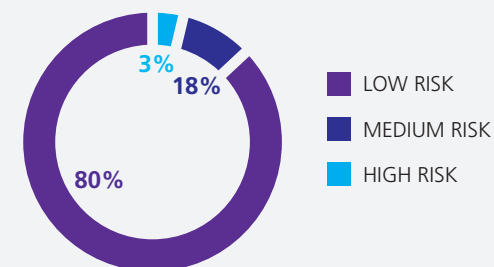
- [California Transparency in Supply Chains Act Disclosure](#)
- [U.K. and Australia Modern Slavery and Human Trafficking Act Disclosure](#)

The Supplier Responsibility program applies to suppliers of materials and services that CommScope and its subsidiaries purchase. We conduct a supplier sustainability assessment and on-site audit during new supplier selection and qualification, and we evaluate our existing suppliers regularly. See a full list of our requirements [here](#).

Supplier sustainability assessments by region



Supplier sustainability assessments by risk level



New and existing suppliers reviewed

Americas	77
APAC	169
EMEA	24
Total:	270

This year, the top three nonconformances were related to:

- Working hours
- Emergency preparedness
- Freely chosen employment



Supply sustainability requirements

In 2022, CommScope updated its [Supplier Code of Conduct](#), aligning it with the UN Global Compact Ten Principles, RBA Code of Conduct, Joint Audit Cooperation Supply Chain Sustainability Guidelines and other internationally recognized standards.

CommScope's suppliers must uphold the highest ethics standards; identify environmental impacts and minimize adverse effects on the community, environment and natural resources; uphold the human rights of their workers while treating them with dignity and respect; and provide a safe and healthy working environment to prevent incidents and injuries arising from, linked with or occurring in the course of work, or based on supplier operations.

As part of CommScope's alignment with the RBA, our suppliers must:

- Adopt and maintain management systems that comply with applicable laws, regulations and customer requirements. The systems must contain suppliers' sustainability commitments and policies and identify and assign accountability and responsibility.
- Identify and mitigate operational risks. The management systems must contain suppliers' sustainability commitments and policies.
- Create risk assessment and risk management processes and written performance objectives/targets to improve their sustainability performance.
- Establish programs for training workers to implement their policies.
- Provide worker feedback and grievance mechanisms to foster continuous improvement.
- Perform periodic audits and assessments to ensure compliance.
- Develop processes for communicating accurate information about their policies.
- Implement corrective action processes to ensure timely correction of deficiencies as well as a supplier responsibility and engagement program to monitor compliance.

Additionally, we included a requirement to provide a supply chain map of products provided to CommScope that identifies all suppliers and sub-tier suppliers and their locations for the requested products to keep up with emerging supply chain regulations worldwide.

CommScope's Supplier Quality Engineers and third-party auditors review supplier practices, arrangements, controls and records during each on-site assessment/audit. We document any deficiencies and require corrective action within agreed-upon time frames. In 2022, 73% of our suppliers improved their audit/assessment scores following training, assessments and corrective actions.

Last year, CommScope saw an increase in requests to demonstrate our due diligence and commitments against forced labor and modern slavery in our supply chain and audit practices. Our [2022 Modern Slavery Act Statement](#) underscores our commitment to address forced labor and modern slavery. We continue to fully align our operations and supply chain with human rights standards. In line with our updated Supplier Code of Conduct and our supplier sustainability assessments and audits, we diligently evaluate the risks of human trafficking and modern slavery in our supply chain.

CommScope encourages our stakeholders including suppliers and their workers to ask questions or report concerns. We enforce a strict policy that prohibits retaliation for reporting a concern or suspected misconduct in good faith. The company provides a variety of sources to report any grievances or concerns regarding business practices or suspected wrongdoing, including a dedicated hotline (CommAlert), a dedicated [web portal](#) and an email account for allegations of wrongdoing (ethics@commscope.com).

Supplier diversity

As we expand into new markets, we work diligently to support diversity in our supplier relationships. Through our Supplier Diversity program, we promote mutually beneficial relationships with small businesses and those owned by minorities, women and veterans.

CommScope's Supplier Diversity Mission Statement declares: CommScope is committed to providing equal access to all suppliers and to promoting diversity in our supply base. Developing a diverse business community contributes to the overall growth and expansion of our markets. CommScope offers all businesses, including minority-, woman-, and veteran-owned businesses, the opportunity to compete on an equal basis, highlighting our commitment to supplier diversity.

If you have questions about our diversity program, contact SupplierDiversity@commscope.com.



Supplier training

Our training materials are available on our website to raise awareness and educate suppliers on our [Supplier Code of Conduct](#). We reached out to all direct and indirect suppliers to obtain their electronic acknowledgment of the updated code. All new suppliers must acknowledge the code as part of the supplier selection and evaluation process.

We engage our suppliers regularly. Supplier engagement activities include:

- Sustainability reviews, assessment and inspection at supplier facilities to raise awareness of CommScope's sustainability requirements.
- Regular executive reviews with key supplier leadership teams, including reviews of supplier sustainability performance and improvement opportunities. CommScope measures sustainability performance using a dedicated scorecard.
- Ongoing coaching and communication with suppliers—particularly, those in high-risk countries and regions.
- Conducting remote sustainability training and communication via web meetings and on-site training. We also encourage our suppliers to use RBA training resources.

In addition, we created training materials for our suppliers to support our product compliance and sustainability efforts and inform vendors about our [Supplier Specification and Restricted Substance List](#). We sent these materials to more than 3,100 vendor contacts.

Secure supply of raw materials

We've built a responsive and resilient supply chain that shortens lead times and optimizes availability, all while maintaining our consistent standards in materials and construction quality.

The principal raw materials and components that we purchase include metals such as copper, steel, aluminum and brass. We also procure silicon, plastics and other polymers, and optical fiber. This includes circuit boards and other electronic components. CommScope uses fabricated copper, steel and aluminum to produce antennas, coaxial and twisted pair cables, and polymers to insulate and protect cables.

Significant volatility in global demand, supply disruptions and other factors affect the supply and prices of these materials. Several factors affect our operations and supply chains, including commodity inflation, logistics cost increases, and certain shortages. Silicon supply affected the supply chain through 2022. With this in mind, we optimized our global manufacturing and distribution footprint to help us respond

quickly to rapidly changing market conditions, while maintaining a reliable and responsible supply chain.

Responsible sourcing

Responsible minerals sourcing is a key factor in CommScope's supply chain and sustainability commitment. Conflict minerals are necessary to the functionality or production of our products. Our conflict minerals due diligence process is based on the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

We conduct a Reasonable Country of Origin Inquiry (RCOI) by collecting the industry standard Conflict Minerals Reporting Template from our supply chain. Our RCOI includes:

- Identification of in-scope suppliers
- Risk assessment and data collection
- Data evaluation
- Follow-up with suppliers, if needed

Legacy ARRIS business is a member of the Responsible Minerals Initiative (RMI), encouraging smelters to be audited using the Responsible Minerals Assurance Process. As part of our manufacturing process, we use tin, tungsten, tantalum and gold (commonly referred to as the 3TGs). As a participating member of the RMI, contributing to independent third-party audits and due diligence programs of conflict minerals smelters and refiners, we expect our suppliers to follow the same standard. This includes:

- Complying with Dodd-Frank regulations regarding conflict minerals and providing legally required compliance documentation to CommScope
- Conducting a RCOI to determine the source of tungsten, tantalum, tin and gold
- Avoiding the use of conflict minerals that directly or indirectly finance or benefit illegal armed groups in the covered countries

In 2022, we engaged more than 240 of identified in-scope suppliers. We had a 99.6% response rate to our RCOI and due diligence process. We use Robotic Process Automation to automate our data collection process for compliance status verification.

We take minerals sourcing very seriously and encourage you to review our [Conflict Minerals Policy](#) and our [Form SD and Conflict Minerals Report](#).



1 NO POVERTY



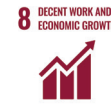
3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



16 PEACE, JUSTICE AND STRONG INSTITUTIONS

SOCIAL RESPONSIBILITY

CommScope's mission is to deliver high-quality products to support the development of digital infrastructure that underpins society and improves the lives of people across the world. This technology is crucial to developing a connected, digital society that opens up endless social and professional possibilities. This is why we aim to make our products as inclusive and accessible as possible. We participate in initiatives to increase digital access and share the benefits of new technology with everyone. We also invest in the communities where we operate and support global causes through our CSR program.

We also prioritize our employees' safety, health and well-being. Our team is critical to the delivery of our aims and ambitions, so we strive to maximize satisfaction, foster personal and professional development, and provide support when employees need it. We value diversity and encourage our employees to connect and celebrate diverse perspectives. Moreover, we take active steps to ensure fairness in our hiring process.



TRAINING AND DEVELOPMENT



DIVERSITY, EQUITY AND INCLUSION



COMMUNITY INVOLVEMENT



HEALTH, SAFETY AND WELL-BEING

In 2022, we began adapting to the post-pandemic world, getting “back to normal” in some ways and establishing a “new normal” in others. At our manufacturing sites, we reestablished in-person audits to maximize the effectiveness of our health and safety culture. Meanwhile, as our offices reopened, we continued hybrid working arrangements to give employees the flexibility to work remotely and enjoy face-to-face interaction. We expanded online learning and development resources to ensure accessibility for CommScope employees all over the world.

Our CSR initiatives generated more than \$780,000 in donations for charitable causes across the world, including disaster relief, educational charities and support for disadvantaged communities. Within the U.S. and Mexico, our partnership with United Way allowed us to provide more than \$110,000 in grants for local causes through an employer match program. This program is a signature element of our CSR philosophy.

Our sustainability initiatives received the following external recognition:

- Named one of “Mexico’s Best Employers 2022” by *Forbes*.
- Received ESR (socially responsible company) certification at Juarez-Bermudez, Mexico facility by *Cemefi*.

In 2022, 90% of our manufacturing facilities maintained ISO45001:2018 certification, which is a health and safety management system standard.

2022 Targets and achievements

Goal	Objectives/Targets	Progress
Leverage a collaborative, enabled and agile workforce to deliver business innovation	Activate our purpose, vision, values and CommScope NEXT strategy to drive engagement, innovation and growth.	Achieved
	Drive positive talent and business outcomes through leadership, culture and positive employee experiences.	Achieved
	Reinforce a diverse and inclusive culture that thrives on innovation and learning to adapt, grow and win.	Achieved
	Provide top quartile rewards for top quartile performance.	See 2023 Proxy
	Provide meaningful well-being support to enable our employees to flourish in all ways.	Achieved
	Serve as positive community citizens.	Achieved



1,800

Our Diversity & Inclusion Business Network (DIBN) now includes more than 1,600 employees worldwide



8.1/10

Awarded an 8.1/10 overall engagement rate by employees in the Pulse Survey



63.75%

Achieved a global injury rate of 0.29, 63.75% below the U.S. Occupational Safety and Health Administration’s industry rate of 0.8



16

Awarded 16 Frank M. Drendel Community Service Excellence Awards to our community service heroes



5,300

Gave 5,300 STAR Awards to employees for unique and exceptional achievements



250

RISE for early-in-career talent has more than 250 members



>\$780k

Made >\$780k in charitable donations



Human capital development

Internal training solution—Thrive@CommScope

The launch of THRIVE@CommScope, CommScope’s internal digital learning platform, was a sea change in our professional development program. This market-leading digital learning platform, which includes more than 30,000 pieces of content, including articles, videos, book summaries and more, is refreshed daily. It allows our employees to connect, share knowledge, collaborate and engage in learning anytime, anywhere. With a consumer-grade interface, employees experience the best of social learning and personalized content that’s customized to their skills and interests. Since it launched in 2021, nearly 10,000 CommScope employees have liked, shared, commented and completed tens of thousands of courses. The most explored topics were leadership, management skills and business. Full-time, salaried employees who have CommScope-provided mobile devices can access THRIVE@CommScope via the THRIVE mobile app, to engage with learning content anytime.

Learner engagement with this platform has doubled since the launch, with each learner accessing an average of six courses in 2022.

The top THRIVE programs in 2022 were:

- Annual ethics training
- uLEAD self-directed leadership program
- Meeting-in-a-Box (training in running interactive meetings)

External training solution—CommScope University and CommScope Infrastructure Academy

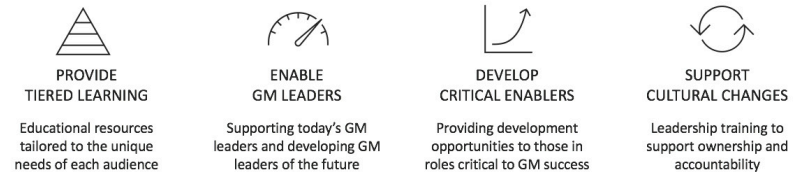
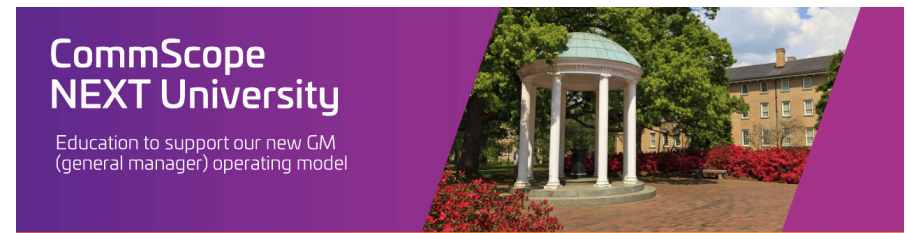
CommScope University is our home for professional certification, technical, product and sales enablement training. All CommScope employees, partners and customers can access this learning platform from their [My CommScope](#) homepage.

CommScope University is also the online training application for the ISO9001 and TL9000 compliance courses. This includes training for all corporate, segment, business unit, and facility Quality Management System procedures.

CommScope Infrastructure Academy offers comprehensive courses through a flexible online program. Network installers, technicians, engineers and integrators can earn certifications in a variety of topics. Among the topics are the latest wired, wireless, wireline and fiber-optic technologies, including innovative brands like ADC®, NETCONNECT®, Andrew®, KRONE® and SYSTIMAX®.

Leadership development

We provide consulting and training in leadership growth and development that enhances managers’ capabilities and effectiveness and leads to high-achieving and motivated employees. In 2022, we offered uLEAD, a self-led leadership development program available through the THRIVE@CommScope platform. We also developed GM Accelerate, a comprehensive leadership development program that’s a cornerstone of CommScope NEXT University.



As part of our development for general managers and leaders, we launched CommScope NEXT University. Our first CommScope NEXT University offering, GM Accelerate, is a six-month development program. GM Accelerate is designed to educate and align key talent on the critical elements of running a successful GM model.

Program content was developed in partnership with the University of North Carolina’s Kenan-Flagler’s Business School at Chapel Hill (UNC), a top-10 globally ranked executive education institution, according to the *Financial Times*. The program features in-person and virtual learning experiences, where participants engage in collaborative learning, undergo a business simulation, review case studies and work on an action learning project with senior leadership sponsors. As part of their learning journey, participants receive coaching and feedback and participate in guided discussions led by UNC faculty and CommScope subject matter experts. Our first group of 23 participants launched in October 2022 and a new group of 25 is set to begin in March 2023. In the coming year, we’ll continue to build CommScope NEXT University programs that address the unique needs of different audiences, including GM critical enablers and the broader organization.

Leadership engagement and collaboration

Quarterly town hall meetings, viewed by an average of nearly 7,900 employees, round-table events and interactions with line managers promote employee development. We interact with our employees how, when and where it matters most. Our Pulse Survey measures employee engagement and how workers experience our company values.

Attracting and retaining talent

We know diverse and inclusive teams play a significant role in inspiring ideas and generating better solutions. With that in mind, our Talent Acquisition team and hiring managers have been continuously improving our practices to attract and retain talent from diverse groups and foster a positive candidate and employee experience.

In 2022, we provided Diversity and Unconscious Bias training that focused on hiring to recruiters, human resource partners and hiring managers. We conducted several web training classes and created relevant learning pathways in THRIVE@CommScope.

We also launched a new applicant and candidate survey to listen to and understand the needs and desires of our candidate population. According to this candidate survey, candidates' satisfaction with our overall recruitment experience was 4.2 out of 5 in 2022. In reviewing the feedback, we learned we need to improve our communications with candidates throughout the hiring life cycle. One of our big 2022 Talent Acquisition projects focused on process optimization, based on feedback from candidates and hiring managers. We've streamlined several pieces of our hiring process, simplified our communication practices and are implementing new candidate engagement technologies in early 2023.

To ensure that we remain a destination for talented workers, we provide an efficient, robust and consistent onboarding process. Our unique approach includes pairing employees with Welcome Coaches, who act as cultural navigators, supporting new hires in their first three months. Coaches answer questions, explain CommScope's culture and processes and help employees acclimate. We now have more than 450 Welcome Coaches around the globe. The program regularly receives praise, as does our centralized intranet site, which has comprehensive information for each onboarding role.

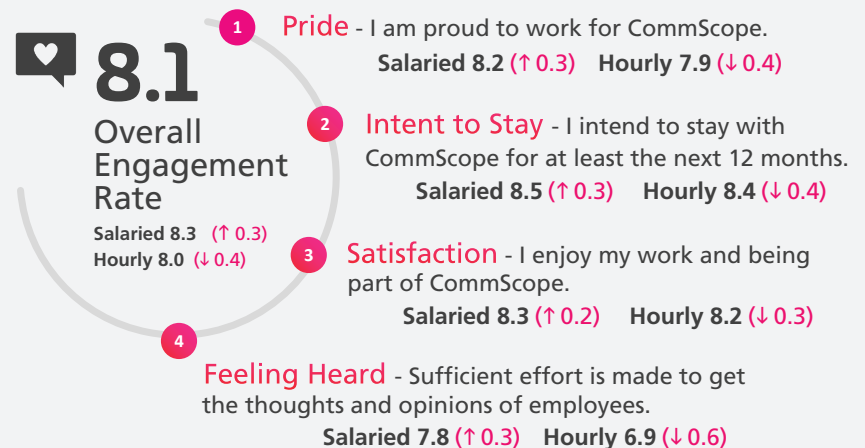
Our 2022 onboarding survey showed overwhelmingly positive results. On a scale of 0-10, the new employee satisfaction rating was 8.9, while the hiring manager rating was 8.6.

Pulse Survey

In November 2022, we invited our global workforce to participate in our Pulse Survey, a comprehensive annual engagement survey. Engagement is the strength of the mental and emotional connection employees have with their work, teams and company. We were pleased to see an overall response rate of 71% (23,993 participants) and scores that suggest a high level of engagement across the board.

Engagement

Scores are averages based on the level of agreement on a scale of 0-10.



Flex@Work program

The Flex@Work program, which was developed in 2021 and expanded and refined in 2022, allows CommScope employees to do their best work in a location that makes sense for the business, our customers and themselves. As the world of work has changed, Flex@Work defines a flexible way of working that enhances employees' well-being and engagement. Flex@Work delivers these benefits and ensures we maintain our focus on innovation and performance.

Our program offers global guidance for a suggested number of days in-office to maximize purposeful proximity. In some cases, line managers can extend this flexibility. Our program has rolled out to 45 countries and complies with local laws in all countries where it's available.



Future skills

In 2022, we launched a new Graduate Rotational Program (GRP) to hire the next generation of top talent. The two-year program helps early-career candidates gain cross-functional experience and tackle challenging and business-critical projects. We provide comprehensive programming to enhance the work experience of our GRP participants. They'll gain exposure to our executives and various business leaders. This program initially focused on the U.S. region. We're expanding it in 2023 to additional geographies.

We expanded participation in our internship and co-op programs with nearly 170 participants globally. We held more than 12 global learning events for our interns and co-ops, which included topics such as personal branding, executive speaking and networking. Our interns worked on meaningful projects and made important contributions to the organization. We have four annual awards to recognize our interns' accomplishments. Their managers or business leaders nominate them. The awards are: Rising Leader Award, Impact Award, Innovation Award and Lasting Impression Award.

Connecting the world requires us to bring together a team of talented people who have diverse backgrounds, experiences and perspectives, as well as develop world-leading technologies. In recent years, we have strengthened and expanded our commitment to diversity, equity and inclusion. We see it as integral to business success. As a global business with more than 30,000 employees in 53 countries, we've always been a diverse organization, and we aim to maximize the benefits that this brings by fostering an inclusive culture. We understand that diversity, equity and inclusion play a valuable role in generating the ideas and solutions for CommScope and our suppliers, partners and customers.

We demonstrate our commitment to fairness and equality throughout our operations. As well as meeting our legal obligations in the countries in which we operate, we strive to create a work environment in which all feel valued, are treated with respect and are free to be themselves. It's expected that all decisions—in particular, those involving hiring, pay and promotions—are based solely on competence and are not affected by personal characteristics, except when local law requires affirmative action.

Fresh Out Sales Program

In 2022, we launched a yearlong sales development program for new university graduates and early career sales professionals. Those selected received extensive training using a comprehensive curriculum. The course included product and sales training and hands-on workshops. Upon successful completion of the program, they graduated to field sales roles across the U.S. in our Building and Data Center Connectivity (BDCC) business and RUCKUS Networks. Sixteen participants in the Building and Data Center Connectivity program graduated to field sales in July and October. RUCKUS Networks had one participant in the fourth quarter. We'll start 2023 with another six candidates in Building and Data Center Connectivity and four in RUCKUS Networks. We're very excited to expand the program with an additional six candidates in our Network Cable and Connectivity (NCC) business.

University Ambassadors

To support our early career pipeline, we established a University Ambassadors program to foster relationships with key campuses. More than 130 CommScope employees volunteered to participate in the program. Many ambassadors have participated in a variety of career fairs, networking events and speaking engagements. They also provided strategic advisement to the campus recruiting team to help us better attract and retain the best and brightest future talent. We plan to expand the University Ambassadors program globally in 2023.

Diversity on campus

In 2022, we started to fine-tune and expand our diversity recruiting efforts on campuses. We conducted a study of U.S. schools that have diverse student populations in degree programs that align with the jobs for which we typically hire. The study helped us determine which programs and student organizations to work with in attracting diverse students to our intern programs and early career hiring. As a result, we saw a 21% increase in ethnic diversity and a 17% increase in hiring females for our intern program in the U.S. We plan to continue these efforts and expand globally in 2023.



CommScope's Diversity & Inclusion Business Network (DIBN)

CommScope's DIBN has developed into a community of more than 1,800 members since it launched in 2020. The group celebrates the diverse experiences and perspectives of CommScope's global team. The DIBN also includes a dedicated network for early career professionals, RISE, with more than 250 members.

DIBN members have access to a dedicated Yammer channel and the DIBN portal, through which they can access information about upcoming events and network with other members and DIBN leadership. The DIBN Leadership Council is comprised of 14 employees from across the business, and is led by two co-chairs. The executive sponsor for the DIBN is Robyn Mingle, senior vice president and chief Human Resources officer. Local DIBN ambassadors handle site-specific events and engagement. Some of these ambassadors also act as welcome coaches for new hires.

Diversity, Equity and Inclusion governance is included in the overarching ESG governance approach with managerial responsibilities at a corporate level.

DIBN HIGHLIGHTS

2022 highlights include:

- A global program of guest speakers, including CommScope board member Derrick Roman and Kristin Austin, CEO of K.E. Advancement Inc., a nonprofit organization that focuses on personal and professional development.
- Several face-to-face networking events for early career professionals across the globe.
- We launched the Ignition Program in partnership with Trackhouse Racing and distributor WAV Communications. This program aims to use motor sports to encourage interest in STEM (science, technology, engineering and mathematics) subjects in U.S. schools, while increasing access to digital connectivity, such as public Wi-Fi networks.
- In February 2022, CommScope joined the CEO Action for Diversity & Inclusion coalition, amplifying our commitment to advance these principles in the workplace. By joining, we're pledging to increase our existing efforts in cultivating a workplace where diverse perspectives and experiences are welcomed and respected.

Advancing women's leadership

CommScope continued its engagement with the Women in Cable Telecom Network (WICT). In 2022, two CommScope leaders—Su Guaglianone, vice president of Global Marketing, and Urvi Shah, vice president of Global Key Account Marketing—were accepted into the Betsy Magness Leadership Institute, the premier leadership development program for women who hold senior leadership positions in media, entertainment and technology. The program features experiential and data-driven approaches to foster the development of skills that are necessary for success at the executive level, including leadership, team-building and self-awareness.

In 2022, Shah received the WICT Network's Women to Watch (Technology) accolade, which recognizes exceptional women in leadership positions.

Measuring inclusion at CommScope

Our recent Pulse Survey asked questions that measured inclusion at CommScope, and the results were very positive. For example, average scores were 8.4–8.7 on a scale of 0–10

Fair treatment	Belonging
Integrating differences	Psychological safety
Decision making	Trust

DIBN@Work webinar: opportunities for employees to network, learn and lead

We're building a culture that embraces diversity and aims for all employees to feel welcome. Research shows that organizations that have diverse employees lead the way in innovation and often see greater success than those that don't.

Through this new educational series that launched in July 2022, employees had the opportunity to attend monthly sessions and engage with their teams in conversation around topics like:

- Equity vs. equality
- Unconscious bias
- Disrupting unconscious bias
- How to be an ally

This educational series was also piloted in the Reynosa manufacturing plant with 36 facilitators delivering training to employees across all shifts (morning, night and weekend).

Results:

- Salaried population: more than 5,000 views of the content year to date
- Hourly population: 2,735 employees completed the training



Community involvement

We're dedicated to providing talent, time and funding to help drive a positive future for all. CommScope contributed approximately \$780,000 to a variety of charitable organizations and causes in 2022, including communities and educational programs for students. Our passion and commitment to social change inspires our employees to help make a genuine difference for others.

At the local level, we renewed our U.S. and Mexico United Way campaigns for 2023. This annual giving program has become one of our signature charitable activities. For every dollar an employee donates to an eligible United Way organization, CommScope provides a 50% match. In 2022, the initiative generated approximately \$110,000. These valuable funds will help support more than 220 United Way charities in many of the communities in which CommScope operates.

Examples of our global CSR contributions

- \$63,000 to Holy Cross to support the completion of a school building
- \$52,900 to Nisvaratha, One Billion Literates Foundation and Surabhi Foundation to support education for girls, COVID-19 relief support and deprived children
- \$44,000 to JGRV Samarathanam Samridhdhi to assist the underprivileged
- \$32,000 to the Gandhirgram Trust to support the installation of solar streetlights and solar heaters for children's residential educational institutions as well as equipment for hospitals
- \$21,500 to Rock Fund to support girls' education in schools (St. Henrietta's Girls' Higher Primary School, Our Lady of Bon Secours Girls' High School & St. Euphrasia's Girls' High School), with which CommScope subsidiary ARRIS India has had an ongoing relationship for the last four years. This initiative supported 71 students in 2021-22 and will support 97 students in 2022-23
- \$18,000 to the Prime Minister's National Relief Fund in India, which supports education for underprivileged children
- \$8,000 toward shelter support for young adult orphans who have HIV
- \$3,000 to Sahana Charitable Trust for computers and accessories to help disabled individuals perform office work

World Central Kitchen for Ukraine

In 2022, CommScope launched a matching gifts campaign to support the escalating humanitarian crisis in Ukraine. World Central Kitchen received \$146,000, thanks to CommScope's employees and the company's matching contribution. The organization addresses food insecurity issues among Ukrainian refugees.



In the U.S., the Young Men's Christian Association (YMCA) of Catawba Valley, NC plans to improve two facilities to better serve the community. CommScope is contributing \$60,000 to support these efforts as part of our six-year pledge. Our partnership with the YMCA will help area families live healthier, safer and more productive lives.



CommScope became a corporate sponsor (\$30,000 donation) for the North America Scholastic Esports Federation (NASEF). NASEF's mission is to provide opportunities for all students to use esports as a platform to help develop science, technology, engineering, arts and math (STEAM)-based skills as well as social and emotional attributes, including communication, collaboration, and problem-solving. The STEAM approach helps guide student inquiry, dialogue and critical thinking.

In addition, we help fund Apparo, a pro bono tech nonprofit that provides IT solutions, education and training for nongovernmental organization. Through our donations and corporate sponsorships, we strive to unlock potential for people and local communities to create a better tomorrow.



Innovating for inclusivity

Digital Access and Inclusion

Bridging the digital divide is a significant focus for CommScope. According to U.K. research, nearly 3 billion people across the world lack internet access, despite its integration into the fabric of modern life. Getting online access to everyone is critical for supporting continued economic development, and improvements in quality of life and opportunities. This will be a significant challenge, as networks and technology are required to adapt to ever-increasing demands and new requirements.

Governments are increasingly recognizing and preparing for this challenge and making funding available to support the rollout of these technologies to underserved communities. As a leading supplier of digital technologies, CommScope will cooperate with government agencies to help to bridge the divide and facilitate a future in which all enjoy the benefits of a connected society.

How our products affect end users and consumers

As more services migrate to e-commerce platforms, access to affordable broadband connectivity has become a key consumer concern.

CommScope solutions power wired and wireless networks that deliver broadband to consumers and businesses globally.

Within the wireless space, mobile operators are investing heavily in 5G technology that provides enhanced mobile broadband and fixed wireless access capabilities. We know, however, that the future of wired broadband networks is 10G.

These technologies (5G for mobile access and 10G for wired access) are underway, but will likely require a decadelong investment to extend network capabilities.

We're starting to see the benefits of these new technologies in the form of real-world improvements to network speed, capacity and efficiency. Multigigabit speeds, network virtualization, automation and software-defined networks are emerging in today's networks. These offer great promise for tomorrow's smart home services, smart cities, enterprise networks and more.

Cities all over the world are becoming digital, prompting cities and business to reimagine their business models. With the explosion of the internet, the future of mobile networks may not necessarily be with 4G and 5G over fiber, but with Wi-Fi. CommScope's wireless and fiber-optic solutions for smart cities connect buildings, cell towers, equipment, people and devices indoors and out.

We're also seeing virtualization adoption catalyze the evolution of smart cities, significantly improving the regular flow of information to enable more efficient response to demands.

CommScope is committed to being at the forefront of this next technological chapter to deliver the best outcomes for consumers and end users.

Product safety and quality

We take a proactive approach to safety considerations for those who use our products. This includes adhering to industry guidelines for electrical and optical safety and international standards like the EU Waste Electrical and Electronic Equipment (WEEE) directive, the Restriction of Hazardous Substances (RoHS) in Electrical and Electronic Equipment directive and the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regulation that protect our environment.

In 2022, we didn't recall any products due to safety issues. We recalled and reworked 6,414 Outdoor Wireless Networks (OWN) products due to significant quality problems. There were no other significant quality related recalls for products from any other business segment.

Erasing the digital divide

The Federal Communications Commission's Rural Digital Opportunity Fund (RDOF) broadband initiative is the single-largest distribution of Universal Service Fund allocations, which telecommunications providers use to increase connectivity for underserved communities.

As a result of RDOF stimulus funding, CommScope sold more than 50,000 miles of cable this year, bundled with our connectivity solutions portfolio. This initiative is helping bridge the broadband gap in rural America. We currently sell cable to 57 electric cooperatives that are customers of Conexon's revolutionized architectures.

In addition to community broadband, CommScope products also enable classroom technologies which provide choice of on-campus or online learning. For example, in community colleges people with jobs can't always come to campus on a regular schedule. And those with children may not be able to arrange for or afford childcare. Their situations may even change from one course to another. Schools want to offer more flexibility in course delivery models to give all students more choices and flexibility with a blended learning model - students can join in real-time and watch streaming lectures, or download recorded lectures to watch at a later time. Multigigabit classrooms with RUCKUS Wi-Fi for coverage and capacity, and fast Ethernet switching, allow real-time remote lecture and archived lecture capture, and supports a more diverse student population.



Total rewards

CommScope has multiple approaches to ensuring competitive, equitable pay and comprehensive benefits, including regional benchmarking. We also offer recognition and rewards programs.

Pay equity

To help us deliver insights and ingenuity for a fast-changing marketplace, it's essential that we pay employees fairly and competitively. We maintain our pay-for-performance compensation philosophy globally, completing pay equity assessments to calculate the results of our pay practices. We compensate employees equitably, relative to experience and performance, regardless of gender, nationality or disability.

Compensation

CommScope's compensation plans and programs:

- Attract and retain skilled, high-performing individuals
- Pay base salaries that are competitive in our industry and the local markets in each country where we operate
- Provide short- and long-term incentives (when appropriate) that are tied to superior employee and company performance

The rewards that are aligned with variable (incentive) pay increase with job level and reflect each job level's influence on short- and long-term results. Eligibility for the Annual Incentive Plan (AIP) and Long-Term Incentive Plan (LTIP) is based on the job level and market competitiveness.

Benefits

We provide comprehensive market-aligned benefits at a country level and conduct reviews annually to validate benefits against proprietary market data. Benefits typically include medical plans, life/disability and accident coverage, retirement benefits and locally applicable benefits. We made excellent progress in harmonizing benefits in more than eight countries in 2022, and have fully implemented the harmonization or are in the process of harmonizing.

Recognition and reward programs

Award	Description
STAR Awards	Employees receive cash STAR Awards and certificates for unique and exceptional achievements that support CommScope's values. We awarded more than 5,300 STARS valued at \$1.25M in 2022.
Innovators in Action	Innovators in Action celebrates and rewards our best innovators and inspires collaboration. The program includes semiannual and annual ceremonies and top innovator meetings. We give awards in three categories: <ul style="list-style-type: none"> • Most Innovative Product, Service or Process • Most EBITDA Impactful Project • Most Easy-to-Use Product or Service
Inventor Incentive Awards	These awards recognize engineers and technologists who submit patentable inventions on CommScope's behalf. Each eligible inventor receives monetary compensation at the time of filing and again at issuance. In addition, Lifetime Achievement Awards may be given, which provides additional patent compensation. Approximately 600 employees received more than 1,400 awards in 2022.
Lifetime Achievement Awards	The Lifetime Achievement Awards recognize innovators who accumulate 10, and later 25, qualifying inventions with at least one qualifying patent grant for each invention. Twenty employees received awards in 2022.
The Vacation Service Awards	All U.S. employees who had a five year service anniversary on or after Jan. 1, 2020, received an additional two weeks' vacation for the year for every five year employment anniversary milestone (i.e., 5th year, 10th year, etc.). The extra two weeks was allocated to 757 CommScope employees in 2022. Employees become eligible on a recurring basis at every five-year milestone (5 years, 10 years, 15 years, etc.).
Frank M. Drendel Community Service Excellence Awards	This annual program is our way of recognizing and rewarding our community service heroes. We select multiple winners and donate \$1,000 to each employee's designated charity. All community service efforts are eligible, including those from individuals or groups that involve CommScope employees. We provided 16 awards in 2022.
Winning with CommScope NEXT Incentive	We've expanded our AIP bonuses to incorporate strategic objectives linked to achieving Winning with CommScope NEXT objectives.

Employee well-being

Our employees' well-being is critical to our continued business success. The difficulties that the COVID-19 pandemic posed, followed by the return to the workplace and adaptation to hybrid working in 2022, challenged employees' mental and physical health. That's why we provide multidimensional well-being resources for our employees and their family members.

CommScope maintains a comprehensive benefits program, committed to improving our employees' health and lifestyles by:

- Embracing best practices that can decrease high-risk health factors
- Reducing the cost of health care
- Investing in activities that encourage healthy, productive employment
- Providing education about our programs and services
- Sharing employee success stories
- Gauging our success to better address future employees' health care needs

Our well-being program, "Good for You," provides physical, emotional, legal and financial well-being resources.

The pandemic forced our teams to think creatively when returning back to the office post-pandemic. We recognize that everyone's situation is unique. Through increased employee engagement, we made informed decisions to organize meaningful activities for employees.

For example, we implemented weekly Wellness Wednesday events to accompany the annual well-being calendar in our U.S. operations, with more than 300 people participating in the sessions. We'll roll out these events to our global operations in 2023.

We also hired a benefits and well-being specialist to manage and administer these programs.

Well-being challenge case study

To celebrate our return to the workplace at our U.S. facilities after the COVID-19 pandemic, and to reconnect with fellow employees that never left the workplace because of job requirements, we launched a well-being challenge to encourage one another to build healthy habits into our daily routines.

Employees were encouraged to complete five well-being areas: sleep well, smart hydration, get moving, eat healthy and express gratitude. They reported their activities using the Wellness Challenge pathway on THRIVE@CommScope. Employees pledged to meet daily challenges. Among them: get seven hours of sleep, drink at least 32 ounces of water, exercise for 30 minutes, eat five servings of fruit/veggies and express gratitude to someone. They were also encouraged to complete bonus activities like watching preselected videos with direct ties to the specific challenges on THRIVE.

Employees who recorded at least 175 points (five points per day for 35 days) were entered into a drawing for one of six prizes, including a blood pressure monitor, a sleep sound machine and custom-fit orthotics. Employees who recorded at least 180 points were entered into a drawing for a foldaway full-motion leg and hip glider. More than 140 employees participated in the challenge.

The challenge was so successful, our team in Mexico repeated it.

Mindful wellness

To help employees cope with everyday challenges and stress related to the COVID-19 pandemic, we hosted a virtual summer wellness series: Learning to Relax. Our well-being partner, ComPsych® GuidanceResources®, conducted sessions in American English, British English, Hindi, simplified Chinese, Spanish and Japanese. The sessions included relaxation techniques such as meditation, progressive muscle relaxation and visualization.

About GuidanceResources

The GuidanceResources program helps our global employees take on life events with confidence, whether it's a positive change, like buying a first home, or an overwhelming challenge, like mounting debt. Available 24/7, the program supports issues such as bereavement, substance abuse, anxiety and uncertainty, child care and working from home. The program provides information, toolkits and guidance as well as confidential and professional counseling. The program covers four areas:



FINANCIAL GUIDANCE



LEGAL ASSISTANCE



WORK-LIFE BALANCE



PERSONAL COUNSELING



2022 Well-Being Program



Accolade provides personalized support to U.S. employees' and their families' health and benefits needs, including finding a new doctor, resolving claims issues, understanding their benefits, consulting with nurses.



On-site health clinics at manufacturing facilities provide preventive care, disease management, prescriptions and care for chronic conditions like diabetes and hypertension.



Well-being ambassadors promote and support healthy living by encouraging employee participation in the well-being program, on-site fitness activities, medical screenings and health coaching services, among other health and well-being initiatives.



On-site fitness centers ensure employee health. COVID-19 has meant we can't take full advantage of our health resources, but sites remain operational in accordance with the government's guidance on gyms and fitness centers.



GuidanceResources is a program that offers information and counseling to all global employees and their family members to help them address a variety of life challenges before they become distractions.



Annual biometrics screening and vaccines are available because CommScope partners with third-party service providers to offer on-site biometric screenings, flu shots and vaccines for essential workers in multiple facilities around the world.



Real Appeal is an online prediabetic and weight loss program available at no cost to any adult covered by U.S. medical plans with a BMI of 23 or higher.



Dario is a personalized digital care solution that helps people with prediabetes and diabetes on their path to living healthier. Available to U.S. employees, Dario is a no-cost, all-in-one glucometer with test strips and lancets with a mobile app that reviews your health data.



The 5AM Club in Bangalore, India, gives CommScope employees a chance to take advantage of mindfulness, exercise and personal growth. We encourage employees to make an early start by sharing their experiences on the 5AM Club platform and fostering wider self-improvement.



Counseling services allow all global employees to access up to five free sessions with a certified professional to discuss topics such as working from home, parenting and maintaining the well-being of the whole family.



HR Digest Newsletter supplies tools and resources to help employees adapt to the new working environment. These tools include forums, events, articles and guidance under the heading of "Live Well, Work Well and Lead Well."



Legal resources provide employees with the means to understand legal topics, whether they're facing a current challenge or are simply interested in learning more about specific laws

The COVID-19 pandemic reinforced the importance of a proactive approach to health, safety and well-being. Underpinning our successful business operation, these pillars are fundamental for the environment in which we work, whether it's in our facilities, at home or on the move. In a post-lockdown world, ensuring that we adapt to meet the complex and ever-changing needs of our employees, customers and partners is critical.

Employee health and safety

CommScope maintains a robust environment, health and safety (EHS) management system. This includes setting objectives and targets, providing necessary resources and creating a comprehensive well-being and benefits program. These efforts encourage ongoing improvement as we continue to unlock the greatest potential

for our employees. For more information about our EHS management system, visit the [CommScope website](#).

Safety excellence and safety culture

2022 provided many opportunities for improvement after a return to in-person site visits and audits. The lessons learned from these visits helped us better understand our focus areas and adjust our EHS program accordingly, in the spirit of continuous improvement.

During the year, we continued our journey to safety excellence using our Safety Excellence Roadmap (SER) as a framework for the continuous improvement of safety performance.

We’re emphasizing the proactive side of the EHS management system, with a strong belief that we can prevent a vast majority of injuries. With this in mind, and after three years of experience using the SER, we revamped the SER framework in 2022.



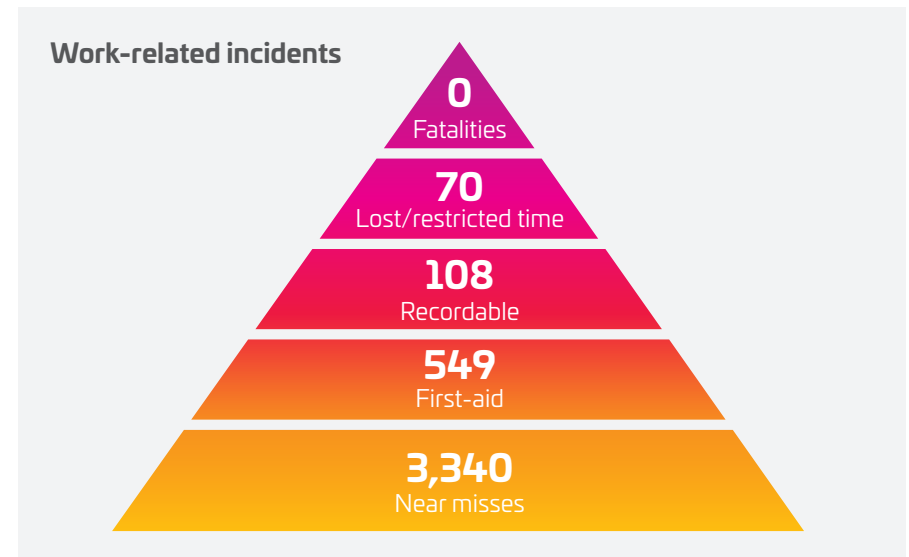
The first phase included Safety Culture and Leadership, where we incorporated tools such as Behavioral Root Cause Analysis, Peer Coaching and Safety Culture Assessment. These tools are intended for leadership teams to enhance safety culture and leadership practices globally. In this way, we completed the integration of our SER and Safety Culture program.

In the second phase, we added two key management system elements—Risk and Compliance—to strive for safety excellence in these key areas.

During the 2023 goal-setting process, CommScope’s EHS team took a more site-oriented approach, focusing on site-specific needs.

Reporting near misses and incidents

We’ve established an open and supportive reporting culture so that we can identify hazards and reduce risks. The BSI Entropy™ web-based platform allows employees to report incidents, hazards and near misses.



Our actions to mitigate significant hazards

Work-related hazards*	Actions
Overall hazards	We completed more than 200 risk assessments globally at our manufacturing sites and distribution centers to identify and control occupational health and safety risks
COVID-19-related hazards	Comprehensive program for coping with residual risks resulting from the pandemic
Hazards associated with warehousing/logistics	Warehouse safety program (inclusive of powered industrial vehicle and pedestrian safety) included in the Safety Excellence Road Map
Hazards associated with operating machinery in manufacturing locations	Machine safeguarding program included in the Safety Excellence Road Map
Ergonomics hazards associated with manual material movement (lifting, bending, carrying, etc.)	Ergonomics program included in the Safety Excellence Road Map
Hot surfaces, exposure to extreme temperatures	Typically associated with machinery operation and machine safeguarding program

* This is a nonexhaustive list of hazards that CommScope identified and managed. The hierarchy of controls principle is embedded in the EHS management system. When sites take actions that address risks, they follow this principle. An example is pedestrian safety risk assessments at all manufacturing/distribution center sites. While these or similar hazards caused some of the injuries, they were primarily minor.



ENVIRONMENTAL RESPONSIBILITY

In November 2022, the UN Climate Change Conference (COP 27) reinforced the global commitment to the Paris Agreement and to drastically cut emissions. In December 2022, the UN adopted the Kunming-Montreal Global Biodiversity Framework, which aims to take urgent action to halt and reverse biodiversity loss. Meanwhile, it was a tumultuous year in which energy prices soared and global emissions rose.

CommScope serves customers on six continents, and it's on this global scale that we measure and act on our impact on the environment. We're proud of our achievements and recognize that we must do more. To that end, we continuously rethink product design and adjust our production, distribution and consumption patterns to minimize the pressure on Earth's resources.



CLIMATE CHANGE AND GHG EMISSIONS



SUSTAINABLE PRODUCTS



SUSTAINABLE MANUFACTURING PROCESSES



REDUCING ENVIRONMENTAL IMPACT

2022 was a positive year for CommScope when measured against our environmental KPIs and objectives. While not as disrupted as 2020 and 2021, 2022 must be viewed in the context of the COVID-19 pandemic, with data from previous years not being entirely representative. Therefore, viewing performance against our 2019 baseline can prove informative.

CommScope drives energy efficiency across business segments and products. Furthermore, our leaders participate in developing global standards for network energy efficiency and energy goals. We procured 12.5% of purchased electricity from renewable sources in 2022, and we reduced our overall energy consumption from 2021.

While we didn't achieve an overall reduction in waste output because of an increase in fiber-optic cable production and disposal in 2021, we dealt with that waste more effectively by optimizing waste management (eliminating/reducing/reusing/recycling) by 6.2% at in-scope sites compared to 2021 and diverting 82.8% of nonhazardous waste and e-waste from landfills.

Protecting water quality and availability will be one of the biggest challenges of this century, and one we're committed to addressing. We significantly reduced our consumption per employee and reduced our impact on water resources for each in-scope site by 2% compared to 2021.

In 2022, 90% of our manufacturing facilities maintained certification to the ISO14001:2015 (environmental management system) standard, and CommScope received a "B" score in the CDP Climate Change scorecard.

2022 Targets and achievements

Goal	Objectives/Targets	Progress
Reduce the environmental effects of our operations and facilities	Reduce our Scope 1 and 2 greenhouse gas (GHG) emissions by at least 2% by year-end 2022 measured against our 2019 baseline	Achieved
	Develop long-term GHG reduction targets and a plan to achieve them	In progress
	Continue to maintain ISO14001 and ISO45001 certification at selected facilities	Achieved
	Reduce the output of waste by 5% (landfill/fiber-optic to landfill/ incineration/ energy) at in-scope sites compared to 2021	Not achieved*
	Optimize waste management (eliminate/reduce/reuse/recycle) by 5% at in-scope sites compared to 2021	Achieved
	Decrease impact on water resources for each in-scope site (normalized by total hours worked) by 2% compared to 2021	Achieved
	Continue leveraging the benefits of eco-design across our products and packaging	Achieved
	Create internal life-cycle assessment (LCA) capabilities	Achieved
	Ensure more than 90% applicable set-top box (STB) and small network equipment (SNE) products meet and exceed energy efficiency voluntary agreements and standards	Achieved
	Continue providing leadership in driving the standards development for network energy efficiency and energy goals, including the European Commission's Broadband Networking Equipment Code of Conduct and the Society of Cable Communication Engineers (SCTE) Energy Management Subcommittee	Achieved

* Overall 15.7% increase. The main contributing factor was increased production of fiber optic cable resulting in 46.5% increase of fiber optic cable disposed of compared to 2021. CommScope is working with various recyclers and [universities](#) on addressing the environmental impacts of fiber optic cable scrap.



22.2%

22.2% reduction in market-based Scope 1+2 GHG emissions compared to 2019 baseline



29.7%

29.7% reduction in market-based Scope 1+2 GHG emissions' intensity, normalized per head count compared to 2019 baseline



12.5%

12.5% of purchased electricity originated from renewable sources in 2022



>99.9%

of applicable HN product shipments complied with the relevant U.S. and Canadian STB and SNE energy efficiency voluntary agreements



3.4%

3.4% reduction in water withdrawal compared to our 2019 baseline and 10.3% reduction in water withdrawal per employee



82.8%

82.8% of nonhazardous waste and e-waste diverted from landfills



Environmental management system

The corporate EHS team maintains a robust companywide EHS management system. This is an integrated program based on the requirements of the International Standards of ISO 45001 and ISO 14001. To support this system, CommScope uses a web-based platform, the BSI Entropy tool. This supports the management of our EHS processes and operations at the corporate and facility levels.

The Ethics, Compliance and Sustainability Executive Council takes responsibility and accountability for ensuring CommScope's EHS policy, vision and mission are established and aligned with the strategic direction and context of the company. All managers actively drive the implementation and execution of the various requirements and principles across the company. The corporate EHS team is responsible for helping CommScope fulfill our EHS sustainable vision. We utilize the Plan, Do, Check, Act (PDCA) concept to achieve continuous improvement.

4.2 CLIMATE CHANGE, ENERGY EFFICIENCY AND GHG EMISSIONS

Energy efficiency and the reduction of GHG emissions are at the center of our product design vision and the way we operate our business. In 2022, we focused on reducing our GHG emissions against our 2019 baseline.

Climate resilience and Task Force on Climate-Related Financial Disclosures (TCFD)

TCFD is a detailed framework for understanding climate risks and opportunities. It also acts as a powerful business planning tool that ensures businesses understand and plan for the short-, medium- and long-term climate risks to their continued operations, as well as mitigate the impacts their operations have on the environment and the climate. It's vital that we understand CommScope's impact in the context of increasing legislation and disclosure requirements. Many requirements, such as the EU Corporate Sustainability Reporting Directive (CSRD) and the U.K. Companies (Strategic Report) (Climate-related Financial Disclosure) Regulations, align closely to TCFD principles.

We work to reduce our GHG emissions and build resilience in all areas of our business, which is critical to our success. Our comprehensive Site Context Questionnaire assesses climate change physical risks, such as water scarcity, and provides the data we need to mitigate our climate-related risks and impacts.

In addition, CommScope discloses to CDP (aligned with TCFD) and reports against the GRI Standards and Sustainability Accounting Standards Board (SASB) standards.

Science-based Targets Project

In 2022, we partnered with a third-party consulting firm that specializes in setting science-based targets (SBTs). This will help us finalize our overall business case for emissions reductions, define a suitable abatement strategy and drive implementation to achieve our SBTs that are aligned with limiting global temperature increase to 1.5°C. The approach is in accordance with the Science Based Targets initiative (SBTi) guidelines.

As part of this project, we mapped and calculated our carbon footprint, including all relevant Scope 3 categories and restated our 2019 baseline. We plan to submit our SBTs proposal to the SBTi for verification and approval in 2023.

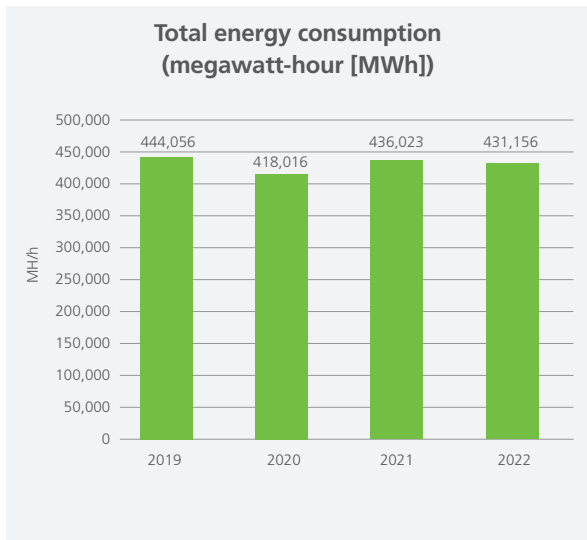
Currently, we drive energy efficiency and GHG emissions' reduction as part of our annual business objectives. We record our progress in our Sustainability Report and the CDP platform.

2022 Earth Day Contest—Invest in Our Planet

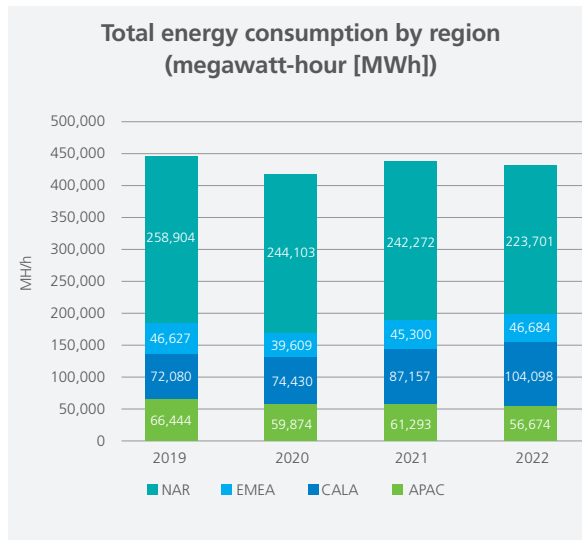
Every year, CommScope holds a creative contest in celebration of Earth Day from April 1-22. With the theme, "Invest in our Planet," CommScope employees around the world submitted 149 original and creative pieces of artwork, essays, music, photographs, poems, presentations and videos.

We've also encouraged employees to demonstrate how they and their families help create a greener and more sustainable environment. For every submission received, CommScope pledged a \$10 contribution to plant 10 trees via [The Canopy Project](https://www.thecanopyproject.org) by [EARTHDAY.org](https://www.earthday.org). We contributed to planting 1,550 trees.

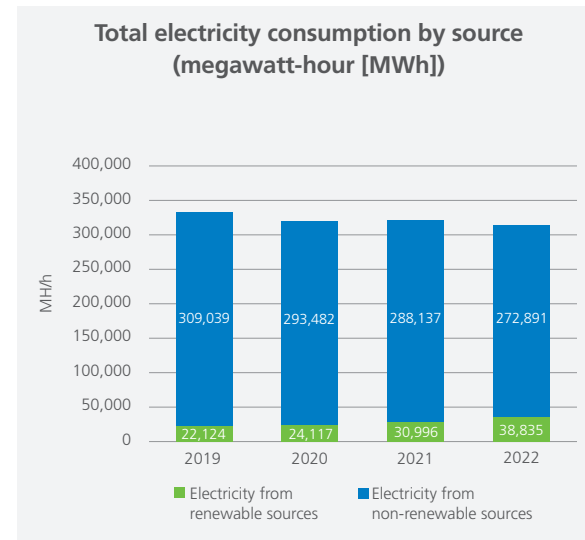
Reducing energy and GHG emissions in our operations



Our energy consumption decreased to 431,156 MWh in 2022 from 436,023 MWh in 2021, which is a 1.1% reduction. This is a result of improved energy efficiency measures across several sites. Our total energy consumption has decreased 2.9% in 2022 compared to a 2019 baseline.

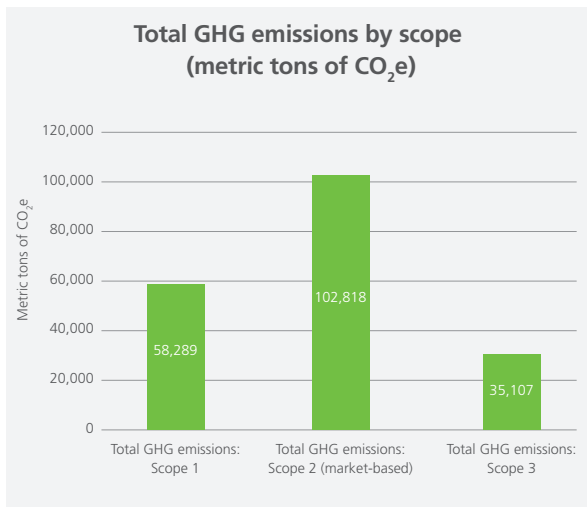


Overall, we reduced our energy consumption globally. This was reflected in reduced consumption in our APAC and EMEA regions. Energy use in the CALA region increased year over year. Our sites in Mexico saw a 19% year-over-year increase in energy consumption, primarily because of increases in Juarez-Bermudez and Reynosa, and the new site, Juarez-Bermudez II. Our U.S. operations are the biggest consumers of energy globally, with 223,701 MWh of energy consumed in 2022, representing 52% of our total energy use. This is due to having more employees, offices and sites in the U.S. compared to other regions.

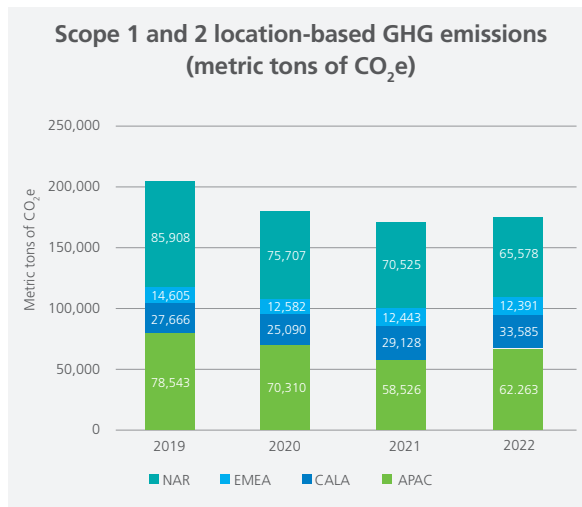


Our electricity consumption from nonrenewables reduced to 272,891 MWh in 2022, from 288,137 MWh in 2021, and our consumption from renewable sources increased to 38,835 MWh from 30,996 MWh in 2022. As a proportion of overall electricity consumption, we purchased 12.5% of our electricity from renewable sources, mainly through the purchase of Renewable Energy Certificates.

Renewables procurement increased by approximately 17% year over year, mainly in the U.S. New contracts were procured for sites at El Segundo, CA, and Santa Ana, CA, and sites at Eules, TX, and Mission, TX, were already on contract but elected to procure renewables when renewing in mid-2022.



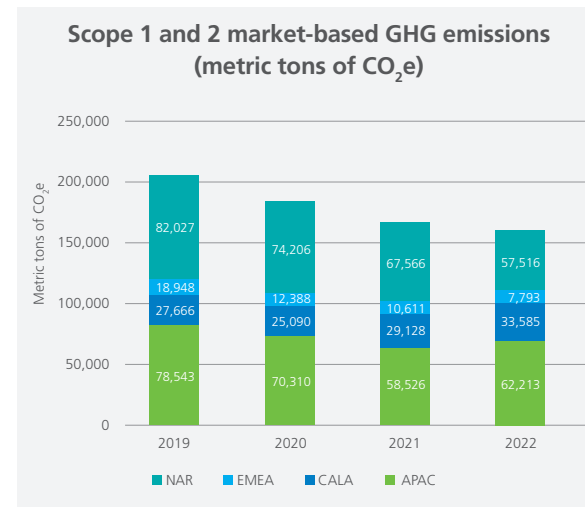
Our direct emissions (Scope 1), including fuel consumption, process emissions and the use of refrigerants at manufacturing sites and offices, contribute 30% of our carbon footprint. The indirect emissions from the electricity we purchase (Scope 2) for our manufacturing and offices represent our largest GHG emission source at 52%. Scope 3 includes indirect emissions associated with limited categories—business flights, rented cars and energy consumption at sites where we don’t manage the energy bills. In comparison to a 2019 baseline, we reduced emissions across Scope 1, Scope 2 and Scope 3 by 25% in 2022. However, use of fluorinated process gas (blowing/foaming agent used in cable manufacturing) increased by 24%, resulting in higher Scope 1 emissions in 2022 compared to 2021 (11% increase), primarily due to a large production order processed in August 2022. We also observed a large bounce back in jet fuel consumption to around pre-COVID-19 levels.



Scope 1 and 2 GHG emissions correlate with our energy consumption. However, due to the different grid mixes of energy generation across the regions, the proportional split of emissions produced in each region varies compared with the energy consumption.

Our total Scope 1 and 2 location-based emissions for 2022 was 173,817 metric tons of CO₂e. This was a 16% reduction against our 2019 baseline. However, the 2022 figure is a minor increase (2%) on 2021 emissions. The trend is split between regions with EMEA (-0.4%) and NAR (-7%) reducing emissions, while CALA (15%) and APAC (6%) increased. This was because of a 15% year-over-year increase in energy consumption at our Mexican sites, primarily driven by increases in Juarez-Bermudez and Reynosa, and the new Juarez-Bermudez II site.

Our NAR operations are the biggest consumers of energy globally and are, therefore, the largest emitters, with 65,578 metric tons of CO₂e (38%) of Scope 1 and 2 location-based emissions. APAC represents 36%, then CALA with 19% and EMEA 7%. APAC produced a much greater share of emissions than it did of energy consumption.



In 2022, our total Scope 1 and 2 market-based emissions was 161,108 metric tons of CO₂e. This represents a 22% reduction against our 2019 baseline, and a 3% reduction against 2021 emissions. Scope 2 market-based emissions decreased across all regions year over year, except CALA. This was because of a 15% year-over-year increase in energy consumption across Mexican sites, primarily driven by increases in Juarez-Bermudez and Reynosa, and the new Juarez-Bermudez II site.

Historical data often varies from previously reported values. We refine our reporting process and data so that we consider the impact of business structure changes, including acquisitions and divestitures, changing emission factors, improved data accuracy and errors we correct during review. We’ll continue standardizing our measurement systems and metrics.



2022 energy conservation and GHG emissions reduction measures

In 2022, more CommScope employees returned to work when COVID-19 restrictions eased. As a result, our electricity usage increased. To address the increased demand on the global supply chain, we boosted our manufacturing output and expanded our operations schedule, also opening another manufacturing facility in Juarez, Mexico. These transitions challenged us to be creative in identifying opportunities for reducing energy consumption. Thanks to efficiency measures from our facility management partners and site-specific projects, we saved 778,019 kWh which, in turn, helped save 225 metric tons of CO₂e. That's equivalent to more than 2,202,564 km in an average gasoline-powered passenger car.

Here are some of our significant GHG emissions-saving activities in 2022:

Manaus, Brazil – 80,385 kWh energy saved; 7.51 metric tons of CO₂e avoided; equivalent to 227,569 km driven

- Installed solar panels, which cover 50% of site electricity annual consumption

Apodaca, Mexico – 1,047 kWh energy saved; 0.42 metric tons of CO₂e avoided; equivalent to 2,964 km driven

- Installed a light transformer to be able to install LEDs in the parking lot

Bangalore, India – 269 kWh energy saved, 1.86 metric tons of CO₂e avoided; equivalent to 761 km driven

- Replaced 60 old 48W LEDs with new 20W T5 LEDs at labs while achieving enhanced lux levels

Horsham, PA – 412,032 kWh energy saved; 122 metric tons of CO₂e avoided; equivalent to 1,166,459 km driven

- Reduced heating set point from 71 F to 68 F in one building
- Fixed economizer issues in two rooftop units (RTUs)
- Fixed nine variable air volume (VAV) dampers by recalibrating settings and, in some cases, replacing airflow sensors
- Replaced the condenser coil in RTUs

Hickory, NC – 28,070 kWh energy saved; 7.98 metric tons of CO₂e avoided; equivalent to 79,466 km driven

- Retrofitted 43 metal halide light fixtures with 43 LEDs

Lowell, MA – 105,328 kWh energy saved; 25.25 metric tons of CO₂e avoided; equivalent to 298,182 km driven

- Optimized air handling units (AHUs) in various ways, including eliminating simultaneous heating and cooling in one, improving the schedule on another and turning them off on holidays
- Fixed various issues with eight VAVs
- Reduced static pressure set point in one of the AHUs

Lisle, IL – 7,860 kWh energy saved; 3.52 metric tons of CO₂e avoided; equivalent to 22,251 km driven

- Fixed an issue with RTU42, which improved its ability to run on schedule

Suwanee, GA – 143,028 kWh energy saved; 56.16 metric tons of CO₂e avoided; equivalent to 404,911 km driven

- Fixed economizer on three RTUs
- Turned off AHUs during holidays
- Fixed an issue with RTU42, which improved its ability to run on schedule

Renewable electricity contracts

- El Segundo, CA – Purchased 33,092 kWh of renewable electricity in 2022, saving 8 metric tons of CO₂e; equivalent to 93,683 km driven by an average gasoline-powered passenger vehicle
- Santa Ana, CA – Purchased 43,696 kWh of renewable electricity in 2022, saving 10 metric tons of CO₂e; equivalent to 123,702 km driven
- Lisle, IL – Purchased 4,352,602 kWh of renewable electricity in 2022, saving 1,956 metric tons of CO₂e; equivalent to 12,322,172 km driven
- Horsham, PA – Purchased 12,127,324 kWh of renewable electricity in 2022, saving 3,605 metric tons of CO₂e; equivalent to 34,332,332 km driven
- Euless, TX – Purchased 974,283 kWh of renewable electricity in 2022, saving 363 metric tons of CO₂e; equivalent to 2,757,262 km driven
- Mission, TX – Purchased 275,426 kWh of renewable electricity in 2022, saving 103 metric tons of CO₂e; equivalent to 484,501 miles driven
- Richardson, TX – Purchased 1,606,829 kWh of renewable electricity in 2022, saving 599 metric tons of CO₂e; equivalent to 4,548,917 km driven
- Brno, Czech Republic – Purchased 6,149,210 kWh of renewable electricity in 2022, saving 2,530 metric tons of CO₂e; equivalent to 17,408,351 km driven
- Bray, Ireland – Purchased 4,458,058 kWh of renewable electricity in 2022, saving 1,190 metric tons of CO₂e; equivalent to 12,620,717 km driven
- Cork, Ireland – Purchased 437,700 kWh of renewable electricity in 2022, saving 117 metric tons of CO₂e; equivalent to 1,239,124 km driven
- Belfast, U.K. – Purchased 533,845 kWh of renewable electricity in 2022, saving 104 metric tons of CO₂e; equivalent to 1,511,309 km driven
- Bodelwyddan, U.K. – Purchased 2,789,799 kWh of renewable electricity in 2022, saving 545 metric tons of CO₂e; equivalent to 7,898,337 km driven
- Malton, U.K. – Purchased 83,668 kWh of renewable electricity in 2022, saving 16 metric tons of CO₂e; equivalent to 236,863 km driven
- Saltaire, U.K. – Purchased 1,172,890 kWh of renewable electricity in 2022, saving 229 metric tons of CO₂e; equivalent to 3,320,440 km driven

Equivalent distances were calculated from energy consumption values using the U.S. Environmental Protection Agency (EPA) Greenhouse Gas Equivalencies Calculator.



Prioritizing product energy efficiency for our customers

CommScope prioritizes sustainability and energy efficiency across all its business segments. This begins with the design of our products and lasts through the entire life cycle, from manufacturing through to their use, reuse and disposal.

The “use” phase of our products represents one of CommScope’s biggest impacts. In our Home Networks (HN) business segment, we continue to meet the requirements of STB and SNE energy efficiency voluntary agreements in the U.S., Canada and Europe. In 2022, more than 99% of applicable HN product shipments complied with the relevant U.S. and Canadian STB or SNE energy efficiency voluntary agreement—exceeding the 90% target. As a result of energy efficiency being embedded throughout the design process, we also facilitate our customers’ compliance in these areas.

We also support the deployment of shared infrastructure, reducing the need for redundant, inefficient infrastructure and reducing the amount of hardware that must be produced, transported, installed and maintained. Two examples of this approach are:

- Outdoor wireless networks (OWN) base station antennas (BSA)—Includes solutions that are designed to be shared across multiple operators
- SKYBLOX™ and modular connectivity solutions—Designed to accommodate multiple mobile network operators (MNOs) on a single infrastructure platform

Rethinking energy through our product design

Events in 2022 highlighted the fickle and finite nature of energy, bringing into sharp focus the issues of demand and efficiency. In our OWN business segment, our commitment to improving energy efficiency led to several innovative improvements:

- Highly efficient BSA—Our latest BSA requires less power to cover a given area, leading to power savings that prevent the release of 480 kg of CO₂e per site every year
- BSA efficient radiation pattern—CommScope designs antennas with efficient radiation pattern characteristics. In some circumstances, our designs reduce power consumption by 16%, preventing 420 kg of carbon release per antenna (at -1.25 d).
- Free cooling—Base station cooling accounts for 30%-40% of the energy consumption of a macro site. Our Monitor forced-air cooling solution replaces conventional air conditioning, reducing energy use by 90%. Additionally, thermosiphon technology in our outdoor enclosure solutions provides an efficient alternative to air conditioning in some climates.
- PowerShift® Macro solutions—Creates energy consumption savings for MNOs when using PowerShift compared to using a no-boost solution (up to ~10%) or compared to using a fixed-boost solution (up to ~5%)

- PowerShift Metro—Uses a modular power shelf with a centralized battery backup in its solution architecture, enabling unique energy management functions
- Fan design—Replacing energy-intensive air conditioning systems with CommScope’s Monitor free cooling solution circulates air more efficiently

In our Cable and Connectivity Solutions (CCS) business segment, we developed the Constellation™ platform to provide customers with a more sustainable, higher-performing solution. This unified power and data platform takes advantage of new “fault-managed power” and a radically simplified architecture that uses hybrid power and fiber cable to support tomorrow’s device-dense, edge-based applications.

Constellation offers five times the distance and 10 times the power of standard local area network star cabling solutions, while providing significant reductions in nonrenewable materials. A typical Constellation project reduces the use of copper by 59% and plastic by 65%.

In our Networking, Intelligent Cellular and Security Solutions (NICS) business segment, our all-digital ERA® DAS with digital base station interfaces reduces space by 90% and reduce cooling and power by 55% during the deploying or upgrading to 5G. In large public venues, such as stadiums and transportation hubs, this typically equates to thousands of square feet of space savings and several hundreds of metric tons of CO₂ per year.

Product life-cycle assessment

CommScope is committed to environmental transparency. A key mechanism for achieving this is through the expansion of our life-cycle assessment (LCA) program. LCA is a methodology for quantifying the effects of a product throughout its life cycle, from the extraction of the raw materials used to make a product to its use in operation and the end of its usable life. We can report the environmental outputs of an LCA through detailed and verified Environmental Product Declarations (EPDs).

To match this commitment, CommScope procured an LCA assessment tool and is training internal resources to create LCAs for products with this tool. We’re confident this will give our customers consistent and accurate carbon footprint data, enable us to assess GHG emissions hot spots within our products and supply chains and implement targeted GHG reduction measures in the coming years.

EPDs support the materials categories of sustainable building programs, including Leadership in Energy and Environmental Design, and the Building Research Establishment Environmental Assessment Method. They also meet regulatory requirements for material transparency.



CommScope products have significant environmental impacts throughout their lifetime. We recognize that we can reduce negative effects through the way we design our products, thinking about the types and quantities of raw materials we use, as well as the ways in which we package, distribute, use, maintain reuse and dispose of them.

Circular economy

Environmental responsibility and circular economy strategy go hand in hand. The circular economy, for example, is a central pillar to help the EU achieve its 2050 goal of climate neutrality and halted biodiversity loss. However, there's nothing revolutionary in the concept of the circular economy. Its principles of repair, reuse and recycling have been around for decades. What's changed is the scale of the application—what was once an individual lifestyle approach has become the road map for industries all over the world to protect our natural environment.

As a concerned global citizen, CommScope is committed to meeting European and international standards for reducing our operations' environmental impact. To do so, we continuously rethink our product design and adjust our production and consumption patterns to minimize use of these finite resources.

As an example, within our HN business segment, our team prioritizes sustainability and eco-design. In collaboration with the mechanical design team, we work to create products that meet customer design and sustainability requirements.

In our OWN business segment, we also design new solutions with recyclability and circularity in mind. Examples include:

- Next-gen glass fiber-reinforced (GFRPP) antenna radomes—Made of 100% recyclable thermoplastic instead of older, heavier resin and fiberglass. It improves radio frequency performance. By the end of 2023, 50% of CommScope antennas will use these GFRPP radomes, supporting the circular economy in thousands of new site deployments in Europe and worldwide.
- SKYBLOX solution—Constructed from a single polymer that's 100% recyclable.

Key to the application of circular economy strategy is promoting longer product life cycles. CommScope embeds this thinking into every product we design and operate. We engineer our solutions to last longer and adapt better, which you can see through the following products and programs:

- Over the past 10 years, CommScope has deployed more than 500,000 tower-mounted amplifiers that have generated documented network improvements with seamless interoperability. Our current return rate is less than 0.1%.

- Our trusted HELIAX® solutions come with 10-year warranties and are commonly in service for at least twice that long.
- Each OWN product is future-ready—able to adapt to new configurations, network technologies and other emerging conditions, so that operators can upgrade without replacing equipment.
 - For example, SKYBLOX is a stackable, scalable solution that can handle various diameter power cords, extending its usefulness even as site components evolve and are changed out.
- CommScope OWN solutions support LTE and 5G networks with 4T4R/4T8R and FDD 8T8R, respectively—and we also provide clear and reliable migration paths to let them evolve as technology standards and market needs dictate.
- We design all access network service nodes and amplifiers to evolve over time:
 - With the removal or addition of modules, we reduce the need to replace entire units, thereby preserving precious metals and other raw materials.
 - Once installed, long-lasting node housing can be adapted for future upgrades or repaired by replacing modules without ever needing to change the housing.
- Decoupling active and passive antennas:
 - Active and passive antennas are distinct units that can operate independently, which enables us to extend the lifespan of passive antennas in the eventuality of the active antenna replacement, or of a radio access network vendor swap.

Additionally, in the U.K., CommScope's professional service team has refurbished more than 200 site cabins, restoring them to like-new operational condition for just a fraction of the materials and energy required to replace them, extending their life cycles and keeping materials out of landfills.

Resource efficiency

Resource efficiency is central to the concept of circularity, yet it provides benefits beyond the key tenets of repair, reuse and recycle. CommScope is committed to reducing the raw materials in our products. This has direct benefits for our resource consumption and carbon footprint.



CommScope has a global manufacturing footprint, and we recognize that decisions in how we operate have far-reaching effects on the environment. That's why we constantly reevaluate how we produce our products and how our plants use electricity, water and natural gas. Across all business segments, we've implemented programs to improve the resource efficiency of our products. Examples include:

- F4C jumper connectors—Designed to reduce the amount of raw materials used and to simplify the assembly process to reduce CO₂ emissions, compared to our standard jumpers. Since its implementation in July 2021, CO₂ emissions per 1,000 jumpers manufactured have decreased by 31%.
- HELIAX—Provides enhanced energy efficiency in cable manufacturing, based on a software-controlled process that automates the operation of equipment, and enables reductions in water-cooling temperatures. Since its implementation in April 2020, this has reduced CO₂ emissions per earned hour by 55% on average.
- Microwave antennas—Weight reduction of the hub mounting ring for microwave antennas since implementation in May 2021 has saved 2.6 metric tons of aluminum, representing 41 metric tons of CO₂—13 metric tons of CO₂ saved for every 1,000 antennas.
- BSAs—Eco-friendly design will result in 1,000 metric tons of less aluminum used by 2025, preventing the release of 18,500 metric tons of CO₂ in that time.
- BSA internal mounting brackets—Advanced design uses 37% less aluminum; this will save 17 metric tons of aluminum by the end of 2023, which will prevent 276 metric tons of CO₂ from being released.
- Antenna brackets—Improved design eliminates the use of up to 5.9 metric tons of steel per 1,000 antenna installations—which means it prevents up to 10.4 metric tons of CO₂ from being released.

Our CCS business segment has introduced four product lines that contribute to our goal of using resources more efficiently throughout the life cycle of our products.

- Our European fiber cables portfolio delivers:
 - A reduced carbon footprint through local manufacturing capability, which ensures shorter supply chains, as well as advanced manufacturing and energy efficiencies
 - Recyclable packaging and reduced paper through fully recyclable cardboard packaging and recyclable packaging that doesn't have corrugated wrap
 - Minimization of single-use plastic (SUP) by removing SUPs in the supply chain
- Our PRODIGY® universal hardened connector system delivers:
 - A reduced carbon footprint through streamlined warehouse inventory

- Reduced waste and materials by using fewer parts and reducing waste with reusable core technology
- Recyclable packaging and reduced paper with fully recyclable cardboard packaging and the elimination of printed materials, thanks to QR codes that bring up online documentation
- Minimization of single-use plastic by removing SUPs in the supply chain
- NOVUX®, the first modular fiber-to-the-X (FTTX) ecosystem delivers:
 - A reduced carbon footprint through optimized supply chain and regional manufacturing capability
 - Reduced waste and materials with a reduced inventory due to modular design and smaller sizes
 - Reduced packaging and paper by eliminating printed materials and using QR codes and cTrak®
 - Minimization of single-use plastic by removing SUPs in the supply chain
- PROPEL™, the end-to-end, ultra-low loss, modular structured cabling fiber platform features high-density fiber panels, interchangeable modules and adapters, and multimode/singlemode fiber trunks and assemblies. With MPO16 fiber cabling and connectivity, customers can migrate to more efficient 400G/800G deployments while fully supporting their legacy 8-, 4- and 2-fiber applications
 - 100% recyclable packaging; packaging for the cassettes is plastic-free

Driving resource efficiency through the CommScope synergy team

The introduction of new business technologies and equipment upgrades underscored the importance of a circular economy process by promoting the widespread redeployment and repurposing of idle assets.

In 2022, CommScope's cross-functional Synergy team drove resource efficiency and identified opportunities to prolong the value chain of materials in our facilities through internal redeployment and reuse of equipment and materials. The team diverted more than 10 metric tons from landfills with an associated cost avoidance of \$1 million—a testament to responsible sustainability and the value of a circular economy.



Extending life cycle of site consolidations and decommissioning

Site consolidations and decommissioning are part of evolving corporate organizations, and often yield a gold mine of materials and assets that hold long-term value. To take full advantage of this life-cycle benefit, our decommissioning and consolidation strategy maximizes relationships with sustainable vendors to relocate, recycle and repurpose furniture, fixtures, electronics and other materials for significant landfill diversion. Through this approach we have:

- Diverted 87 metric tons of materials from landfills
- Recycled/refurbished 98% of electronics
- Supported our local communities/nonprofits with surplus computer and material donations

Eliminating single-use plastics (SUPs)

In 2022, we continued to reduce SUPs from our products and their packaging, and all business segments committed to their removal. We achieved this by applying our sustainability vision of eco-design principles and rethinking packaging to minimize waste and pollution. The elimination of SUPs remains a fundamental part of our sustainability ambition, and we continue to work with our customers to achieve this.

In 2020, our HN business segment team eliminated SUPs on all new set-top product designs outside of the Americas, and we have since rolled this out globally with service providers. Throughout 2022, we also reduced our environmental footprint and SUP use by designing products that use post-consumer recycled plastics rather than virgin materials.

CCS product lines have introduced eco-packaging, which uses renewable, recyclable paper and cardboard components instead of SUPs. These include the PRODIGY hardened connector system and the European fiber cables portfolio. The NOVUX ecosystem has also removed SUPs in its supply chain.

We're using eco-packaging for many copper jacks, outlets, patch panels, patch cords and faceplates. We've also removed plastic wrapping around cables to meet North American and European requirements.

In 2021, we redesigned, and started converting, one customer's product packaging portfolio to remove all SUPs. This program reduced packaging by 4.6 metric tons in 2022, and we expect this figure to increase to 13.7 metric tons annually. We're also removing all plastic bags from the customer's fiber cable packaging and replacing them with paper packaging.

Minimizing the effects of our packaging and logistics

Our vision is to rethink packaging and logistics to minimize waste and production. We continue to review the most efficient mode of transportation for our products, because as product dimensions decrease, so should the transportation impacts. We aim to reduce the size of our products, use fewer materials and create lighter, more compact units with more efficient loading and distribution possibilities.

Outdoor Wireless Networks (OWN) reduces packaging and logistics impacts (Nov 2021 – Oct 2022)

By focusing on weight reduction, our OWN business segment has created a multifaceted approach to reducing the packaging and logistics impact of our HELIAX products. The team accomplished this by changing the bags, redesigning the boxes and improving stacking efficiency.

Changing the bags has reduced weight by 2,295 kg (48%), and changing two types of boxes has reduced packaging weight by 5,357 kg (37%). As a result, we're now able to reduce the number of pallets required by 37%, which equates to saving 3,370 kg on freight and pine wood. Ultimately, this means a reduction in the number of shipping containers needed to transport the same amount of product to 11 from 18 and a 37% reduction in shipping emissions.

With 90% of world trade moving aboard 90,000 cargo ships—which are responsible for 2% of CO₂ emissions worldwide—CommScope's OWN business segment has focused on using less space, material and weight.

Examples include using new, lighter polybag packaging products. This reduced the weight of packaging materials by 48%, and new boxing for the same products saved 37% of corrugated materials and more than 3,700 kg of boxes in total. This led to significant weight savings for the overall distributed product, and reduced the number of pallets required to transport the same number of products.

For our fiber products, we've optimized bag sizes, which has reduced the amount of excess space in each package, avoiding any empty spaces. This, in turn, reduced the size of the boxes required and increased the number of boxes per pallet to 100 from 54.

A similar program has been in operation for our multiservice terminals packaging, whereby new box design results in 16 boxes being fitted per pallet as opposed to 12. This saves 119 shipping containers per year, the equivalent of 181 metric tons of CO₂e. We also replaced our boxes for our 80m-250m drop cables, providing much more efficient individual product packaging and doubling the number of boxes per pallet.



Through innovative eco-design decisions, our new, single loose tube cable ships on reduced reel sizes, which yields more footage of cable and “cubes out” better on a trailer, realizing savings of \$3.5 million a year. More importantly, this means 436 fewer trailer loads shipped, 705 metric tons of CO₂e eliminated and approximately 2,950 fewer metric tons in raw materials annually.

We also have a reel reuse program, where we reuse the 72-inch reel and cradle for all intercompany shipments. In 2022, we saved 5,090 reels and 3,818 cables through this initiative.

Fiber product packaging changes dramatically reduce shipping weights

In 2022, we redesigned multiple aspects of our fiber product packaging. We changed the packaging dimensions and, as a result, reduced the plastic bag weight by 25% (to 3 grams from 4 grams) and the cardboard box weight by 26% (to 280 grams from 378 grams). When extrapolated to the 58,003 boxes shipped annually, this equates to 5,684 kg shipping weight saved. The new box form is also more efficient to stack, which means we can fit more boxes on a pallet, reducing the number of pallets required by 50% (7,862.9 kg).

Waste management

Operational sustainability is critical to CommScope, and we continually strive to avoid waste generation and to reuse materials wherever possible. Our manufacturing processes operate a safe waste management system that preserves the value of materials for recycling and diverts nonhazardous waste from landfills. To gauge our progress, we track our waste metrics using categories of waste diversion and waste disposition. We’re expanding our recovery and recycling efforts, reducing our disposal costs and decreasing our reliance on natural resources.

In 2022, we diverted 82.8% of nonhazardous waste from landfills globally. We achieved this by reducing waste generation through product design and manufacturing processes, reusing waste, recycling waste and converting waste to energy. The challenge we face is increasing production of fiber-optic cable and disposal of the resulting non-hazardous scrap materials waste.

Less is more

- Redesigned BSA packaging reduced the material needed for carton, cushion and pallets, yielding a loading rate increase of 55%. By the end of 2023, this change will prevent the release of 2,000 metric tons of CO₂.
- Reduced pallet sizes for our PowerShift® shelf by 67%, reducing the amount of wood and space needed for shipment. This will save 70% of CO₂e starting in early 2023 (savings of 3.2 metric tons of CO₂e per 1,000 units).
- Reduced HELIAX pallet sizes in mid-2022 for the transportation of our jumpers. The CO₂ emissions per 1,000 units shipped have since decreased by 45%.
- Pallet stacking for filters enables us to increase the container loading rate by 40%. By the end of 2023, it will enable us to avoid 700 metric tons of CO₂ from being released into the atmosphere.
- Microwave systems freight optimization through loading layout changes and mixing antenna types enables us to increase the loading rate 5%–17%. For 2023 alone, we estimate a reduction of 54 metric tons of CO₂.
- Embraced digital documentation to eliminate paper waste and shipping weight. Example: paper-free for HELIAX FDH cables: QR codes printed directly on our coaxial jumper products have eliminated 276 kg of paper used for hard-copy documentation since implementation in February 2022, meaning 253 kg of CO₂ not released in the atmosphere.
- Eliminated SUP and reduced the amount of cardboard in our packaging:
 - Updated our dual pigtail solution packaging to double box capacity—and halve the number of boxes we need to create
 - Reduced the diameter of our short-length jumpers to fit into a smaller box
- Designed solutions that have cascading conservation effects on other site components. Example: Compact form factors like those in the new MOSAIC™ antenna solution not only reduce the environmental impact of shipment, but also require less material to reinforce installation sites—and have less material to dispose of at the end of the life cycle.

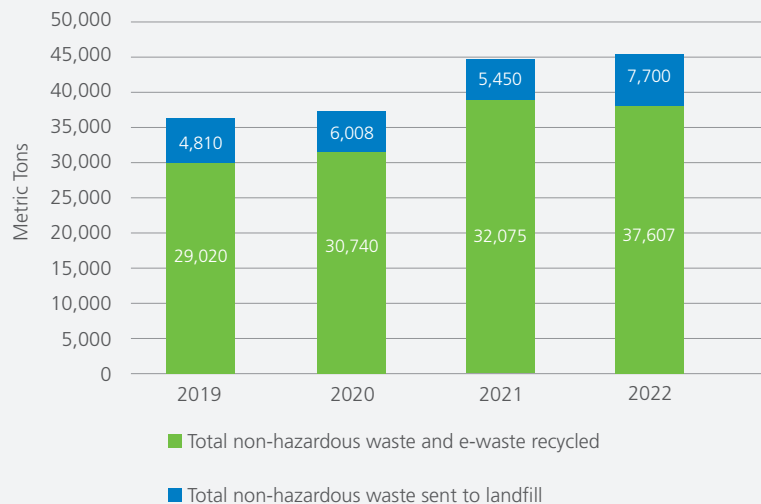


University partnership: sustainable alternatives for fiber-optic cable recycling

Consistent with our commitment to sustainability and our determination to find recycling and reuse pathways for fiber-optic cable waste, we're in our third year of collaboration with two leading U.S. universities that are researching inventive and practical solutions for fiber-optic cable reuse and recycling.

The students dedicate time to delve into forward-thinking recycling paths, while gaining valuable experience working directly with CommScope's fiber-optic engineering and sustainability teams. The quest for fiber-optic cable recycling is a long-term commitment for CommScope, and the university partnerships are showing future promise for broadband fiber-optic recycling to support our sustainability efforts.

Waste diversion
(metric tons)



In 2022, CommScope generated 44,870 metric tons of nonhazardous waste, a 34% increase compared to a 2019 baseline, and 437 metric tons of e-waste. The main contributing factor was increased production of fiber optic cable resulting in 46.5% increase of fiber optic cable disposed of compared to 2021. In the same period, the percentage of nonhazardous waste and e-waste diverted from landfills to be recycled increased by 30% from the 2019 baseline.

Recycling and WEEE

As a network infrastructure provider and manufacturer of communication technology, our management of waste electrical equipment is central to our waste management system. Under the EU Waste Electrical and Electronic Equipment (WEEE) Directive and implementing regulations, when customers buy new electrical and electronic equipment from us, they're entitled to:

- Send old equipment for recycling on a one-for-one, like-for-like basis (varies depending on country)
- Send the new equipment back for recycling when this ultimately becomes waste.

Detailed information for customers and recyclers/treatment facilities is available on our [website](#).

Our manufacturing facilities, distribution centers and offices recycled 437 metric tons of e-waste in 2022.

We're also uniquely equipped to pick up and recycle used CommScope (broadband) cable reels. We maintain our award-winning ReelSmart® recycling program, which helps our customers reduce their waste. In 2022, under ReelSmart®, we:

- Recycled 69% of reels and flanges collected
- Reused reels including: 50% composite reels, 15% steel reels and 35% wooden reels

Reel recycling is available to U.S. customers who return reusable reels.

CommScope's legacy business-to-business (B2B) packaging consists of 95% of brown boxes and reels (corrugated and chipboard), monomer plastic bags (mainly polyethylene), wooden pallets, cradles and wooden reels (the latter destined for bulk cable products). We design these to be easily separated for recycling purposes and, in many cases, our corrugated and chipboard boxes and reels contain recycled content. The B2B market represents about 95% of our business, and in 2022, we redesigned our cabinet portfolio by replacing the wooden and foam packaging with all carton and honeycomb solutions. This lighter, more sustainable and easier-to-recycle design launched in the fourth quarter and we plan to expand its use across the full B2B portfolio in 2023. Approximately 5% of our products are destined for the business-to-consumer market.

Product compliance and hazardous substances

Experts in CommScope's Engineering, Manufacturing, Quality and Procurement teams manage our product compliance progress and status. They use a hazardous substances list to monitor compliance with laws, regulations and customer requirements regarding the restriction of specific product and manufacturing substances.

Our products comply with the EU RoHS, WEEE and REACH legislation. This drives the amount of hazardous chemicals in electronics manufacturing and recovers recycled waste electrical equipment.



Within the existing online tool—available to all CommScope customers—for generating product compliance reports for REACH and RoHS based on the products they buy, we introduced the ability to generate the U.K. RoHS statement of compliance. Customers enter the product numbers to access their reports through this tool, which is hosted on the CommScope [website](#).

Additionally, in 2022 we made the changes required under the new Italian decree for packaging shipped to the region. We organized a multifunctional team to ensure CommScope products complied with the appropriate marking, based on packaging materials used.

The corporate Product Compliance team used CommScope University for training in Customer Service, and the Engineering teams for learning about product compliance regulations and related procedures. The training included CommScope policies and procedures for product compliance activities and a regulatory refresher for major product-related regulations. The team used video content to deliver training to more than 300 team members.

Managing chemical risk in our operations

CommScope recorded no incidents of significant spills or releases at our manufacturing sites. We believe this is because of the extraordinary precautions we take to mitigate chemical risk and avoid any adverse environmental effects.

Our facilities have established comprehensive measures to prevent spills and releases, including clear identification of chemicals, safe storage, handling, movement, use, recycling or reuse and disposal procedures. All production sites maintain spill kits or similar clean-up materials to address any potential emergency situations swiftly. Facility managers also train and maintain on-site emergency response teams and conduct communication with local authorities.

Responsible water management

Our society's increasing global demand for water, combined with the effects of climate change, means protecting water quality and availability will be one of the biggest challenges of this century. CommScope takes water stewardship and responsible water management seriously. CommScope's operations aren't considered water-intensive, but this doesn't affect our commitment to be as efficient as possible and to prevent contamination of water supplies.

To better understand the unique environmental context of our sites, we developed a site context questionnaire. This helped us to determine water metrics for driving

improvement in 2022, and set a target to decrease impact on water resources for each in-scope site (normalized by total hours worked) by 2% compared to 2021.

To support our ambitions, we use the World Resource Institute (WRI) Aqueduct online tool, [Aqueduct Water Risk Atlas](#), which maps and analyzes current and future water risks across locations. In 2022, we used this tool to evaluate current water risks at our manufacturing facilities. Based on the Aqueduct Water Risk Atlas risk levels, we have identified six facilities as high risk (3-4), eight facilities as medium-high risk (2-3), six facilities as low-medium risk (1-2) and three facilities as low risk (0-1).

We're also proud of the MIRIA Clean Water Award that we received for helping to secure funding for clean water initiatives in the area near our Horsham facility.

MIRIA Clean Water Corporate Partner Award—Horsham, PA

The Military Installation Remediation and Infrastructure Authority (MIRIA), recognized CommScope Horsham with the MIRIA Clean Water Corporate Partner Award in 2022. The award recognizes cooperation and supportive efforts of MIRIA Zone parcel owners and businesses such as CommScope, whose support helped MIRIA fund local clean water initiatives, economic development and infrastructure projects.

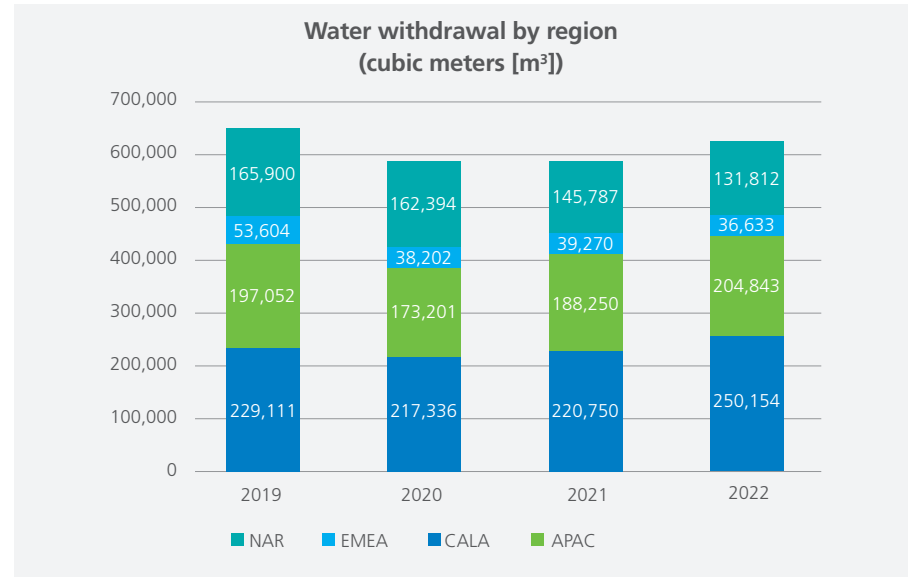
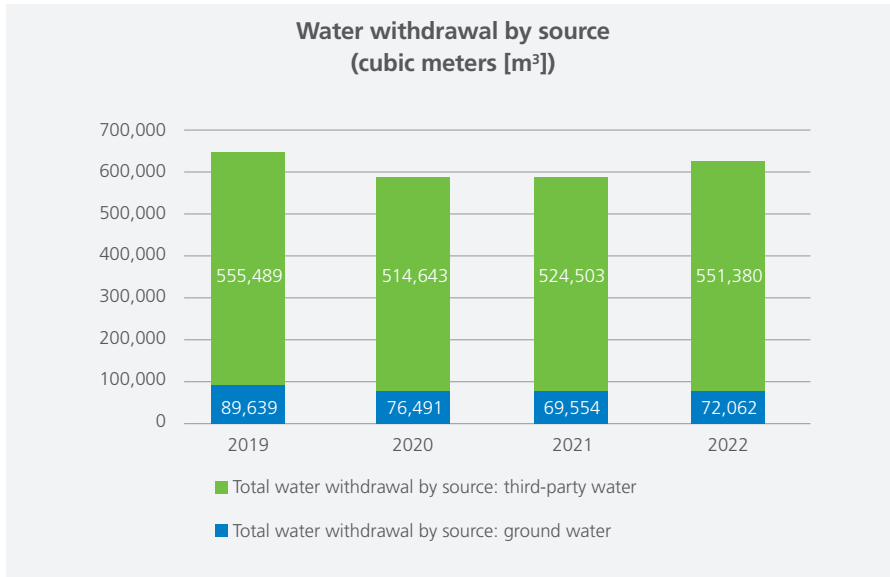
Background:

The source of the contamination in Horsham is suspected to be firefighting foam, which contains a group of chemicals known as PFAS. PFAS is an abbreviation for perfluoroalkyl and polyfluoroalkyl substances. These substances don't degrade naturally in the environment and have been linked to various medical conditions and cancers in humans and animals.

CommScope's legacy ARRIS business led the process for accessing funding and MIRIA grants, completing multiple tax-related documents online, to allow reallocation of tax credits to go directly to the remediation initiative.

Results (2021-2022):

- Water customers received credits for \$9.1 million in surcharges
- Funded more than 25,000 feet of new water mains
- Approximately 515 homes that had tainted water supplies were connected to private wells
- Horsham Township awarded \$3.6 million to fund local township infrastructure projects
- Designated \$2.4 million for MIRIA Economic Development & Infrastructure projects



In 2022, our total global water consumption was 623,442 m³, which is a 3.4% reduction against our 2019 baseline. We reduced groundwater consumption by 20% against the 2019 baseline. However, our total global water consumption increased 5% from 2021, as well as increasing per FTE to 18m³ from 16m³.

Compared to our 2019 baseline, we reduced our water consumption globally by 3.4%. This reduction, when broken down by region, shows increases across APAC (9%) and CALA (4%), and reductions across EMEA (-31%) and NAR (-20%).

Biodiversity

In 2021-2022, we assessed biodiversity risk at our facilities utilizing the online [Key Biodiversity Areas \(KBA\) Data](#) tool. The scope of this assessment covered our facilities and sites worldwide, excluding small sales offices. The aim was to identify if sites with the biggest potential impacts (i.e., manufacturing) are in key biodiversity areas, and to ensure our business practices accounted for the heightened environmental sensitivity of the areas. No manufacturing sites were identified as located in these key areas.

APPENDIX




REPORTING METHOD AND KPIS



OBJECTIVES AND TARGETS



RISK AND NONCOMPLIANCE IDENTIFICATION



THIRD PARTY ASSURANCE



A.1.1 About this report

This Sustainability Report, published annually, details CommScope's efforts to operate the business ethically and with integrity; protect the environment; maintain the health, safety and well-being of our workforce; and support the communities in which we operate.

We developed the 2023 Sustainability Report according to the reporting standards from the GRI, SASB, and Accountability's AA1000 Series of Standards.

We solicited input from employees, executives and key stakeholders, including customers and investors, to identify and include the most relevant and material sustainability topics relating to our business activities and KPIs.

Contact point for feedback, thoughts and questions: sustainability@commscope.com

A.1.2 Reporting boundary

This report covers CommScope's consolidated global business, including all wholly owned and controlled subsidiaries.

The economic, ethics and governance, environmental and social KPIs presented pertain to the entire company. The environmental, health and safety KPIs relate to our manufacturing, administration and research and development (R&D) facilities, along with our distribution centers. These facilities are in Argentina, Australia, Belgium, Brazil, China, Colombia, the Czech Republic, France, Germany, India, Ireland, Italy, Japan, Mexico, Singapore, Spain, the U.K. and the U.S.

Unless otherwise noted, all information and data in this report pertains to activities that transpired between Jan. 1, 2022, and Dec. 31, 2022. All KPIs are reported at the end of the reporting period.

In 2022, CommScope had operational control in 79 facilities worldwide, including our manufacturing, administration, R&D facilities and distribution centers. Ten sites have closed, consolidated or relocated as part of CommScope's ongoing real estate consolidation effort.

A.1.3 Calculation of carbon emissions, water and waste

Our GHG emissions data collection and calculation process is aligned with The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), and our reporting is in accordance with the requirements of the GRI Standards (2021). We follow the GHG Protocol's "operational control approach" to emissions, accounting to set the boundary of our operations and to categorize our emissions into Scopes 1, 2 and 3:

- Scope 1: Direct emissions from combustion of fuels, refrigerants and process gasses at facilities where we manage the respective fuel bills or manually track noninvoiced fuel usage in the BSI Entropy tool.
- Scope 2: Indirect emissions associated with the consumption of electricity and district heating at facilities where we manage the utility bills.
- Scope 3: Indirect emissions associated with business flights, rented cars and energy consumption at sites where we don't manage the energy bills.

We've included all Kyoto Protocol gasses in our calculations, and we took location-based emissions factors from the Emissions & Generation Resource Integrated Database (eGRID) and The International Energy Agency (IEA). We sourced market-based emissions factors from our energy suppliers, where we procure 100% renewable energy or use Green-e® Residual Mix Emissions Rates for the U.S. deregulated markets. For European countries, we sourced residual emissions factors from the Association of Issuing Bodies (AIB). We completed calculations of Scope 1 and 2 emissions using energy consumption data from our bills, as well as data provided by facilities through the BSI Entropy tool, and we calculated Scope 3 business flight and rented car emissions using data from our travel agencies. Waste data includes sites where we manage waste (diverted from and sent to landfills) directly. Water data includes sites where we manage the water bills or track data in the BSI Entropy tool.

Historical data often varies from previously reported values. We refine our reporting process and data so that we consider the impact of business structure changes, including acquisitions and divestitures, changing emission factors, improved data accuracy and errors we correct during review. We'll continue standardizing our measurement systems and metrics.



A.1.4 Rebaselining

In line with the GHG Protocol and SBTi, CommScope applies a 5% materiality threshold that triggers the recalculation process of our baseline and/or targets for Scope 1 and 2, and/or 33% for Scope 3. Significant changes in company structure and activities that may impact the materiality threshold include acquisitions, divestitures, mergers, insourcing or outsourcing, shifts in product or services offerings, etc.

New sites (including integrations): If we add sites, we collect historical data back to the base year. If historical data isn't available, we use the first 12 months of actual data to fill in gaps before the first month of actuals back to 2018.

Baseline: 2019 is the earliest year when legacy CommScope and legacy ARRIS have the most reliable and complete data sets. For that reason, we've used 2019 as our new baseline year, following the GHG Protocol that states: "Companies should choose as a base year the earliest relevant point in time for which they have reliable data." We can report as far back as 2018 using estimates to fill in missing data, however.

Missing data: We use the first 12 months of actual data to fill in gaps before the first month of actuals. We estimate missing data by taking the same month's data from the previous year or the average of the monthly data available.

A.1.5 Emission factor sources for 2022

Location-based emission factor sources:

U.S.—eGRID region emission factors:

- 2019 source: eGRID2018
- 2020 source: eGRID2019
- 2021 source: eGRID2020
- 2022 source: eGRID2020

International—IEA country-specific emission factors:

- 2019: 2017 IEA Factors
- 2020: 2018 IEA Factors
- 2021: 2019 IEA Factors
- 2022: 2020 IEA Factors

Market-based emission factor sources:

U.S. —Green-e residual emission factors:

- 2019 source: Green-e 2017
- 2020 source: Green-e 2018
- 2021 source: Green-e 2019
- 2022 source: Green-e 2020

Europe—AIB country-specific emission factors:

- 2019: 2018 AIB Factors
- 2020: 2019 AIB Factors
- 2021: 2020 AIB Factors
- 2022: 2021 AIB Factors

International—IEA country-specific emission factors:

- 2019: 2017 IEA Factors
- 2020: 2018 IEA Factors
- 2021: 2019 IEA Factors
- 2022: 2020 IEA Factors



A.2.1 Operations data

Category	KPI	2019		2020		2021		2022	
		GJ	MWh	GJ	MWh	GJ	MWh	GJ	MWh
Energy	Total energy consumption, gigajoule [GJ] / megawatt hour [MWh]	1,598,609	444,056	1,504,864	418,016	1,569,690	436,023	1,552,169	431,156
Energy	Total fuel consumption from nonrenewable sources, gigajoule [GJ] / megawatt hour [MWh]	404,079	112,244	360,272	100,075	419,076	116,410	428,800	119,111
Energy	- Natural gas, gigajoule [GJ] / megawatt hour [MWh]	235,673	65,465	204,096	56,693	248,246	68,957	256,772	71,325
Energy	- Gasoline, gigajoule [GJ] / megawatt hour [MWh]	2,376	660	1,860	517	2,784	773	4,007	1,113
Energy	- Diesel, gigajoule [GJ] / megawatt hour [MWh]	110,585	30,718	113,140	31,428	118,591	32,942	103,153	28,653
Energy	- Propane, gigajoule [GJ] / megawatt hour [MWh]	7,449	2,069	6,520	1,811	7,532	2,092	7,918	2,200
Energy	- LPG, gigajoule [GJ] / megawatt hour [MWh]	27,463	7,628	25,309	7,030	28,432	7,898	35,067	9,741
Energy	- LNG, gigajoule [GJ] / megawatt hour [MWh]	101	28	-	-	-	-	-	-
Energy	- Jet fuel, gigajoule [GJ] / megawatt hour [MWh]	20,227	5,619	9,081	2,523	13,458	3,738	21,849	6,069
Energy	- Process gases (e.g. methane, acetylene, butane, isobutane, methylacetylene-propadiene propane), gigajoule [GJ] / megawatt hour [MWh]	205	57	267	74	35	10	35	10
Energy	Total fuel consumption from renewable sources, gigajoule [GJ] / megawatt hour [MWh]	0	0	0	0	0	0	0	0
Energy	Indirect energy usage, gigajoule [GJ] / megawatt hour [MWh]	1,194,530	331,813	1,144,591	317,941	1,150,614	319,614	1,123,370	312,046
Energy	- Electricity consumption, gigajoule [GJ] / megawatt hour [MWh]	1,192,193	331,163	1,143,362	317,599	1,148,886	319,134	1,122,219	311,726
Energy	- Heating consumption, gigajoule [GJ] / megawatt hour [MWh]	2,337	649	1,229	341	1,728	480	1,151	320
Energy	- Cooling consumption, gigajoule [GJ] / megawatt hour [MWh]	0	0	0	0	0	0	0	0
Energy	- Steam consumption, gigajoule [GJ] / megawatt hour [MWh]	0	0	0	0	0	0	0	0
Energy	Electricity from renewable sources, gigajoule [GJ] / megawatt hour [MWh]	79,646	22,124	86,823	24,117	111,587	30,996	139,808	38,835
Energy	Electricity from nonrenewable sources, gigajoule [GJ] / megawatt hour [MWh]	1,112,547	309,039	1,056,539	293,482	1,037,298	288,137	982,410	272,891
Energy	Renewable electricity share of total electricity, percent	6.68%		7.59%		9.71%		12.46%	
Energy	Emissions avoided due to purchased renewable electricity, metric tons of CO ₂ e	8,855		9,793		11,925		16,401	
Energy Intensity	Total energy use normalized per \$ million annual turnover, gigajoule/\$1M [GJ/\$1M]	191.56	53.21	178.39	49.55	182.80	50.78	168.20	46.72

Category	KPI	2019	2020	2021	2022
GHG Emissions	Total GHG emissions: Scope 1, metric tons of CO ₂ e	68,765	60,717	52,491	58,289
GHG Emissions	Total GHG emissions: Scope 2 (location-based), metric tons of CO ₂ e	137,956	122,972	118,131	115,527
GHG Emissions	Total GHG emissions: Scope 2 (market-based), metric tons of CO ₂ e	138,418	121,277	113,341	102,818
GHG Emissions	Total Scope 1 and 2 GHG emissions (location-based), metric tons of CO ₂ e	206,722	183,689	170,621	173,817
GHG Emissions	Total Scope 1 and 2 GHG emissions (market-based), metric tons of CO ₂ e	207,184	181,994	165,831	161,108
GHG Emissions	Total GHG emissions: Scope 3 upstream leased assets, metric tons of CO ₂ e	34,073	29,953	25,104	26,980
GHG Emissions	Total GHG emissions: Scope 3 business travel, metric tons of CO ₂ e	21,782	5,847	3,403	8,127



Category	KPI	2019	2020	2021	2022
GHG Emissions	Total GHG emissions: Scope 3, metric tons of CO ₂ e	55,856	35,800	28,506	35,107
GHG Emissions	Total GHG (Scope 1, 2 location-based, 3), metric tons of CO ₂ e	262,577	219,489	199,128	208,924
GHG Emissions	Total GHG (Scope 1, 2 market-based, 3), metric tons of CO ₂ e	263,040	217,794	194,338	196,215
GHG Emissions	Scope 2 emissions from primary data, %	98%	97%	94%	96%
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (location-based) normalized per \$ million annual turnover, metric tons of CO ₂ e/\$1M	24.77	21.77	19.87	18.84
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (market-based) normalized per \$ million annual turnover, metric tons of CO ₂ e/\$1M	24.83	21.57	19.31	17.46
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (location-based) per employee (FTE), metric tons of CO ₂ e/FTE	6.48	6.19	4.63	5.06
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (market-based) per employee (FTE), metric tons of CO ₂ e/FTE	6.49	6.14	4.50	4.69
Water	Total water withdrawal, megaliter [Ml]	645	591	594	623
Water	- Total water withdrawal by source: groundwater, megaliter [Ml]	90	76	70	72
Water	- Total water withdrawal by source: third-party water, megaliter [Ml]	555	515	525	551
Water	Total water withdrawal, cubic meter [m3]	645,128	591,133	594,057	623,442
Water	- Total water withdrawal by source: groundwater, cubic meter [m ³]	89,639	76,491	69,554	72,062
Water	- Total water withdrawal by source: third-party water, cubic meter [m ³]	555,489	514,643	524,503	551,380
Water Intensity	Total water withdrawal normalized per \$ million annual turnover, cubic meter/\$1M [m ³ /\$1M]	77.31	70.07	69.18	67.56
Water Intensity	Total water withdrawal normalized per employee, cubic meter/FTE [m ³ /FTE]	20.22	19.93	16.11	18.14
Waste	Total operational waste generated, metric tons	34,599	37,748	38,588	46,404
Waste	Total hazardous waste, metric tons	769	1,000	1,063	1,097
Waste	Total e-waste (recycled), metric tons	393	466	465	437
Waste	Total nonhazardous waste, metric tons	33,437	36,282	37,060	44,870
Waste	Total nonhazardous waste recycled, metric tons	28,627	30,274	31,610	37,170
Waste	Total nonhazardous waste sent to landfill, metric tons	4,810	6,008	5,450	7,700
Waste	Total nonhazardous waste recycled—beneficial reuse of waste, percent	86%	83%	85%	83%
Waste intensity	Total waste normalized per employee, kilogram per employee [kg/FTE]	1,084	1,273	1,046	1,350
Report Coverage	Percent real estate portfolio covered by GHG reporting	1,273	90%	91%	91%
Report Coverage	Percent real estate portfolio covered by water reporting		78%	75%	84%
Report Coverage	Percent real estate portfolio covered by waste reporting	1,046	68%	52%	59%
Environmental Projects	Number of environmental projects implemented	1,350	5	17	20
Environmental Projects	Annual energy avoided, GJ per year	6,435	914	1,472	3,319
Environmental Projects	Total estimated annual CO ₂ e savings, metric tons CO ₂ e per year	669	88	152	217

Historical data often varies from previously reported values. We continue to refine our reporting process and data to help ensure we consider the impact of business structure changes, including acquisitions and divestitures, changing emission factors, improved data accuracy or correction of errors found during review. We will continue to standardize our measurement systems and metrics.



A.2.2 Products data

Set-top boxes (STB) ¹	2016	2017	2018	2019	2020	2021	2022	Total reduction 2016 to 2022
Average CO ₂ per unit (kg)	45.59	40.23	31.85	32.50	22.22	20.51	16.60	
YOY % Change		-11.8%	-20.8%	2.0%	-31.6%	-7.7%	-19.0%	-63.6%

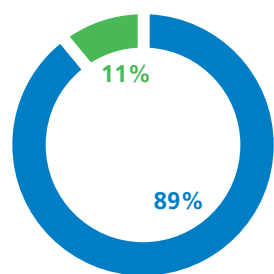
Small network equipment (SNE) ²	2016	2017	2018	2019	2020	2021	2022	Total reduction 2016 to 2022
Average CO ₂ per unit (kg)	60.00	52.99	44.69	54.95	55.08	55.92	57.56	
YOY % Change		-11.7%	-15.7%	23.0%	0.2%	1.5%	2.9%	-4.1%

¹ Significant drop in 2020 as the market shifted from traditional QAM-based DVR models to new IP streaming models.

² Increase in 2019 as DOCSIS 3.1 entered the market. Note that data throughput and processing power significantly increased without a large change in average CO₂.

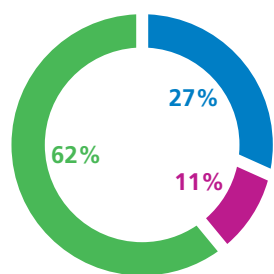
A.2.3 Human capital

Total head count by employment contract



■ Temporary ■ Permanent

Total head count by region



■ Americas ■ APAC ■ EMEA

Global statistics by employment contract reflect the nature of employment relationship in the countries where we operate.

Headcount information by gender

Employment type	Male	Female	Not disclosed	Total
Permanent/regular	18,200* (60%)	12,300* (40%)	-	30,500*
Temporary	3,000* (76%)	900* (24%)	-	3,900*
Full-time	21,100* (62%)	13,100* (38%)	-	34,200*
Part-time	100* (50%)	100* (50%)	-	200*
Non-guaranteed hours	-	-	-	0
Total headcount	21,200* (62%)	13,200* (38%)	-	34,400*

*Rounded figures

Headcount information by region

Employment type	APAC	EMEA	Americas	Total
Permanent/regular	6,800* (72%)	2,900* (74%)	20,800* (99%)	30,500*
Temporary	2,600* (28%)	1,000* (26%)	300* (1%)	3,900*
Full-time	9,400* (>99%)	3,700* (95%)	21,100* (>99%)	34,200*
Part-time	0* (>1%)	200* (5%)	0* (<1%)	200*
Non-guaranteed hours	-	-	-	0
Total headcount	9,400* (27%)	3,900* (11%)	21,100*(62%)	34,400*

*Rounded figures

Permanent/regular employee: employee with a contract for an indeterminate period for full-time or part-time work.

Temporary employee: employee with a contract for a limited period that ends when the specific time period expires. This category includes internal temporary employees having a direct employment relationship with CommScope and external temporary employees who are engaged through third parties e.g. labor agencies.

Full-time employee: employee whose working hours per week, month or year are defined according to national law and practices regarding working time.

Part-time employee: employee whose working hours per week, month or year are less than the number of working hours for full-time employee.

Non-guaranteed hours employee: employee who is not guaranteed a minimum or fixed number of working hours per day, week, or month, but who may need to make themselves available for work as required. CommScope doesn't employ this category of employees.



A.2.4 Collective bargaining agreements

Country	Head count	% of head count
Austria	10*	100%
Belgium	320*	100%
Brazil	150*	100%
China	2,450*	81%
Czech Republic	1,600*	97%
Finland	10*	100%
France	60*	100%
Germany	5*	<1%
India	10*	<1%
Italy	170*	100%
Mexico	1,400*	10%
Spain	190*	100%
Total	6,375*	21%

*Rounded figures

CommScope is committed to providing a positive work environment, treating our employees with dignity and providing an open-door policy. While we respect our employees' rights to form and join trade unions, to bargain collectively and to engage in peaceful assembly—as well as the right of employees to refrain from such activities, in accordance with local laws—we also believe our employees, our company and our customers are best-served when managers and employees deal openly and directly with each other, without fear of discrimination, reprisal, intimidation or harassment.

A.2.5 Employee turnover by region

Region	Permanent/regular	Temporary
APAC	12.0%	170.1%
CALA	82.8%	50.8%
EMEA	17.2%	65.2%
Greater China	25.1%	93.3%
NAR	19.1%	10,200%
Total	49.2%	137.1%

Employee turnover rate includes employees who leave the organization voluntarily or due to dismissal, retirement or death in service. The 2022 NAR temporary employee turnover rate reflects the removal of temporary employees from the core system to another form of data management.

A.2.6 Average hours of training per employee

CommScope can track online learning hours by course in its online digital learning platform, THRIVE@CommScope; however, the system doesn't support tracking of overall learning per user. Because of a decentralized and discretionary approach to purchasing learning content by individual businesses, segments and departments, there's no central record for all learning events. Additionally, THRIVE@CommScope doesn't capture instructor-led learning experiences at CommScope. Currently, we don't have a central data-tracking mechanism to report on the learning content usage for our global employee base through those alternative channels.

A.2.7 Employee diversity

Category	By gender		By age group		
	Female	Male	<30	30-50	>50
Board of Directors (BOD)	25%	75%	0%	8%	92%
Management Team	14%	86%	0%	29%	71%
Total Head Count	38%	62%	30%	52%	18%

Child: Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.

Young Worker: Any person over the age of Child and under the age of 18.

Minimum Age: Except where local law requires a different age (older or younger), 17 years of age for any employment with CommScope other than participation in an Apprenticeship Program. For participation in an Apprenticeship Program with CommScope, 16 years of age.

A.2.8 Work-related incidents, injuries and statistics

Work-related injury KPIs

Incident type	Number	Rate
Fatality	0	0.00
Recordable lost time incident with lost time exceeding 180 Days	4	0.01
Recordable incident (with lost time and without lost time)	108	0.29
Days away (lost and restricted)	2,667	7.2
Number of hours worked	74,103,679	

Main type of work-related injuries

Injury type (top 3)	Percentage
Cut / laceration	27%
Bruise / contusion	31%
Sprain / strain	15%

Work-related Ill Health KPIs

Injury type (top 3)	Percentage
Number of related fatalities as a result of work-related ill health	0
Number of cases of recordable work-related ill health	8
Main types of work-related ill health	1 – Noise exposure 7 – COVID-19

Work-related hazards that pose a risk of ill health—The most frequent hazards are COVID-19, extreme temperatures (heat/cold), noise, nontoxic chemical substances and eye strain/illumination.

- How these hazards were determined—Corporate EHS doesn’t have full visibility for the site-specific risk assessment program, (including industrial hygiene, noise surveys etc.) where work-related hazards that pose a risk of ill health are identified. The only available methodology at a corporate level is our common generic employee risk assessment, where work-related hazards that pose a risk of ill health are identified with other safety hazards.
- Which of these hazards has caused or contributed to cases of ill health during the reporting period—COVID-19.
- Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls—ranging from barriers, guards, ventilation controls, operating procedures, education, trainings, PPE (following the hierarchy of controls).

*If chemical hazards have been identified, a list of these chemicals will be included.

CommScope EHS management system definitions

Fatality death: Due to work-related incident.






Recordable incident: Incident in which injury/illness requires more than first aid treatment. The treatment may begin with first aid but then becomes more advanced care.

Lost workday(s): Any days an employee is unable to work because of a workplace injury. Lost workdays are counted within the calendar year, which includes weekends, holidays, company shutdowns, etc., regardless of whether the employee is required to work any of these days. Subsequent days after the injury date qualify as lost time injury cases.

Restricted workday(s): Restricted duty is often referred to as “modified duty” and is defined as: any modification to an employee’s job duties that he or she normally performs at least once a week, or employee inability to work a full shift (restrictions require a physician order). Restricted workdays are counted within the calendar year, which includes weekends, holidays, company shutdowns, etc., regardless of whether the employee is required to work any of these days. Subsequent days after the injury date qualify as restricted/lost time injury cases.

Injury rate: Injury rate is calculated by multiplying the number of cases by 200,000, and then dividing by the number of total hours worked at the company. Injury rate calculation includes fatalities as a result of work-related injury, high-consequence work-related injuries, and recordable work-related injuries.



PRIORITY	GOAL	2023 OBJECTIVE/TARGET IS TO:
<p>Governance and Ethics</p> 	<p>Drive corporate responsibility and sustainability in the business</p>	<ul style="list-style-type: none"> • Publish a 3rd party assured Sustainability Report aligned with the GRI and SASB standards including SDGs • Reinforce the Ethics and Compliance training program, targeting a completion rate of more than 95% • Implement an employee sustainability awareness project • Reduce GHG emissions across our operations through analysis and, ultimately, adoption of externally approved science-based GHG reduction targets (Scope 1, 2 and 3)
<p>Our Business Operations</p> 	<p>Reduce the environmental impact of our operations and facilities.</p>	<ul style="list-style-type: none"> • Reduce our Scope 1 and 2 GHG emissions by at least 4% by year-end 2023 measured against our 2019 baseline (This target will be superseded by our SBTs once approved.) • Continue to maintain ISO14001 and ISO45001 certification at selected facilities • Achieve a 5% increase in waste recycled/reused/eliminated • At minimum, maintain 2022 water usage performance normalized by total hours worked • At a minimum, maintain the 2022 EHS incident rate for the company
<p>Sustainable Products</p> 	<p>Develop solutions that meet our customers' current and future sustainability requirements</p>	<ul style="list-style-type: none"> • Using our internal LCA capabilities, complete 3 different product category LCAs • (CCS) – Identify and drive sustainability programs, including completing LCAs and identifying Energy-In-Use drivers for CCS products • (NICS) – Identify product efficiency improvement programs, including innovative and intelligent features to reduce power consumption and energy use in the operational mode • (OWN) – Leverage LCA and Eco-design during product development processes and, propose energy-efficient products in line with our customers decarbonization journey • (HN) – Ensure more than 90% of applicable set-top box (STB) and small network equipment (SNE) products meet and exceed energy efficiency voluntary agreements (VAs) and standards • (ANS) – Continue providing leadership in driving the standards development for network energy efficiency and energy goals; including the European Commission's Broadband Networking Equipment Code of Conduct and the SCTE's Energy Management Subcommittee
<p>Responsible Supply Chain</p> 	<p>Source responsibly and minimize our supply chain risks</p>	<ul style="list-style-type: none"> • Complete the annual sustainability assessments for 100% in-scope suppliers • Ensure 100% of RBA "High Risk" suppliers complete a CR audit • Ensure 100% of CommScope facilities are not rated as "High Risk" during the annual RBA risk assessment review • Develop Scope 3 supply chain strategy that engages our suppliers in GHG measurement and monitoring
<p>Our People</p> 	<p>Leverage a collaborative, enabled and agile workforce to deliver business innovation and top quartile performance</p>	<ul style="list-style-type: none"> • Activate our purpose, vision, values and CommScope NEXT strategy to drive engagement, innovation and growth • Drive positive talent and business outcomes through leadership, culture and positive employee experiences • Reinforce a diverse and inclusive culture that thrives on innovation and learning to adapt, grow and win • Provide meaningful well-being support to enable our employees to flourish in all ways • Serve as positive community citizens



Each quarter in 2022, CommScope conducted outreach in every one of our 22 business units to evaluate any potential ethical risk, including corruption. We identified no significant risks or incidents regarding corruption. Separately, CommScope didn't identify any significant noncompliance with environmental, social and economic laws and/or regulations in 2022. No significant fines were issued during the reporting period.

CommScope didn't receive substantiated complaints concerning breaches of customer or employee privacy. We aren't aware of any reportable breaches involving customer or employee data in 2022.

In March 2023, we experienced a cyber incident that resulted in minimal impact to the business operations. Our historical investments in business continuity and IT system resilience allowed us to minimize impacts from an aggressive attack. We also learned some lessons and implemented several new systems and tools to significantly minimize the probability of additional incidents.

A.4.1 Screening suppliers and identifying significant risk for incidents of forced or compulsory labor and child labor

In 2022, we screened 270 suppliers, including 100% of new suppliers. Supplier screening includes environmental and social criteria. After completing the 2022 audit process, a total of 3% of suppliers were identified as high risk. For active high-risk suppliers, we planned 2023 follow-up audits. We identified nine findings in the freely chosen employment category—zero priority/critical, six major and three minor. The identified deficiencies were formally documented in corrective action plans by respective suppliers. According to the RBA guidelines, the major findings must be rectified within 180 days, and the minor findings must be rectified within 270 days. Corrective and preventative actions were put in place to address the identified deficiencies.

We took these measures in the reporting period to help eliminate all forms of forced or compulsory labor.

Company policies

- Labor Policy
- Child Labor Policy
- Code of Ethics and Business Conduct
- Supplier Code of Conduct

Risk assessments

- Company level
- Manufacturing facilities

Internal audits—manufacturing facilities

Grievance mechanism

Responsible sourcing program

Supplier selection and evaluation program

This program includes supplier risk assessments (including Supplier Sustainability Survey) and on-site audits.

A.4.2 Negative environmental impact in the supply chain and actions taken

CommScope's definition of "significant impact" aligns with the RBA's "priority" classification.

- a) We assessed 270 suppliers for environmental impacts.
- b) We identified zero suppliers as having significant actual and potential negative environmental impact.
- c) We identified no significant actual and potential negative environmental impacts in the supply chain in 2022. Overall, there were nine major/minor findings but no significant (priority) findings. The top three environmental findings identified:
 - i. Hazardous substances (missing MSDS, no label in local language, no assessment on hazardous waste treatment vendor)
 - ii. Air emissions (boundary noise and air emission was not monitored)
 - iii. Water management (no water channel contamination log, wastewater wasn't inspected)
- d) We identified no assessed suppliers as having significant actual and potential negative impacts.
- e) No supplier relationships were terminated due to the assessments.

A.4.3 Negative social impacts in the supply chain and actions taken

CommScope's definition of "significant impact" aligns with the RBA's "priority" classification.

- a) We assessed 270 suppliers for social impacts.
- b) We identified one supplier as having significant actual and potential negative social impacts.
- c) Overall there were two significant (priority) findings from the five categories in 2022:
 - i. Emergency preparedness
 - ii. Occupational injury and illness
- d) We identified 0.4% of assessed suppliers as having significant actual and potential negative impacts, and both parties agreed upon improvements.
- e) No supplier relationships were terminated due to the assessments.



CommScope subscribes to, participates in or endorses the following economic, environmental and social charters, principles or other initiatives:

- | | | |
|---|--|---|
| <ol style="list-style-type: none"> 1. Agoria (Association for Technological Industry) in Belgium 2. Building Industry Consulting Service International, Inc. (BICSI) 3. Broadband Forum 4. CableLabs 5. Canadian Energy Efficiency Voluntary Agreement (CEEVA) 6. Connectivity Standards Alliance (CSA-IOT) 7. Consumer Technology Association (CTA) 8. Digital TV Group (DTG) 9. European Commission Joint Research Centre (JRC) 10. European Committee for Electrotechnical Standardization (CENELEC) | <ol style="list-style-type: none"> 11. European Telecommunications Standards Institute (ETSI) 12. International Association of Administrative Professionals (IAAP) 13. International Electrotechnical Commission (IEC) 14. The Institute of Electrical and Electronics Engineers (IEEE) 15. International Organization for Standardization (ISO) 16. International Special Committee on Radio Interference (CISPR) 17. International Special Committee on Radio Interference (CISPR) 18. International Telecommunication Union (ITU) 19. International Telecommunication Union – Telecommunications Sector (ITU-T) 20. Institute of Electrical and Electronics Engineers (IEEE) 21. Linux Foundation Networking | <ol style="list-style-type: none"> 22. Next Generation Mobile Networks Alliance (NGMN) 23. OnGo Alliance 24. Open Data Center Alliance (ODCA) 25. Open Radio Access Network Alliance (O-RAN) 26. Responsible Business Alliance (RBA) 27. Responsible Mineral Initiative (RMI) 28. Society of Cable Telecommunications Engineers (SCTE) 29. Thinkstep – BOMcheck 30. Telecommunications Industry Association (TIA) 31. U.S. Set-top Box Voluntary Agreement (U.S. STB VA) 32. U.S. Small Network Equipment Voluntary Agreement (U.S. SNE VA) 33. Voluntary Control Council for Interference (VCCI) 34. Wi-Fi Alliance (WFA) 35. Wireless Broadband Alliance (WBA) 36. WInnForum |
|---|--|---|

A.6 ASSURANCE STATEMENT

Scope and objectives

WSP was commissioned to conduct a review of CommScope’s activities and processes used to prepare its 2023 Sustainability Report, which reports on CommScope’s 2022 reporting period. We have provided a Type 1 Assurance Statement using the AA1000 Assurance Standard (AA1000AS v3) principles of Inclusivity, Materiality, Responsiveness and Impact as summarized below.

- **Inclusivity**—has the organization included its stakeholders in developing and achieving an accountable and strategic response to sustainability?
- **Materiality**—has the organization included in its report the material information and data required by its stakeholders to make informed judgements, decisions and actions?
- **Responsiveness**—has the organization included in its report the material information and data required by its stakeholders to make informed judgements, decisions and actions?
- **Impact**—has the organization monitored, measured and is accountable for how their actions affect their broader ecosystems?

Assurance level, responsibilities and limitations

Our assurance team has the appropriate experience and competency to complete this assurance engagement. WSP has a Quality Management System (QMS) which is certified to BS EN ISO9001 under which all our work is managed.

Our assurance took place in April 2023 and we have provided a moderate level of assurance. However, we would like to state the following:

- CommScope is solely responsible for providing all the information included in the 2023 Sustainability Report.
- WSP staff were involved in supporting CommScope in compilation of the 2023 Sustainability Report. Therefore, for transparency our assurance was strictly limited to the processes of data and information gathering that support the disclosure in this report. The WSP assurance team was not involved in the report compilation scope of work.
- Our involvement in stakeholder engagement was limited to reviewing external and internal stakeholder engagement processes and outcomes only.

The intended users of this statement are the readers of the CommScope 2023 Sustainability Report.

Methodology

Our assurance work involved understanding and testing the processes used to adhere to and evaluate adherence to the assurance Accountability Principles. This included interviews with CommScope senior management at executive and functional levels, and of relevant management responsible for the day-to-day management of sustainability, about the effectiveness of processes used to manage and evaluate the sustainability impact of CommScope.



Opinion

Our assurance work found that the 2023 Sustainability Report meets the principles, content and quality requirements of AA1000 AS v3 for a Type 1 Moderate Level of Assurance. We have made the following findings and conclusions.

Inclusivity

CommScope has demonstrated their recognition of stakeholder’s priorities as part of the materiality assessment conducted in 2019, and the top material issues are reported on in the 2023 report. Ongoing engagement with key stakeholders is demonstrated through the Corporate Responsibility and Sustainability (CR&S) Governance arrangements, including engagements and dialogues across the business stakeholders to ensure that material issues identified in 2019 remain relevant. Each stakeholder group is consulted through a variety of mechanisms including regular customer meetings, employee surveys, and supplier surveys. New stakeholders are identified, and their feedback incorporated in the report to capture growing focus areas, including the Women in Cable Telecom Network (WICT) engagement on key issues relating to Diversity and Inclusion.

CommScope has demonstrated continuous engagement and accountability to key stakeholders through its ongoing review and inclusion of material issues identified by stakeholders. The progress on these material issues have been included in their 2023 Sustainability Report. This includes CommScope’s response to climate change, progress towards setting Science Based Targets, and employee well-being and personal development.

Materiality

CommScope’s corporate CR&S strategy and its disclosure is guided by the results of the materiality assessment conducted in 2019. The relative importance of key issues is reviewed regularly in response to evolving sustainability and regulatory contexts and maturity of topics such as Diversity and Inclusion and Supplier Responsibility. New disclosure requirements from the Taskforce for Climate Related Financial Disclosure (TCFD) are referenced in the 2023 report, stating how CommScope tracks and responds to climate risks. By 2025, CommScope will be required to report on this separately and include a full gap analysis. Life cycle assessments (LCAs) are starting to be conducted internally for CommScope products, and further opportunities to work with suppliers to undertake LCAs for other products should be sought. The new PAS2080:2023 standard (published April 2023) will place greater onus on suppliers to have EPDs for their products.

CommScope has acknowledged that an updated materiality assessment is required as the business and regulatory landscape evolves, and this is planned for the second half of 2023. The revised assessment will review the topics included and will consider new EU disclosure requirements including the Corporate Sustainability Reporting Directive (CSRD).

Responsiveness

CommScope has integrated sustainability reviews and dedicated performance monitoring for high-risk suppliers into its management and reporting processes. In response to stakeholder feedback, CommScope has increased efforts to monitor supply chain sustainability through supplier training and a supplier sustainability survey template for self-assessments and onsite audits. This includes a new requirement for mapping all suppliers and sub-tier suppliers and their locations for the products provided to CommScope, to reflect emerging supply chain regulations worldwide. CommScope has updated their Supplier Code of Conduct in 2022 and will be updating their Modern Slavery statement in 2023.

The 2023 Sustainability Report was prepared in accordance with the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) Standards for sustainability reporting. CommScope has used the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard to report its GHG emissions and is seeking verification of its science-based targets in 2023.

Impact

The material sustainability issues are monitored and reported internally for review monthly to the executive team and the Board. CommScope has introduced ESG goals into short-term incentive plans for CEO and Senior Officers relating to Diversity, Equity and Inclusion, and GHG emissions reduction. Evolving requirements around TCFD, CSRD and product life cycle assessments are being integrated into management processes and supplier responsibility commitments.

The 2023 Sustainability Report has demonstrated the progression of actions supporting the material ESG topics, including employee well-being and development, diversity and inclusion, climate change and net zero, and supplier responsibility. KPIs are notably stronger for environmental topics, and CommScope will need to develop measurable KPIs for social topics to demonstrate further progress and impact in these areas.

Rebecca Segal
Principal Consultant

London, April 2023

Kelly Worthington
Principal Consultant



2023 SUSTAINABILITY REPORT

INVESTING IN OUR FUTURE

As we continue to pursue smart business strategies that enable newer, faster, more effective forms of communication, we'll also do our best to protect the future of our people and our planet.

We are invested in what's next.

CommScope pushes the boundaries of communications technology with game-changing ideas and ground-breaking discoveries that spark profound human achievement. We collaborate with our customers and partners to design, create and build the world's most advanced networks. It is our passion and commitment to identify the next opportunity and realize a better tomorrow. Discover more at commscope.com

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CO-117433-EN (05/23)