COMMSCOPE®

2021 Sustainability Report

Investing in Our Future

Table of Contents

A Message From Our CEO | 1.1

The COVID-19 pandemic has introduced unprecedented disruption. Beyond causing enormous public health and economic challenges, communications networks were stretched thin. We learned firsthand how fundamental connectivity is to global societies and economies.

As a global technology leader in connectivity, CommScope's network solutions are essential to the world's critical communications infrastructure. We design and support the networks that help first responders, health care workers and others to keep us safe and healthy. I'm proud of our employees' incredible efforts to meet our partners' and customers' needs in 2020—all while embracing sustainability as a fundamental business value.

CommScope's industry leadership, commitment to sustainability and role in developing the networks of tomorrow attracted me to the company in 2020 and make me excited for the years ahead. I'm humbled to inherit such a strong foundation in ethical business practices, community support with responsible sourcing, and stewardship.

It's with great pride that I introduce the 2021 Sustainability Report. It presents the excellent progress that CommScope made in our sustainability journey. Key highlights include:

CommScope earned an A- from CDP in the organization's 2020 Climate Change Scorecard. This is our highest score to date, and it puts CommScope at a "Leadership Level" for addressing and reporting our climate change efforts.

For the second year running, **CommScope made Newsweek's 2021 list of America's Most Responsible Companies**. This reflects our excellent sustainability program and reporting across our material environmental, social and governance topics.

For the fifth consecutive year, **we achieved a gold rating in Corporate Social Responsibility from EcoVadis**, a global leader in monitoring, benchmarking and enabling sustainability in global business.

CommScope continues to be recognized as low risk in Yahoo Finance's sustainability rating.

Supporting communities that were affected in the COVID-19 pandemic was a key focus. **We made significant contributions to charitable organizations** such as the Information Technology Disaster Resource Center, World Central Kitchen, and Rise Against Hunger.

The Goa, India, government recognized CommScope as a role model in corporate social responsibility for our efforts to support local communities during COVID-19.

We launched the Frank M. Drendel Community Service Excellence Awards to recognize our employees' exceptional community service.

CommScope launched the Diversity & Inclusion Business Network, which aims to create a more dynamic and inclusive workplace.

The global pandemic has brought people together in unique ways. Connecting the world through CommScope network solutions is our largest positive contribution to society.

CommScope will continue prioritizing good governance, sustainable growth and ethical environmental stewardship. Our communities will emerge stronger with a more inclusive, resilient and sustainable future for which we can all be proud.

You'll find the details of our sustainability journey in the pages that follow.

Sincerely,

Chuck Treadway
President and Chief Executive Officer

Environment

Priorities
- Reduce the environmental impact of our operations and facilities.
- Develop solutions that meet our customers current and future sustainability requirements.

Achievements
- Achieved 8.6% reduction in Greenhouse Gas (GHG) emissions compared to 2019.
- Achieved 9.3% reduction in water withdrawal compared to 2019.
- Diverted 85.3% of non-hazardous waste from landfill.
- More than 96.7% of applicable Home Network business unit product shipments complied with the relevant U.S., Canadian or EU set-top boxes (STB) or Small Network Equipment (SNE) energy efficiency voluntary agreements—exceeding the 90% target.
- Aligned our objectives with the Society of Cable Telecommunication Engineers (SCTE) Energy 2020 goals in order to help our Access Network and Edge Facility products achieve greater energy reductions.
- Continued to utilize an entire life cycle thinking approach in our product development processes.
- Maintained compliance with global regulations including RoHS, WEEE and REACH regulations.
- Completed a review of our operations to identify options that deliver significant reductions in our GHG emissions, including, the use of renewable energy.
- Continued focus on eliminating single-use plastics (SUP) in our Home Networks and Venue and Campus Networks businesses.

Recognition
- Awarded a score of A- in the 2020 CDP Climate Change scorecard, which puts CommScope at a Leadership Level for the first time.

Social

Priorities
- Leverage a diverse, enabled and agile workforce to deliver business innovation.
- Provide a safe work culture and environment for all employees.

Achievements
- Implemented procedures for managing the COVID-19 pandemic to protect the safety, health and welfare of our employees and to keep critical business operations functioning.
- Achieved a global injury rate of 0.38, 68.3% below the United States Occupational Safety & Health Administration (OSHA) industry rate of 1.2.
- Launched our new Diversity & Inclusion Business Network to foster a more diverse and inclusive workplace.
- Conducted the Global Employee Pulse Survey, to better understand how employees feel about the Company, their work, and our progress.
- Enrolled 763 employees, and graduated 144, from uLEAD, a multi-faceted, self-service learning program for employees interested in developing their business and leadership skills.
- Continued our well-being program with GuidanceResources, the Company's global wellness resource program available to all employees and their families worldwide.
- Launched the Frank M. Drendel Community Service Excellence Awards to recognize and support the most significant community service efforts made by our employees.
- Partnered with United Way to support local charitable causes using an employer match program in the United States and supported charitable organizations worldwide.

Recognition
- Recognized by the Government of Goa, India, for being a 'Role Model in the field of Corporate Social Responsibility'
- Winner of a Silver Stevie® Award in the Employer of the Year—Telecommunications category in the fifth annual Stevie Awards for Great Employers.
- Recognized by City of Juarez, Mexico, as an Exemplary Socially Responsible Company in the category of education, health and management.

Ethics & Governance

Priorities
- Improve our ESG transparency and reporting.
- Strengthen our ethics & compliance program.
- Source responsibly and minimize supply chain risks.

Achievements
- Reported climate-related risks and opportunities using the CDP platform which is committed to aligning with the Task Force on Climate-Related Disclosures (TCFD) recommendations.
- 100% of non-production employees completed the annual Ethics and Compliance training.
- Achieved zero "major nonconformances" in third-party certification audits.
- Expanded the ISO 14001:2015 (environmental management system) and ISO 45001:2018 (health and safety management system) standards certification program scope which now covers 90% of our manufacturing facilities.
- Continued to align our operations and supply chain with global modern anti-slavery and human rights standards.
- Completed 20 CSR assessments in our manufacturing facilities, utilizing the Responsible Business Association tool (RBA ONLINE).
- Conducted 263 sustainability assessments and audits in our supply chain. These include review of compliance and evaluation of established labor, ethics, environmental, health and safety practices and business continuity.

Recognition
- Recognized in Newsweek's 2020 list of America's most Responsible Companies.
- Achieved a "Low-Risk" rating in Yahoo Finance's sustainability scorecard.
- Achieved a Gold level Corporate Social Responsibility (CSR) rating from EcoVadis, a global leader in monitoring, benchmarking and enabling sustainability in global supply chains.
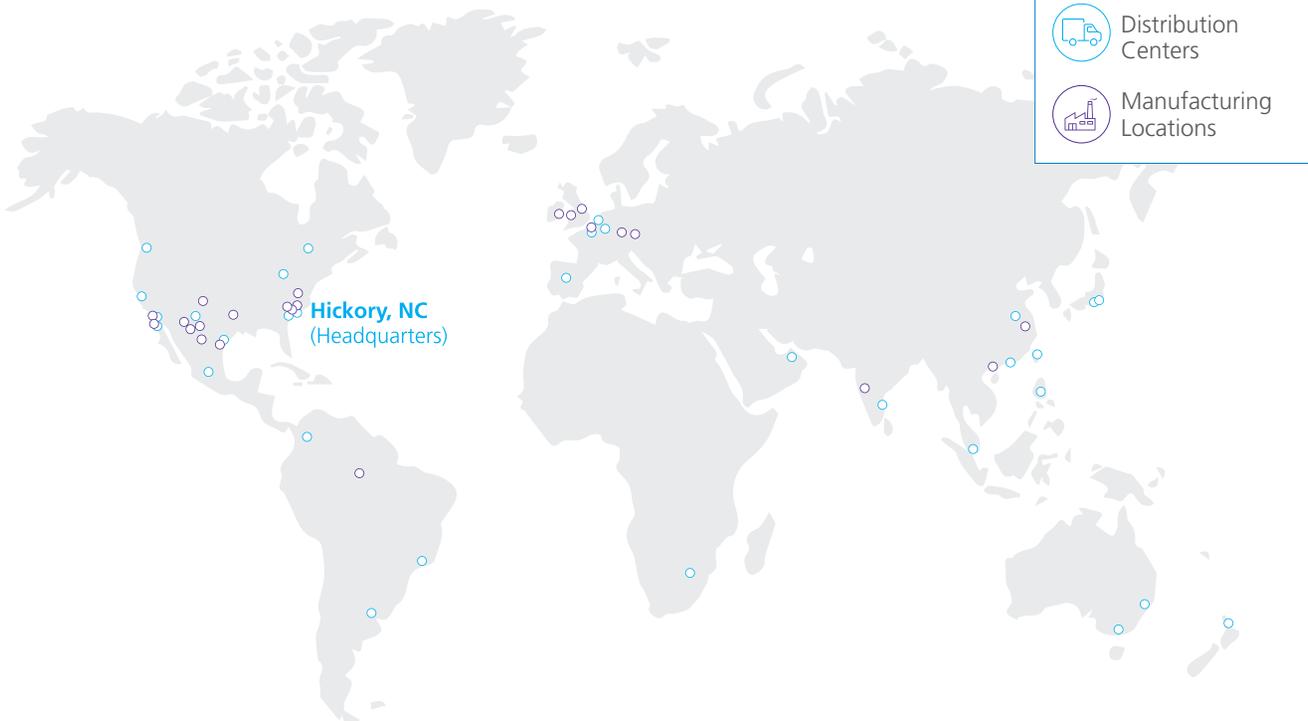
CommScope at a Glance 2020 | 1.3

CommScope (NASDAQ: COMM) helps design, build and manage wired and wireless networks around the world. As a communications infrastructure leader, we shape the always-on networks of tomorrow. For more than 40 years, our global team of more than 30,000 employees, innovators and technologists have empowered customers to anticipate what's next and push the boundaries of what's possible.

Corporate responsibility and sustainability drive us to make decisions that benefit our people, our planet and our bottom line. We enable faster, smarter and more sustainable solutions while respecting our human and natural resources. Innovative technology, intelligent engineering and energy-efficient design are helping us meet our goals. We build sustainable networks that make our customers more agile, while preserving the natural ecosystems from which we source our raw materials.

We're proud of CommScope's significant standing in one of the world's most vital and dynamic industries.

CommScope's Global Footprint

CommScope Facilities

🚚 Distribution Centers

🏭 Manufacturing Locations

Hickory, NC (Headquarters)

Company Summary
(through numbers)

> 30,000
talented innovators around the world

~4,300
customers

55
manufacturing & distribution facilities

15,000+
patents

~3,100
suppliers

>10,000
partners supporting customers in more than 190 countries

>$800M
invested in R&D each year

CommScope sells thousands of products to customers in 190 countries from four business units: Venue and Campus Networks, Broadband Networks, Outdoor Wireless Networks and Home Networks.

Product Portfolio

Venue and Campus Networks
We provide products for wired and wireless connectivity, including Wi-Fi, DAS, CBRS, small cells, switching, and cabling for licensed and unlicensed indoor coverage; and IP networks and cabling, connectors, and equipment for data centers and enterprise buildings, campuses and public venues.

Broadband Networks
Our solutions encompass network cable and connectivity, CMTS, PON, access technologies, network intelligence and automation, and technical and professional services.

Outdoor Wireless Networks
Our products are the backbone of outdoor cellular and Wi-Fi systems, including cell tower antennas, cabinets, cabling, data and power connectivity.

Home Networks
We power the connected home experience. Our broadband and video devices and services enable service providers to deliver the best broadband, Wi-Fi, video and smart home services to millions of subscribers worldwide.

> "CommScope has aligned the company into four primary operating segments to take advantage of our leadership position in some of the fastest-growing strategic markets, underpinned with a unified supply chain organization that optimizes our manufacturing and distribution footprint."

Charles Treadway
President and CEO

CommScope announced its plan to spin off its Home Networks business on April 8, 2021. It's intended that the separation will be executed through a tax-free spinoff to CommScope shareholders, forming a new and independent publicly traded company. The separation is anticipated to be completed by the end of the first quarter of 2022.

A Response to the COVID-19 Pandemic

The COVID-19 pandemic has highlighted the correlation between good sustainability performance and business resilience, while also stressing how fundamental connectivity is in our lives. CommScope's products and services helped ensure the functioning of emergency services, enabled families and friends to stay connected, supported remote learning and enabled workforces to be productive from home.

CommScope was built for times like these, with a globally balanced manufacturing and operations footprint, and the ability to flex and scale swiftly. We have a long record of managing disruption – no matter the source – with resilience and agility.

Manufacturing of telecommunication infrastructure products falls under essential services, which means that CommScope factories and distribution centers have remained operational. This led CommScope to become a critical connectivity lifeline during a time where many were unable to meet socially for work or otherwise.

The CommScope team continued our proactive community response during the pandemic, providing much-needed assistance to our first responders, health care professionals, educators and our governments. During difficult times like these, it reminds us how strong we are when we come together.

Materiality Assessment | 1.4

We review sustainability issues regularly and seek stakeholder feedback to identify risks and opportunities, shape our strategy and clarify the areas we'll focus on. We consider a wide range of economic, environmental, social and governance topics. After setting short- and long-term goals, we identify key performance indicators (KPIs) that help us benchmark and measure progress. In doing so, we remain in alignment with the United Nations (UN) Sustainable Development Goals (SDGs).

Stakeholder Engagement

The stakeholders we work with include our executive leadership team, technical subject matter experts, customers, suppliers and investors. We also send a questionnaire to our employees. In addition, we consider trends from regulatory authorities and industry associations, the opinions of nongovernmental organizations, examples of best practices, and guidance from the UN SDGs.

Ongoing Stakeholder Engagement and Dialogue

Stakeholders	Engagement and Dialogue
Customers	Customer service team feedback, web resources, conference calls
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	Sustainability survey, on-site visits/assessments/audits, CommAlert
Local communities and regulatory authorities	Local events, online events, web resources
Industry associations	Conferences, online events, web resources

Strategic Priorities and Goals

The topics in the top-right quadrant of the materiality matrix were ranked highest in importance for our stakeholders and our business success. This is based on qualitative and quantitative data from the materiality assessment. We focused our Corporate Responsibility and Sustainability (CR&S) strategy on these key material issues. The topics below the materiality threshold aren't covered in as much detail, but they're still important to us.

The COVID-19 pandemic highlighted our ability to prioritize issues that are most important to our stakeholders. In 2020, we tried to make sure that our employees who continued working were able to do so in the safest environment possible.

Materiality Matrix

"ESG is a core part of CommScope's business strategy and an increasing focus for our key stakeholder groups, including our customers and shareholders. Our Sustainability Report aims to provide clear, accurate and transparent communication about our ESG program, including the progress we've made against our previous objectives and ambitious commitments going forward."
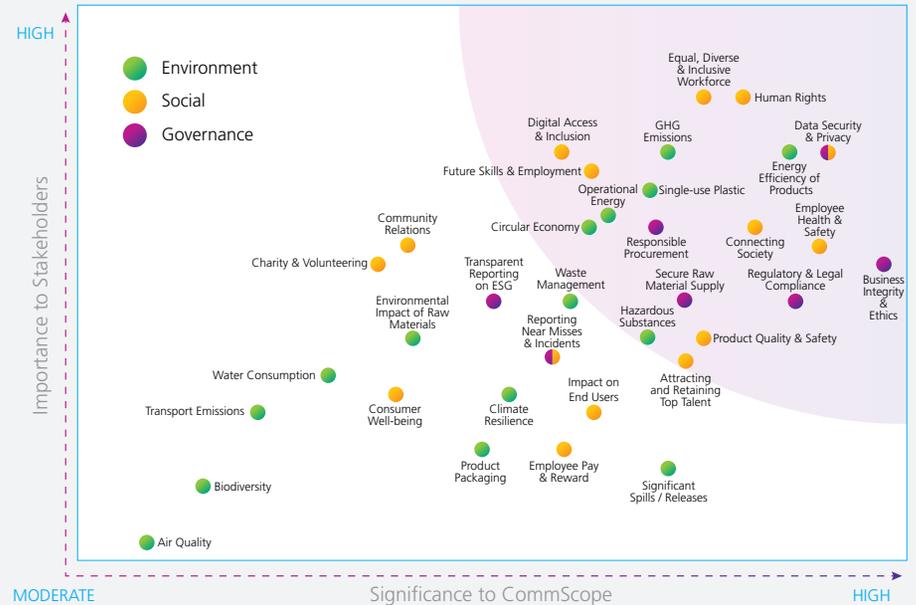
Alex Pease
Chief Financial Officer

Ethics & Governance

A robust corporate governance structure and a clear set of principles and values underpin our company. We strive to uphold the highest ethical standards and to act with integrity, honesty, fairness and transparency. CommScope teams govern global practices and maintain a thorough system of checks, balances and accountability. Our goal is to ensure that CommScope complies with the laws and regulations in every country in which we operate.

2020 Governance Highlights | 2.1

- Received an A- in the 2020 CDP Climate Change scorecard, which puts CommScope at a "Leadership Level" for the first time.
- Achieved a gold Corporate Social Responsibility (CSR) rating from EcoVadis, a global leader in monitoring, benchmarking and enabling sustainability in global supply chains.
- Recognized in Newsweek's 2020 list of America's Most Responsible Companies.
- Achieved a low risk rating in Yahoo Finance's sustainability scorecard.
- Led a robust ethics and compliance program, including, maintaining an independent audit function and Corporate Ethics and Compliance Officer; a strong code of ethics and business conduct; polices prohibiting corruption, bribery and retaliation; multiple channels to report ethical concerns; and an independent investigation program.
- Implemented a mandatory training package for ethics and compliance topics, targeting more than 12,370 nonproduction employees. 100% of the targeted group completed this training.
- Achieved zero "major nonconformances" in third-party certification audits.
- Continued to align our operations and supply chain aligned with global modern slavery and human rights' standards.
- Completed 20 CSR assessments in our manufacturing facilities, using the Responsible Business Association tool (RBA online).
- Conducted 263 sustainability assessments and audits in our supply chain. These included reviewing compliance and evaluation of established labor, ethics, environmental, health and safety practices, and business continuity.

Corporate Responsibility and Sustainability Statement

Meaningful integrity is a personal and companywide commitment to enable faster, smarter and more sustainable solutions while respecting our human and natural resources. This philosophy is based on three pillars:

- Environmental
- Social
- Governance

"Our business philosophy and values rely on a culture of ethics, compliance and sustainability. At CommScope, we firmly believe in the connection between strong business performance and corporate responsibility. Now more than ever, our customers and investors recognize our leadership in this critical area."

Justin Choi
Chief Legal Officer and General Counsel

Leaders and Management | 2.2

Our commitment to business practices that are innovative, safe and sustainable is key to CommScope's success. In October 2020, we welcomed Charles "Chuck" Treadway as our new president and CEO. Under his leadership, the executive team agreed to continue CommScope's corporate responsibility and sustainability efforts and drive ESG performance improvement. Jack Carlson joined our executive team as Chief Commercial Officer in November 2020 and Justin Choi joined as Chief Legal Officer in May 2021.

Meet our leaders, who shape our vision and strategy, set goals and objectives, and develop and inspire us:

Alex Pease
Chief Financial Officer

Robyn Mingle
Chief Human Resources Officer

Justin Choi
Chief Legal Officer

Jack Carlson
Chief Commercial Officer & Venue and Campus Networks

Boris Kokotovic
Global Quality

Chuck Treadway
President and CEO

Morgan Kurk
Chief Technology Officer Broadband Networks

Joe Chow
Home Networks

Farid Firouzbakht
Outdoor Wireless Networks

Gordon Robb
Chief Supply Chain Officer

Kyle Lorentzen
Chief Transformation Officer

Ethics, Compliance and Sustainability

To help ensure we comply with or exceed applicable laws, corporate responsibility leadership is closely aligned with our overall leadership structure.

In 2019, our executive team introduced the Ethics, Compliance and Sustainability (ECS) program and changed its governance. This provides a corporate-level center of excellence and management framework for each program area.

Ethics, Compliance and Sustainability Program Elements

Corporate Responsibility & Sustainability	Workforce Compliance	Anti-Corruption Anti-Fraud Conflict of Interest	Environment Health & Safety	Product Compliance	Trade Compliance	Privacy	Antitrust/ Competition Laws Compliance	Records Retention	Business Continuity

Reporting, Investigation, Training & Communications, Supplier & Partner Responsibility

In addition to these specific substantive areas of compliance, the ECS program also helps ensure that CommScope maintains effective systems for:

• Reporting concerns or non-compliance;

• Conducting corporate-level investigations of alleged wrongdoing and resolving allegations of improper conduct;

• Training employees and relevant third parties on ethics, compliance and sustainability topics; and

• Proactively communicating with, and making information available to, various stakeholders, including employees, customers, vendors, and investors.

CommScope has adopted a management system approach for these areas and assesses them regularly. We define program scope; identify requirements; perform risk assessments; develop appropriate policies and procedures; implement appropriate controls; provide training and conduct other awareness activities; and perform monitoring and testing.

The Corporate Ethics and Compliance Officer (CECO) has a team of internal and external subject experts who help guide decision-making.

"Ethics, compliance and sustainability are deeply ingrained in CommScope's culture and values. It starts at the top, with the leadership of our board of directors and most senior executives. With that deep support, we're able to maintain a vigorous program that's integral to CommScope's success."

William Pleasant
Vice President, Deputy General Counsel, Corporate Ethics and Compliance Officer

Our Sustainability Governance Teams

Our Sustainability Governance

CommScope Board of Directors has ultimate responsibility for ESG policies and practices but has delegated specific oversight of these risk areas to various board committees. For example, the Audit Committee has oversight of our Ethics and Compliance program, and the Nominating and Governance Committee has responsibility for our Environmental and Social Responsibility program. CommScope's Corporate Ethics and Compliance Officer provides regular updates to the Audit Committee and Board on the Company's activities in these areas. In addition, management-led teams create, direct and implement our sustainability strategy and maintain a thorough system of checks and balances designed to minimize social, environmental, physical and ethical risks.

Board — Ultimate responsibility for ESG policies and practices

Board Committees — **Audit Committee**—Ethics and Compliance program **Nominating and Governance Committee**—Environmental and Social Responsibility program.

The Ethics, Compliance and Sustainability Executive Council — Senior executives providing strategic oversight and executive support for our ethics, compliance and sustainability program.

The Ethics, Compliance and Sustainability Team — ECS program leaders and specialists, providing subject matter expertise and program management.

CoRe Team **Support Teams** — Senior-level cross-functional leaders and local support teams representing our internal functions helping to translate our sustainability strategy into practice.

Internal Audits

CommScope routinely audits its manufacturing facilities using the international standards ISO14001, ISO45001, SA8000 and ISO26000 to maintain compliance with environmental, business and labor practices, as well as health and safety. Our CR&S internal audit team examines labor and ethical practices at our facilities in high-risk countries every two years. CommScope facilities in low-risk countries are audited every three years. Our corporate EHS team visits facilities at least every three years to audit environment, health and safety practices using international and company standards as benchmarks. Each externally certified facility also maintains a team of internal auditors.

Reporting to the CommScope Board of Directors Audit Committee, our Corporate Audit and Advisory function also performs independent, objective audits of our internal processes and controls, following the Institute of Internal Auditors International Professional Practices Framework.

To help us achieve our strategic objectives, CommScope outsourced the Corporate Audit & Advisory and Internal Controls functions to PricewaterhouseCoopers, effective April 1, 2021.

Management System Approach Risk Assessments

CommScope manages ESG risks proactively. At year-end 2020, we completed a corporate-level assessment of our CSR management systems using the EcoVadis platform, which has a series of CSR recognition levels. CommScope received a gold CSR rating and achieved an overall score of 70/100, which certifies:

- Our structured, proactive approach to corporate responsibility.
- Our established policies and processes to help tackle important ESG issues.
- Our capacity to report clearly on selected activities and KPIs.

Our manufacturing facilities use the Responsible Business Alliance (RBA) online self-assessment questionnaire to identify risks and opportunities for improvement. We also use Entropy™, our primary Environmental, Health & Safety (EHS) risk assessment/management tool, for internal monitoring and reporting activities.

In addition, we developed a scorecard to benchmark ourselves against peers and competitors. Our scorecard includes reporting frameworks such as EcoVadis, CDP, Institutional Shareholder Services (ISS), Morgan Stanley Capital International (MSCI) and Sustainalytics. In 2020, we earned gold status from EcoVadis, above average in MSCI ESG Ratings and ISS ESG criteria, as well as a low risk rating in Yahoo Finance's sustainability scorecard. We use these scorecards as a guide for future development.

We also report our key climate-related risks and opportunities to the CDP platform, and we received a score of A- this year, which means CommScope is now categorized as 'Leadership Level' for the first time. CDP is committed to aligning with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

GOLD 2021 ecovadis Sustainability Rating

Governing Principles and Policies | 2.3

Our key company polices—the Code of Ethics and Business Conduct, Labor Policy and Environment, Health & Safety Policy—govern our business practices globally. We're committed to the highest standards of honest, transparent business practices, regardless of where that business transpires. As a U.S.-based company, we must comply with the U.S. Foreign Corrupt Practices Act (FCPA) and similar laws in the other countries where we operate, such as the U.K. Bribery Act. The FCPA and the U.K. Bribery Act prohibit bribery and related inaccurate accounting. Our policies are available in multiple languages in our online Document Library.

CommScope strives to go beyond compliance, wherever feasible, throughout our value chain. As part of these efforts, we drive improved working and environmental conditions through leading standards and practices. Our proactive measures help ensure that our employees work safely, adhere to best practices, treat one another respectfully and meet government regulations.

Business Integrity and Ethics Practices

CommScope professionals are held to an exemplary ethical standard set by our Code of Ethics and Business Conduct (Code of Ethics). The Code of Ethics reflects our core values and outlines the ethical conduct we expect from our employees and third-party representatives.

While the rules and procedures outlined in the Code of Ethics are based on a variety of applicable laws, regulations and international standards, they also reflect a higher principle: **doing the right thing**.

As our mission and values make clear, CommScope is devoted to the highest ethical standards, integrating "Act with Integrity" into everything we do. Our Code of Ethics provides a framework to help ensure all actions reflect and support the principles that are at the core of our business. These principles guide us in all decision-making and remind us to set a good example for ourselves and others.

The key responsibilities of employees and business associates under the Code of Ethics are to:

- Be familiar with and comply with the Code of Ethics, our corporate policies and the laws and specific policies that apply to their jobs.
- Act in a professional, honest and ethical manner in their work on behalf of CommScope.
- Ask for help when employees have questions or concerns about ethics or compliance, or when there is uncertainty surrounding a specific situation.
- Be alert for situations that could lead to code violations, and promptly report actual or suspected misconduct to supervisors or managers or use Ethics and Compliance Resources[1].
- Complete required compliance and ethics training and certifications.

International Human Rights Day

On December 10, 2020, CommScope observed International Human Rights Day. The COVID-19 crisis has highlighted ongoing problems with poverty, rising inequality, discrimination and other gaps in human rights' protections. This year's Human Rights Day theme, "Stand Up for Human Rights" aimed to close these gaps to build a better world that's more just, resilient, and sustainable.

We took this opportunity to enhance employee awareness for our global Labor Policy and its alignment with recognized standards and guidelines.

In a companywide communication, we provided a link to our latest Sustainability Report. We also reminded employees that they can sign up for our Diversity & Inclusion Business Network to share perspectives and connect with colleagues.

[1] If the laws of employees' countries prohibit CommScope from requiring them to report violations of law or the Code of Ethics, they're encouraged to report these violations, even if they're not obliged to do so.

Whistleblowing and Hotline Support

We value our reputation for integrity and everyone accepts the personal responsibility for maintaining it. As part of our overall compliance program, CommScope encourages our stakeholders 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). We also encourage employees to report concerns directly to management, human resources, or the legal department.

We improved our whistleblowing support systems significantly in 2020, including moving to a single platform for recording concerns and grievances, and increasing automation in the data collection process. We also introduced an advanced training course that focuses on techniques for investigating concerns raised through our whistleblowing systems and hotline. These changes have improved the skills of those who investigate concerns, reduced investigation time, and helped to ensure confidence in our processes.

The CECO is involved in processing all whistleblower reports, regardless of their source. Under the CECO's direction, all allegations are thoroughly reviewed and, as appropriate, formally investigated by experienced personnel consistent with the CommScope's Investigating Allegations of Improper Activity Policy (Investigation Policy). Every quarter, the CECO reports to the board's Audit Committee on significant investigations and statistics regarding all allegations managed under the Investigation Policy. Summaries of all allegations are available to Audit Committee members. Of the inquiries or allegations the CECO or his designee reviewed in 2020, 166 fell within the scope of our Investigation Policy. These matters were formally assessed and assigned individual investigation numbers for tracking purposes through disposition.

Labor Practices

CommScope is committed to uphold the human rights of its employees. To help ensure we treat our employees with dignity and respect, we follow a well-established Labor Policy that aligns with recognized standards and guidelines from the International Labor Organization, the UN Global Compact, the UN Universal Declaration of Human Rights, SA8000 (international social accountability certification standards for factories and organizations) and applicable laws.

In accordance with the international standards that support our management systems, we regularly assess risks and opportunities related to labor practices in our operations and supply chain. Our global Labor Policy addresses important issues such as health and safety, child labor, wages and benefits, working hours, forced labor and freely chosen employment, discrimination and diversity, humane treatment and freedom of association. We provide a safe working environment and protect the well-being of our employees, customers, suppliers and communities.

By engaging and training our employees, monitoring our progress, conducting periodic audits and sharing best practices, we're working hard to manage risks related to labor practices and improve the experience of working for us.

Training and Awareness

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

We added Ethics and Compliance training courses in 2020, tailoring the training modules to each employee's individual role and risk profile. The Ethics and Compliance training includes the following courses: Conflicts of Interest; Crisis Management; Schedule of Authorizations; Quality Assurance; Travel & Entertainment; Ethical Conduct; Confidential Information and Computer Security; Social Media; Data Privacy; Anti-Corruption; Business Courtesies; Insider Trading; Workplace Health & Safety; Economic Sanctions; Competition and Antitrust; Cybersecurity; Preventing Workplace Harassment; International Trade Regulations; and Reporting Concerns. Modern Slavery, Financial Crimes, Insider Threats, Business Email Compromise (BEC) Scams are courses included in the Ethics and Compliance training for specific job functions only.

CommScope's 12,370 nonproduction employees completed the training online via our Global LearnCenter (GLC) platform in 2020. All new employees must complete this mandatory training within the first 30 days of their employment. Last year, 100% of the targeted group completed the annual Ethics and Compliance training.

Data Security and Privacy

We understand the importance of data security. That's why we use the ISO 27001/27002 (information security management system) framework. We want to build a high-performing information security program to protect our data, including the information our board, shareholders, employees and valued customers access.

CommScope's Information Security and Network Security teams use several tools and processes to manage security threats proactively. Alerts help us identify potential security incidents and remediate them in a timely manner. We maintain current incident response procedures and conduct tabletop exercises periodically. These security initiatives are essential in a time of increasing risks, threats and opportunities.

Our technical and organizational measures help protect personal data from loss, misuse, alteration or unintentional destruction. CommScope's data privacy program seeks compliance

with applicable data privacy laws, such as the General Data Protection Regulations (GDPR), the California Consumer Privacy Act (CCPA) and the coming California Privacy Rights Act, in the handling of the personal data of our employees and business contacts, as well as where CommScope is a processor for its customers. CommScope hasn't had complaints regarding privacy or data protection, nor was there a reportable breach in 2020.

A senior compliance attorney leads our privacy program and reports to CommScope's CECO. CommScope's ECS Executive Council and the board's Audit Committee oversees the privacy program. CommScope's vice president, Information Security, leads the data security function and reports to the Chief Information Officer.

Corporate Responsibility and Sustainability Strategic Priorities | 2.4

Following our 2019 materiality assessment, we categorized our material ESG topics into five material topic groups. These pillars then became the basis for our updated CR&S strategy and for setting our strategic priorities, objectives and targets. CommScope's priorities address our most pressing sustainability challenges, risks and opportunities.

Driving a culture of ethics, compliance, and sustainability at CommScope

Ethics and Governance — Drive corporate responsibility and sustainability in the business — E S G

Our Business Operations — Reduce the environmental effect of our operations and facilities — E S G

Sustainable Products — Develop solutions that meet our customers' current and future sustainability requirements — E S G

Responsible Supply Chain — Source responsibly and minimize supply chain risks — E S G

Our People — Leverage a collaboration enabled and agile workforce to deliver business innovation — E S G

E Environment   S Social   G Governance

"During 2020, we continued to live up to our responsibilities as a global leader while making great progress against our sustainability strategy and objectives. We continued to innovate in sustainable product designs, decarbonize our operations and prioritize diversity and community initiatives that have been more important than ever. We also continued to be recognized by our customers, investors and peer groups for our sustainability leadership. We're proud of our sustainability achievements so far, but we always aim for more."

Damien O'Sullivan
Director, Corporate Responsibility and Sustainability

Progress Against Our 2020 Objectives and Targets

Priority	Goal	2020 objective/target is to:	Progress
Ethics and Governance	Drive Corporate Responsibility and Sustainability in the business	• Update the current CR&S strategy to consider the output of the recent materiality assessment and transforming business.	✓ Achieved
		• Publish a combined and assured Sustainability Report aligned with the GRI and SASB standards.	✓ Achieved
		• Reinforce the Ethics and Compliance training program, targeting a completion rate of more than 95%.	✓ Achieved
		• Implement an employee sustainability awareness project.	✓ Achieved
		• Ensure CommScope manufacturing facilities aren't identified as "High- Risk" during the annual RBA risk assessment process.	✓ Achieved
Our Business Operations and Facilities	Reduce the environmental impact of our operations	• Reduce our 2019 GHG emissions by 2% by year-end 2020.	✓ Achieved
		• Reduce our 2019 energy consumption by 2% by year-end 2020.	✓ Achieved
		• Develop long-term GHG reduction targets.	● In progress
		• Identify opportunities to leverage the benefits of renewable energy across our operations.	✓ Achieved
		• Ensure beneficial reuse (BRE) of waste exceeds 90% by year-end 2020.	● 85% achieved (2019: 83%)
		• Manage water use efficiently across the business.	✓ Achieved
		• Expand the ISO14001 and ISO45001 certification scope to all manufacturing facilities by year-end 2020.	● In progress
Sustainable Products	Develop solutions that meet our customer's current and future sustainability requirements	• Continue leveraging the benefits of eco-design across our products and packaging to drive performance improvements.	✓ Achieved
		• Ensure that applicable STB and SNE products meet and exceed energy efficiency voluntary agreements (VAs) and standards.	✓ Achieved
		• Continue providing leadership in driving the SCTE's energy goals and standards development for network energy efficiency.	✓ Achieved
		• Continue performing conflict minerals reasonable country of origin inquiry for all relevant suppliers.	✓ Achieved
Responsible Supply Chain	Source responsibly and minimize our supply chain risks	• Evolve our supplier responsibility strategy to consider the changing business.	● In progress
		• Continue completing annual sustainability assessments for all in-scope suppliers.	✓ Achieved
		• Ensure that all "High-Risk" suppliers complete a corporate responsibility audit.	✓ Achieved
Our People	Leverage a collaborative, enabled and agile workforce to deliver business innovation	• Continue aligning our people and culture globally with our newly developed purpose, vision and values.	✓ Achieved
		• Drive an enhanced coaching culture for all people managers through relevant leadership development opportunities.	✓ Achieved
		• Launch a companywide, global diversity and inclusion initiative.	✓ Achieved
		• Provide more support to the local communities where CommScope operates.	✓ Achieved
		• Develop a comprehensive well-being program (physical, emotional and financial) for all employees globally.	✓ Achieved

2021 Objectives and Targets

Priority	Goal	2021 objective/target is to:
Ethics and Governance	Drive corporate responsibility and sustainability in the business	• Publish an assured Sustainability Report aligned with the GRI and SASB standards. • Reinforce the Ethics and Compliance training program, targeting a completion rate of more than 95%. • Implement an employee sustainability awareness project.
Our Business Operations and Facilities	Reduce the environmental effects of our operations and facilities	• Reduce our 2019 GHG emissions by 4% by year-end 2021. • Reduce our 2019 energy consumption by 4% by year-end 2021. • Develop long-term GHG reduction targets and a plan to achieve them. • Ensure beneficial reuse (BRE) of waste exceeds 85% by year-end 2021. • Continue managing water use efficiently across the business. • Continue maintaining ISO14001 and ISO45001 certification at selected facilities.
Sustainable Products	Develop solutions that meet our customers' current and future sustainability requirements	• Continue leveraging the benefits of eco-design across our products and packaging. • Develop life-cycle assessments (LCAs) and environmental product declarations (EPDs) programs for our ISPC products. • Ensure that applicable STB and SNE products meet and exceed energy efficiency voluntary agreements (VAs) and standards. • Continue providing leadership in driving the SCTE's energy goals and standards development for network energy efficiency. • Continue performing conflict minerals reasonable country of origin inquiry for all relevant suppliers.
Responsible Supply Chain	Source responsibly and minimize our supply chain risks	• Evolve our supplier responsibility strategy to consider the changing business. • Continue completing annual sustainability assessments for all in-scope suppliers. • Ensure 100% of "High Risk" suppliers complete a CR audit. • Ensure all CommScope sites aren't "High Risk" during the annual RBA risk assessment review.
Our People	Leverage a collaborative, enabled and agile workforce to deliver business innovation	• Reinforce our purpose, vision and values to our people globally through additional learning initiatives as well as integration in HR processes. • Drive an enhanced coaching culture for all people managers through relevant leadership development opportunities. • Continue strengthening our culture of diversity and inclusion companywide through the global Diversity & Inclusion Business Network initiative. • Provide more support to the local communities where CommScope operates. • Continue reinforcing well-being and employee experience.

Supplier Responsibility | 2.5

CommScope's supply chain is the backbone of our business. We work with thousands of partners across the globe to help ensure we have a diverse, secure, safe, transparent and fair supply of raw materials and components. Even during the COVID-19 pandemic, we've maintained continuity in our supply chain to continue delivering our essential technology.

The principal raw materials and components we purchase are comprised of metals such as copper, steel, aluminum and brass; plastics and other polymers; and optical fiber. This includes circuit boards and other electronic components. We use 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 these materials. We optimize our global manufacturing and distribution footprint to help us respond quickly to rapidly changing market conditions, while maintaining a reliable and responsible supply chain.

Our Supply Chain at a Glance

CommScope sources materials and components from a worldwide supplier network. We have approximately 3,100 active suppliers and contract manufacturers, of which 500 are strategic. Our supply chain covers many countries and regions.
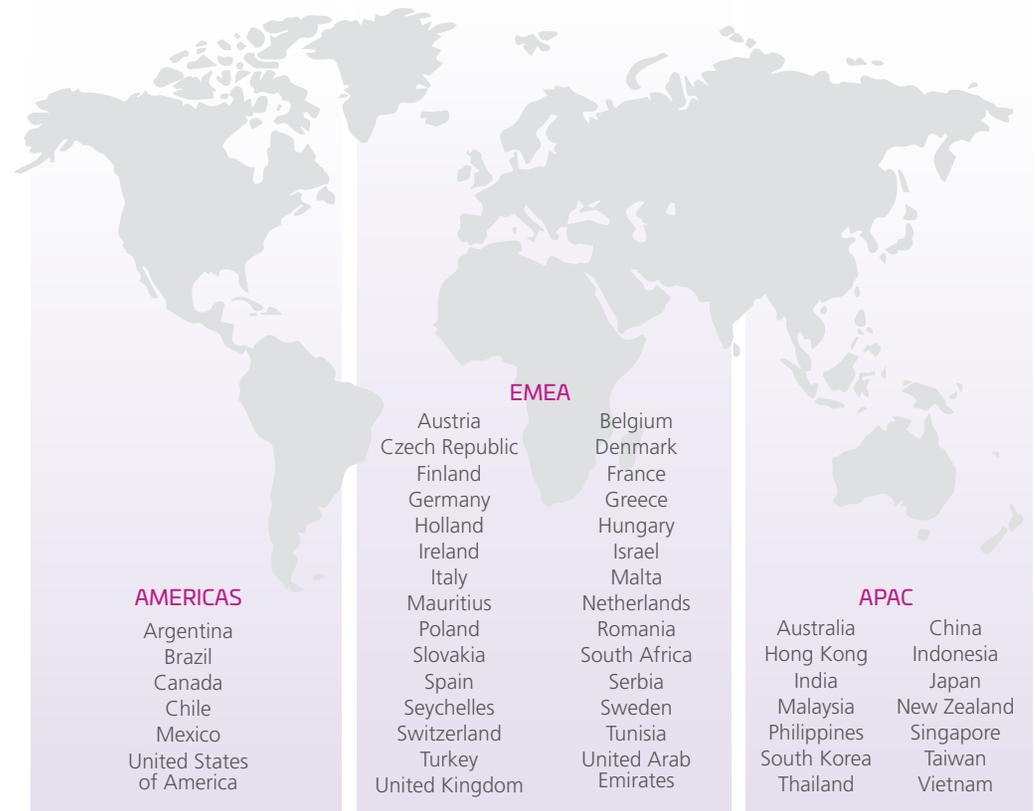
A significant number of these are sole-source suppliers, and several of our agreements are short-term. We source many components from international markets and rely on unaffiliated domestic and international contract manufacturers to produce products or key components.

In 2020, our best-in-class processes enabled continuity in our supply chain, despite significant disruptions and challenges that arose from the COVID-19 pandemic.

Suppliers by geographic location and monetary value spent by region

Asia-Pacific	27%	49%
Europe, Middle East, Africa	30%	7%
Americas	43%	44%
TOTAL	3,100*	$4.5 billion*

Rounded figures

EMEA

Austria	Belgium
Czech Republic	Denmark
Finland	France
Germany	Greece
Holland	Hungary
Ireland	Israel
Italy	Malta
Mauritius	Netherlands
Poland	Romania
Slovakia	South Africa
Spain	Serbia
Seychelles	Sweden
Switzerland	Tunisia
Turkey	United Arab
United Kingdom	Emirates

AMERICAS

Argentina
Brazil
Canada
Chile
Mexico
United States
 of America

APAC

Australia	China
Hong Kong	Indonesia
India	Japan
Malaysia	New Zealand
Philippines	Singapore
South Korea	Taiwan
Thailand	Vietnam

Supply Chain Controls

During our supplier selection process, we apply thorough checks and balances that help minimize risk and maximize performance and responsibility in our supply chain. Our current and prospective suppliers undergo the selection, qualification and evaluation steps outlined below.
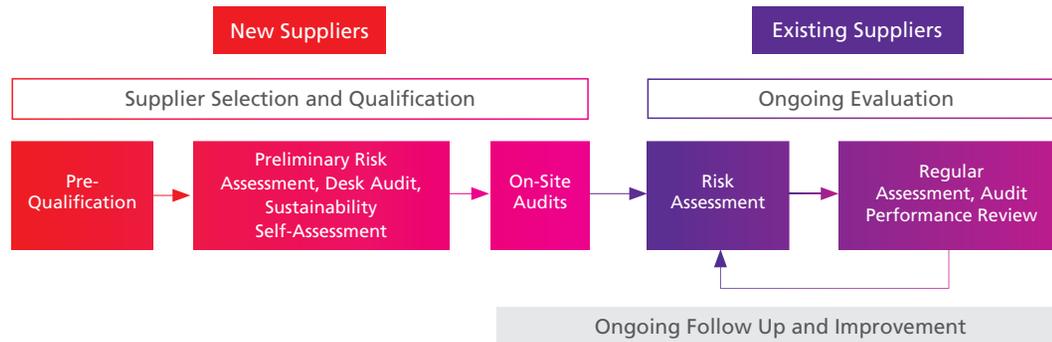
CommScope's review and vetting process for new suppliers goes beyond cost considerations, assessing each supplier's quality capabilities, compliance with industry corporate social responsibility standards, business continuity standards and capability to be a secure supplier.

Our Sourcing Evaluation Team (SET) leads the supplier engagement and helps ensure continued quality and supply resilience through ongoing programs such as audits, inspections and reliability monitoring.

To build positive long-term relationships, local supplier quality engineers oversee operations. They perform initial and regular risk assessments, in addition to on-site audits with the suppliers in their regions. Our local supplier quality engineers also conduct regular performance evaluations, including sustainability assessments and audits, and follow-up on improvement activities.

All CommScope suppliers must acknowledge our Supplier Code of Conduct. Our Supplier Quality Manual outlines some of our basic expectations, with any variations outlined in the individual supplier purchasing agreements. All relevant suppliers are expected to follow our principles and requirements as detailed in our Conflict Minerals Policy, Environmental Product Compliance Specification for Materials and Products and our Restricted Substances List. Suppliers must complete CommScope's Full Material Disclosure Form when documenting the contents of parts and materials.

Sourcing Evaluation Team

Our Sourcing Evaluation Team (SET) helps ensure maximum performance in our supply chain. SET's stakeholders have expertise in our procurement, quality assurance, product development processes, and other areas. Their roles follow:

- **Procurement Leads:** Ensure that nondisclosure agreements (NDAs) are in place before communicating with supplier(s), as well as certifying supplier(s) meet CommScope's performance standards.

- **Product Line Managers:** Provide information such as volumes, target costs and regional sales information, and are available to make decisions for the product lines they represent.

- **Quality Managers:** Provide quality plans and quality audit services, as required by SET and Engineering.

- **Planning/Operations Managers:** Ensure planning/operations issues are addressed as part of the SET process.

- **Finance Managers:** Provide financial assessment audits for SET when evaluating suppliers.

- **Engineering Managers (R&D, Product, Materials, Component Engineering or NPI Engineering):** Evaluate engineering support, processes and equipment capabilities.

- **Corporate Responsibility and Sustainability (CR&S) Team:** Provide guidance for any red flag issues within the Supplier Selection Scorecard. Provide guidance if any section of the Sustainability Survey (self-assessment or on-site assessment) achieves a "High-Risk" score.

CommScope is finalizing our streamlined supply chain responsibility strategy. Meanwhile, our legacy ARRIS business continued its full membership of the Responsible Business Alliance (RBA) and has continued to meet the full membership criteria. As part of this commitment, all major component and manufacturing suppliers from our legacy ARRIS business completed the RBA Self-Assessment Questionnaire (SAQ). We've continued implementing the Supplier Code of Conduct acknowledgment process across our supply chain, helping suppliers improve their knowledge of the RBA Code of Conduct. In doing so, we've conducted online and on-site training for high-risk suppliers and asked our suppliers to attend local RBA training.

Supplier Sustainability Assessments by Region
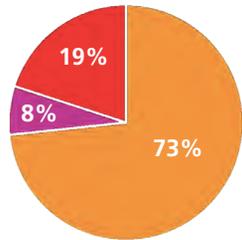
- AMERICAS 19%
- EMEA 8%
- APAC 73%

Supplier Sustainability Assessments by Risk Level
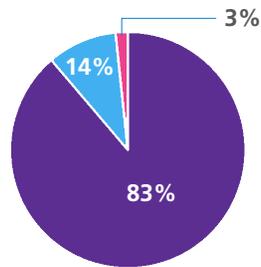
- LOW RISK 83%
- MEDIUM RISK 14%
- HIGH RISK 3%

New and existing suppliers reviewed	
Americas:	50
Asia-Pacific (APAC):	193
Europe, Middle East, Africa (EMEA):	20
Total:	**263**

This year, the top three nonconformances were related to:

- Working Hours
- Wages and Benefits
- Occupational Safety

Ensuring Transparency in Our Supply Chain

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

- California Transparency in Supply Chains Act Disclosure
- U.K. Modern Slavery and Human Trafficking Act Disclosure

Transparency in Our Supply Chain

CommScope is committed to conducting business in an ethical, legal and socially responsible manner. We expect our suppliers to share this commitment and uphold our values, which are reflected in our Supplier Code of Conduct.

CommScope suppliers are expected to adhere to this code and other CommScope policies, which require them to conduct their businesses in accordance with the highest standards of ethical behavior and with the applicable laws and regulations of the countries, states and localities in which they operate. This includes, but is not limited to, laws and regulations relating to anti-corruption, environmental protection, occupational health and safety, and labor practices. We also expect our suppliers to take steps to eradicate modern slavery and human trafficking from their operations and supply chain.

Our Supplier Code of Conduct prohibits suppliers from using forced, bonded, child, and involuntary prison labor when producing products. To support the Supplier Code of Conduct, supplier sustainability assessments and audits regularly evaluate and address risks of human trafficking and modern slavery in our supply chain.

Supplier Training

In 2020, supply chain employees continued to receive training as part of the annual ethics and compliance training. This training emphasized our requirement that suppliers, and those working on our behalf, must comply with our Supplier Code of Conduct. Training covers:

- Sustainability reviews, assessment and training from quality engineers at supplier facilities to raise awareness of our sustainability requirements.

- Regular executive reviews with key supplier leadership teams, which includes reviewing supplier sustainability performance and improvement opportunities, as well as monitoring each supplier's sustainability performance using a dedicated scorecard.

- Ongoing training and communication with suppliers, especially our major suppliers in high-risk countries and regions.

- Conducting on-site sustainability training and communication via Webex meetings and on-premises training. We also encourage our suppliers to attend RBA training sessions.

Responsible Minerals Sourcing

CommScope complies with the Conflict Minerals provisions in the U.S. Dodd-Frank Act. This act requires publicly traded companies to disclose the source of certain minerals that are incorporated in their products or used to make products.

CommScope partners only with reputable organizations to source the minerals and raw materials we use. Since we provide telecommunications equipment, our products may include tin, tungsten, tantalum and gold. These materials are necessary for product functionality or production processes. We're committed to eliminating all irresponsibly sourced 3TGs (tin, tantalum, tungsten and gold) conflict minerals from our products. CommScope is a participating member of the Responsible Minerals Initiative (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:

- Avoiding the use of conflict minerals by sourcing materials only from environmentally and socially responsible suppliers.
- Complying with Dodd-Frank regulations regarding conflict minerals and providing legally required compliance documentation to CommScope.
- Conducting a reasonable country-of-origin inquiry (RCOI) to determine the source of tungsten, tantalum, tin and gold (commonly referred to as the 3TGs).
- Avoiding the use of conflict minerals that directly or indirectly finance or benefit illegal armed groups in the covered countries.

We use the Conflict Minerals Reporting Template (CMRT) from the Responsible Minerals initiative (RMI) as a standard questionnaire for conducting an RCOI.

We take minerals sourcing very seriously and encourage you to review our Conflict Minerals Policy and our 2020 Form SD and Conflict Minerals Report.

2020 Product Safety and Conflict Minerals Achievements

To maintain continued product safety and responsible minerals sourcing, CommScope:

- Combined the reporting and data collection and Reasonable Country of Origin Inquiry (RCOI) process to all vendors.
- Developed a Robotic Process Automation program to streamline its reporting under the European Union (EU) Waste Framework Directive (WFD).

Supplier Diversity

As we expand in 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: 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 an opportunity to compete on an equal basis.

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

Supplier Health and Safety

CommScope suppliers must provide a safe and healthy working environment to prevent accidents and injuries arising from, linked with, or occurring in the course of work, or as a result of supplier operations.

Our suppliers must implement and uphold numerous health and safety measures, including employee training and systems, to reduce occupational risks and maintain a quality work environment. CommScope SQEs and third-party auditors review supplier health and safety practices, arrangements, controls and records during each on-site assessment/audit. We document any deficiencies and require corrective action within agreed-upon timeframes.

Social Responsibility

Millions of customers use CommScope's products and technologies every day. This represents our largest opportunity to spark innovation and facilitate social change. The social benefits realized through improvements in digital infrastructure are enormous. Governments across the world are investing in super-fast broadband, 5G and smart cities. Today, the number of mobile subscriptions exceeds the number of people on the planet. More than 1 billion 5G connections are expected by 2025.

We aim to make our technology as inclusive and widely accessible as possible. CommScope plays a critical role in supporting organizations and communities around the world, providing much-needed communications equipment and expertise. This is why we had a strong community response to COVID-19. By working with nonprofit organizations, our partners and employees, we provided assistance around the world in 2020. Our initiatives included donating telecommunications equipment to hospitals, supporting remote learning with infrastructure and making 3D face shields for health care workers.

Our technology provides the most significant opportunities for positive social influence around the world. Focusing internally, we consider our employees' safety and well-being of utmost importance. We actively promote their physical and mental well-being and help them navigate life's challenges.

The safety and well-being of our employees is at the very heart of everything we do at CommScope, and our staff are the driving force behind our innovations and success.

"We're exceptionally proud of our employees and how they've navigated the challenges of the COVID-19 pandemic. Their adaptability, commitment and resilience has been inspiring on so many levels. Our company and our employees have risen to the occasion. From ensuring a safe and effective work environment to delivering the essential technologies and services our customers rely on, we can all be proud of what we've accomplished together, despite the challenges."

Robyn Mingle
Senior Vice President and
Chief Human Resources Officer

Positive Work Environment

CommScope fosters and maintains a positive work environment in several ways:

Managing, mentoring and nurturing our talented professionals.

Establishing and maintaining optimal workspace conditions.

Ensuring a diverse employee community.

Continuing to advance our diversity and inclusive culture within our teams.

Inspiring a culture of proactive health and fitness. These business practices foster a respectful culture of diverse perspectives, mutual collaborations and healthy growth.

2020 Social Responsibility Highlights | 3.1

2020 changed the way we operate in many ways. Our COVID-19 response started at the highest level, with our president and CEO sending a personal message to our customers and partners. This response filtered down through our business, encouraging a safer, healthier and more productive workplace. Our approach to the pandemic focused on keeping our employees and stakeholders safe and delivering our critical products and services.

CommScope also engaged in numerous philanthropic activities, including donating approximately $3.8M to charitable organizations for hunger relief, schools and hospitals, and COVID-19 initiatives. Our partnership with United Way allowed us to support local causes. The global beneficiaries of our charitable activities are far-reaching and include local community organizations, students through educational programs, veterans, the disadvantaged, and victims of tragedy.

We continued upholding the human rights of our employees and the people within our wider value chain. For our employees, our well-established Labor Policy aligns with recognized standards and guidelines from the International Labor Organization (ILO), the UN Global Compact, the UN Universal Declaration of Human Rights, SA8000 and other applicable standards and laws.

Our social responsibility milestones included:

- Implementing procedures for managing the COVID-19 pandemic to protect the safety, health and welfare of our employees and to maintain critical business operations.

- Launching our Diversity & Inclusion Business Network (DIBN), which aims to foster a dynamic and inclusive workplace that embraces our diverse people and experiences.

- Receiving recognition from the Goa, India, government for being a role model in corporate social responsibility and partnering with the government to help fight COVID-19.

- Being named an Exemplary Socially Responsible Company in the category of education, health and management by the city of Juarez, Mexico.

- Winning a Silver Stevie® Award in the Employer of the Year—Telecommunications category in the fifth annual Stevie Awards for Great Employers.

- Conducting the semiannual Global Employee Engagement Pulse Survey to gauge how employees feel about CommScope, their work and our improvement progress.

- Continuing to implement uLEAD, a multifaceted, self-service learning program for employees who want to develop their business and leadership skills. More than 2,700 employees worldwide are participating in the program. More than 144 employees graduated in 2020.

- Expanding our well-being program with GuidanceResources, CommScope's global wellness resource program available to all employees and their families worldwide.

- Launching the Frank M. Drendel Community Service Excellence Awards to recognize and support our employees' exceptional community service efforts.

- Partnering with United Way to support local charitable causes, using an employer match program in the U.S., as well as supporting charitable organizations worldwide.

- Achieving a global injury rate of 0.38, which is 68.3% below the U.S. Occupational Safety & Health Administration (OSHA) industry rate of 1.2.

- Maintaining our safety ISO45001:2018 certifications. The certification scope now covers 90% of our manufacturing facilities.

- Contributing to charitable organizations such as the Information Technology Disaster Resource Center, World Central Kitchen, and Rise Against Hunger.

Education, Training and Development Life Cycle | 3.2

Human Capital Development

We're committed to developing our employees' careers and capabilities. Our career development and learning philosophy is based on the belief that employees learn best through a combination of work experience, coaching, feedback, training and education. Our training and development programs help ensure that our employees have the necessary skills for their roles and that they can grow as well-rounded professionals.

Our employee development programs include:

TalentConnections

TalentConnections is an online platform for employees, managers and Human Resources to manage employees' performance and goals, record accomplishments and determine annual merit increases and bonuses.

All of our permanent employees – salaried full-time, salaried-part time, apprentices, internal temporary – use TalentConnections to track and review annual performance. The temporary workforce and contractors aren't enrolled in TalentConnections for legal reasons.

COVID-19 Training Programs

The pandemic required most employees to adapt to different working environments and ways of collaborating. CommScope developed training programs and resources to support them.

uLEAD

The uLEAD program helps employees improve their job performance and develop their careers, with a particular focus on business and leadership skills.

This voluntary, multifaceted and comprehensive program is free. Employees receive certifications and recognition when they complete each of the five program levels:

- Level 1: Managing Self
- Level 2: Managing the Business
- Level 3: Driving the Culture
- Level 4: Leading People
- Level 5: Leading Teams

In 2020, the uLEAD training course was translated into Chinese and Spanish for expanded rollout. With more than 2,700 enrollments globally since its inception, 737 enrolled in 2020 and 144 employees graduated from the program.

Training for new ways of working

1 Remote Working: Setting yourself and your teams up for success

2 Tech Tips for Working from Home

3 Manager Well-being

4 We adapted an existing leadership program to 7 Habits of Highly Effective People–During COVID-19.

Across these four training courses, we had a total of 514 enrollments throughout the year.

'The 7 Habits of Highly Effective People'

As part of our development program, we engage in FranklinCovey's "The 7 Habits of Highly Effective People" Signature Edition 4.0. We run the three-day workshop globally to improve managers' personal effectiveness and lay the foundation for great leadership through personal accountability, trust and teamwork. During 2020, we updated this program to The 7 Habits of Highly Effective People – During COVID-19, with 181 employees signing up. We're offering a fully virtual experience in 2021, covering a much larger group.

Global LearnCenter

The Global LearnCenter (GLC) is CommScope's internet-based learning platform and content repository that covers a variety of work-related topics, including product knowledge and leadership development. We offer more than 7,600 resources, including courses, books, videos and executive summaries.

The GLC app gives employees who have CommScope-supported mobile devices access to thousands of courses, anytime, anywhere.

Last year, we ran two podcasts on diversity and inclusion, and we actively promoted training that included Bridging the Diversity Gap, Your Role in Workplace Diversity, and Facing the Management Challenge of Difficult Behavior and Diverse Teams.

Educational Assistance

CommScope harmonized its Educational Assistance Policy for the U.S. region in 2019. This policy applies to all permanent full time and permanent part time U.S.-based employees. We have localized educational assistance policies outside the U.S. region.

Leadership Engagement and Collaboration

Town hall meetings, round-table events and interactions with line managers also advance employee development. We interact with our employees how, when and where it matters most. We've measured managers' effectiveness with our Pulse Survey for some time.

Pulse Survey

In October 2020, we invited our global workforce to participate in our latest biannual Pulse Survey, which included 25 questions. With a 64.8% response rate from 21,804 employees, respondents rated their experience with company values and discussed their overall engagement. We were pleased to see positive scores across the board and meaningful progress since 2019 in all survey areas. In response to employees' feedback, we developed and implemented action plans that aim to enhance the work environment and sustain our high-performance culture.

Future Skills and Employment

As we grow the business, we continually look to hire the next generation of top talent. Our early career strategy includes internships and co-ops. To expand these efforts, we're developing a Graduate Rotational Program.

In 2020, 81 participants enrolled in our university relations and early careers programs across the globe, including 73 interns and eight co-ops. This program encompassed Sales, Finance, Supply Chain, and other core business functions.

The Summer Internship Program

We adapted our summer internship program in 2020 through a combination of virtual and on-site initiatives. Our program allows interns to become CommScope brand champions, while allowing us to evaluate high-potential students for prospective future employment.

During a 12-week program, our interns collaborate with some of the best in the industry, receive on-the-job training and participate in professional development workshops, an executive speaker series and other networking events.

We received excellent feedback from our 2020 summer interns. All of those who responded to a survey agreed they learned valuable new skills. Most importantly, 95% of our summer interns responded they would accept an offer to return to CommScope as an intern or in a full-time role.

Our Products for Education and Training

Internet access and connectivity have transformed education at all levels. While education used to be concentrated in school buildings, it's now accessible online for millions of people almost anywhere. We recognize the role our products play in enhancing and facilitating education.

We work with primary and higher education institutions to identify and implement solutions that improve connectivity, create smart campuses and prepare the next generation of dynamic learning that can go beyond the classroom.

Leading Virtual Teams Webinars

Our response to COVID-19 meant that over a very short period, many CommScope employees who would normally work in our offices and facilities began working remotely and connecting through our virtual systems.

This new way of working requires different approaches to managing teams effectively and staying connected. We ran a number of hourlong "Leading Virtual Teams" live webinars in April for our global salaried workforce. These webinars focused on building the mindset, skills and tools required to lead a virtual team. We also shared tips for running virtual meetings and training in some of our digital tools, so we could all collaborate effectively.

CommScope helps Woodstock School overcome rugged terrain to elevate digital learning

In 2020, we worked with Woodstock School in the lush green hills of Mussoorie, India, to provide a tailored solution for overcoming their challenges in providing fast and reliable connectivity for 200 students.

The school is increasingly embracing multimedia, and the number of students and staff members who are adopting "bring your own device"(BYOD) policies is growing. The network would have to provide ubiquitous connectivity and secure device management before the school could become a smart campus.

THE CHALLENGES:

- Spotty connectivity on school grounds due to challenging and rugged hilly areas.
- Poor visibility and control of BYOD devices and trouble tickets from poor connectivity.
- Poor mobile network quality.

THE SOLUTION:

- 225 indoor and outdoor RUCKUS® Wi-Fi access points (APs)
- ICX switches
- ZoneDirector 3050 controller
- RUCKUS Cloudpath management software

THE BENEFIT:

- Improved network connections allow students to use laptops in class with confidence while, in the dormitories, smart devices, such as connected speakers, are common.
- The students from more than 30 nationalities can now easily get on video calls to keep in touch with family and friends from afar.
- The school's IT administrators no longer have to deal with frequent Wi-Fi strength and password issues.

Diversity, Equity and Inclusion | 3.3

Awareness of the importance of diversity and inclusion has grown significantly over the past few years. Diversity, equity and inclusion policies have become an essential and mainstream part of business models and business success. The #MeToo and Black Lives Matter movements took center stage in 2020, showcasing the importance of diversity and inclusion training and equitable work environments. CommScope fosters a dynamic and inclusive workplace that embraces our diverse people and experiences. We believe a diverse and inclusive workforce produces a more engaged workforce, and ultimately, direct business benefits for CommScope, its suppliers, partners and customers.

We're proud of our workforce, which includes individuals of many races, cultures and geographies. We comply with all applicable laws, regulations and ordinances that prohibit discrimination in each of approximately 50 countries in which we have employees. To build on our diverse foundation, we introduced the CommScope Diversity & Inclusion Business Network in 2020.

The CommScope Diversity & Inclusion Business Network (DIBN)

In June 2020, CommScope launched the Diversity & Inclusion Business Network (DIBN). The network gives employees opportunities to network, learn and lead, grow their careers, and support their communities.

Network members receive information on upcoming global and local events and are invited to join a Yammer Group, where fellow members can share perspectives, ask questions and interact online. Members can also access the DIBN portal, which contains presentations and relevant tools, and share ideas, concerns and thoughts with the DIBN Leadership Council.

Robyn Mingle, senior vice president and Chief Human Resources Officer, leads the initiative, provides strategic direction and works closely with the executive leadership team on prioritization.

The DIBN Leadership council includes 27 employees from all levels of the business, including members of the senior management team. The council meets weekly and helps ensure the DIBN follows established strategy. The DIBN strategy aims to:

- Provide business-relevant development and networking opportunities for all members.
- Cultivate the growth and development of all members while focusing on female leaders and early-career professionals.
- Engage in community science, technology, engineering and mathematics (STEM) efforts to support the next generation of technologists.
- Help leaders fuel collaboration by harnessing diversity.
- Collaborate across CommScope to embed a diversity and inclusion focus in our business and organization strategies.

DIBN Highlights

More than 1,700 CommScope employees from all over the world have joined the DIBN. Some highlights since the launch:

- **DIBN Webinar:** DIBN hosted several global webinars, including, "Building Your Personal Brand Through LinkedIn." Members of our talent team discussed the importance of personal branding and how to use LinkedIn as a networking tool.
- **DIBN Focus Groups:** Several Leadership Council members have hosted small focus group sessions to seek feedback and ideas.
- **DIBN Perspectives Series:** DIBN members heard from Ben Cardwell, senior vice president and segment leader, Venue and Campus Networks, about his perspectives on diversity. Ben shared his experiences and background, answered questions and provided his perspective on key leadership qualities for success. Other leaders who addressed the group included Morgan Kurk, executive vice president, Broadband Networks, and Laura Chen, Chief Technology Officer and vice president, Enterprise Sales, in China.

"We're proud of the employee conversations that have happened since the inception of DIBN and the membership engagement we've seen so far. We'll build on that momentum by providing more opportunities for personal growth, and ultimately driving business success in CommScope through our diversity."

Tom Verbeke
Vice President, HR Talent and Organizational Development, Global Chair, Diversity & Inclusion Business Network

CommScope Celebrates Pride Month

Pride Month, celebrated in June 2020, reminded us how important it is to embrace diversity through a mindset of inclusion. CommScope celebrated through a variety of initiatives, including sharing learning resources with employees, so that they were more informed during Pride Month. The recognition was particularly important, as the U.S. Supreme Court ruled that federal civil rights laws protect millions of the LGBTI+ workers under Title VII of the Civil Rights Act.

Embracing Diversity
Promoting Inclusivity
Inspiring Connectivity

Diversity & Inclusion BUSINESS NETWORK

Diversity & Inclusion Business Network Purpose

We foster a dynamic and inclusive workplace that embraces our diverse employees and experiences and empowers us to deliver superior results for our customers and growth for company.

We provide CommScope employees with opportunities to network, learn, lead, grow their careers, support communities and create lasting connections with our customers, partners and suppliers.

DIBN Hero Recognition Program

The DIBN Hero Recognition program showcases and celebrates the accomplishments of our diverse and talented employees who are making a difference in their disciplines or their communities. Employees can nominate their colleagues who are passionate innovators, community builders and change-makers. This is another step forward for our employees to create lasting connections across CommScope.

Jonathan Ramirez
Manager Maintenance and
Facilities, Global Manufacturing

RECOGNITION

Generation Godfather of the Tijuana Technological Institute

Jonathan Ramirez has received this recognition five times as a teacher in the Tijuana Institution, where he helps orphanages that house children who have AIDS. He's sponsoring a young orphan girl to guide her through her high school studies and prepare her for a professional career. Internally at CommScope he also sponsors many co-workers to help them continue their studies. He demonstrates passion and leadership through his involvement in the Kaizen program, EHS, and Brigades teams.

Attracting and Retaining Talent

We empower employees to take action, seize opportunities and push what's possible. Continuous improvement is critical to this, where we develop the team with the strongest talent we can find. Our hiring managers prioritize talent that will grow the company organically while sustaining our culture of idea generation, exploration and teamwork.

Onboarding Program

To support our goal of becoming a talent destination, we onboard employees efficiently and effectively. The pandemic and remote work situation have introduced a new level of importance and complexity to this process. We expanded our "Welcome to CommScope" onboarding program in response to this shift. All salaried employees will now experience a robust, consistent and universal onboarding journey.

What are employees saying?

"*The onboarding journey at CommScope creates an extremely positive first impression and it accelerated my learning.*"

CommScope New Employee

"*The Spectrum (intranet) onboarding site is a one-stop-shop portal that's easy to navigate. It has all the resources and tools required to facilitate a memorable onboarding journey for a new employee.*"

CommScope Hiring Manager

Employee Performance

TalentConnections is an online platform for employees, managers and Human Resources to manage employees' performance and goals throughout the calendar year. It's a place to record accomplishments and share information about merit increases and bonuses.

Employee Self-Assessment	Manager Year-End Review	Manager-Employee Performance Conversation	Signature (Employee Acknowledgment)
• Employee completes self-assessment of performance and development goals and submits an overall rating • Employee can upload supporting documentation	• Manager reviews employee's ratings and/or comments on all sections • Manager selects an overall rating for the employee, which becomes the rating of record	• Manager reviews and discusses the employee's annual performance before sending the final appraisal	• Employee can view all comments and manager's overall rating • Employee acknowledges the form and can provide additional comments • Performance ratings will then populate the employee profile. This is the historical record.

Employee Central Implementation

In 2020, we implemented our final SuccessFactors module, Employee Central (EC). EC replaced our SAP Human Capital Management system and allowed us to migrate our employee data system to the cloud. This critical investment accomplished several objectives in CommScope's talent and HR strategies. We now have a cloud-based, single source of truth for employee data for the combined legacy organizations, paving the way for technology advancements and improved people management processes.

Our EC program also allows managers to access relevant information about their organizations and the employees within their reporting trees. Managers can create positions and initiate recruitment and make employee data changes on demand. Built-in approval workflows ensure accuracy and compliance with policies and programs.

The core employee data in EC is integrated with our other SuccessFactors modules, including Recruiting, Onboarding, Learning, Performance Management, Compensation, and Succession Planning. The platform enables seamless talent processes and the ability to feed data to other modules, as well as downstream systems like payroll, and travel and entertainment.

A Virtual Diwali

For CommScope employees in India, Diwali, the Indian festival of lights, is celebrated as a national holiday. Employees celebrate Diwali before the holiday with fun competitions, performances, outfits and traditional food. CommScope's employees participated in the festivities online due to the pandemic. As a result, employees around the world joined the fun, which included a virtual treasure hunt.
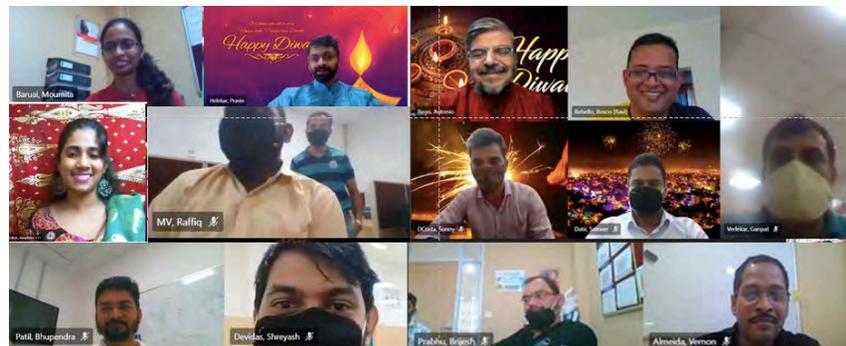
Total Rewards

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 ensure that we continue to deliver insights and ingenuity for a fast-changing marketplace, it's essential that we pay employees fairly and competitively. Globally, we sustain our pay-for-performance compensation philosophy, regularly 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 proportion of total rewards aligned with variable (incentive) pay increases with job level and is reflective of the job level's influence on both short and long-term results. Eligibility for the Annual Incentive Plan (AIP) and Long-Term Incentive Plan (LTIP) are based on the job level and market competitiveness.

Benefits

We provide comprehensive market-aligned benefits at a country level, reviewing annually to validate against proprietary market data. Benefits typically include medical plans, life/disability and accident coverage, retirement benefits and locally applicable benefits. 2020 has seen excellent progress completing harmonized recommendations in more than ten countries.

CommScope also introduced the COVID-19 Leave Policy, giving eligible employees additional paid leave, equivalent of up to 10 workdays. We launched this in conjunction with amending the CommScope 401(k) plan, allowing those directly affected by COVID-19 to access the CommScope, Inc. Retirement Savings Plan, supported by the U.S. government's stimulus package.

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.
Innovators in Action	Innovators in Action recognizes and rewards our best innovators, celebrates their accomplishments, shares their knowledge and inspires collaboration. The program includes semiannual and annual ceremonies and top innovator meetings.
Inventor Incentive Awards	These awards recognize engineers and technologists who submit patentable inventions on CommScope's behalf. Each winner receives a Lifetime Achievement Award, which supplements the patent compensation.
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. Employees also receive awards retrospectively for previous inventions.
The Vacation Service Awards	All U.S. employees who worked for five years on or after January 1, 2020, received an additional two weeks of vacation. Due to COVID-19, employees who received a 2020 or 2021 service anniversary award grant can use their grant through February 28, 2022.

2020 LIFETIME ACHIEVEMENT AWARD WINNER
David Bowler

CommScope is proud to honor David Bowler, senior director, Advanced Research Engineering for his contributions to our comprehensive fiber-to-the-x (FTTX) patent portfolio. His work has not only been invaluable to CommScope but also the telecommunications industry. He earned the Innovator Award for his creativity, insights and passion in designing innovative products and solutions for cable network service providers in the optics, radio frequency (RF), and digital signal markets.

Community Involvement

CommScope supports philanthropic projects throughout the year. These projects range from humanitarian assistance at a local level to providing vital communications infrastructure that benefits thousands of recipients. Our passion and commitment to social change means our employees continually strive to do the little things that make a genuine difference in people's lives and communities.

We're dedicated to contributing to a positive future for the environment and society. Our approximately $3.8 million in charitable contributions reinforced this vision in 2020. These donations supported hunger relief, schools and hospitals, and the COVID-19 relief effort, among other initiatives.

Hunger is a worldwide problem. Poverty, food shortages, joblessness, climate change and other uncontrollable circumstances cause much suffering. In 2020, CommScope employees donated more than $70,000 for hunger relief and CommScope matched their contributions. We distributed these funds to World Central Kitchen, Rise Against Hunger, Feeding San Diego, Akshaya Patra, and Banco de Alimentos. We also provided financial assistance to food banks in Pennsylvania, Bray, Ireland, and Leeds, England.

Additionally, we renewed our U.S. and Mexico United Way campaigns for 2021. 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. The combined total was more than $280,000 in 2020.

CommScope celebrates a culture of idea generation, exploration and innovation. Consequently, education and economic support remain a core priority. We continue to support K-64, a Catawba County, North Carolina education and economic development initiative, for the fourth year running. We've provided $200,000 as part of our five-year pledge to promote the growth and development of people from an early age (kindergarten) through retirement (64). And with our funding, APPARO, a pro bono tech nonprofit that provides information technology (IT) solutions, is providing education and training for nongovernmental organizations (NGOs). Through our donations and corporate sponsorships, we strive to unlock potential for local communities.

Our leadership team is represented in charities across the globe:

- **Robyn Mingle** is an active board member and co-chair of the Workforce Solutions Committee within K-64. Robyn is also a board member of The Green Room, a local community theater that provides space for local artists.

- **Burk Wyatt** (retired in May 2021) is chairman of the Catawba Valley Medical Center, North Carolina Technology Association. He's chairman of the Hickory (North Carolina) Bond Commission and helps to revitalize the community with initiatives that include developing a greenway system and outdoor living spaces. CommScope donated $275,000 of our products for public Wi-Fi availability.

- **Brooke Clark** is a board member of the United Way of Catawba County and the Young Men's Christian Association (YMCA) of Catawba Valley. She's also involved in the Newton-Conover Youth Wrestling League, which helps local youth find confidence, leadership and self-respect on and off the mat.

CommScope Receives 2020 Great Employers Stevie Award

CommScope received a Silver Stevie Award in the Employer of the Year – Telecommunications category in the fifth annual Stevie Awards for Great Employers. With more than 700 nominations from organizations of all sizes, The Stevie Awards for Great Employers recognize the world's best employers and the human resources professionals, teams, achievements and HR-related products and suppliers that help drive exceptional companies.

"The award demonstrates the power of CommScope coming together quickly to problem-solve, adapt and move forward as a stronger team," said Robyn Mingle, Chief Human Resources Officer. "The work we've done together through the COVID-19 crisis demonstrates that people are truly at the heart of what drives us."

Hickory Soup Kitchen – Project HOPE

The Helping Opportunities for People and Employers (HOPE) Project is not just a community connection to a job and a sustainable ride to work, but also a friend to call and a community of compassion and support.

The project started in 2019 with volunteers driving six people to work. Since then, it's helped place at least 22 individuals find stable employment.

CommScope's meaningful donation helps people in need gain a path to self-sufficiency.

Examples of our global CSR contributions

- **GconnTec Covid-19 Sunrise for Comfort4Covid, Ireland:** Donations from CommScope and other contributors helped the organization buy more than 1,000 tablets for 470 hospitals and nursing homes in Ireland.

- **Hermanitos Organization, Brazil:** CommScope employees prepared food parcels, toys and clothes for approximately 30 Venezuelan refugee families. The shelter supports refugees who live in extremely vulnerable situations.

- **Akshaya Patra, India:** CommScope donated $100,000 to the NGO, which provides meals and grocery kits to the homeless, daily wage migrant laborers and other needy people across India who were affected by the COVID-19 lockdown. Today, the meal program serves 1.8 million children from 16,856 schools across 12 states.

- **Wildfires in California and Australia:** Employees with CommScope match contributed to the Red Cross relief effort and the Royal Society for the Prevention of Cruelty to Animals.

- **Takalani Children's Home, South Africa:** Employees donated toiletries to a home for children who have developmental disabilities.

CommScope employees volunteer in Manaus for Venezuelan refugees via the Hermanitos Organization.

Information Technology Disaster Resource Center (ITDRC)

CommScope donated 150 RUCKUS outdoor access points (APs) and 200 PoE switches with a list value of nearly $900,000. We deployed the PoE switches and APs across the U.S. to support field hospitals and homework hot spots. The CommScope RUCKUS APs can run off solar power and other sustainable energy sources, while safely connecting patients, doctors, and nurses to their loved ones without risk of COVID-19 exposure. Wi-Fi hot spots have also become essential for students who don't have access to reliable broadband internet.

Through our cash contributions and deployments to more than 500 sites, CommScope has provided a vital service.

"We're honored and thrilled to continue our partnership with CommScope during this critical time. They continue to amaze us by contributing their people, products, and financial support to enable us to provide Wi-Fi access to rural and underserved communities."

Joe Hillis
Co-founder of ITDRC

Honors

Pramod Sawant, the chief minister of Goa, India, honored CommScope for being a role model in the field of corporate social responsibility and one of the few companies to partner with the Goa government to fight COVID-19. This recognition stems from CommScope's financial support to the Goa State COVID-19 Relief Fund and the infrastructure for a COVID-19 testing and quarantine center. CommScope employees helped their community by contributing antibody plasma, organized a blood drive to help offset shortages during the pandemic and provided meals for the homeless.

Responding to a Pandemic in Our Communities

CommScope recognizes the private sector plays an important role in helping communities overcome challenges associated with the COVID-19 pandemic. From providing much-needed equipment and expertise to helping students with distance learning and supporting remote work, we made a difference across the world.

Our contributions included:

- **Vital infrastructure:** In China, Europe and the U.S., CommScope donated in-building wireless systems for hospitals that were built for COVID-19 patients.

- **Pop-up Wi-Fi centers:** In conjunction with the Information Technology Disaster Resource Center (ITDRC), CommScope donated outdoor wireless access points and switches, free support for a year, and cash to assist with pop-up centers for emergency health care delivery and homework hot spots.

- **Distance learning support:** CommScope extended coverage outdoors and equipped school buses with outdoor access points with LTE backhaul and power over Ethernet (PoE) switching. Students could then connect to the internet in different locations. School districts in Indiana and Pennsylvania adopted this solution and other U.S. school districts are considering it.

- **Face shields:** CommScope made face shields for health care workers using 3D laser printers. In addition, our global teams donated safety glasses and masks for health care facilities. For example, we donated more than 600 face masks and 3D-printed face shields to care homes and hospitals in North Wales.

- **Monetary donations:** CommScope donated more than $270,000 to several organizations, including the Goa State COVID-19 Relief Account in India, ITDRC and United Way Chihuahua, Mexico.

- **Free support:** CommScope kept global education and hospitality customers connected with RUCKUS equipment by adding three months to new and existing support contracts. We answered support calls, regardless of contracts.

- **Employee volunteer time:** As part of the COVID-19 Paid Leave Policy, CommScope allowed salaried employees to use paid leave for supporting COVID-19 community outreach efforts, including check-ins with retired employees.

Innovating Our Products for Inclusivity

Advancing Accessibility

CommScope's network infrastructure solutions are built to simplify networks, improve reliability, deliver adaptability and advance accessibility for all individuals. We recognize that technology can be the catalyst for positive change, enhancing people's lives by simplifying everyday tasks and enabling possibilities that wouldn't exist otherwise.

We continually identify opportunities for improving the accessibility of our products through research projects, participation in conferences and webinars and other means.

Examples include:

- Working with service providers and programming guide software vendors to help ensure our set-top boxes support all accessibility improvement features such as closed captions, video description, and audible programming guides.

- Simplifying setup for our SURFBOARD® mobile applications in home Wi-Fi networks.

- Improving the accessibility of CommScope's website.

School Bus Wi-Fi Gets in Gear

Of the nearly 55 million students in the U.S., 12 million are at risk of falling behind academically. Whether it's socioeconomic inequality or the unavailability of broadband infrastructure, the "homework gap" is expanding in rural and low-income communities. Some school districts have responded by adopting innovative solutions that extend the reach of the classroom. By repurposing some of the estimated 480,000 idle school buses across the country, districts are creating Wi-Fi hot spots in underprivileged communities, so their students can get online.

School districts in northern California are using CommScope's RUCKUS connectivity kit. With the kit and support from our engineers, school districts can provide safe and reliable, high-speed broadband access to students and families who don't have access at home.

Health, Safety and Well-being | 3.4

CommScope values employees' health, safety and well-being now more than ever with the COVID-19 crisis. The pressures and complexities our employees, customers and partners face, along with their families, are unique. We seek opportunities for positive change that will benefit all.

To this end, we maintain 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.

Employee Health and Safety

Health and safety (H&S) are deeply embedded in CommScope's culture and in our workplace experiences. Effective March 2020, we implemented temporary COVID-19 policies to continue working safely while balancing responsibilities at home.

H&S Management System

Corporate Environment, Health & Safety Team (EHS)

Our corporate EHS team continuously monitors all applicable H&S legal requirements in our operations and communicates with employees, ensuring they maintain best practices, the highest standards and leading performance indicators. The team helps CommScope fulfill its EHS vision and design and implement a companywide EHS management system.

This is an integrated program based on ISO45001 and ISO14001 requirements.

Entropy™

To support the integrated EHS management system, CommScope uses a web-based platform, BSI Entropy. This tool supports the management of our EHS processes and operations at the corporate and facility level. EHS management system records are kept and managed in Entropy. The platform increases visibility of compliance and risk across CommScope's sites and systems.

Compliance Program

Our EHS regulatory compliance program maintains regulatory compliance across all CommScope locations, including manufacturing, administration, research and design, and virtual employees. We actively monitor global EHS trends and emerging regulatory requirements that may affect our products, operations, supply chain and customers.

How Our Products Affect End Users and Consumers

The future of broadband networks is 10G. But the most exciting developments of 2020 evolved around real-world improvements to network speed, capacity and efficiency. Multi-gigabit speeds, network virtualization and automation and software-defined networks emerged during the year. 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 responds to demands.

2021 will be another exciting year to see many talked-about technologies finally make it to leading networks around the world. CommScope is committed to being at the forefront of this next technological chapter to deliver the best outcomes for consumers and end users.

Safety Excellence and Safety Culture

In 2020, we focused on driving our safety performance from good to excellent, using the Safety Excellence Roadmap (SER) we established in 2019.

Thorough analysis of root causes related to CommScope's recordable incidents (as per OSHA classification) helped us focus on five safety programs:

1. Machine Safeguarding
2. Behavioral Observation Process
3. Ergonomics
4. Warehouse Safety
5. Safety Culture and Leadership

The transformed program reflects current company needs, with paramount respect to employee safety. The SER allows us to measure and improve safety performance and includes KPIs to enhance proactivity and motivation.

The SER is based on four maturity levels (Foundation, Transformation, Progression and Excellence) so that each site can refer to its performance level and adjust accordingly.

Sites in scope of SER established their baselines through self-assessment in early 2020, determined their year-end objectives and created detailed action plans to achieve year-end results. Nine sites have met the Foundational level requirements in all five areas. Site scores improved 27% on average, comparing January baseline and year-end results.

A safety culture represents a significant, often-overlooked and underestimated opportunity to achieve excellence. The journey involves analyzing, understanding and positively influencing employees' values, beliefs and perceptions. The safety culture program, established in 2019–2020, includes the following:

- Safety Culture and Leadership – element of Safety Excellence Roadmap
- Safety Culture Assessment
- Behavioral Root-Cause Analysis
- Peer Coaching

Nearly 1,300 CommScope leaders in manufacturing sites at different employee levels completed the e-learning course, "Safety Culture & Leadership," to:

- Learn why we must shape an excellent safety culture
- Understand their roles as safety leaders
- Become familiar with CommScope's safety culture program
- Realize how they can contribute

In 2021 and beyond, we'll build upon these foundations to improve our safety culture and strive for excellence.

Work-Related Incidents, Injury Rates

0	Fatalities
96	Lost / Restricted Time (Higher Due to COVID-19)
125	Recordable Incidents (Includes Lost/Restricted Time)
323	First-aid Incidents
2,678	Near misses
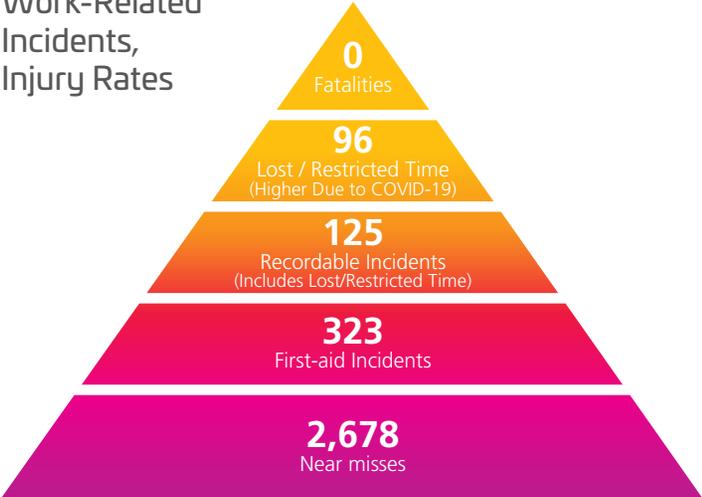
Our Actions to Mitigate Significant Hazards

Work-related Hazards	CommScope's Actions
COVID-19-related hazards	Comprehensive program for coping with the pandemic
Various hazards associated with warehousing/logistics	Warehouse safety program (inclusive of powered industrial vehicle and pedestrian safety) included in the Safety Excellence Roadmap
Hazards associated with operation of machinery in manufacturing locations	Machine safeguarding program included in the Safety Excellence Roadmap
Ergonomics hazards associated with manual material movement (lifting, bending, carrying etc.)	Ergonomics program included in the Safety Excellence Roadmap
Hot surfaces, exposure to extreme temperatures	Typically associated with machinery operation and machine safeguarding program

This is a non-exhaustive list of hazards that CommScope identified and is managing. The hierarchy of controls principle is embedded in the EHS management system. When sites take actions that address risks, they follow this principle, e.g., pedestrian safety risk assessments completed by all manufacturing/distribution center sites. While these or similar hazards caused some of the injuries, they were primarily minor.

'Safety Starts With Me'

The "Safety Starts With Me" initiative emphasizes personal ownership of safety, near-miss reporting, risk assessment, toolbox talks and behavioral change.

CommScope has identified 10 behaviors that help reinforce good workplace habits and significantly reduce work-related injuries and lost time from injuries.

Safety Starts With Me is aligned with our Lean into Excellence and Quality Matters programs and was based on the following premises:

- All injuries and illnesses are preventable
- Safety is everyone's responsibility
- Safe behaviors must be reinforced
- Unsafe behaviors must be corrected promptly by positive reinforcement
- Collaborative communication about incidents, near misses and hazards
- Hazards must be assessed for risk and mitigated to as low as reasonably practicable level

In 2020, CommScope incorporated the initiative in our long-term EHS strategy.

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.

Emergency Preparedness

By putting H&S first, we make smart decisions that help us avoid hazardous situations. We consider potential emergency situations that may affect our facilities and have established emergency response measures to protect ourselves. Emergency situations can include severe weather, natural disasters, acts of terrorism, serious equipment or process failures, fires, explosions, chemical spills and global pandemics.

Our employees understand emergency procedures such as evacuation plans, how to notify local authorities and regulatory agencies, and how to begin the recovery process. We also use tools that help protect our employees in emergencies that include alarm systems, emergency lighting, fire-detection and suppression equipment, personal protective gear, spill kits and medical supplies. We achieve business continuity through expert preparation, response and recovery, prevention and mitigation measures.

COVID-19 Check in Survey

In late March 2020, we conducted a check-in survey with our employees to see how they were managing during the pandemic. We received overall positive results about workplace safety and access to resources from our manufacturing workforce. Meanwhile, 8,109 office employees participated in a global digital survey, with a response rate of 63.6%. In this survey, 86% reported their work productivity remained the same or improved since the pandemic. Responses also indicated the majority of employees felt they were receiving effective communication, direction and support from their managers and the company.

The COVID-19 survey results influenced CommScope's response to the pandemic, including an increased focus on communications, tools and resources. Employees saw additional content on the company's COVID-19 website, received a weekly journal highlighting how to live, work and lead well during the pandemic, and experienced increased outreach that informed them of personal and professional support resources.

The Resilience and Resolve of Our Employees in the Era of COVID-19

COVID-19 has changed almost every aspect of our lives, including the way we live, the way we do our jobs and how we do business. During this time of rapid change, we sought to understand how our employees were adjusting and the measures we could take to better support them.

Our Business Continuity team met regularly to track the virus and implemented significant measures to protect employees across our sites worldwide. This included implementing the CommScope Emergency Notification System, which helps us to communicate rapidly and accurately during a crisis.

Know Before You Go

One of the best defenses against the spread of COVID-19 are our employees! The new Know Before You Go app assesses the risk of spreading COVID-19 before entering a CommScope or customer facility. The app is available globally.

CommScope formed an executive steering team to manage the COVID-19 program and help ensure it's correctly resourced and aligned to the company's needs. The team meets weekly to review and manage the challenging global situation.

- Practice common-sense virus prevention. Employees followed advice and guidance from the World Health Organization (WHO) and Centers for Disease Control and Prevention in the U.S. and Europe. Measures included limiting exposure to those who are sick, covering coughs, wearing face coverings, washing hands frequently, practicing social distancing and staying at home if you have symptoms or have been exposed.

- Be prepared. Be ready for a temporary site closure and bring laptops and other work devices home. Practice remote working. We reconfigured manufacturing, research and development and administration locations by producing a return to the workplace program and site-by-site configuration.

- Use technology instead of travel. We encourage virtual meeting methods, including videoconferencing and teleconferencing.

- Stay informed. Visit the WHO or the Centers for Disease Control and Prevention (U.S.) for guidance and resources. The new COVID-19 Information Center on Spectrum is a one-stop resource for employees.

- Stay connected. The CommScope Emergency Notification System (MIR3) is used to communicate rapidly in a crisis. Local and Corporate Business Continuity teams will send alert messages via voice, text and email using contact information from the corporate directory. This was coupled with an employee check-in survey to understand how our teams are coping with this ongoing crisis.

- Get permission. You must get preapproval from an executive team member and/or their designee before travel. This includes air, rail, car, hotel, etc. All visitors to CommScope facilities must be associated with business-critical or safety-critical activities.

- Stay well. We enhanced our employee wellness program to address work-from-home concerns. This included a "whole life" well-being resource for employees and their families.

- Check the COVID-19 Information Center on Spectrum. We reorganized and updated the site to make it easier to find information and resources, including policies on company travel, face coverings, working from home and COVID-19 leave policy.

Live, Work, Lead Well	General Info	Travel	Impacted Employees	Return to Work	Policies

"Our structured EHS management system is instrumental in producing sustained improvement in our overall performance. As a mature system, it also helps ensure our ongoing response to the COVID-19 pandemic is effective. We continue to mitigate the risk of viral transmission within our facilities, keeping our people safe and sustaining our critical business activities."

Ciaran Doyle
Director, Environment, Health & Safety

Employee Well-being

We aim to empower our employees to take action, seize opportunities and push what's possible. We want them to make healthy lifestyle decisions that lead to enjoyable careers and vibrant, balanced lives. We know that mental wellness is more critical than ever as we adapt to working from home and the isolation the pandemic can produce. That's why we designed our program to include physical, emotional, legal and financial well-being resources. Our programs also exist so that the families of our employees can benefit. We care deeply about our employees' well-being. After all, the success of our individuals will help the CommScope team realize our greatest potential.

CommScope maintains a comprehensive benefits program, committed to improving the health and lifestyle of our employees by:

- Embracing best practices that can decrease high-risk health factors.
- Reducing the cost of healthcare for CommScope and its workforce.
- Investing in activities that encourage healthy, productive employment.
- Educating our workforce about the programs and services we provide.
- Sharing employee success stories.
- Gauging our success to better address future employee healthcare needs.
- Offering resources on adapting to new COVID-19 working habits.

Well-being Program

Throughout 2020, we took further steps to enhance our well-being program, "Good for You," which provides physical, emotional, legal and financial well-being resources to employees.

The pandemic has forced our teams to think outside the box. We recognize that everyone's situation is unique. Through increased employee engagement, we've made more informed decisions to organize meaningful activities for employees.

2020 Well-being Program

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 to 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.

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.

Dario is a personalized digital care solution that helps people with prediabetes and diabetes on their path to living healthier. Dario is a no-cost, all-in-one glucometer with test strips and lancets delivered to your door 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 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."

About GuidanceResources

GuidanceResources is the company's first global well-being resource program, and it's available to all employees and their families worldwide. We rolled out this tool in 2019 and, by January 2020, all employees and their families were covered.

The GuidanceResources program aims to help 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 resource can support issues such as bereavement, substance abuse, managing anxiety and uncertainty, child care, working from home and many more. Services range from information, toolkits and guidance to confidential and professionally administered counseling. The services include four key areas:

FINANCIAL
GUIDANCE

LEGAL
ASSISTANCE

WORK-LIFE
BALANCE

PERSONAL
COUNSELING

Well-being Wednesdays

CommScope colleagues take a break and enjoy 15 minutes of relaxation each week during a Well-being Wednesdays chat. Sessions are live and available in all time zones. Topics include "Finding Joy in Everyday Life," "Home Safety Projects" and "Fun Ways to Engage Your Kids."

CommScope Observes World Mental Health Day

One in four people struggles with mental health concerns in their lifetime. The isolation and stress associated with the pandemic are likely to increase these numbers.

October 10 was World Mental Health Day, an international day for global awareness and education against this stigma. CommScope's HR team provides mental health resources through the "Live Well, Work Well and Lead Well" COVID-19 information center.

Engaging Employees as a Response to COVID-19

We've listened to our employees' feedback to create programs that encourage healthy living and provide support for parents working from home. We held 10 focus groups and released a staff survey to facilitate the conversation around remote working concerns. A selection of outcomes can be found below:

CommScope toolkits, resources for parents and children during the pandemic – Our toolkits are largely intended for parents, but they also provide excellent activities, tips and links for children. The interactive packs include activities for fighting off boredom and virtual education offerings, such as digital museum tours, for the kids. Available in eight languages, these have been a boon to parents who are working remotely.

Employee discounts – We've given our employees special savings on CommScope products to help with broadband and connectivity.

Webinars and forums for working parents – These are opportunities for employees to connect with other parents and receive advice from experts in the fields of mental health and child psychology. These forums also provide guidance on stress relief and family communication.

Yammer for parents working from home – This social networking service provides support for those who are struggling with their mental health and encourages a positive work-life balance.

Flexible working schedules – Our updated flexible working policy includes options for flextime/flexible scheduling, temporarily reducing work hours (part time with benefits), leveraging leave programs, and other alternatives.

Environmental Responsibility

The COVID-19 pandemic has highlighted the importance of preparedness, resilience and the benefit of investing today to create a better tomorrow. These values are synonymous with sustainability and the need to protect our environment and avoid long-term environmental impacts. We're always looking ahead, striving to produce innovative technology that can play a vital role in creating a sustainable future while minimizing the impact on the environment.

The International Energy Agency (IEA) has estimated the global year-on-year reduction in greenhouse gas (GHG) emissions in 2020 to be just under 8% following a steep decline in global economic activity during the pandemic. This reduction meets the United Nations (UN) Environment Programme's target of a 7.6% reduction in GHG emissions every year between 2020 and 2030 to help meet the 1.5°C (2.7°F) Paris Agreement climate goal. This demonstrates the sheer rate and scale of change needed to mitigate our effect on the global climate.

As we enter the recovery phase of the pandemic, we also embark upon a critical decade for climate action and for making meaningful progress toward meeting the UN Sustainable Development Goals (SDGs). This presents a truly unique opportunity to build the foundation for a greener global economy. We're working hard to reduce our environmental footprint, including establishing ambitious, long-term emission reduction targets.

We design and innovate our products to contribute to a more circular economy. In addition, we center our end-to-end technology around bringing people together without the need to travel, which will be vital for reducing our transport-related emissions and infrastructure demands.

We know these challenges will require even greater collaboration, and we will continue to work closely with our customers and our suppliers to create innovative and sustainable solutions.

"Maintaining the continuity of our supply chain was more critical than ever during 2020. Without a consistent supply of materials and equipment, we would have been unable to manufacture and ship our critical network infrastructure during the pandemic. This is testament to the strength of our supply chain and the close partnerships we have with our suppliers."

Gordon Robb
Senior Vice President and Chief Supply Chain Officer

2020 Environmental Highlights | 4.1

Throughout 2020, we took a number of operational measures to maintain the safety of our employees during the COVID-19 pandemic. This meant that for significant periods of the year, many of our offices and facilities were closed or had limited access. As a result, we saw a natural reduction in our energy, water and waste generation compared to the previous reporting period, as well as a significant drop in our business travel GHG emissions. In addition, our facilities management teams implemented measures to minimize our environmental footprint and save energy at many facilities. We also expanded the scope of our ISO 14001:2015 certification to cover 90% of our global manufacturing sites.

We recognize the importance of our wider environmental impacts across our value chain. We made significant progress in minimizing the environmental impact of our products. Initiatives included working to eliminate single-use plastics from our products and packaging, increasing the use of recycled raw materials and increasing our product energy efficiency.

CommScope remained committed to demonstrating the highest standards of global environmental management and best practices. Through this commitment, we actively monitored global environmental trends and emerging regulatory requirements that could affect our products, operations, supply chain and customers.

- Achieved 8.6% reduction in Scope 1+2 location-based greenhouse gas (GHG) emissions compared to 2019.

- Achieved 8.2% reduction in Scope 1+2 market-based GHG emissions.

- Achieved 5.9% reduction in energy use.

- Achieved 9.3% reduction in water withdrawal.

- Diverted 85.3% of nonhazardous waste from landfill.

- Achieved more than 96.7% of applicable Home Network business unit product shipments compliance with the relevant U.S., Canadian or EU set-top boxes (STB) or small network equipment (SNE) energy efficiency voluntary agreement, exceeding the 90% target.

- Continued to align our objectives with the Society of Cable Telecommunication Engineers (SCTE) Energy 2020 goals to help our Access Network and Edge Facility products achieve greater energy reductions.

- Continued to utilize an entire life-cycle thinking approach in our product development processes.

- Continued to meet global regulations, including Restriction of Hazardous Substances (RoHS); Waste Electrical and Electronic Equipment (WEEE); and Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regulations.

- Completed a review of our operations to identify options that deliver significant reductions in our GHG emissions, including the use of renewable energy.

- Continued our Home Network team's focus on eliminating single-use plastics (SUP) and using post-consumer recycled (PCR) plastics on all new set-top product designs.

- Continued to shift our attention toward achieving a circular economy.

- Maintained our environmental certification in line with the ISO 14001:2015 standard. The certification scope now covers 90% of our manufacturing facilities.

Facilities Around the Globe

In 2020, CommScope had operational control in 75 facilities worldwide, including our manufacturing, administration, R&D facilities and distribution centers. Twenty-eight sites have been either closed, consolidated or relocated as part of CommScope's ongoing real estate consolidation effort.

Facilities by Region

Region	Number of Facilities	Square Feet
NAR	33	5,142,492
CALA	11	1,159,849
EMEA	16	1,391,306
APAC	15	1,559,905

Environmental Management System

The corporate EHS team has designed, implemented and maintained a 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 integrated EHS management 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 corporate EHS team is responsible for helping CommScope fulfill our EHS sustainable vision.

Our EHS Management System

ECS Executive Council
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

Legal Compliance
Corporate EHS team and facilities maintain a process to monitor changing laws and regulations.

Strategic Goals and Objectives
Collaboration between corporate EHS team, facilities and business segments

Identified Deficiencies
Documented and addressed via the Corrective and Preventative Action (CAPA) process in Entropy™

Training and Awareness
Tailored, based on employee roles

Internal Audits
Conducted by the corporate EHS team

Communication
Delivered to internal and external stakeholders

Monitoring and Measurement
Against goals and objectives

Earth Day the CommScope Way

Every year, we dedicate the entire month of April to celebrate Earth Day and raise awareness for sustainability. 2020 was the event's 50th anniversary, and "Climate Action" was the annual theme.

As part of this celebration, CommScope held a competition for all employees and their families to showcase which climate action they're taking at work or at home. We asked participants to submit an original and creative form, such as artwork, an essay, a piece of music or a song, photography, poetry, a video or a PowerPoint presentation.

For every participant, CommScope pledged to donate $10 to offset greenhouse gas emissions by purchasing Certified Emission Reductions (CERs) through the United Nations Carbon Offset Platform. In addition, each of the five regional winners received an iPad.

We received more than 150 fantastic submissions, which made the judging process extremely difficult. The winning submissions were:

Greater China

This winner was a video describing the adverse effects of climate change and how we should respond to these challenges. The video provided examples of how global warming and climate change are affecting weather patterns, and how these changes will effect our planet.

Asia-Pacific

Our winner from Asia-Pacific held a five-day activity challenge during the lockdown, engaging local kids to learn and participate. These activities helped the kids learn about climate change.

Middle East, Africa

This submission showcased a compilation of videos and images of climate and environmental damage from around the world. The video went on to display images of how people are helping, asking, "What have you done for our planet?"

North America

Our winner from North America took us on a tour of their house and showed all the ways their family reduces waste, reuses items and recycles waste.

Caribbean and Latin America

The winning candidate from CALA enlisted their family members from three countries, on three continents, to create a message that we're all in this together. Their family demonstrated tips on how little changes can benefit everyone.

On behalf of the contest participants and our panel of judges, CommScope was able to offset 1,650 metric tons of CO_2e through the Certified Emission Reductions (CERs) that we purchased.

CLIMATE ACTION

Climate Change, Energy Efficiency and GHG Emissions | 4.2

Energy efficiency and the reduction of GHG emissions is critical at an operational level and for our products. During 2020, the momentum toward international climate action continued, with ambitious targets being set at national and international levels. CommScope continued to make progress in reducing its GHG emissions. We're currently developing an even more ambitious companywide GHG target.

## Climate Resilience and Task Force on Climate-related Financial Disclosures (TCFD)

While we seek to partner with organizations that mitigate their business risks associated with climate change, we recognize there are inherent risks wherever business is conducted. The potential physical impacts of climate change on our operations are highly uncertain and specific to the geographic circumstances in the areas where we operate. These may include changes in rainfall, storm patterns and intensities, water shortages, sea levels and temperatures.

While we take strong action to reduce our GHG emissions, understanding the climate risks we face and how to build resilience into our business will be critical to our success. Climate disclosure is becoming a factor in corporate reporting throughout the world. In the U.K., for instance, TCFD-aligned reporting will be a mandatory requirement across the economy starting in 2025.

To increase our climate resilience, CommScope aligns with the Global Reporting Initiative (GRI) standards to establish an effective sustainability reporting cycle, which includes a regular program of data collection, communication and responses. We also use the CDP platform, which is committed to aligning with the TCFD recommendations.

Reducing Energy and GHG Emissions in Our Operations

Total Energy Consumption - (megawatt-hour [MWh])
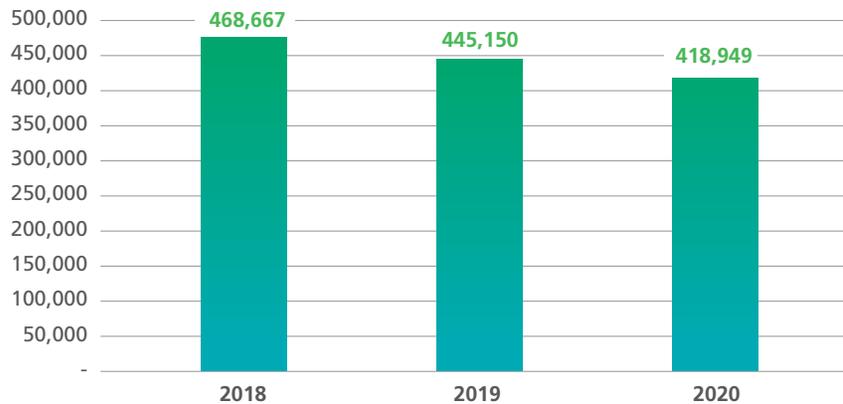
We reduced our total energy consumption from 445,150 MWh in 2019 to 418,949 MWh in 2020, which is a 5.89% decrease. This reduction is due, in part, to our restricted site activities during 2020, the COVID-19 pandemic and the many energy reduction initiatives we've summarized in this report. We exceeded our 2020 energy reduction target of 2%.
While we expect some consumption bounce back in 2021 as our work activities begin returning to normal, we've set a further energy reduction target of 4% in 2021 compared to our 2019 baseline.

Total Energy Consumption by Region (megawatt-hour [MWh])

Legend:
- NAR
- EMEA
- CALA
- APAC

	2018	2019	2020
NAR	272,751	259,404	244,709
EMEA	54,382	47,285	40,043
CALA	74,124	72,074	74,423
APAC	67,410	66,387	59,774
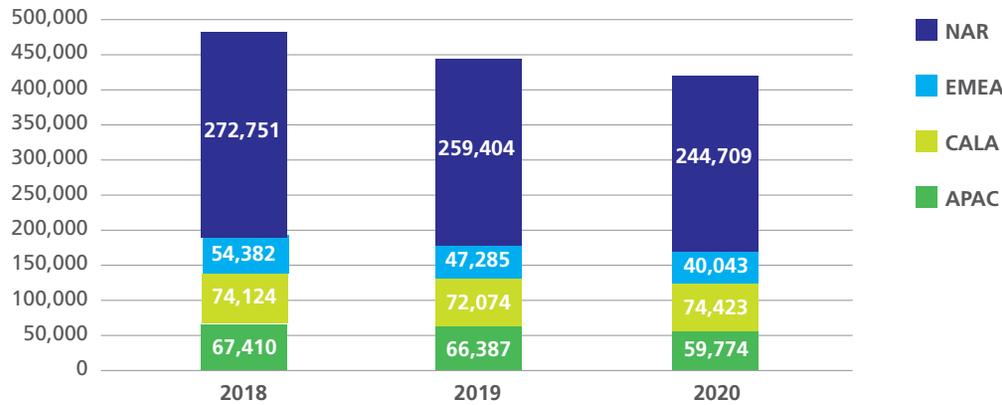
Our operations in the NAR have the biggest contribution to our global energy consumption, with 244,709 MWh of energy consumed in this region in 2020, representing 58% of our total energy use. This is reflective of our operational activity, with significantly more employees, office sites and site activity in the NAR compared to our other regions. We saw the largest reduction in our NAR and EMEA regions during 2020, in part due to COVID-19 measures and a higher proportion of offices that were often unoccupied.

Total Electricity Consumption by Source (megawatt-hour [MWh])

Legend:
- Electricity from renewable sources
- Electricity from nonrenewable sources

	2018	2019	2020
Electricity from renewable sources	21,635	20,967	17,095
Electricity from nonrenewable sources	324,053	311,305	301,452
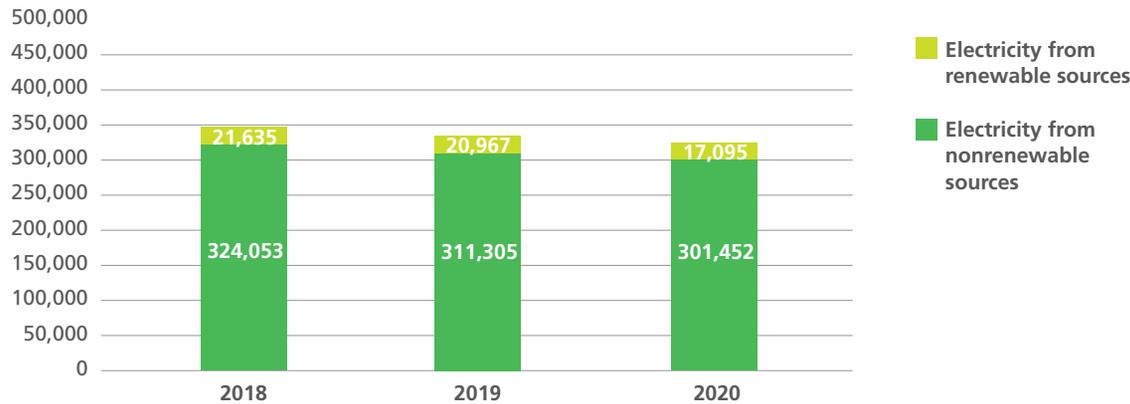
Overall, we reduced our electricity consumption from 332,272 MWh in 2019 to 318,547 MWh in 2020, a 4.13% decrease. In 2020, we purchased 5% of our electricity from renewable sources, mainly through the purchase of Renewable Energy Certificates (RECs) from the U.S. energy market.

"Ensuring our global facilities align with best practices and benefit from environmentally focused options makes sense for CommScope, our customers and the planet. During a challenging year, we maintained our commitment to use energy as efficiently as possible and reduce our greenhouse gas emissions across our site portfolio while remaining committed to reducing our environmental impact."

Craig Dunn
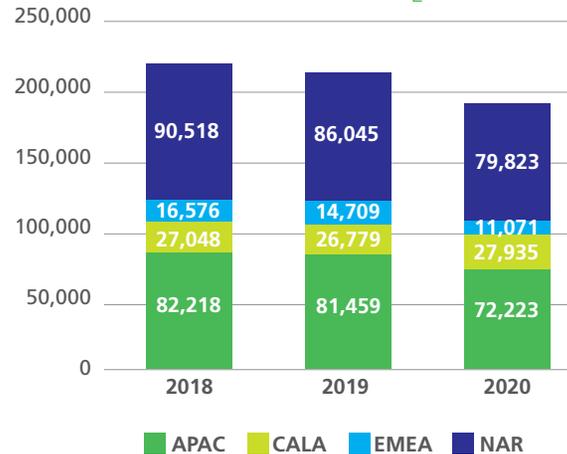Vice President, Real Estate and Facilities

Total GHG Emissions by Scope (metric tons of CO_2e)

Scope 1 and 2 Location-based GHG Emissions (metric tons of CO_2e)

Scope 1 and 2 Market-based GHG Emissions (metric tons of CO_2e)
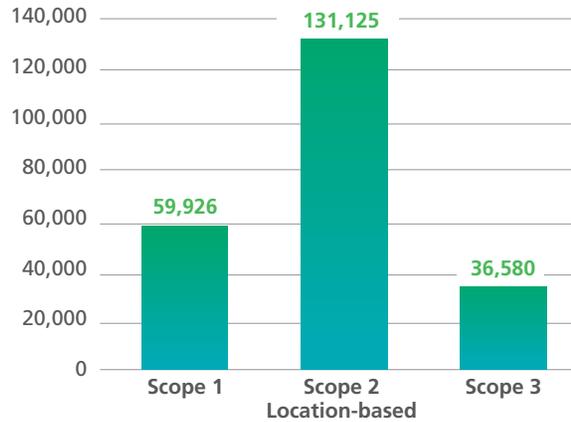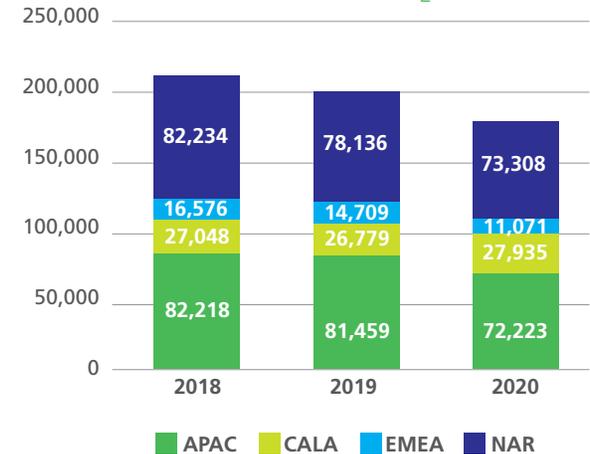

Our direct emissions (Scope 1), including fuel consumption, process emissions and the use of refrigerants, at manufacturing sites and offices, contribute 21.3 % of the carbon footprint. The indirect emissions from the electricity we purchase (Scope 2) for our manufacturing and offices represent our largest GHG emission source at 65.6%. We significantly reduced our indirect Scope 3 emissions, which includes employee travel and upstream-leased assets, due to the increase in remote work and a decrease in business travel.

Our GHG emissions correlate directly with our energy consumption; therefore, the year-on-year reduction in energy consumption is reflected in our Scope 1 and 2 (location-based) emissions. In total, we reduced our 2020 Scope 1 and Scope 2 (location-based) emissions by 8.58% to 191,052 metric tons of CO_2e. The GHG emissions from our operations in our EMEA region declined most significantly, with a 24.7% year-on-year reduction. That's followed by APAC's 11.3% reduction and NAR's 7.2% decrease. Our CALA location-based emissions, however, increased 4.3%. The reduction in the Scope 1 emissions in the APAC region has been, in part, influenced by a reduction in F-gas consumption at our Suzhou, China, facility due to reduced production during 2020.

In total, we reduced our Scope 1 and Scope 2 (market-based) emissions from 201,083 metric tons of CO_2e in 2019 to 184,537 in 2020. The majority of our renewable energy usage is sourced through our purchases of RECs for our NAR electricity. As a result, the NAR is the region with the greatest variance between our location-based and market-based Scope 2 emissions values.

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.

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.

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.

2020 Energy Conservation and GHG Emission Reduction Measures

While many of our employees adapted to remote working due to COVID-19 restrictions, several of our administration facilities had significantly reduced access. This gave us an opportunity to optimize these spaces to reduce energy consumption, and subsequent GHG emissions, wherever possible. Through a number of efficiency measures from our facility management partners, we saved 2,615,440 kWh which, in turn, helped save 844 metric tons CO_2e. That's equivalent to more than 2,090,000 miles traveled in an average passenger car.

Here are some of our most significant GHG emissions-saving activities from 2020:

Catawba, NC, U.S. – 3,439,614 kWh energy saved; 1,166 metric tons of CO_2e avoided; equivalent to 2,893,92 miles driven

- Converted standard lighting, inside and outside the facility, to LED lighting. This led to significant energy reductions in 2020 and will continue to save more than 3,400,000 kWh of electricity each year.
- Implemented a compressed air usage reduction program.
- Employed heat load reduction initiatives.

San Diego, CA, U.S. – 509,730 kWh energy saved; 123 metric tons of CO_2e avoided; equivalent to 305,211 miles driven

- Adjusted heating, ventilation and air conditioning (HVAC) units to unoccupied setpoints and optimized climate controls.
- Turned off lights in all vacated areas.
- Turned off nonessential lab equipment, including cable modems and environmental chambers, that aren't required for remote site use.

Horsham, PA, U.S. – 943,849 kWh energy saved; 326 metric tons of CO_2e avoided; equivalent to 808,933 miles driven

- Switched HVAC systems to night setback.
- Turned off all lights in vacated areas.

Santa Clara, CA, U.S. – 322,452 kWh energy saved; 78 metric tons of CO_2e avoided; equivalent to 178,660 miles driven

- Optimized HVAC scheduling by shifting air conditioning usage from 6:30 a.m. to 6 p.m. schedule to 8 a.m. to 4 p.m.
- Further optimized site furnaces by changing from 5 a.m. to 6 p.m. schedule to 8 a.m. to 4 p.m.
- Disabled four furnaces.

Brno, Czech Republic – 354,788 kWh energy saved; 176 metric tons of CO_2e avoided; equivalent to 436,303 miles driven

- Replaced all standard lighting in warehouse with energy-efficient LEDs, which will save more than 350,000 kWh of electricity each year.

Compressed Air Reduction Plan

An environmental review of multiple manufacturing sites identified compressed air leaks as a significant improvement opportunity. The Greensboro, NC, U.S. site created a best practice program to detect compressed air leaks and design a maintenance tracking and improvement program.

The Greensboro site created a detailed plan of the entire compressed air system and documented the program's standard operating procedures. It evaluated all compressed air system components using air leak detection equipment, recorded air leaks and installed a digital meter to track compressed air consumption in real time. The group also provided training to site employees to help ensure that each leak was tracked through the repair stage.

Initial inspections, tracking and maintenance began in June. From then through the end of November, the program identified and repaired more than 150 air leaks, which saved $11,876.83 in direct costs. Furthermore, this led to a GHG emissions reduction of 67 metric tons of CO_2e, which is 1.6% of the site's estimated total GHG emissions for the full year. CommScope considers this program to be best in class and will share it with other manufacturing sites in 2021.

Reducing Power Consumption Through Our Fiber Deep Innovation

The majority of cable operator power consumption is in the outside plant. CommScope's Access Technology (AT) group continues to introduce products that significantly increase legacy plant capacity while reducing overall power consumption. Our Fiber Deep architectures have led the industry in this regard. CommScope's Fiber Deep HFC solutions provide the products for outside plant and optics at the head-end (HE) or hub. We also continued rolling out Fiber Deep HFC solutions that can reduce outside plant power by up to 50%. At the same time, they provide a path to a tenfold increase in network capacity, helping enable the cable industry's 10G initiative.

Renewable Electricity Contracts

- At our Lisle, IL, U.S. site, we purchased 4,284,366 kWh of renewable electricity in 2020, saving 2,432 metric tons of CO_2e (1.9% of total Scope 2 market-based GHG emissions); equivalent to 6,034,739 miles driven by an average passenger vehicle.

- At our Horsham, PA, U.S. site, we purchased 13,406,367 kWh of renewable electricity, saving 4,634 metric tons of CO_2e (3.6% of total Scope 2 market-based GHG emissions); equivalent to approximately 11,500,000 miles driven.

Prioritizing Product Energy Efficiency for Our Customers

The CommScope product design process prioritizes sustainability from the initial design phase through all stages of the product life cycle. The energy consumption of our products during their "use" phase is one of our most significant environmental impacts. As such, we take a leadership approach in our industry and actively participate in a broad array of energy efficiency initiatives worldwide.

CommScope helps to shape product energy efficiency voluntary agreements in the U.S., Canada and Europe. We're proud to have always been compliant with the relevant STB and SNE energy efficiency voluntary agreements, also facilitating our customers' compliance, where we have a reporting responsibility. We attribute this to our inclusion of energy efficiency through all phases of the design process.

In the U.S., we continued to be a key technical adviser for the STB and SNE energy efficiency voluntary agreements. The target of these agreements is to minimize energy consumed while not adversely affecting our direct customers (the service providers) or the end consumers.

CommScope's Greenest Set-Top Box Yet

CommScope is also helping our customers win sustainability awards. The Mini TV Box streamer is our latest visionary sustainable product. Co-developed alongside the world's largest international TV and broadband company, Liberty Global, it's been named as the company's "greenest-ever set-top box." The Mini TV Box delivers a 4K resolution TV viewing experience while significantly reducing energy consumption and plastic materials. The enclosure/casing is manufactured from 35% PCR, and the whole product is free of single-use plastics. Liberty Global received industry recognition for the Mini TV Box, and the product won the 2020 VideoTech Innovation Award for sustainability.

35% recycled plastic and no single use plastics

Reduces energy consumption by 77%
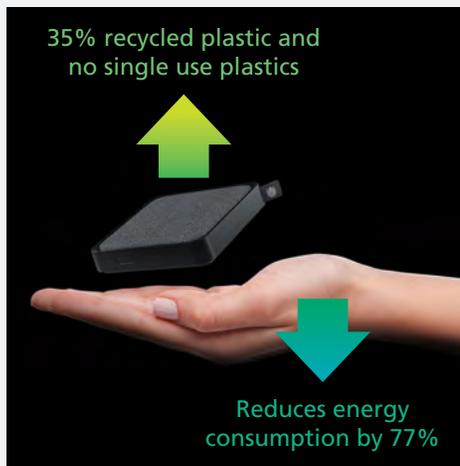
Photo credit: © Liberty Global

"Our skilled engineers and experts are continuously looking for new ways to improve the performance of our best-in-class products, while using fewer materials and enhancing energy efficiency. We've made great progress during 2020, with the development of some of our most sustainable products to date, but we recognize there's even more great work to be done."

Joe Chow
Senior Vice President, Home Networks

CommScope's Leadership in Energy Efficient Technology

- CommScope has participated in the U.S. Set-Top Box Energy Efficiency Voluntary Agreement (STB VA) technical working group to develop the next level of energy allowances: Tier 4. The new limits were approved and published in April 2021.

- U.S. SNE VA Tier 2 energy allowances started on Jan. 1, 2020. CommScope continues to meet our commitments with more rigorous energy limits, including:
  – 100% of all retail products.
  – >97% of products shipped to signatory service providers.

- In 2020, CommScope chaired the Consumer Technology Association (CTA) standards working group to update the CTA-2049 "Determination of Small Network Equipment Energy Consumption," which is used as the test procedure in the U.S.

Broadband Networks

Service providers use products from CommScope's Broadband Networks (BN) business segment throughout their broadband infrastructure. Our engineers strive to increase the capacity and functionality of our products while minimizing energy consumption. The BN products give service providers a clear path to the cable industry's 10G initiative.

CommScope introduced an industry-leading Distributed Access Architecture (DAA) solution in 2020, starting with a DOCSIS Remote PHY (R-PHY) system. This allows our customers to dramatically reduce head-end space and energy demand, resulting in the consolidation of many head-end and hub facilities for significant energy and cost savings.

In 2020, CommScope enhanced its DAA solutions with some additional new products:

- The CommScope RD1322 is a 2x2 R-PHY Device (RPD) with two ports. This effectively doubles plant capacity over existing RPD products while using basically the same power.

- The CommScope OM6-RPD-112 is a 1x2 Remote PHY Device (RPD) for the OM6000 node that doubles the upstream port capacity. This became even more critical with 2020's bandwidth surge due to the pandemic.

- The CommScope E6000r® HD Remote PHY Shelf allows operators to deploy hub-based DAA in nonenvironmentally controlled locations. This enhances facility consolidation and removal of environmentally controlled buildings while reducing the power-per-service group by approximately 25%.

For 2020 Access Technology (AT) product introductions, CommScope's new 1.2GHz amplifier products provide 60% more spectrum than older 750MHz amplifiers while reducing total power by 10-15%, almost doubling the capacity per watt of the HFC system. Consistent improvements in our HE/hub equipment include TX/RX optic module density and the power-consumed-per-optic module. Widescale adoption of Access Technology transmitter products for the head-end, such as the HT358xH and the CORWave 4 quad TX modules, improves system performance and functionality while reducing the power per port by 25% over previous modules.

We continue to align our BN product development in support of the Society of Cable Telecommunication Engineers (SCTE) Energy 2020, a multiyear campaign, through the SCTE Energy Management Program. CommScope participates with cable system operators to help the industry plan and control its energy future. The BN Access Network and Edge Facility products help MSOs achieve energy reductions while also providing a road map to a tenfold increase in capacity in roughly the same footprint.

Product Life-cycle Assessment

Sustainability is a core value of CommScope, and helping our customers meet their sustainability goals with our solutions is an extension of that. CommScope is always looking for ways to reduce the environmental impact of our products. A life-cycle assessment (LCA) is a methodology for quantifying the effects of a product throughout its entire life cycle; from the extraction of the raw materials used to make a product through the end of its usable life. We can report the environmental effects measured through an LCA in a standardized and verified way by using Environmental Product Declarations (EPDs), which include a detailed report on a product's environmental effects.

CommScope is conducting life-cycle assessments on our copper cable products and, in 2021, we'll be releasing EPDs for these products. Transparency is the first step toward more sustainably built spaces. Understanding the environmental effects of different products helps us make better decisions about which products we use. We can use EPDs to support the materials categories of sustainable building programs like Leadership in Energy and Environmental Design (LEED) and Building Research Establishment Environmental Assessment Method (BREEAM), as well as meet regulatory requirements for material transparency.

LCA Summary

Reducing the Environmental Impact of Our Raw Materials, Waste and Water | 4.3

Circular Economy and Resource Efficiency

Although not a new term, the circular economy is increasingly gaining momentum. Consumers continue to demand zero-waste products, and new leasing approaches to material use are increasing. The circular economy reflects the process of managing materials more sustainably while using symbiosis to share and retain the value of resources effectively.

CommScope delivers innovative infrastructure solutions for evolving consumer needs. As one of our core values, we draw on our innovative approach to create industry-leading products that require fewer raw materials and consume less energy.

Throughout 2020, we continued to reduce our environmental footprint by designing products that use post-consumer recycled (PCR) plastics rather than virgin materials. CommScope now manufactures several Home Network products, which contain more than 90% PCR plastic, and two products now in mass production, where the plastic is 100% PCR. Our product innovations during 2020 will lead to a significant increase in the proportion of product sales in 2021 that contain PCR. The availability of PCR plastic grades in Europe and Asia is increasing, which will directly improve the quality of PCR available to match or even exceed virgin polymers.

Driving Resource Efficiency Through the CommScope Synergy Team

The introduction of new business technologies, equipment upgrades and business consolidations underscores the importance of a circular economy. Eliminating unnecessary or redundant purchases, reducing excess inventory, material redeployment, and responsible recycling have proved effective in introducing a circular economy culture.

In 2020, CommScope's cross-functional Synergy team continued to drive resource efficiency and identify opportunities for prolonging the value chain of materials in our production facilities. The Synergy team diverted 14 metric tons of waste-to-landfill materials, doubling 2019's achievement of 6 metric tons. In addition, the team redeployed more than 8 metric tons of equipment and materials for external reuse, recycling and recovering components for maximum life-cycle use. Total landfill diversion exceeded 22 metric tons and cost savings/avoidance of more than $1 million, a testament to responsible sustainability and the benefits of a circular economy.

Quality Repair in EMEA Supporting the Circular Economy

Maximizing the life cycle of our products and materials is a core part of our circular economy drive. Repair schemes are a very effective way of extending the usable life of equipment, We have a commitment to our customers and stakeholders to provide support for our products – in most cases, for many years after the initial purchase.

In our EMEA region, CommScope is working with our customers and authorized partners to support a hard disk drive reclaim program for retired or obsolete products. This program is open to all customers, and we hope to expand participation in 2021. Reclaimed drives are tested and refurbished for use as white label and gray market drives.

What Is the Circular Economy?

The circular economy is an alternative to today's linear take-make-dispose economy, where products are discarded after their perceived value is used. CommScope is increasingly looking at how to achieve a circular economy, realizing that resources are finite, yet demand is rising.

Cutting Out Single-use Plastics (SUP)

We work hard to reduce the effects our operations and our products have on the environment. For the past few years, we've focused on eliminating SUPs from our packaging and products, recognizing that the most effective way of doing this is to design SUP-free products.

We've been working closely with our customers to remove SUPs from the design stage. Our accelerated work with global leaders to eliminate SUPs and redefine sustainability offers a glimpse at what we can accomplish with the right vision and strategy.

Our Home Networks team eliminated SUP on all new set-top product designs outside of the Americas. We plan to work with service providers to gradually phase this in globally across all Home Network product designs. As the leader in customer premises equipment globally, with up to 40 million devices shipped annually, this represents a significant step forward in our sustainability goals and vision.

Our Venue and Campus Networks team is also aiming to go global and eliminate SUP from packaging and for all RUCKUS-branded products. This includes eliminating SUPs in copper jacks, copper patch panels, copper patch cords and copper faceplates. By using recyclable paper and cardboard instead, we're leading a worldwide industry trend in waste management.

"As a global technology leader, we have an ability and a responsibility to improve sustainability. Our product innovations allow businesses to thrive by communicating with their suppliers, partners and customers in new ways. CommScope's communication infrastructure has never been more essential than it is today for keeping friends, families and communities connected for work, education and play. To provide this vital capability, and do so in an ever-more responsible manner, is core to CommScope's mission."

Morgan Kurk
Executive Vice President and Chief Technology Officer

Removing SUP

During 2020, we worked closely with our customers to develop products that aim to be SUP-free from the start of development:

- Throughout the year, our Home Networks team created 21 new product designs that were free of SUPs. This led to 1.4% of our total set-top box shipments being SUP-free in 2020, a number we expect will increase to approximately 15% of our total shipments in 2021.

- We worked with our suppliers of injected molded parts for our fiber closures to develop a returnable, collapsible pallet container. Previously, we received thousands of corrugated boxes each month, which we no longer need due to this new container. The new packaging can fit more products per pallet and requires less track load, meaning we reduced transport mileage by 60%.

Extending the Life Cycle of Equipment During Site Consolidation and Decommissioning

A key part of the circular economy is to maximize the life cycle of materials and equipment. During site consolidations and decommissioning, we're left with significant quantities of materials and equipment that haven't reached the end of their usable life. CommScope's partnership with sustainability vendors allows us to recycle furniture, fixtures, electronics and other materials required to be removed from a site. Through this partnership, we helped divert 83 metric tons of material from landfills in 2020, with 98% of the electronics recycled, refurbished and reused.

In addition to reducing our carbon footprint, we're also supporting our local communities through charitable donations. We donated the surplus furniture from our Suwanee decommission projects to a local public school and an organization that provides support to nonprofit organizations' construction projects. Our team in Linköping, Sweden, sold the surplus equipment from a recent decommission project and donated more than $50,000 of proceeds to the Childhood Cancer Foundation, Doctors Without Borders (for global COVID-19 relief), the World Wildlife Fund and other charities.

Minimizing the Effect of Our Packaging and Logistics

We package and ship our cutting-edge technology to customers all over the world. Reducing just a few grams of material from an individual product, and its packaging, can save a significant amount of material. It can also have a considerable effect on our transportation activities. Reducing packaging materials means fewer raw materials and greater efficiency in how we can load our distribution vehicles.
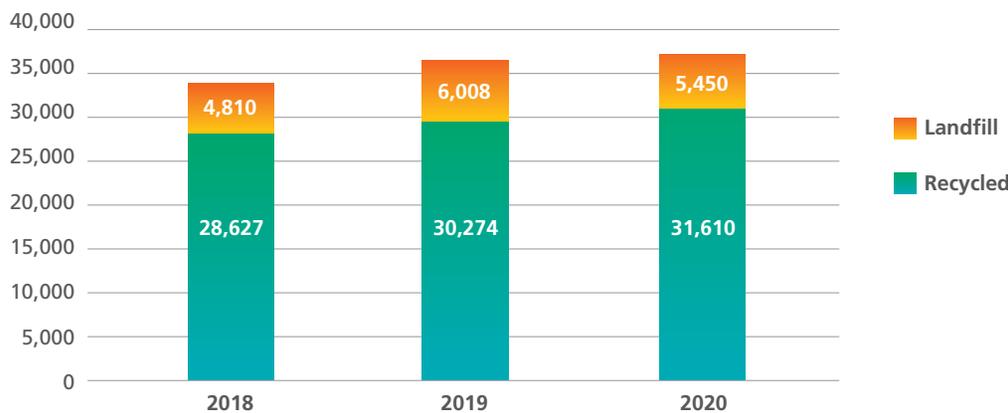
We continue using a range of techniques to reduce the environmental effects of transporting our products from manufacturing sites to end customers. This includes locating factories near customers' markets and using sea freight whenever possible. We also strive to use plain, multipack shipping cartons to maximize packing density and reduce the amount of discarded or recycled packaging.

As product dimensions keep decreasing, the industry is using more postal service-suitable packaging. This will reduce transportation and packaging impacts.

All of our packaging materials comply with local and international legislation and regulations, including the EU Packaging Directive (94/62/EC as amended). We strive to use packaging that is 100% recyclable. In Home Networks, we target a minimum of 80% recycled content.

For our packaging designs, we aim to use sustainable, low-impact printing inks, and we now use vegetable-based inks in our own printing processes. Traditional petroleum oil-based inks release volatile organic compounds (VOCs) that can contribute to global warming and effect print workers' health. Vegetable-based inks are a renewable and mineral-free alternative that are now on par with oil-based inks, both in quality and price. The absence of heavy metals in vegetable-based inks helps improve degradability and eliminates more than 99% of VOCs that are released into the atmosphere.

Waste Management

Our main goal is to avoid waste generation and reuse materials wherever possible. We operate a safe waste management system that preserves the value of materials for recycling and diverts nonhazardous waste from disposal in landfills.

To track our progress, we continue to use our Beneficial Reuse (BRE) metric, which is the ratio of total volume of nonhazardous waste that's recycled, reused or sent to energy recovery to the volume of all nonhazardous waste. A facility must achieve 95% BRE to reach "excellence" status. We're expanding our recovery and recycling efforts, reducing our disposal costs and decreasing our reliance on natural resources.

In 2020, CommScope diverted 85.3% 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.

Waste Diversion (metric tons)

	Landfill	Recycled
2018	4,810	28,627
2019	6,008	30,274
2020	5,450	31,610

The amount of nonhazardous waste CommScope generated increased from 36,282 metric tons in 2019 to 37,060 in 2020.

CommScope Packaging Engineering Team – Vision and Strategy

Vision

- Design innovative, environmentally conscious solutions that help ensure product safety and integrity while providing the customer with a positive out-of-the box experience.

Strategy

- New products: Use sustainable, eco-friendly materials in lieu of plastic/foam packaging materials.

- Existing products: Assist business units by identifying solutions to eliminate or substitute plastic/foam packaging materials for targeted existing products.

Recycling and WEEE

As a manufacturer of communication technology, the management of waste electrical equipment is a core aspect of our waste management system. Under the Waste Electrical and Electronic Equipment (WEEE) Directive and implementing regulations, when customers buy new electrical and electronic equipment from CommScope, 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. Our manufacturing facilities, distribution centers and offices recycle more than 30,000 metric tons of production material for internal reuse every year.

We're 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 2020, under ReelSmart®, we:

- Recycled 67% of reels and flanges collected.

- Reused reels including: 41% composite reels, 36% steel reels and 23% wooden reels.

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

Our First Red List Free Cables

Since sustainability, health and safety go hand in hand, we're working to reduce the use of materials in products that are harmful to our health and the environment. In 2020, we released our first Red List Free cables, CS34P-IO and CS44P-IO.

The Red List, published by the International Living Future Institute, is a comprehensive list of materials that are deemed undesirable to human health and/or the environment. In 2021, we'll continue to pursue products that are Red List Free so that our customers have healthier technology options for their built spaces.

Our Quality of Design Is Reducing Waste in Our Products

Smart product design is key for minimizing waste materials and the end-of-life stage of our products. Some recent examples of how we've reduced product waste include:

- Home Networks next-generation products offer more bandwidth and features to consumers in smaller packages. Smaller components and improved thermal management have enabled the use of smaller form factors, which translates to less disposable material at end-of-life.

- Our innovative HELIAX® Modular Trunk is a revolutionary cable that's designed to be 50% lighter than traditional cables. It uses fewer raw materials and can be recycled at end-of-life.

- Broadband Networks Access Technology OM4100 Node is designed for many years of operation and is tied to customer network needs. We designed these products with room to grow, allowing operators to add capacity and new technology while keeping the same physical hardware. This saves customers' money and minimizes resource consumption/waste.

Streamlining Our Broadband Network Installations

The CommScope Business Networks Global Service team works closely with service providers to help them meet their sustainability needs as well as CommScope's internal needs.

In 2020, we developed a process that allows technicians to complete the installation of business service works in a single truck roll. The previous process required an initial visit by an MSO technician to install the circuit/ cable modem, followed by a CommScope technician completing the in-building network at a later visit. The business has been running at 100-150 new customers per month. Thus, we have been able to eliminate 100-150 truck rolls monthly, significantly reducing transport emissions for this service.

Product Compliance and Hazardous Substances

We manage our product compliance process and status using a cross-functional approach, featuring experts from teams in engineering, manufacturing, quality and procurement. To comply with applicable laws, regulations and customer requirements regarding the restriction of specific product and manufacturing substances, we maintain a thorough hazardous substances list.

Our products are designed with Restriction of Hazardous Substances (RoHS), WEEE and REACH (EC 1907/2006 – an EU regulation on the registration, evaluation, authorization and restriction of chemicals) compliance to reduce the amount of hazardous chemicals used in electronic manufacturing and to recover recycled waste electrical equipment.

In 2018, the European Union (EU) Waste Framework Directive (WFD) was revised to introduce mandatory requirements for a centralized database of Substances of Very High Concern (SVHCs) in articles and products to be managed by the European Chemicals Agency (ECHA). This year, CommScope's Product Compliance team collaborated with our IT team and devised a Robotic Process Automation program to submit the data into the SCIP database. This saved enormous time and the cost of having to create programs from each ERP system separately.

Managing Chemical Risk in Our Operations

CommScope takes extraordinary precautions 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. As a result of these control measures, there were no incidents of significant spills or releases at any of our manufacturing sites in 2020.

All production sites maintain spill kits or similar clean-up materials to swiftly address any potential emergency situations. Facility managers also train and maintain on-site emergency response teams and keep in close communication with local authorities.

CommScope Operational Waste Reductions

Our EHS teams are always looking for innovative ways to reduce waste and conserve raw materials. Here are a few examples of what we did in 2020:

- At our manufacturing site in Suzhou, China, we undertook a significant scrap reduction initiative, focusing on antennas in our excess and obsolete (E&O) inventory. In 2020, we reviewed our E&O inventory to identify products that were no longer required. We disassembled these into components that could be reused in other antenna models and sent the remaining components and materials for recycling or disposal to authorized waste contractors and recyclers. As a result, we enhanced the scrap value of this equipment by 46%.

- In 2020, the Catawba, NC, U.S. facility revamped its recycling program, focusing on scrap materials. The site developed a scrap tracking system and implemented a detailed scrap coding and labeling process, which enabled it to target valuable materials for reuse and recycling. Changes to the program allowed the site to recycle 1,038 metric tons of materials that CommScope previously sent to the landfill. In addition, the plant implemented a new vendor return program for reusable reels and returned more than 154 metric tons of reels to vendors for reuse. Overall, the Catawba facility Beneficial Reuse (BRE) percentage increased from 80% in 2019 to 87% in 2020.

- At our Claremont, NC, U.S. site, we reused all fluorinated ethylene propylene plastics (FEP). The plant remelts and regrinds some FEP materials and sends some to a third party that processes the plastics and returns them to us for reuse. In 2020, we reused 65 metric tons of FEP from our on-site processing and 258 metric tons from the third party.

- At our manufacturing site in Goa, India, we participated in several reuse and recycling initiatives, including repairing and reusing broken pallets on-site; repurposing our suppliers' packaging materials, including reusing them to ship our own products; and reusing excess expanded polyethylene (EP) from our on-site cutting station.

Responsible Water Management

Water is an essential natural resource and it is vital for life on earth. Our society's increasing global demand for water, combined with the effects of climate change, means protecting water availability will be one of the biggest challenges of this century. CommScope's operations generally have a low water intensity relative to other industries. This doesn't affect our commitment to be as water-efficient as possible, however.

To better understand the unique environmental context of the sites we operate, we developed a Site Context questionnaire. This questionnaire has a focus on water, and includes questions on water scarcity, programs and management. We'll also provide guidance on how sites can determine if their local areas have high, medium or low scarcity ratings. We'll roll out this questionnaire globally in 2021, and the results will help us make targeted enhancements to our water management.

Water Withdrawal by Source (cubic meters [m³])

Ground water

Third-party water

	2018	2019	2020
Ground water	77,998	89,639	76,491
Third-party water	571,989	553,972	507,511
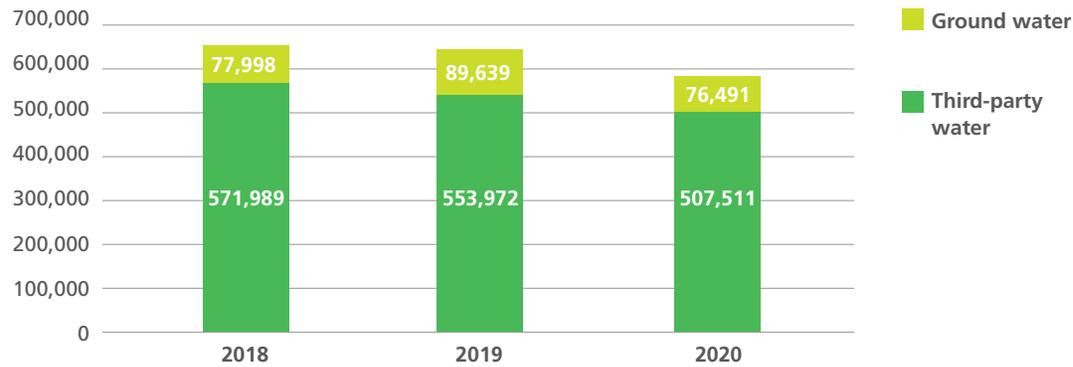
In 2020, our total global water consumption was 584,002 m³, which is a 9.3% reduction compared to 2019. Similar to our energy consumption, this reduction was largely influenced by our restricted site access due to the COVID-19 pandemic.

Water Withdrawal by Region (cubic meters [m³])

NAR

EMEA

CALA

APAC

	2018	2019	2020
NAR	186,093	165,900	163,003
EMEA	61,467	51,548	35,487
CALA	183,596	197,052	170,259
APAC	218,831	229,111	215,253
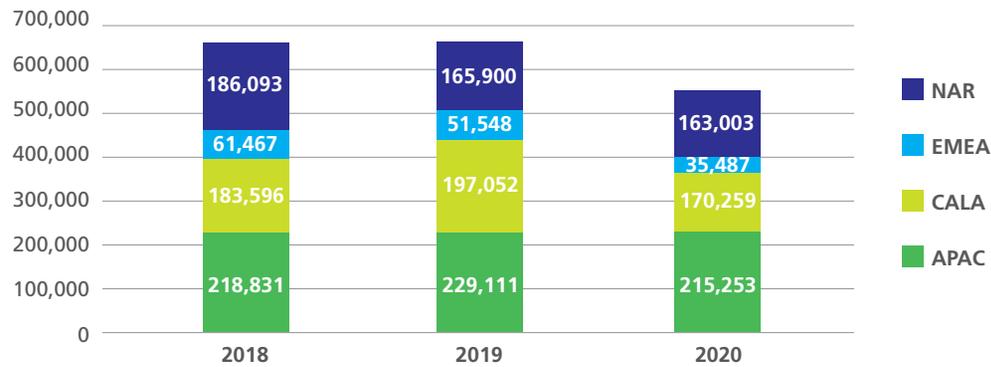
We reduced our water consumption in 2020 in all regions compared to 2019. Our EMEA operations reduced their consumption most significantly, with a 31% year-on-year drop, followed by CALA (14%), APAC (6%) and NAR (2%). These reductions were also partially driven by COVID-19 restrictions that limited occupancy at offices and some of our manufacturing facilities.

A.1 Reporting Method

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 2021 Sustainability Report according to the reporting standards established by the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and Accountability's AA1000 Series of Standards.

Our leadership solicited input from employees and executives alongside key stakeholders, such as customers and investors, to identify and include the most relevant and material sustainability topics relating to our business activities and key performance indicators (KPIs).

A.1.2 Reporting Boundary

The scope of this Report covers CommScope's consolidated global business, including all wholly owned and controlled subsidiaries.

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

Unless otherwise noted, all information and data in this Report pertains to activities that transpired between January 1st, 2020, and December 31st, 2020.

A.1.3 Calculation of Carbon Emissions, Water and Waste

To support standardization, we calculated our carbon emissions using the GHG Protocol Corporate Accounting and Reporting Standard principles. We defined our reporting boundary using the "operational control approach," where we accounted for carbon emissions from operations over which we have control, including emissions from the following sources:

- **Scope 1:** Direct emissions from combustion of natural gas at facilities where we manage the natural gas bills.

- **Scope 2:** Indirect emissions associated with the consumption of electricity at facilities where we manage the electricity 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 gases 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. We completed calculations of Scope 1 and 2 emissions using energy consumption data from our bills, and we calculated Scope 3 business flight and rented car emissions using data from our travel agencies. Waste data includes sites where CommScope manages its waste (both diverted from and sent to landfill) directly. Water data includes sites where we manage the water bills.

In 2020, we adjusted Scope 1 and 2 emissions and total energy consumption to reflect the latest changes in the CommScope property portfolio. We'll continue to standardize our measurement systems and metrics.

A.1.4 Re-baselining

New sites (including integrations): If we add sites to the portfolio, we collect historical data going back to the base year. If historical data is unavailable, we use the first 12 months of actual data to fill in gaps prior to the first month of actuals going back to 2018.

Updated 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 stating, "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 prior to 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 2020

Location-based emission factor sources:

US – eGRID region emission factors:
• 2018 source: eGRID2018
• 2019 source: eGRID2018
• 2020 source: eGRID2018

International – IEA country-specific emission factors:
• 2018: 2018 IEA Factors
• 2019: 2018 IEA Factors
• 2020: 2018 IEA Factors

A.2 Global Reporting Initiative (GRI) Content Index

We prepared this report in accordance with the "GRI Standards: Core option" to promote a more consistent approach to sustainability reporting. The GRI Standards referenced within this ESG report have been listed in the left- hand column of this GRI Content Index. Where we didn't use the GRI Standard in full, we marked the disclosure "partial," and, where needed, explained reasons for omission. For more information about the GRI and Reporting Standards, visit www.globalreporting.org.

Disclosure	Location/Reference/Reason for Omission	Level of Disclosure
GENERAL DISCLOSURES & MANAGEMENT APPROACH		
102-1 Name of the organization	2020 Annual Report: 10-K Throughout the report	●
102-2 Activities, brands, products and services	2021 Sustainability Report: 1.3 CommScope at a Glance 2020 Annual Report: 10-K CommScope website: https://www.commscope.com/	●
102-3 Location of headquarters	2021 Sustainability Report: 1.3 CommScope at a Glance	●
102-4 Location of operations	2021 Sustainability Report: 1.3 CommScope at a Glance	●
102-5 Ownership and legal form	2020 Annual Report: 10-K	●
102-6 Markets served	2020 Annual Report: 10-K	●
102-7 Scale of the organization	2021 Sustainability Report: 1.3 CommScope at a Glance 2020 Annual Report: 10-K	●
102-8 Information on employees and other workers	2021 Sustainability Report: A.4.3 Human Capital	●
102-9 Supply chain	2021 Sustainability Report: 2.5 Supplier Responsibility	●
102-10 Significant changes to the organization and its supply chain	2020 Annual Report: 10-K 2021 Sustainability Report: 2.5 Supplier Responsibility 4.1 2020 Environmental Highlights: Facilities Around the Globe	●
102-11 Precautionary principle or approach	2020 Annual Report: 10-K Throughout the report	●
102-12 External initiatives	2021 Sustainability Report: Appendix A.7 – External Initiatives	●
102-13 Membership of associations	2021 Sustainability Report: Appendix A.7 – External Initiatives	●
102-14 Statement from senior decision-maker	2021 Sustainability Report: 1.1 A Message from Our CEO	●
102-16 Values, principles, standards and norms of behavior	2021 Sustainability Report: 1.1 A Message from Our CEO 2.3 Governing Principles and Policies	●

Disclosure	Location/Reference/Reason for Omission	Level of Disclosure
102-18 Governance structure	2021 Sustainability Report: 2.2 Leadership and Management	●
102-21 Consulting stakeholders on economic, environmental and social topics	2021 Sustainability Report: 1.4 Materiality Assessment	●
102-32 Highest governance body's role in sustainability reporting	2021 Sustainability Report: 2.2 Leadership and Management CommScope website: Management Team	●
102-32 Highest governance body's role in sustainability reporting	2021 Sustainability Report: 2.2 Leadership and Management	●
102-33 Communicating critical concerns	2021 Sustainability Report: 2.3 Governing Principles and Policies 3.3 Diversity, Equity, and Inclusion	●
102-40 List of stakeholder groups	2021 Sustainability Report: 1.4 Materiality Assessment Throughout the report	●
102-41 Collective bargaining agreements	2021 Sustainability Report: A.4.4 Collective Bargaining Agreements	●
102-42 Identifying and selecting stakeholders	2021 Sustainability Report: 1.4 Materiality Assessment	●
102-32 Highest governance body's role in sustainability reporting	2021 Sustainability Report: 2.2 Leadership and Management CommScope website: Management Team	●
102-32 Highest governance body's role in sustainability reporting	2021 Sustainability Report: 2.2 Leadership and Management	●
102-33 Communicating critical concerns	2021 Sustainability Report: 2.3 Governing Principles and Policies 3.3 Diversity, Equity, and Inclusion	●
102-40 List of stakeholder groups	2021 Sustainability Report: 1.4 Materiality Assessment Throughout the report	●
102-41 Collective bargaining agreements	2021 Sustainability Report: A.4.4 Collective Bargaining Agreements	●
102-42 Identifying and selecting stakeholders	2021 Sustainability Report: 1.4 Materiality Assessment	●

Disclosure	Location/Reference/Reason for Omission	Level of Disclosure
102-43 Approach to stakeholder engagement	2021 Sustainability Report: 1.4 Materiality Assessment	●
102-44 Key topics and concerns raised	2021 Sustainability Report: 1.4 Materiality Assessment	●
102-45 Entities included in the consolidated	2021 Sustainability Report: Throughout the report	●
102-46 Defining report content and topic boundaries	2021 Sustainability Report: 1.4 Materiality Assessment	●
102-47 List of material topics	2021 Sustainability Report: 1.4 Materiality Assessment	●
102-48 Restatements of information	2021 Sustainability Report: A.1 Reporting Method	●
102-49 Changes in reporting	2021 Sustainability Report: 1.4 Materiality Assessment	●
102-50 Reporting period	2021 Sustainability Report: A.1 Reporting Method	●
102-51 Date of most recent report	2019 Sustainability Report Published on July 8, 2019	●
102-52 Reporting cycle	2021 Sustainability Report: A.1 Reporting Method	●
102-53 Contact point for questions regarding the report	2021 Sustainability Report: 1.1 A Message from Our CEO sustainability@commscope.com	●
102-54 Claims of reporting in accordance with GRI Standards	2021 Sustainability Report: A.1 Reporting Method	●
102-55 GRI content index	2021 Sustainability Report: A.2 GRI Content Index	●
102-56 External assurance	2021 Sustainability Report: A.8 Assurance Statement	●
103-1 Explanation of the material topic and its boundary	2021 Sustainability Report: 1.4 Materiality Assessment Throughout the report	●
103-2 The management approach and its components	2021 Sustainability Report: 1.4 Materiality Assessment Throughout the report	●
103-3 Evaluation of the management approach	2021 Sustainability Report: 1.4 Materiality Assessment Throughout the report	●

Disclosure	Location/Reference/Reason for Omission	Level of Disclosure
TOPIC-SPECIFIC DISCLOSURES		
201-2 Financial implications and other risks and opportunities due to climate change	2020 Annual Report: 10-K 2021 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Climate Resilience and Task Force and Climate-Related Financial Disclosures	◖
201-3 Defined benefit plan obligations and other retirement plans	2020 Annual Report: 10-K 2021 Sustainability Report: 3.3 Diversity, Equity, and Inclusion 3.4 Health, Safety and Well-being	◖
205-1 Operations assessed for risks related to corruption	2021 Sustainability Report: A.5 Significant Risk Identification and Non-Compliance	●
301-2 Recycled input materials used	2021 Sustainability Report: 4.3 Reducing the Environmental Effects of Materials, Waste and Water: Circular Economy and Resource Efficiency, Waste Reduction	◖
301-3 Reclaimed products and their packaging materials	2021 Sustainability Report: 4.3 Reducing the Environmental Effects of Materials, Waste and Water: Circular Economy and Resource Efficiency, Waste Reduction	◖
302-1 Energy consumption within the organization	2021 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Reducing Energy and GHG Emissions in Our Operations A.4.1 Operations Data	●
302-3 Energy intensity	2021 Sustainability Report: A.4.1 Operations Data	●
302-4 Reduction of energy consumption	2021 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Reducing Energy and GHG Emissions in Our Operations A.4.1 Operations Data	●
302-5 Reduction in energy requirements of sold products and services achieved during the reporting period	2021 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Prioritizing Product Energy Efficiency for Our Customers	◖
303-3 Water Withdrawal	2021 Sustainability Report: 4.3 Reducing the Environmental Effects of Our Raw Materials, Waste and Water	◖

Disclosure	Location/Reference/Reason for Omission	Level of Disclosure
305-1 Direct (Scope 1) GHG emissions	2021 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Reducing Energy and GHG Emissions in Our Operations A.4.1 Operations Data	●
305-2 Energy indirect (Scope 2) GHG emissions	2021 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Reducing Energy and GHG Emissions in Our Operations A.4.1 Operations Data	●
305-3 Other indirect (Scope 3) GHG emissions	2021 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Reducing Energy and GHG Emissions in Our Operations A.4.1 Operations Data	●
305-4 GHG emissions intensity	2021 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Reducing Energy and GHG Emissions in Our Operations A.4.1 Operations Data	●
305-5 Reduction of GHG emissions	2021 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Reducing Energy and GHG Emissions in Our Operations A.4.1 Operations Data	●
306-2 Waste by type and disposal method	2021 Sustainability Report: 4.3 Reducing the Environmental Impact of Our Raw Materials, Waste and Water A4.1 Operations Data	◖
307-1 Noncompliance with environmental laws and regulations	2021 Sustainability Report: 2.3 Governing Principles and Policies A.5 Significant Risk Identification and Noncompliance	●
308-1 New suppliers that were screened using environmental criteria	2021 Sustainability Report: 2.5 Supplier Responsibility A.5.1 Screening New Suppliers and Identifying Significant Risk for Incidents of Forced or Compulsory Labor	●
308-2 Negative environmental impacts in the supply chain and actions taken	2021 Sustainability Report: 2.5 Supplier Responsibility	●

Disclosure	Location/Reference/Reason for Omission	Level of Disclosure
401-1 New employee hires and employee turnover	2021 Sustainability Report: A.4.5 Employee Turnover *Data wasn't available by gender – this level of detail isn't tracked.*	◖
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2021 Sustainability Report: 3.4 Health, Safety and Well-being	●
403-1 Occupational health and safety management system	2021 Sustainability Report: 3.4 Health, Safety and Well-being	●
403-2 Hazard identification, risk assessment and incident investigation	2021 Sustainability Report: 3.4 Health, Safety and Well-being	●
403-4 Worker participation, consultation and communication on occupational health and safety	2021 Sustainability Report: 3.4 Health, Safety and Well-being	●
403-5 Worker training on occupational health and safety	2021 Sustainability Report: 3.4 Health, Safety and Well-being	●
403-6 Promotion of worker health	2021 Sustainability Report: 3.4 Health, Safety and Well-being	●
403-9 Work-related injuries	2021 Sustainability Report: 3.4 Health, Safety and Well-being A.4.8 Work-related Incidents, Injuries and Statistics	●
404-1 Average hours of training per year per employee	2021 Sustainability Report: A.4.6 2019 Average Hours of Training per Employee *Data wasn't available by gender – this level of detail isn't tracked.*	◖
404-2 Programs for upgrading employee skills and transition assistance programs	2021 Sustainability Report: 3.2 Education, Training and Development Life Cycle 3.3 Inclusion, Equality and Diversity 3.4 Health, Safety and Well-being	●
405-1 Diversity of governance bodies and employees	2021 Sustainability Report: A.4.7 Employee Diversity *Data is available for other indicators of diversity where relevant (such as minority or vulnerable groups) – this level of detail is only reported internally.*	◖

Disclosure	Location/Reference/Reason for Omission	Level of Disclosure
408-1 Operations and suppliers at significant risk for incidents of child labor	2021 Sustainability Report: 2.5 Supplier Responsibility A.5.1 Screening New Suppliers and Identifying Significant Risk for Incidents of Forced or Compulsory Labor	●
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2021 Sustainability Report: 2.5 Supplier Responsibility A.5.1 Screening New Suppliers and Identifying Significant Risk for Incidents of Forced or Compulsory Labor	●
412-2 Employee training on human rights policies or procedures	2021 Sustainability Report: 2.3 Governing Principles and Policies 3.2 Education, Training and Development Life Cycle A.4.5 Average Hours of Training per Employee	◖
414-1 New suppliers that were screened using social criteria	2021 Sustainability Report: 2.5 Supplier Responsibility A.5.1 Screening New Suppliers and Identifying Significant Risk for incidents of Forced or Compulsory Labor	●
414-2 Negative social impacts in the supply chain and actions taken	2021 Sustainability Report: 2.5 Supplier Responsibility	●
416-2 Incidents of noncompliance concerning the health and safety impacts of products and services	2021 Sustainability Report: 3.4 Health, Safety and Well-being	●
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2021 Sustainability Report: 2.3 Governing Principles and Policies: Data Security and Privacy A.5 Significant Risk Identification and Noncompliance	●
419-1 Noncompliance with laws and regulations in the social and economic area	2021 Sustainability Report: 2.3 Governing Principles and Policies: A.5 Significant Risk Identification and Noncompliance	●

● Full level of disclosure

◖ Partial level of disclosure

○ No disclosure

A.3 Sustainability Accounting Standards Board (SASB) Index

We've aligned our report with the Sustainability Accounting Standards Board (SASB) Hardware Disclosure because it closely mirrors our business segments, which include Venue and Campus Networks, Broadband Networks, Outdoor Wireless Networks and Home Networks. We don't currently disclose all metrics included in this standard, but we'll continue to evaluate them in the future.

Topic	Accounting Metric	Code	2020 Sustainability Report location	Response/Reasoning for Omission
Disclosures Included in the Hardware Standards				
Product Security	Description of approach to identifying and addressing data security risks in products	TC-HW-230a.1	2.3 Data Security	CommScope's approach to data security risk is presented in section 2.3 Governing Principles and Policies: Data Security and Privacy, and online at commscope.com – Data Security and Privacy Statement.
Employee Diversity and Inclusion	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-HW-330a.1	4.6 Employee Diversity	CommScope doesn't currently have the global data available to disclose a percentage for racial/ethnic group representation as defined by this metric; however, all information on gender representation can be found in the 2021 Sustainability Report appendices.
Product Life-cycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-HW-410a.1	4.3 Product Compliance and Hazardous Substances	CommScope tracks RoHS/REACH substances – for legacy CommScope, 4.7% of EU-sold products in the last two years have REACH substances. 20% of EU-sold products in the last two years have RoHS substances; however, most are under ROHS exemptions. Most of legacy ARRIS products use lead (an IEC substance) that is exempted in certain applications and certain alloys. CommScope doesn't currently have the data available to calculate the percentage of revenue from electrical, electronic and related technology products sold that contain a declarable substance(s). We describe our approach to managing the use of substances that appear as declarable substance groups or declarable substances in IEC 62474 in our Sustainability Report.
Product Life-cycle Management	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	TC-HW-410a.2	4.3 Product Compliance and Hazardous Substances	CommScope isn't aware of any of our products that fall within the scope of EPEAT or equivalent registration.
Product Life-cycle Management	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	TC-HW-410a.3	4.2 Climate Change, Energy Efficiency and GHG Emissions	Compliance is dependent on customer (i.e., service provider) Energy Star partnerships. Applicable CommScope products are designed to comply with the industry-led energy efficiency voluntary agreement for the region they are sold into. In 2020, more than 96% of applicable Home Network business unit product shipments complied with the relevant U.S., Canadian or EU set-top boxes (STB) or small network equipment (SNE) energy efficiency voluntary agreement – exceeding our 90% target. Our Access Networks and Edge products continue to align with the objectives of the Society of Cable Telecommunication Engineers (SCTE) Energy 2020 goals to achieve greater energy reductions.
Product Life-cycle Management	Weight of end-of-life products and e-waste recovered, percentage recycled	TC-HW-410a.4	4.3 Reducing the Environmental Impact of Materials, Waste and Water	CommScope implements resource efficiency measures and measures to reduce SUPs in our products. CommScope is currently developing an approach to calculate a complete measure for end-of-life waste companywide. In 2020, CommScope generated 411.47 metric tons of electronic waste.

Topic	Accounting Metric	Code	2020 Sustainability Report location	Response/Reasoning for Omission
Disclosures Included in the Hardware Standards				
Supply Chain Management	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	TC-HW-430a.1	2.5 Supplier Responsibility	CommScope conducted 263 sustainability assessments and audits in our supply chain. a) 26% of major suppliers completed an audit in 2020, and 52% of major suppliers completed an audit in the past three years. b) 100% (seven facilities) of high-risk suppliers completed an audit in 2020. Suppliers completed these audits using the RBA Code of Conduct and CommScope's own audit program, which is based on standards such as the ILO International Labor Standards, ISO 14001, ISO45001 and the Universal Declaration of Human Rights.
	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority nonconformances and (b) other nonconformances	TC-HW-430a.2	2.5 Supplier Responsibility and A.5.1 Screening New Suppliers and Identifying Significant Risk for Incidents of Forced or Compulsory Labor	1) 43% (RBA only) 2a) 0.36 (RBA only) 2b) 7.8 (RBA only)
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-HW-440a.1	2.5.2 Supply Chain Controls and 2.5.5 Responsible Minerals Sourcing	CommScope complies with the Conflict Minerals provisions in the U.S. Dodd-Frank Act and is committed to eliminating all irresponsibly sourced 3TGs (tin, tantalum, tungsten and gold) Conflict Minerals from our products. CommScope is a participating member of the Responsible Minerals Initiative (RMI). A description of the risks associated with the use of critical materials is available in the CommScope's 2020 Annual Report (10-K) and 2021 Sustainability Report.

Activity Metric	Code	
Number of units produced by product category	TC-HW-000.A	Communications Equipment: 6.9 billion units. Consumer Electronics: 28.1 million units. Other Hardware: 2.3 million units. Communications Equipment includes invoiced quantity with mixed units of measure; e.g., pieces, length or weight of products. Consumer Electronics includes our global CPE products. Other Hardware includes head-end equipment.
Area of manufacturing facilities	TC-HW-000.B	9,253,552 square feet
Percentage of production from owned facilities	TC-HW-000.C	55% for the combined Company between January 1st, 2020 and December 31st, 2020.

A.4 Key Performance Indicators (KPIs)

A.4.1 Operations Data

Category	KPI	2018		2019		2020	
		GJ	MWh	GJ	MWh	GJ	MWh
Energy	Total energy consumption, gigajoule [GJ] / megawatt hour [MWh]	1,687,201	468,667	1,602,537	445,150	1,508,217	418,949
Energy	Total fuel consumption from nonrenewable sources, gigajoule [GJ] / megawatt hour [MWh]	441,238	122,566	404,021	112,228	360,221	100,061
Energy	• Natural gas, gigajoule [GJ] / megawatt hour [MWh]	263,231	73,120	235,616	65,449	204,277	56,744
Energy	• Gasoline, gigajoule [GJ] / megawatt hour [MWh]	2,932	815	2,376	660	1,860	517
Energy	• Diesel, gigajoule [GJ] / megawatt hour [MWh]	124,821	34,673	110,585	30,718	113,140	31,428
Energy	• Propane, gigajoule [GJ] / megawatt hour [MWh]	7,134	1,982	7,449	2,069	6,520	1,811
Energy	• LPG, gigajoule [GJ] / megawatt hour [MWh]	27,239	7,566	27,463	7,628	25,309	7,030
Energy	• LNG, gigajoule [GJ] / megawatt hour [MWh]	95	26	101	28	0	0
Energy	• Jet fuel, gigajoule [GJ] / megawatt hour [MWh]	15,582	4,328	20,227	5,619	9,081	2,523
Energy	• Process gases (e.g. methane, acetylene, butane, isobutane, methylacetylene-propadiene propane), gigajoule [GJ] / megawatt hour [MWh]	204	56	204	57	34	8
Energy	Total fuel consumption from renewable sources, gigajoule [GJ] / megawatt hour [MWh]	0	0	0	0	0	0
Energy	Indirect energy usage, gigajoule [GJ] / megawatt hour [MWh]	1,245,962	346,100	1,198,516	332,921	1,147,996	318,888
Energy	• Electricity consumption, gigajoule [GJ] / megawatt hour [MWh]	1,244,477	345,688	1,196,179	332,272	1,146,767	318,547
Energy	• Heating consumption, gigajoule [GJ] / megawatt hour [MWh]	1,485	412	2,337	649	1,229	341
Energy	• Cooling consumption, gigajoule [GJ] / megawatt hour [MWh]	0	0	-	-	-	-
Energy	• Steam consumption, gigajoule [GJ] / megawatt hour [MWh]	0	0	-	-	-	-
Energy	Electricity from renewable sources, gigajoule [GJ] / megawatt hour [MWh]	77,885	21,635	75,480	20,967	61,543	17,095
Energy	Electricity from nonrenewable sources, gigajoule [GJ] / megawatt hour [MWh]	1,166,592	324,053	1,120,699	311,305	1,085,224	301,451
Energy	Renewable electricity share of total electricity, percent	6%		6%		5%	
Energy	Emissions avoided due to purchased renewable electricity, metric tons of CO_2e	8,182		7,811		6,429	
Energy Intensity	Total energy use normalized per $ million annual turnover, gigajoule/$1M [GJ/$1M]	369.31	102.59	192.03	53.34	178.79	49.66

Category	KPI	2018	2019	2020
GHG Emissions	Total GHG emissions: Scope 1, metric tons of CO_2e	73,844	71,757	59,926
GHG Emissions	Total GHG emissions: Scope 2 (location-based), metric tons of CO_2e	142,516	137,235	131,125
GHG Emissions	Total GHG emissions: Scope 2 (market-based), metric tons of CO_2e	134,232	129,326	124,611
GHG Emissions	Total Scope 1 and 2 GHG emissions (location-based), metric tons of CO_2e	208,076	208,992	191,052
GHG Emissions	Total Scope 1 and 2 GHG emissions (market based), metric tons of CO_2e	216,360	201,083	184,537
GHG Emissions	Total GHG emissions: Scope 3 upstream leased assets, metric tons of CO_2e	N/A	38,858	30,733
GHG Emissions	Total GHG emissions: Scope 3 business travel, metric tons of CO_2e	N/A	21,782	5,847
GHG Emissions	Scope 2 emissions from primary data, percent	97.27%	97.55%	96.92%

Category	KPI	2018	2019	2020
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (market-based) normalized per $ million annual turnover, metric tons of CO_2e/$1M	19.13	24.10	21.88
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (location-based) normalized per $ million annual turnover, metric tons of CO_2e/$1M	18.40	25.04	22.65
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (market-based) per employee (FTE), metric tons of CO_2e/FTE	6.38	6.30	5.34
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (location-based) per employee (FTE), metric tons of CO_2e/FTE	6.14	6.55	5.53
Water	Total water withdrawal, megaliter [Ml]	650	644	584
Water	• Total water withdrawal by source: groundwater, megaliter [Ml]	78	90	76
Water	• Total water withdrawal by source: third-party water, megaliter [Ml]	572	554	508
Water	Total water withdrawal, cubic meter [m3]	649,987	643,611	584,002
Water	• Total water withdrawal by source: groundwater, cubic meter [m^3]	77,998	89,639	76,491
Water	• Total water withdrawal by source: third-party water, cubic meter [m^3]	571,989	553,972	507,511
Water Intensity	Total water withdrawal normalized per $ million annual turnover, cubic meter/$1M [$m^3$/$1M]	57.46	77.12	69.23
Water Intensity	Total water withdrawal normalized per employee, cubic meter/FTE [m^3/FTE]	19.18	20.17	16.89
Waste	Total operational waste generated, metric tons	33,436	36,282	44,208
Waste	Total nonhazardous waste, metric tons	33,436	36,282	37,060
Waste	Total hazardous waste, metric tons	not reported	not reported	7,148
Waste	Total nonhazardous waste recycled, metric tons	28,627	30,274	31,610
Waste	Total nonhazardous waste sent to landfill, metric tons	4,809	6,008	5,450
Waste	Total nonhazardous waste recycled—beneficial reuse of waste, percent	85.6%	83.4%	85.3%
Waste intensity	Total waste normalized per employee, kilogram per employee [kg/FTE]	not reported	not reported	1,279
Report Coverage	Percent real estate portfolio covered by GHG reporting	N/A	91%	90%
Report Coverage	Percent real estate portfolio covered by water reporting	N/A	77%	78%
Report Coverage	Percent real estate portfolio covered by waste reporting	N/A	65%	68%
Environmental Projects	Number of environmental projects implemented	N/A	23	5
Environmental Projects	Annual energy avoided, GJ per year	N/A	6,435	914
Environmental Projects	Total estimated annual CO_2e savings, metric tons CO_2e per year	N/A	669	88

A.4.2 Products Data

Set-Top Boxes (STB)[1]	2016	2017	2018	2019	2020	Total Reduction 2016 to 2020
Average CO_2 per unit (kg)	45.59	40.23	31.85	32.50	22.22	
YOY % Change		-11.8%	-20.8%	2.0%	-31.6%	**-51.3%**

Small Network Equipment (SNE)[2]	2016	2017	2018	2019	2020	Total Reduction 2016 to 2020
Average CO_2 per unit (kg)	60.00	52.99	44.69	54.95	55.08	
YOY % Change		-11.7%	-15.7%	23.0%	0.2%	**-8.2%**

[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. Data throughput and processing power significantly increased without a large change in average CO_2. Average CO_2 will likely decrease as DOCSIS 3.1 matures and new energy saving features are implemented.
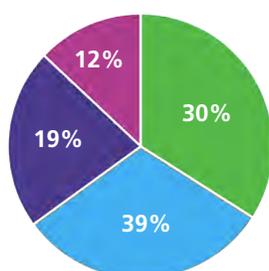
A.4.3 Human Capital

Total Head Count by Employment Contract
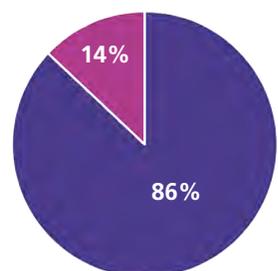
- Temporary: 14%
- Permanent: 86%

Total Head Count by Region

- APAC: 30%
- CALA: 39%
- NAR: 19%
- EMEA: 12%

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

Total number of employees by employment contract, separated by gender

	Permanent/Regular	Temporary
Female	11,500* (38%)	900* (20%)
Male	18,400* (62%)	3,800* (80%)
Total	**29,900***	**4,700***

*Rounded figures

Total number of employees by employment contract, separated by region

	Permanent/Regular	Temporary
APAC	7,400* (25%)	2,900* (61%)
EMEA	3,200* (11%)	900* (19%)
NAR	6,500* (22%)	0* (1%)
CALA	12,800* (43%)	900* (19%)
Total	**29,900***	**4,700***

Total number of employees by employment type (full-time and part-time), separated by gender

	Full-time	Part-time
Female	12,300* (36%)	200* (53%)
Male	22,000* (64%)	100* (47%)
Total	**34,300***	**300***

*Rounded figures

A.4.4 Collective Bargaining Agreements

Country	Head Count	% of Head Count
Italy	200*	100%
France	60*	100%
Spain	170*	100%
Czech Republic	1,360*	100%
Austria	10*	100%
Belgium	520*	100%
Germany	0*	1%
Finland	15*	100%
India	10*	2.2%
China	3,370*	100%
Mexico	1,760*	78%
Brazil	180*	100%
Argentina	0*	0.02%
Total	**7,655***	**22%**

*Rounded figures

A.4.5 Employee Turnover

Total employee turnover	25.0%
Salaried employee turnover	12.3%

A.4.6 2020 Average Hours of Training per Employee

Category	Learners	Number of Courses Completed	Hours	Head Count	Hours Per EE
Hourly Full Time	505	3,242	720	14,171	0.05
Salary Full Time	12,296	276,678	151,666	12,539	12.10
Salary Part Time	141	2,522	1,492	148	10.08
Apprentice (Germany Program)	13	198	109	13	8.36
Other Employee Categories	394	1,172	765	4,125	0.19
Total	**13,349**	**283,812**	**154,751**	**30,996**	**4.99**

Rounded figures

CommScope actively tracks online learning hours for all active employees through our Global Learn Center (GLC). Because of a decentralized and discretionary approach to purchasing learning content by individual businesses, segments and departments, there's no central record for learning events not housed in the GLC. Additionally, the GLC doesn't capture most instructor-led learning experiences at CommScope. Currently, there's no central data-tracking mechanism to report on the learning content usage for our global employee base through those alternative channels.

A.4.7 Employee Diversity

Job Category	By Gender		By Age Group			
	Female	Male	<30	30-50	>50	Unknown
Board of Directors (BOD)	18%	82%	0%	0%	100%	
Management Team	27%	73%	0%	20%	80%	
Total Head Count	36%	64%	31%	51%	17%	1%

A.4.8 Work-related Incidents, Injuries and Statistics

Work-related Injury KPIs

Incident Type	Number	Rate
Fatality	0	0
Recordable Lost Time Incident with Lost Time Exceeding 180 Days	96	0.3
Recordable Incident (with Lost Time and Without Lost Time)	125	0.4
Days Away (Lost and Restricted)	3,577	11
Number of Hours Worked	64,102,564	

Main Type of Work-related Injuries

Injury Type (Top 5)	Percentage
Cut/Laceration	26%
Sprain/Strain	29%
Bruise/Contusion	28%

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 work-place injury. Lost workdays are counted within the calendar year, which also 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 also 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.

A.5 Significant Risk Identification and Noncompliance

All of CommScope's 22 business units were analyzed each quarter in 2020 for ethical risk, including corruption. We identified no significant risks regarding corruption. Separately, CommScope didn't identify any significant noncompliance with environmental, social and economic laws and/or regulations in 2020.

CommScope didn't receive any substantiated complaints concerning breaches of customer privacy, and isn't aware of any identified leaks, thefts or losses of customer data in 2020.

A.5.1 Screening New Suppliers and Identifying Significant Risk for Incidents of Forced or Compulsory Labor

In 2020, we screened 263 suppliers, including 100% of new suppliers. Supplier screening includes environmental and social criteria. After completing the 2020 audit process, a total of 2.7% of suppliers were identified as high risk. For active high-risk suppliers, we planned 2021 follow-up audits. Measures we took in the reporting period were intended 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.5.3 GRI 414-2: 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 263 suppliers for social impacts.
b) We identified five suppliers as having significant actual and potential negative social impacts.
c) Significant (priority) findings in 2021:
   I. Working hours
   II. Wages and benefits
   III. Emergency preparedness
   IV. Freely chosen employment
d) We identified 2% 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.

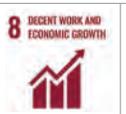## A.5.2 GRI 308-2: Negative Environmental Impact in the Supply Chain

CommScope's definition of "significant impact" aligns with the RBA's "priority" classification.
a) We assessed 263 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 2020. The top three environmental findings weren't identified as significant. Priority was identified only as major or minor.
   I. Hazardous substances management (missing MSDS and chemical labeling)
   II. Energy consumption and GHG emissions (missing GHG calculation, tracking and reduction objectives and targets)
   III. Solid waste management (missing reduction objectives; missing progress tracking)
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.6 Sustainable Development Goals (SDGs)

In 2015, the U.N. adopted the 2030 Agenda for Sustainable Development in member states, providing 17 Sustainable Development Goals (SDGs) that offer a global framework to protect people and planet. 2020 marks the start of the "Decade of Action" for the SDGs. The Decade of Action calls for the acceleration in the sustainable solutions to global challenges as we enter a crucial period of positive and rapid change.

We've worked to align our reporting and prioritize our contribution to the SDGs by mapping them against our 2021 Sustainability Report. We've identified the SDGs where our company has the greatest opportunity to influence progress. Our most significant contributions are shown below.

CommScope's Engagement	1 NO POVERTY — Commitment	3 GOOD HEALTH AND WELL-BEING — Major Focus	4 QUALITY EDUCATION — Major Focus	5 GENDER EQUALITY — Major Focus	7 AFFORDABLE AND CLEAN ENERGY — Major Focus	8 DECENT WORK AND ECONOMIC GROWTH — Major Focus	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE — Major Focus	11 SUSTAINABLE CITIES AND COMMUNITIES — Commitment	12 RESPONSIBLE CONSUMPTION AND PRODUCTION — Major Focus	13 CLIMATE ACTION — Major Focus	16 PEACE, JUSTICE AND STRONG INSTITUTIONS — Commitment
Product Energy Efficiency Improvement					🟩		🟩			🟩	
Single-use Plastics Removal									🟩		
Operational Energy and GHG Emissions Reduction					🟩					🟩	
Circular Economy and Resource Efficiency Focus									🟩		
Waste Management Program									🟩		
Product Innovation for Inclusivity	🟧		🟧				🟧	🟧			🟧
Community Involvement Programs						🟧		🟧			🟧
Employee Health and Safety Program		🟧				🟧					
Employee Well-being Program		🟧				🟧					
Diversity, Inclusion and Equity Programs				🟧		🟧					🟧
Employee Training and Development Program			🟧			🟧					
Ethics Business Practices Program									🟪		
Business Integrity and Whistleblower Program											🟪
Data Security and Privacy Programs							🟪				
Supplier Responsibility Program		🟪				🟪			🟪		🟪

	Sustainable Development Goal	CommScope Actions	Section
1 NO POVERTY	End poverty in all its forms everywhere	We engaged in numerous philanthropic activities during 2020, donating approximately $3.8M to charitable organizations. We focused on hunger relief, COVID-19, schools, hospitals and the disadvantaged. Among the ways we contributed were: donating to global organizations such as Hermanitos and Akshaya Patra, providing shelter for refugees, assisting with meals for the homeless and delivering sanitary products to Takalani Children's Home. All of these activities aided local development and helped close the poverty gap. Our equipment donations, including those to the Information Technology Disaster Resource Center (ITDRC), aim to bring affordable and dependable internet to developing countries and foster new global markets.	3.3
3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for all at all ages	We implement regulatory environmental health and safety compliance across all CommScope locations globally, including manufacturing, administration, research and design and virtual employees. Our Safety Excellence Culture and Roadmap drive safety performance and narrow the focus of safety management and accountability. Our "Safety Starts with Me" initiative encourages safer workplace habits and significantly reduces work-related injuries and the number of missed workdays due to injury. Our "Good for You" well-being program expanded in 2020 to support employees working from home and dealing with family issues. Initiatives such as GuidanceResources support employees and their families with financial, legal, work and personal counseling.	3.4
4 QUALITY EDUCATION	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	CommScope provides educational support through contributions of equipment and infrastructure to schools and colleges while also hosting our own early careers programs to develop skills for young people. We work with primary and higher education institutions to identify and implement solutions that improve connectivity, create smart campuses and prepare the next generation of dynamic learning. In one of these initiatives, we upgraded the campus network for the WAB school in Beijing to provide high-speed teaching resources. We have training programs such as uLEAD, the 7 Habits of Highly Effective People and the Global LearnCenter, which provide our employees with educational assistance for career and personal development. We also focus on future skills and employment by offering early career strategy for interns and graduates that cover all core business functions. We continue to execute an ethics and compliance training program to convey corporate values to employees throughout the world.	3.2 3.3
5 GENDER EQUALITY	Achieve gender equality and empower all women and girls	We launched our new Diversity & Inclusion Business Network (DIBN) to create a more dynamic and inclusive workplace that better embraces our diversity. More than 1,700 employees have joined. One of the main goals focuses on female leaders and early career professionals. We regularly conduct global pay equity reviews under our pay-for-performance compensation philosophy, which helps ensure equitable pay regardless of gender, nationality or disability. Through our Supplier Diversity program, we promote mutually beneficial relationships with small businesses and those owned by minorities, women and veterans.	3.3
8 DECENT WORK AND ECONOMIC GROWTH	Sustainable economic growth will require societies to create the conditions that allow people to have quality jobs	Our "Good for You" program provides employees with physical, emotional and financial well-being resources. We roll out biannual pulse surveys to see how our employees feel about the company, their work and our progress. After reviewing these results, we implement actions to enhance the work environment and the creativity of our staff. CommScope upholds a robust supplier code of conduct that includes laws relating to anti-corruption, modern slavery, human trafficking, occupational health and safety and labor practices. Our Total Rewards program, which incentivizes employees for their work, fosters creativity and adapting to new opportunities. Our benefits programs typically include medical, life/disability, accident coverage and retirement. These help ensure all employees are protected and valued.	3.3

	Sustainable Development Goal	CommScope Actions	Section
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure, promote sustainable industrialization and foster innovation	We have contributed to SDG 9 by introducing the deployment of mobile Wi-Fi hubs and networks, RUCKUS infrastructure, and providing schools with computers and telecommunications infrastructure. Through examples such as the WAB in Beijing, providing Wi-Fi hubs in buses outside schools, and RailTech, we've introduced innovative technology that assists network operators with building a fiber foundation for 5G and future networks. Our contributions across the U.S. support field hospitals and homework hot spots, assisting key workers, students and children in communicating during the pandemic.	3.3 4.2
11 SUSTAINABLE CITIES AND COMMUNITIES	Make cities and human settlements inclusive, safe, resilient and sustainable	CommScope's wireless and fiber-optic solutions for smart cities connect buildings, cell towers, equipment, people and other devices throughout the city and within commercial buildings and venues. In 2020, we continued our membership with the Smart Cities Council to help transform the growth of intelligent solutions for all. We've deployed our RUCKUS outdoor access points to hundreds of sites in the U.S., providing essential connectivity. Actions that advance accessibility, like giving school buses Wi-Fi access, are examples of how our products can benefit consumer well-being.	3.3
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	We comply with the Conflict Minerals provisions in the Dodd-Frank Act and avoid the use of Conflict Minerals by sourcing materials only from environmentally and socially responsible suppliers. We design products with the circular economy in mind. These products use recycled plastics rather than virgin materials to eliminate single-use plastics. We're developing our life-cycle capabilities to release EPDs for a selection of products in 2021. We've expanded the Conflict Minerals campaign scope and conducted a thorough assessment to streamline the Reasonable Country of Origin Inquiry (RCOI) process. We engage with global repair partners to refurbish products that would otherwise go to landfills. All products are designed with Restriction of Hazardous Substances (RoHS), WEEE, and REACH (EC 1907/2006—an E.U. regulation on the registration, evaluation, authorization and restriction of chemicals).	4.3
13 CLIMATE ACTION	Take urgent action to combat climate change and its effects	We continue to pursue reductions in our greenhouse gas (GHG) emissions, and we're establishing ambitious and longer-term emission reduction targets. We focused on energy efficiency measures while employees were working from home in 2020. Measures included HVAC settings and turning off electricity in vacant facilities. We prioritize the energy efficiency of products and the promotion and education of these activities for our customers and employees. With help from our facilities management partners, we had a total energy savings of 2,615,440 kWh, which helped save 844 metric tons of CO_2e.	4.1 4.2
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Promote just, peaceful and inclusive societies	We pride ourselves on our contribution to digital access and inclusion across the globe. Our infrastructure developments and donations create more inclusive societies with equal access to opportunities. We also support local communities that are recovering from humanitarian crises and natural disasters. In 2020, we created an employee matching campaign for the wildfire relief efforts in Australia and California, giving our funds to the Red Cross. We focused on hunger relief through the pandemic, making company and employee-matched donations to seven hunger relief charities.	3.3

A.7 External Initiatives

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

1. Agoria (Association for Technological industry in Belgium
2. Building Industry Consulting Service International, Inc. (BICSI)
3. International Special Committee on Radio Interference (CISPR)
4. Consumer Technology Association (CTA)
5. Digital TV Group (DTG)
6. European Committee for Electrotechnical Standardization (CENELEC)
7. International Association of Administrative Professionals (IAAP)
8. International Electrotechnical Commission (IEC)
9. International Organization for Standardization (ISO)
10. International Telecommunication Union (ITU)
11. Institute of Electrical and Electronics Engineers (IEEE)
12. Open Data Center Alliance (ODCA)
13. Responsible Business Alliance (RBA)
14. Responsible Mineral Initiative (RMI)
15. Thinkstep – BOMcheck
16. Telecommunications Industry Association (TIA)
17. Voluntary Control Council for Interference (VCCI)

A.8 Assurance Statement

Scope and Objectives

WSP was commissioned to conduct a review of CommScope's activities and processes used to prepare its 2021 Sustainability Report. We have provided a Type 1 Assurance Statement using the AA1000 Assurance Standard (2018) principles of Inclusivity, Materiality, Responsiveness and Impact as summarised below:

- Inclusivity – has the organisation included its stakeholders in developing and achieving an accountable and strategic response to sustainability?
- Materiality – has the organisation included in its report the material information and data required by its stakeholders to make informed judgements, decisions and actions?
- Responsiveness – has the organisation responded to stakeholder concerns, policies and relevant standards and communicated these in its report?
- Impact – has the organisation 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 March and April 2021 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 Sustainability Report.
- WSP staff were involved in supporting CommScope in the compilation of the Sustainability Report. Therefore, for transparency, our assurance was strictly limited to the processes of data and information gathering that support the disclosure in the Sustainability Report. The WSP assurance team has had no involvement 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 2021 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 staff responsible for the day to day management of sustainability, about the effectiveness of processes used to manage and evaluate CommScope's sustainability impact.

Opinion

Our assurance work found that the Sustainability Report meets the principles, content and quality requirements of AA1000 AS (2018) for a Type 1 Moderate Level of Assurance. We have made the following findings and conclusions in relation to the four standard principles:

Inclusivity

CommScope identified key stakeholders and their needs and expectations with regards to sustainability management of business activities as part of the 2019 materiality assessment process. Stakeholder needs and expectations have continued to be identified by a wide variety of engagements and dialogues throughout 2020. Sustainability enquiries are tracked via CommScope's Ethics, Compliance and Sustainability program.

During 2020, there was noted to be increasing interest, particularly from customers and investors, around CommScope's response to climate change, greenhouse gas emissions reductions to net zero and the use of science-based targets. There was also more attention on forced labour issues and mineral sourcing, life cycle analysis thinking and addressing circular economy needs. Employee well-being needs required additional focus due to COVID-19 pandemic impacts.

It is considered that there is a clear Governance structure for setting the sustainability strategy and for implementation of initiatives and activities driven by stakeholder needs and expectations.

Materiality

A materiality assessment was conducted in late 2019 to determine the importance of applicable sustainability topics in terms of their significance to CommScope's business success as well as their importance to stakeholders. The assessment included internal and external stakeholder interviews, research on future trends and examples of relevant best practice. The material topics were grouped, and objectives and targets were set against each group to highlight performance and track progress. There is clear evidence of progress against the program being regularly reviewed throughout the year.

The 2020 Sustainability Report is based on the materiality assessment from 2019 and the reviews and assessment of progress against the set objectives. Best practice standards from the Global Reporting Initiative (GRI), the Responsible Business Alliance (RBA) and Sustainability Accounting Standards Board (SASB) have guided the Corporate Responsibility & Sustainability (CR&S) strategy in previous years and the response to newer requirements such as the Task Force of Climate Related Disclosures (TCFD) are in the process of being developed by CommScope.

Responsiveness

The 2021 Sustainability Report presents an external response to progress against implementation of the CR&S program. The report provides stakeholders with an explanation of progress on all the key material issues identified.

Global CR&S goals and objectives are established for the whole business, including the former ARRIS business which was a significant acquisition in 2019. Some limited exceptions remain, but common sustainability data collection processes are now largely established across the combined business.

The CR&S strategy can be seen to be evolving and a response to stakeholder needs and expectations continues to be addressed. Examples of this are the new Diversity and Inclusion Business Network program launched during 2020 and the expansion of Scope 3 GHG emissions reporting and developments to address the TCFD. It will be important to measure and report progress on these areas more fully in future reports.

Impact

The baseline sustainability data has now been established for the integrated CommScope business. The material sustainability issues are monitored and reported internally for review on a monthly basis to the Executive Team and on a quarterly basis to the Board.

The Key Performance Indicators (KPIs) section of the report clearly presents tracking and reporting on the sustainability performance of the business where data is available. It is understood that key performance indicators are still being developed for some areas. Once these have been developed, this will allow progress to be consistently reported and tracked on a year on year basis across all material sustainability issues.
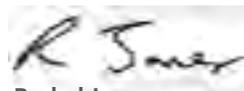
Rachel Jones
Technical Director
London, May 2020

AA1000
Licensed Assurance Provider
000-45
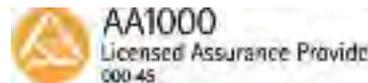
Investing in Our Future

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

COMMSCOPE®

commscope.com

Visit our website or contact your local CommScope representative for more information.

IR-115782-EN (06/21)