COMMSCOPE®

2022 Sustainability Report

Investing in Our Future
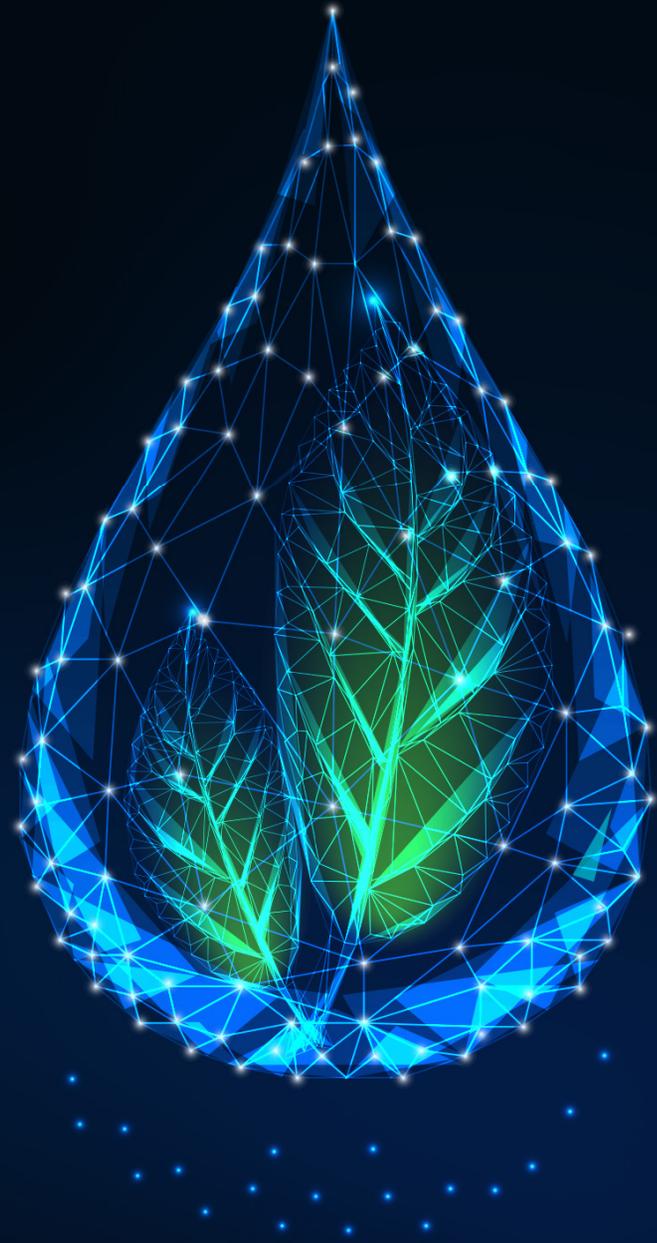
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A Message From Our CEO 1.1

The pandemic proved the connectivity that CommScope's technology provides to people and communities is vital. Our products and services have been a critical lifeline for first responders, health care professionals, educators and government agencies during the global crisis.

The rapid evolution of connectivity technology, as well as stronger networks that advance bandwidth and speed to drive remote working, health care and education in an interconnected world, are among significant megatrends that will persist beyond the pandemic. Our products satisfy these trends, enable universal access and facilitate economic growth and social participation across geographies and industries. The ability to work remotely and flexibly relies on fast and consistent networks that scale seamlessly to meet growing demand. CommScope is proud to deliver these capabilities.

I'm excited about the opportunities that our corporate transformation will bring as we become a more operationally effective and strategic business that can innovate faster than ever. We're helping our customers improve efficiencies, effectiveness and outcomes while maintaining our strong focus on corporate responsibility and sustainability.

I'm proud of the progress we continue to make in improving our environmental and social performance.

In 2021, we were named in Newsweek's list of America's Most Responsible Companies, and for the fifth year in a row, we received "Gold Level" status from EcoVadis, a global leader in monitoring and benchmarking sustainability.

CommScope continued to be recognized for our efforts in social responsibility. In 2021, we received the Juarez City Government award for social responsibility and a recognition award for our COVID-19 support efforts in Mexico.

Also in 2021, our Diversity & Inclusion Business Network experienced membership growth, strong global programming and consistently high engagement scores from our employees. We're very proud that our Diversity & Inclusion initiatives and outcomes resulted in CommScope receiving the first-place award for our Cultural Inclusivity Campaign during the recent Diversity and Inclusion Summit Awards in India. We believe that creating an environment of growth and inclusion drives a culture in which all of our employees can thrive.

Delivering our sustainability actions and advancing network technology is not only critical for our business, but also for the society in which we inhabit.

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

Sincerely,

Chuck Treadway
President and Chief Executive Officer

CommScope at a Glance 1.2

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

CommScope's Global Footprint

Hickory, NC
(Headquarters)

CommScope Facilities

Distribution Centers

Manufacturing Locations
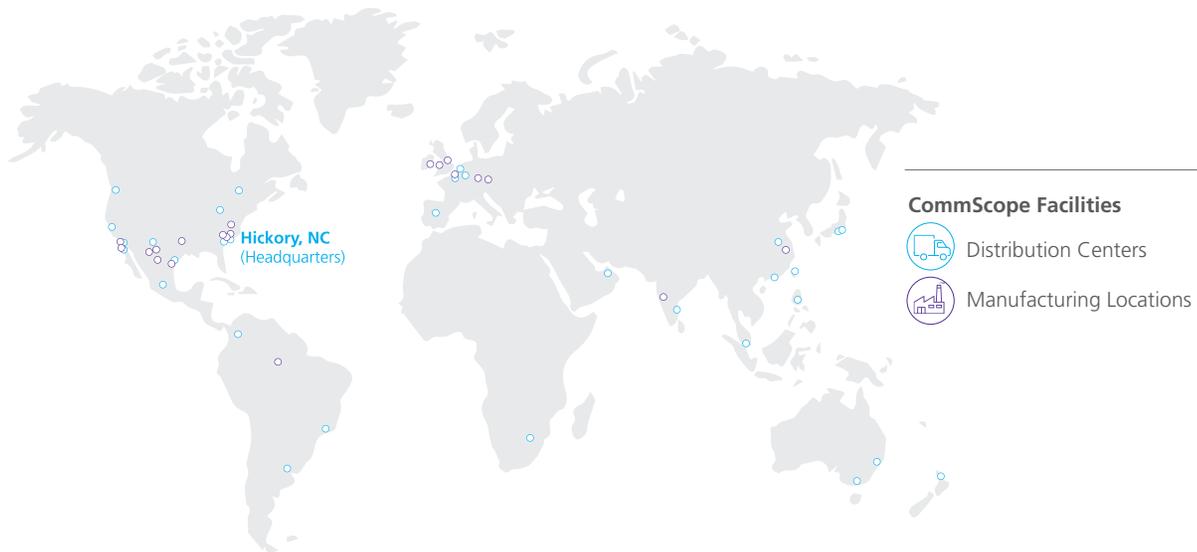
Following detailed reviews of the markets we serve and our portfolio of products and solutions, we announced a strategic update to our core business segments. Our new structure consists of five business segments, each with multiple respective business units. We believe this segmentation will better align our product families with their markets and enhance performance clarity with our competitive peer set.

CommScope's success depends on the strength of our employees, products, technologies, customer relationships and customer-facing solutions. Identifying key decision-makers, how they use our products and what keeps them awake at night is vital to creating sustainable competitive advantage for our business. Segmenting these customers and their needs is where it all begins. We're making these important next organizational steps to ensure success.

Updated Business Segments

Cable and Connectivity Solutions (CCS)	Our CCS segment encompasses network cable and connectivity and includes:
	Outside Plant Cable and Connectivity
	Copper and Fiber Solutions
	Inside Plant Cable and Connectivity

Outdoor Wireless Networks (OWN)	Our products are the backbone of outdoor cellular and Wi-Fi systems, including:
	Base Station Antennas
	Microwave Antennas
	Steel, Metro Cell, Enclosures, Power and Analytics

Networking, Indoor Cellular and Security Solutions (NICS)	We provide networking and indoor cellular technology, supported by robust security solutions, including:
	Distributed Antenna Systems (DAS)
	Small Cell
	RUCKUS®

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

Access Network Solutions (ANS)	Our new ANS segment includes the following products and solutions:
	Access Technology
	Video Systems
	Network Management Systems
	Converged Network Systems

Materiality Assessment 1.3

We review sustainability issues regularly and seek stakeholder feedback to identify risks and opportunities, further shape and refine our strategy and clarify the areas we'll focus on. The materiality assessment also helps to shape the structure and content of our sustainability report. This report contains a subsection for our most material topics.

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

The Steps in Our Materiality Assessment

1	**2**	**3**	**4**	**5**
DEFINE assessment objectives and scope	**IDENTIFY** ESG topics relevant to CommScope	**ENGAGE** key stakeholder groups (internal and external) through interviews and surveys	**REVIEW** results and create materiality matrix	**SET STRATEGY** focusing on material topics and align our sustainability reporting

We'll continue reviewing our materiality assessment, considering changes in sustainability trends and the business, particularly with the spinoff of our Home Networks business.

Our materiality matrix, details of our assessment approach and CR&S Strategy are available on our website.

COMMSCOPE NEXT

CommScope NEXT is focused on driving our future. True to our tagline, "Now meets next," we deliver on our commitments today and keep an eye on tomorrow. It's all about growth—in our employees, markets, customer relationships and shareholder value—while maintaining our strong focus on corporate responsibility and sustainability.

As a step in the CommScope NEXT transformation plan, in April 2021, the Company announced a plan to spin-off the Home Networks business. Due to the unfavorable performance of the Home Networks business in the second half of 2021, which was driven primarily by supply chain shortages and delays, the Company is postponing the separation plan. The Company remains committed to a strategic separation of the Home Networks business from CommScope; however, the Company does not have an estimate of when the separation of the Home Networks business will be completed at this time.

CommScope Fast Facts

>35,000
talented innovators around the world

~4,300
customers

55
manufacturing & distribution facilities

$800M
invested in R&D each year

15,000+
patents

~2,600
suppliers

>10,000
partners supporting customers in more than

150+
countries

Ethics and Governance

A robust corporate governance structure and a clear set of principles and values underpin our company. CommScope upholds the highest ethical standards and acts with integrity, honesty, fairness and transparency. Throughout 2021, businesses faced the challenge of adapting to the global pandemic and understanding how to work through a crisis. They also had to minimize the related effects on assets, operations and supply chains, including procurement. It's been essential for CommScope to minimize the effects for customers and employees. Meanwhile, our business governance continually evolves to address and adjust to global changes and opportunities.
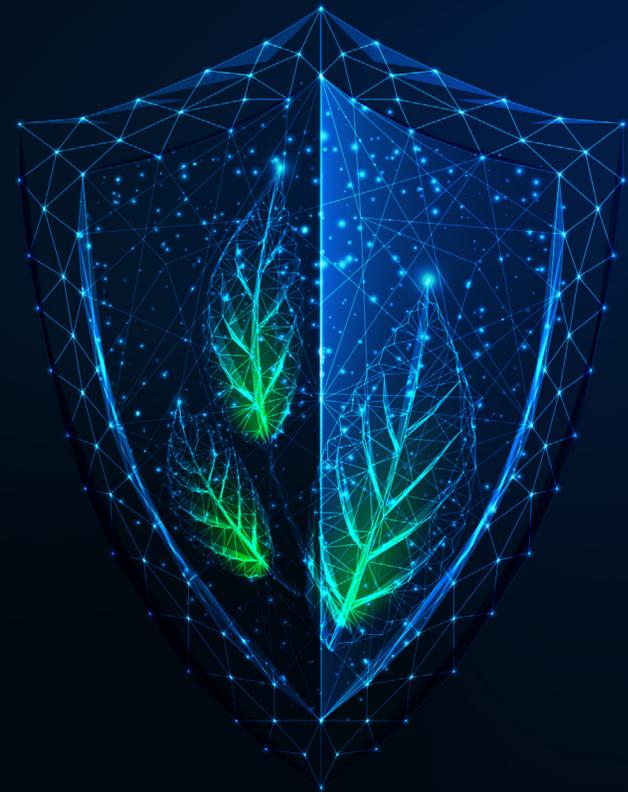
Governance Highlights 2.1

CommScope holds ethics and governance in the highest regard and complies with the laws and regulations in every country in which we operate. In 2021, CommScope achieved a low-risk rating in Yahoo Finance's sustainability scorecard and above average ESG ratings by MSCI and ISS; and supported the mandatory training package for ethics and compliance topics. No complaints or reportable breaches related to privacy or data protection occurred in 2021. 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 and Safety (EHS) risk assessment/management tool, for internal monitoring and reporting activities.

We analyze our business units against anti-corruption risks every quarter. In 2021, our Corporate Ethics and Compliance Officer or his designee investigated 127 inquiries and allegations falling within the scope of our Investigation Policy. All of the matters were assigned individual investigation numbers for tracking purposes through disposition.

2021 TARGETS AND ACHIEVEMENTS

Goal	2021 Objectives/Targets	Progress
Drive corporate responsibility and sustainability in the business	Publish an 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**
	Develop long-term GHG reduction targets and a plan to achieve them.	**In progress**

70/100
EcoVadis: a "Gold" corporate social responsibility (CSR) rating and overall score of 70/100

100%
of the targeted employees completed the annual Ethics and Compliance training

268
Conducted 268 sustainability assessments and audits in our supply chain

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

100%
Expanded the ISO14001:2015 and ISO45001:2018 standards certification program scope to cover 100% of our in-scope manufacturing facilities.

Leadership and Management 2.2

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

OUR SUSTAINABILITY GOVERNANCE TEAMS

CommScope's Board of Directors has ultimate responsibility for Environmental, Social and Governance (ESG) policies and practices but has delegated oversight to various board committees. For example, the Audit Committee oversees our ethics and compliance program and the Nominating and Governance Committee oversees our environmental and social responsibility program.

Leadership and Management 2.2

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

As part of our ongoing business transformation activities, we're refining the CR&S Governance and Oversight process to reflect our focus on efficiency improvements. We'll share any changes in future statements.

Our Sustainability Governance

Level	Description
Board	Ultimate responsibility for ESG policies and practices
Board Committees	**Audit Committee**—Oversight of ethics and compliance program. **Nominating and Corporate Governance Committee**—environmental and social responsibility program.
The Ethics, Compliance and Sustainability Executive Council	Senior executives who provide strategic oversight and executive support for our ethics, compliance and sustainability program.
The Ethics, Compliance and Sustainability Teams	Ethics, compliance and sustainability team leaders and specialists who provide subject matter expertise and program management.
Support Teams	Senior-level cross functional leaders and local support teams who represent our internal functions and help translate our sustainability strategy into practice.
All Employees	Support the sustainability program and strategy. Provide feedback and suggestions to drive improvement.

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

We added Ethics and Compliance courses in 2021, tailoring the modules to each employee's role and risk profile. In addition, we enabled employees to demonstrate their knowledge on various topics; this provided the opportunity to focus on topics in which an employee might lack knowledge. The Ethics and Compliance training includes the following courses: Introduction to Code of Ethics, Cybersecurity, Confidential Information, Data Privacy, Reporting Concerns, Records Retention, Preventing Workplace Harassment, Business Continuity, Conflict of Interest,

Anti-corruption, Workplace Health and Safety, Competition and Antitrust, Schedule of Authorizations, Quality Assurance, Travel and Entertainment, International Trade Regulations, Social Media, and Modern Slavery.

CommScope's 11,699 nonproduction employees completed the training online via our Global LearnCenter (GLC) platform in 2021. Once again, 100% of the targeted group completed the annual Ethics and Compliance course. All new employees must complete this mandatory training within the first 30 days of their employment.

DATA SECURITY AND PRIVACY

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

CommScope's Information Security and Network Security teams are always ready to identify, contain and respond to breaches, crimes and incidents proactively. We maintain best practices in data protection, and multifactor authentication increases our defenses against attack and potential breaches. Alerts help us identify potential security incidents and remediate them in a timely manner. We maintain current incident response procedures and periodically conduct tabletop exercises to train for these circumstances. These security initiatives are essential in a time of increasing risks, threats and opportunities. CommScope employees participate in annual training to maintain awareness on this topic, which includes actions to take if they're exposed to cybersecurity risks, such as phishing.

In addition to protecting our network, CommScope's technical and organizational measures help protect personal data from loss, misuse, alteration or unintentional destruction. Our data privacy program seeks compliance with all applicable data privacy laws, such as the General Data Protection Regulations (GDPR), the California Consumer Privacy Act (CCPA) and the forthcoming California Privacy Rights Act (CPRA). These measures relate to the handling of our employees' and business contacts' personal data as well as where CommScope is a data processor for its customers. CommScope hasn't received complaints regarding privacy or data protection, nor was there a reportable breach in 2021.

An assistant general counsel leads our privacy program. The board's Audit Committee oversees the privacy program. CommScope's vice president, Information Security, leads the information security function and reports to the chief information officer.

Supplier Responsibility 2.3

CommScope's supply chain is as important to us as our own operations. We strive to work with partners who have the highest standards. This commitment is key to CommScope's ability to expand in new markets. Support from supplier partners is key to promoting mutually beneficial, long-term relationships and sustainable practices in our supply chain.

To align our supply chain management with the requirements of the EU Mandatory Supply Chain Due Diligence regulation, we updated our Supplier Sustainability Survey template and added multiple scorable questions on Supplier Responsibility. We want to engage our suppliers on sustainability and require they include our sustainability requirements in their supplier codes of conduct and contractual documents, and assess our secondary and tertiary suppliers.

We continued to train our internal teams on supplier responsibility during 2021. The training provides information on key values, cementing working conditions across the company and supply chains as safe. We emphasize that we treat employees with respect and dignity and that all business operations are environmentally responsible and ethical. The training covers the following core supply chain subjects: labor, environment, health and safety, ethics, and management system.

OUR SUPPLY CHAIN AT A GLANCE

CommScope sources materials and components from a worldwide supplier network. We have approximately 2,600 active direct suppliers and contract manufacturers, of which 500 are strategic suppliers. 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.

Suppliers by Geographic Location

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

APAC

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

Suppliers by geographic location

Asia-Pacific (APAC)	27%
Europe, Middle East, Africa (EMEA)	31%
Americas	42%
TOTAL	**2,600***

Rounded figures

Supplier monetary value spent by region

Asia-Pacific (APAC)	38%
Europe, Middle East, Africa (EMEA)	8%
Americas	54%
TOTAL	**$4.2 billion***

Rounded figures

Supplier Diversity

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

CommScope's Supplier Diversity Mission Statement: 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, women, and veteran-owned businesses, an opportunity to compete on an equal basis, highlighting our commitment to supplier diversity.
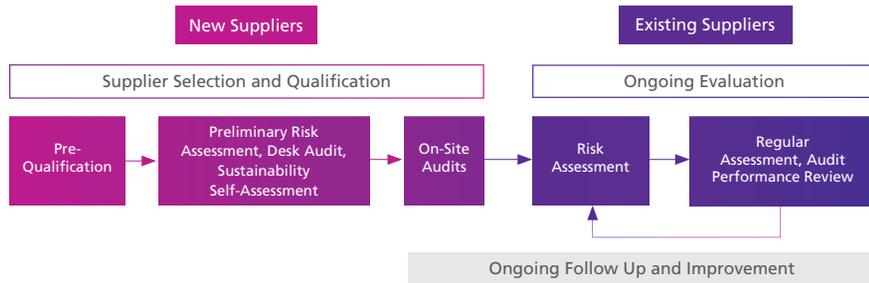
If you have questions about our diversity program, contact SupplierDiversity@commscope.com.

Supplier Responsibility 2.3

SUPPLY CHAIN CONTROLS

We apply checks and balances to minimize risks and maximize performance during our supplier selection process. Our current and prospective suppliers undergo the selection, qualification and evaluation steps below. The process assesses cost considerations, supplier quality, compliance with industry corporate social responsibility standards, business continuity standards and the capability to be a secure supplier.
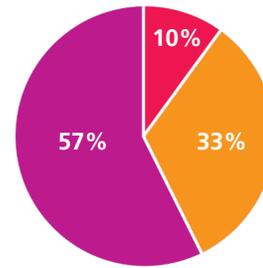
New Suppliers | Existing Suppliers

Supplier Selection and Qualification | Ongoing Evaluation

Pre-Qualification → Preliminary Risk Assessment, Desk Audit, Sustainability Self-Assessment → On-Site Audits → Risk Assessment → Regular Assessment, Audit Performance Review

Ongoing Follow Up and Improvement

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

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

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

We're working toward our streamlined supply chain responsibility strategy. Meanwhile, our legacy ARRIS business is a member 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 implemented the Supplier Code of Conduct acknowledgment throughout our supply chain, helping suppliers improve their knowledge of the RBA Code of Conduct. In doing so, we've conducted online training for high-risk suppliers and asked our suppliers to attend local RBA training.

Supplier Sustainability Assessments by Region

- EMEA 10%
- AMERICAS 33%
- APAC 57%

Supplier Sustainability Assessments by Risk Level
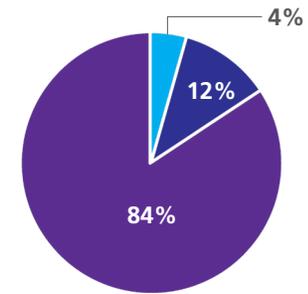
- LOW RISK 84%
- MEDIUM RISK 12%
- HIGH RISK 4%

New and existing suppliers reviewed

Americas:	87
Asia-Pacific:	154
Europe, Middle East, Africa:	27
Total:	**268**

This year, the top three nonconformances were related to:
- Working Hours
- Emergency Preparedness
- Occupational Safety

Transparency in Our Supply Chain

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

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

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

Supplier Responsibility 2.3

SUPPLIER TRAINING

In 2021, CommScope supplier quality engineers received training on supplier sustainability requirements and sustainability audit process. This initiative emphasized our requirement that suppliers, and those working on our behalf, must comply with our Supplier Code of Conduct.

The supplier engagement includes:

- Sustainability reviews, assessment and training at supplier facilities to raise awareness of CommScope's sustainability requirements.

- Regular executive reviews with key supplier leadership teams, which include a review of supplier sustainability performance and improvement opportunities. CommScope measures sustainability performance using a dedicated scorecard.

- Ongoing training and communication with suppliers, particularly those in high-risk countries and regions.

- Conducting remote sustainability training and communication via web meetings and on-site training. We also encourage our suppliers to attend RBA training.

In addition, we created training materials for our suppliers to support our product compliance and sustainability efforts. We sent these materials to about 4,500 vendor contacts.

SUPPLIER SUSTAINABILITY REQUIREMENTS

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

Our suppliers must implement and maintain sustainability management systems including company commitment

and policy, accountability and responsibility assignment, identification of applicable legal and customer requirements, risk assessment and management, improvement objectives, employee training and communication, worker feedback and grievance mechanism, audits and assessments, corrective action process as well as supplier responsibility and engagement program.

CommScope's SQEs and third-party auditors review supplier practices, arrangements, controls and records during each on-site assessment/audit. We document any deficiencies and require corrective action within agreed-upon timeframes.

CommScope has seen an increase in requests to highlight our due diligence and modern slavery commitments in our supply chain and audit practices compared to 2020. We have a Modern Slavery Act Statement which we abide by and use to highlight our commitment to alleviate modern slavery and continue to align our operations and supply chain with human rights standards. In line with our Supplier Code of Conduct, supplier sustainability assessments and audits evaluate risks of human trafficking and modern slavery in our supply chain.

SECURE SUPPLY OF RAW MATERIALS

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

Significant volatility in global demand, supply disruptions and other factors affect the supplies and prices of these materials. The COVID-19 recovery has affected operations and supply chains through commodity inflation, logistics cost increases and certain shortages, particularly on silicon supply during 2021. 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.

RESPONSIBLE MINERALS SOURCING

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

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

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

- Complying with Dodd-Frank regulations regarding conflict minerals and providing legally required compliance documentation to CommScope.

- Conducting a RCOI to determine the source of tungsten, tantalum, tin and gold.

- Avoiding the use of conflict minerals that directly or indirectly finance or benefit illegal armed groups in the covered countries.

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

Social Responsibility

CommScope's products and technologies support millions of people around the world every day. This gives us significant opportunities to spark innovation and facilitate social change. Advances in digital infrastructure have tremendous potential to improve people's lives. This is why governments throughout the world are investing in super-fast broadband, 5G, smart cities and other digital technologies.

Our goal is to make our products inclusive and accessible to everyone. CommScope has a critical role in organizations and communities, providing essential communications technology and expertise. We value our colleagues' safety and well-being. Our workforce is at the heart of everything we do, so we actively foster positive physical and mental well-being and provide support whenever it's needed.

Social Responsibility Highlights 3.1

1 NO POVERTY	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	11 SUSTAINABLE CITIES AND COMMUNITIES	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

3.1 2021 SOCIAL RESPONSIBILITY HIGHLIGHTS

In 2021, we adapted and thrived in challenging circumstances related to the COVID-19 pandemic. Beyond supporting those who were most affected—such as providing additional medical support to our India based employees, family members and communities during the COVID-19 wave in April as well as leading vaccination drives in India and Mexico—we also introduced a hybrid work policy. We also moved our training programs online to maximize accessibility.

CommScope donated approximately $750K to charitable causes. The beneficiaries are far-reaching and include local community organizations, sick children, veterans and the disadvantaged. In addition, our partnership with United Way in the U.S. and Mexico allowed us to support local action. This annual employer match program is one of our signature charitable activities.

2021 TARGETS AND ACHIEVEMENTS

Goal	2021 Objectives/Targets	Progress
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 and integration in HR processes.	**Achieved**
	Drive an enhanced coaching culture for all people managers through relevant leadership development opportunities.	**Achieved**
	Strengthen our culture of diversity and inclusion companywide through the global Diversity & Inclusion Business Network initiative.	**Achieved**
	Provide more support to the local communities where CommScope operates.	**Achieved**
	Reinforce well-being and employee experience.	**Achieved**

1,800
Our Diversity & Inclusion Business Network includes over 1,800 employees worldwide

8.3/10
Awarded an 8.3/10 overall engagement rate by employees in the Pulse Survey.

47.5%
Achieved a global injury rate of 0.42, 47.5% below the U.S. Occupational Safety and Health Administration (OSHA) industry rate of 0.8.

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

4,700
Awarded 4,700 STAR Awards to employees for unique and exceptional achievements

Education, Training and Development Life Cycle 3.2

HUMAN CAPITAL DEVELOPMENT

THRIVE@COMMSCOPE

We reinvented learning in June 2021 with THRIVE@CommScope. This market-leading digital learning platform is refreshed daily. It allows our employees to connect, share knowledge, collaborate and engage in learning anytime, anywhere. With a consumer-grade interface, employees experience the best of social learning and personalized content that's customized to their skills and interests. Within six months of launching, 65% of connected employees had used the tool at least once. The most explored topics were leadership, management skills and technology.

THRIVE@COMMSCOPE

Business Skills	Software	Certifications	Wellness	Diversity, Equity & Inclusion
Leadership/Management Accounting Time Management Sales Communication	MS Office Desktop Social Media IT Cisco Web Development	Microsoft Certification Project Management (PMI/PMBOK) Human Resources CompTIA	Corporate Wellness Stress Management Mindfulness and Meditation Exercise and fitness Resilience Work/Life balance	Unconscious Bias Inclusive Leadership Mental Health Awareness Building Diverse Teams Generational Diversity Intercultural Competence

THRIVE in Action

The corporate Product Compliance team created tailored training material for the Procurement, Customer Service, Supplier Quality Engineering, Product Line Management (PLM) and Engineering teams. The training covered CommScope policies and procedures for Product Compliance activities and a regulatory refresher for major product-related regulations. The team used THRIVE to introduce video content to the more than 1,000 PLM and Engineering team members. Other team members received online training, including versions in Spanish and Chinese.

Top 3 things employees can do in THRIVE@CommScope

1 Discover content

More than 22,000 pieces of content, including eLearning, TED talks, book summaries and articles inspiring employees' curiosity are available. Employees can access personalized, fresh content sourced from the best places on the web and across the platform. Topics include leadership, technology and innovation, and wellness.

2 Engage in social learning

Employees can quickly and easily create and share videos, files, documents, links, articles, Spotify playlists and more. They can also connect with other learners in THRIVE@CommScope by liking, sharing, commenting and pinning content. In addition, employees can ask experts' questions, generate ideas and discussions, and tag relevant people in their comments to engage them in the conversation.

3 Explore learning pathways

Throughout our creation of bundled content areas, employees can focus on a variety of topics, including manager development; diversity, equity and inclusion; ways of working; and flexible work.

Camp CommScope

Camp CommScope helps us to create a shared understanding of our company's purpose, vision, values and strategy and how we inspire the confidence that fuels our company's success. It's a fun and informative digital experience that's accessible from a mobile browser or desktop.

The platform features five "adventures" that relate to life and work at CommScope. Employees participate in gamified activities and quizzes, win badges and download digital prizes. Each adventure takes approximately 20 minutes, and employees are encouraged to leave feedback and share their experiences on Yammer, Microsoft Teams and other social channels. Managers and leaders can use it to develop team-building exercises with help from supporting guides.

Education, Training and Development Life Cycle 3.2

LEADERSHIP DEVELOPMENT

We provide both consulting and training in leadership development to enhance managers' capabilities and effectiveness to inspire high-achieving and motivated employees. In 2021, we offered, uLEAD, a self-led leadership development program available through the THRIVE@CommScope platform, as well as The 7 Habits of Highly Effective People program.

The 7 Habits of Highly Effective People

As part of our development program, we engage in Franklin Covey's "The 7 Habits of Highly Effective People" Signature Edition 4.0 to improve managers' personal effectiveness and lay the foundation for great leadership through personal accountability, trust and teamwork. In 2021, we offered the program remotely to enable global reach and maximize engagement. The number of participants tripled to 210 from 2020. Our Diversity, Equity and Inclusion goals helped to ensure fair representation of all groups and functions. As part of the reboot, we expanded the learning journey from three days to four months. Training included assessments, instructor-led webinars, peer learning groups, manager check-ins and e-learning.

LEADERSHIP ENGAGEMENT AND COLLABORATION

Quarterly town hall meetings, viewed by an average of 8,000 employees, round-table events and interactions with line managers advance employee development. We interact with our employees how, when and where it matters most. Our Pulse Survey measures our employee's engagement levels and how employees experience our CommScope values.

Pulse Survey

In May and November 2021, we invited our global workforce to participate in our latest biannual Pulse surveys, which assessed the extent to which CommScope met our aspirations regarding engagement and corporate values among other important areas. We were pleased to see positive scores across the board both times, remaining considerably above the market average in all areas.

Business leaders use the results to drive continuous improvement and to advance CommScope NEXT, business transformation initiative that's designed to improve efficiency and drive growth.

COMPANY VALUES

Asking 30,000+ employees questions about how they experience our company values in their day-to-day work helps measure our cultural health.

Scores are averages based on level of agreement to 16 statements (0–10 scale).

Salaried Employee Insights

- 8.2 — Win as One Team
- 7.8 — Innovate for Customer Success
- 7.3 — Continuously Improve
- 8.0 — Act with Integrity

Hourly Employee Insights

- 8.2 — Win as One Team
- 7.7 — Innovate for Customer Success
- 7.9 — Continuously Improve
- 7.5 — Act with Integrity

Education, Training and Development Life Cycle **3.2**

ATTRACTING AND RETAINING TALENT

Our Talent Acquisition team and hiring managers value the role that diversity and collaboration play in inspiring ideas and generating better solutions. We continuously develop our practices to attract talent from under-represented groups and foster a positive candidate and employee experience. In 2021, we launched an Employee Value Proposition (EVP) that addresses the expectations of our employees and potential candidates to better showcase our people and culture. We updated our employer branding, career site and candidate communications to highlight the connection between meaningful work and the effect authenticity and innovation have on creating what's next. In 2022, we'll launch a new candidate survey and continue to update our EVP, employer branding and talent attraction practices to stay ahead of changing candidate expectations.

To support our goal of becoming a talent destination, we provide an efficient, robust and universal onboarding journey. The pandemic and remote working requirements have underscored the importance of this process. Among other offering, our unique approach includes pairing employees with a Welcome Coach, who supports new hires in their first three months. The coach answers questions, explains CommScope's culture and processes and helps employees acclimate. Our Onboarding Survey showed overwhelmingly positive results in 2021.

FUTURE SKILLS

To expand our effort to hire the next generation of top talent, we've launched a new Graduate Rotational Program to help early-career candidates gain cross-functional experience and tackle challenging and business-critical projects. We're currently recruiting graduates to join this program in 2022.

In 2021, we expanded and enhanced our early-careers program with more than 100 participants globally. This program encompassed Sales, Finance, Supply Chain and other core business functions. We held more than 12 global events for our interns and co-ops, which included topics such as personal branding, executive speaking and networking.

Fresh Out

In 2021, we implemented a yearlong Fresh Out program for new university graduates and early-career sales professionals. Those selected will receive extensive training using a comprehensive curriculum. The course includes product and sales training and hands-on workshops. Participants serve rotations as inside and field sales development representatives and more. Upon successful completion, they'll graduate to field sales roles, ideally in their home regions, in support of our Venue and Campus Sales organization. The first Fresh Out class went live in January 2022 with 20 participants based in Charlotte, North Carolina. Future classes will start each January and June, with plans to place graduates in all sales organizations.

University Ambassadors

As we continue building our early-career pipeline, the need to foster relationships with universities is growing. To that end, we created the University Ambassadors program in which we asked employees to be CommScope brand champions. They'll be the liaison for CommScope and the universities. More than 125 CommScope employees volunteered to participate. CommScope Ambassadors attend information sessions, careers fairs, networking events and more.

Diversity, Equity and Inclusion 3.3

It takes more than the best technology to connect the world. It requires the best people who have diverse backgrounds, experiences and perspectives. In recent years, diversity, equity and inclusion have become recognized as integral to business success. CommScope aims to be an inclusive employer, celebrating differences and enabling employees to bring their whole selves to work. We value the role that diversity, equity and inclusion play in generating ideas and better solutions for CommScope and our suppliers, partners and customers.

We demonstrate our commitment to equal opportunities throughout our operations. In addition to meeting our legal obligations in the more than 50 countries in which we operate, we go above and beyond to create an inclusive professional environment in which people are treated with respect, protected from discrimination and given fair access to opportunities, regardless of background or other characteristics. It's expected that key decision-makers, including those who are responsible for hiring, pay and promotions, base their decisions on merit and that protected characteristics don't affect outcomes, except when local law requires affirmative action.

COMMSCOPE'S DIVERSITY & INCLUSION BUSINESS NETWORK (DIBN)

CommScope's Diversity & Inclusion Business Network (DIBN) launched in June 2020 and had over 1,800 members by year-end 2021. The group helps to create a culture that embraces employees' unique perspectives and contributions. Our RISE network, which is part of DIBN, empowers and unites CommScope's early-career professionals by providing a platform for collaboration, connection and development. The RISE network now has more than 250 members at 11 locations and is growing.

DIBN members receive information about upcoming global and local events and are invited to join Yammer, where they can share perspectives, ask questions and interact online. Members can also access the DIBN portal, which contains presentations and relevant tools, to 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. Our DIBN Leadership Council includes 27 employees from all levels, locations and areas of our business, including members of the senior management team. They meet regularly to help the DIBN following established mission and strategy. At the local level, our DIBN Ambassadors support site-specific programming, engagement and events.

DIBN HIGHLIGHTS

2021 highlights include:

- Between April and July 2021, we held our global TED@Work Campaign to promote a culture of inclusivity. The campaign highlighted a series of video presentations from diverse, inspiring speakers and associated peer-to-peer learning sessions. The program received first place for Cultural Inclusivity Campaign of the Year at the Diversity and Inclusion Summit Awards in India.

- Our global and local programming brought various perspectives from our leaders, including President and CEO Chuck Treadway, and external Diversity and Inclusion (D&I) experts, who spoke about sustainable inclusion, unconscious bias and other topics.

- Celebrations for Pride Month, Black History Month, Juneteenth, International Women's Day and many more.

- Cultural sharing sessions across the Asia-Pacific region.

- Culture and Celebration Awareness Calendar, shared in the "Around the World" section of our DIBN member portal, to promote awareness of various cultural celebrations.

- Five employees received Hero awards in 2021. They included Olivia Ruiz, our HR Manager who sought job applicants who had different abilities, and are now fully integrated in production roles; and Jyoti Ojha, our Principal Structural Engineer who was appointed to the Women of NATE Ad Hoc Committee.[1] 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.

[1] The Women of NATE (WON) Ad Hoc Committee promotes knowledge-sharing and connections among women in the telecommunications industry. Further information available here.

In February 2022, CommScope's President and Chief Executive Officer, Chuck Treadway, signed the CEO Pledge for the **CEO Action for Diversity & Inclusion™** which is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. This commitment is driven by a realization that addressing diversity and inclusion is not a competitive issue, but a societal issue.

Diversity, Equity and Inclusion 3.3

INCLUSIVE LEADERSHIP TOOLKIT FOR MANAGERS

CommScope launched the Inclusive Leadership Toolkit for Managers in 2021 to help them understand and model our commitment to diversity, equity and inclusion. The toolkit covers the six signature traits that are essential to inclusive leadership: commitment, courage, awareness and management of one's biases, curiosity, cultural intelligence (CQ) and collaboration.

CommScope Celebrates Hispanic Heritage Month

The Caribbean and Latin America (CALA) DIBN Leadership Council and Ambassadors created a monthlong celebration of Hispanic Heritage Month, with a weekly virtual event held each Friday. The sessions focused on a theme related to Hispanic culture. More than 600 CALA region employees had the opportunity to share their perspectives on the topic. The Ambassadors rotated moderating the session and hosting the interactive Kahoot! Game to engage participants. The grand finale included CALA regional leader Marcos Takanohashi and NASCAR driver Daniel Suarez. The winners competed for prizes in the final Kahoot! Game.

TED@Work Program

TED@Work is a unique global partnership that drives inclusive conversations. The program included a series of video presentations from diverse, inspiring speakers and associated peer-to-peer learning sessions. The program was offered globally and received first place for Cultural Inclusivity Campaign of the Year at the Diversity and Inclusion Summit Awards in India.

tedatwork.ted.com

Our initial speakers ranged from industry experts in inclusive companies and culture to speakers who had presented at the World Economic Forum, including:

- America Farrera, an actor, producer and director
- Jackson Bird, a vlogger, speaker, LGBTQ+ advocate and writer
- Morgana Bailey, a human resources activist
- Verna Myers, a diversity and inclusion activist and trainer

We plan to expand the range of voices from around the world.

We've integrated diversity, equity and inclusion considerations into other aspects of our business, including the stories we select for our newsletter, and aspects of our recruitment process. A key part of diversity and inclusion is attracting diverse talent. CommScope's Talent Acquisition team focuses on new approaches, including using Textio software that detects biased language in job advertisements, and prevents filtering applicants by various characteristics.

FLEX@WORK PROGRAM

As countries start to recover from the COVID-19 pandemic, offices are reopening. The last two years, however, have taught us that giving our employees more flexibility in where they work provides substantial benefits for productivity, employee well-being and work-life balance. Flex@Work, our official long-term hybrid working model developed in 2021, allows participating employees to work from home for a standard number of days each week. In some cases, line managers can extend this flexibility. THRIVE@CommScope provides learning materials to help employees and managers adapt to flexible arrangements successfully.

China was first to launch the Flex@Work policy, followed shortly by Sweden, Spain and Denmark. The U.S. launched in April 2022, while many other countries are preparing for implementation. As more countries reopen and allow workers to return to the office, we'll introduce Flex@Work across our global operations while following local laws.

GLOBAL NETWORKING EVENTS

When travel is restricted, it's more important than ever for CommScope to stay connected with clients around the world. To help achieve this, CommScope APAC hosted its first Network Innovation Summit for customers in 2021. The theme—"Now Meets Next"—emphasized our commitment to and collaboration with our customers, and our promise to go beyond the expected when solving the challenges of today and meeting the needs of tomorrow. The online event included 162 customers from 19 countries.

Diversity, Equity and Inclusion 3.3

TOTAL REWARDS

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

Pay Equity

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

Compensation

CommScope's compensation plans and programs:

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

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

Benefits

We provide comprehensive market-aligned benefits at a country level and conduct reviews annually to validate benefits against proprietary market data. Benefits typically include medical plans, life/disability and accident coverage, retirement benefits and locally applicable benefits. We made excellent progress in harmonizing benefits in more than 10 countries in 2021, as part of the ARRIS acquisition integration.

RECOGNITION AND REWARD PROGRAMS

Our employees are at the heart of everything we do. CommScope's recognition and reward programs are a way to recognize special achievements and events.

Award	Description
STAR Awards	Employees receive an on-the-spot cash STAR Awards and certificates for unique and exceptional achievements that support CommScope's values. We awarded 4,700 STAR awards at $1.4M in 2021.
Innovators in Action	Innovators in Action celebrates and rewards our best innovators and inspires collaboration. The program includes semi-annual and annual ceremonies and top innovator meetings. We provide awards in three categories: • Most Innovative Product, Service or Process • Most EBITDA Impactful Project • Most Easy-to-use Product or Service
Inventor Incentive Awards	These awards recognize engineers and technologists who submit patentable inventions on CommScope's behalf. Each eligible inventor receives monetary compensation at the time of filing and again at issuance. In addition, Lifetime Achievement Awards may be given, which provides additional patent compensation. Over 2,000 awards were given to approximately 900 employees in 2021.
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. 20 employees received awards in 2021.
The Vacation Service Awards	All U.S. employees who worked for five years on or after Jan. 1, 2020, received an additional two weeks' vacation. This affected more than 1,000 CommScope employees in 2021. Employees become eligible on a recurring basis at every five-year milestone (five years, 10 years, 15 years, etc.).
Frank M. Drendel Community Service Excellence Awards	The annual program is our way of recognizing and rewarding our global community service heroes. We select multiple winners and donate $1,000 to each employee's designated charity. All community service efforts are eligible, including those from individuals or groups that involve CommScope employees. We provided 16 awards in 2021.
Winning with CommScope NEXT Incentive	CommScope's Annual Incentive Program has been expanded to incorporate strategic objectives linked to achieving Winning with CommScope NEXT.

Diversity, Equity and Inclusion   3.3

COMMUNITY INVOLVEMENT

We're dedicated to giving time and money to help drive a positive future for all. CommScope contributed approximately $750,000 in cash and in product offerings to a variety of charitable organizations and causes in 2021, including communities and educational programs for students. Our passion and commitment to social change inspires our employees to help make a genuine difference for others.

At the local level, we renewed our U.S. and Mexico United Way campaigns for 2022. This annual giving program has become one of our signature charitable activities. For every dollar an employee donates to an eligible United Way organization, CommScope provides a 50% match. In 2021, the initiative generated approximately $132,000.

CommScope also celebrates a culture of idea generation, exploration and innovation. Education and economic support are key in our approach to supporting communities. We supported K-64, an education and economic development initiative, for the fifth consecutive year. We provided $250,000 as part of our five-year pledge to promote the growth and development of people from an early age (kindergarten) through retirement (64).

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

Juarez Vaccination Center

In 2021, we opened a mass vaccination center at our production plant at the Cuatro Siglos Convention Center in Juarez, Mexico, to facilitate vaccine access for the entire city. CommScope volunteers coordinated with medical and state government representatives to vaccinate 83,000 people, including more than 6,000 of our Mexican colleagues. Mexico President Andrés Manuel López Obrador praised the successful event.

1 NO POVERTY

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

Examples of Our Global CSR Contributions

- When India faced a COVID-19 surge in April 2021, CommScope made an immediate donation to Sewa International, an Indian-American nonprofit organization that was raising funds to supply oxygen concentrators and other emergency medical supplies to India. We also donated money to South Goa District Hospital. From May to July 2021, we organized eight vaccination events across our larger India sites, covering more than 3,500 employees and 350 family members in Goa and Bangalore.

- CommScope Reynosa awarded more than 100 scholarships to employees or children of employees to help them reach their academic and professional goals.

- We donated $43,500 to Nisvartha and RockFund, in Bangalore, India, to support education for girls who live in underprivileged communities. The students received scholarships to continue their education until they graduate.

- We gave approximately $23,000 to the Samridhdhi and Samarthanam trusts in Bangalore, India, to help ensure access to education. The contribution helped pay for books, uniforms and stationery, and after-school programs.

- In April 2021, CommScope contributed approximately $16,000 to Jaigopal Garodia Rashtrotthana Vidyalaya (JGRV), an education program in Banaswadi, to provide high-quality education to underprivileged children.

- In July 2021, we provided approximately $14,000 to Street Providence Trust in Goa, India, to help rescue homeless people.

YMCA of Catawba Valley, NC, U.S.

In the United States, the YMCA of Catawba Valley plans to improve two facilities to better serve the community. CommScope is contributing $50,000 to support these efforts as part of our five-year pledge. Our partnership with the YMCA will help area families live healthier, safer and more productive lives.

Diversity, Equity and Inclusion 3.3

INNOVATING FOR INCLUSIVITY

Digital Access and Inclusion

CommScope's network infrastructure is designed to promote accessibility for all by simplifying networks and improving reliability and adaptability. We know technology can drive improvements in people's lives by simplifying everyday tasks, creating new possibilities for work and leisure.

We constantly work to improve the accessibility of our products, through research and development, knowledge-sharing through conferences and webinars, and other means.

Examples include:

- In response to increased numbers of people working and learning from home, we've ensured our products provide access to high-quality internet connections.
- We've simplified and improved Wi-Fi product security for multidwelling units (MDUs).
- We've participated in projects to increase global Wi-Fi access, including Orange's 5G rollout across the EMEA region, and BT's project to bring superfast internet connections to the majority of the U.K. by 2025.

HOW OUR PRODUCTS AFFECT END USERS AND CONSUMERS

The future of broadband networks is 10G. But the most exciting developments 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 response to demands.

2022 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.

Erasing the Digital Divide

4 QUALITY EDUCATION

Hidalgo County, Texas, is among the most economically disadvantaged areas of the U.S., with one-third of families living below the poverty line. Internet access was limited or nonexistent. Thanks to an extensive CommScope RUCKUS® Wi-Fi mesh network, more than 35,000 residents now have free high-speed connectivity. They can seek jobs and work remotely, gain access to health care, participate in distance learning and more.

HIDALGO COUNTY, TEXAS SUCCESS STORY FAST FACTS

25,000+ students can learn remotely

10,000+ residents can work remotely

20 square miles of Wi-Fi coverage

7x-100x increase in Wi-Fi speed

Health, Safety and Well-being   3.4

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

EMPLOYEE HEALTH AND SAFETY

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

SAFETY EXCELLENCE AND SAFETY CULTURE

In 2021, we continued our journey to safety excellence using our Safety Excellence Roadmap (SER) as a framework for continuous improvement. CommScope aims to meet and even exceed legal, moral and ethical expectations regarding safety. The SER is an excellent measurement tool and a sustainable method for improving safety performance.

The SER included four additional sites—Pineville, North Carolina; Santa Ana, California; Tijuana, Mexico; and Manaus, Brazil. As of October 2021, the average SER score improved by 52% against the January 2020 baseline. So far, 12 sites have met the foundational level requirements in all five SER elements:

- Machine Safeguarding
- Behavioral Observation Process
- Ergonomics
- Warehouse/Powered Industrial Vehicle Safety
- Safety Culture & Leadership

During the 2022 goal-setting process, CommScope's EHS team decided to aim for the safety excellence level by 2025.

CommScope's Safety Excellence Roadmap (SER) Levels

Foundation
Traditional approach to EHS with some compliance gaps

Transformation
Solid level of legal compliance, driven by EHS personnel

Progression
Ongoing commitment from all levels, cross-functional teamwork

Excellence
World-class performance, sustained improvement, caring culture

Safety culture is a critical aspect of a safety management system. We consider it a third pillar of safety, in addition to technical safety and a certified management system. To support growth and meet stakeholders' expectations, we plan to increase our focus on safety.

Our safety culture program includes the following tools:

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

More than 500 leaders at our manufacturing sites completed the second part of the e-learning course, Safety Culture & Leadership, allowing them to:

- Understand the CommScope Safety Culture program and its tools
- Make informed decisions about the best tools to address their needs and challenges
- Implement these tools confidently

SAFETY FIRST   PROTECTION   REGULATIONS   HAZARDS   HEALTH

Health, Safety and Well-being 3.4

Our Safety Culture program is included in the 2022 goal-setting process, so all applicable sites will benefit from an enhanced safety culture.

Work-Related Incidents, Injury Rates

0
Fatalities

112
Lost / Restricted Time

150
Recordable

452
First-aid

3,024
Near misses

REPORTING NEAR MISSES AND INCIDENTS

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

Our Actions to Mitigate Significant Hazards

Work-related Hazards*	Actions
Overall hazards	Hazard Identification Survey completed mid-year 2021 identified opportunities for improvement, e.g., psycho-social factors, human performance and workstation design. We developed a new method for risk assessment in 2021.
COVID-19-related hazards	Comprehensive program for coping with the pandemic.
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 operating 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 nonexhaustive 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.

ABOUT GUIDANCERESOURCES

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, anxiety and uncertainty, child care and working from home. Services range from information, toolkits and guidance to confidential and professional counseling. The services cover four areas:

FINANCIAL GUIDANCE

LEGAL ASSISTANCE

WORK-LIFE BALANCE

PERSONAL COUNSELING

Health, Safety and Well-being 3.4

EMPLOYEE WELL-BEING

We aim to empower our employees to act, seize opportunities and push what's possible. We want them to make healthy lifestyle decisions that lead to enjoyable careers and vibrant, balanced lives. 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 provide physical, emotional, legal and financial well-being resources. Our programs also benefit employees' family members.

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 health care.
- Investing in activities that encourage healthy, productive employment.
- Providing education about our programs and services.
- Sharing employee success stories.
- Gauging our success to better address future employee health care needs.
- Offering resources on adapting to COVID-19 working habits.

WELL-BEING PROGRAM

Throughout 2021, we continued to support 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 creatively. We recognize that everyone's situation is unique. Through increased employee engagement, we've made informed decisions to organize meaningful activities for employees.

2021 Well-being Program

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

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

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

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

GuidanceResources is a program that offers information and counseling to 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."
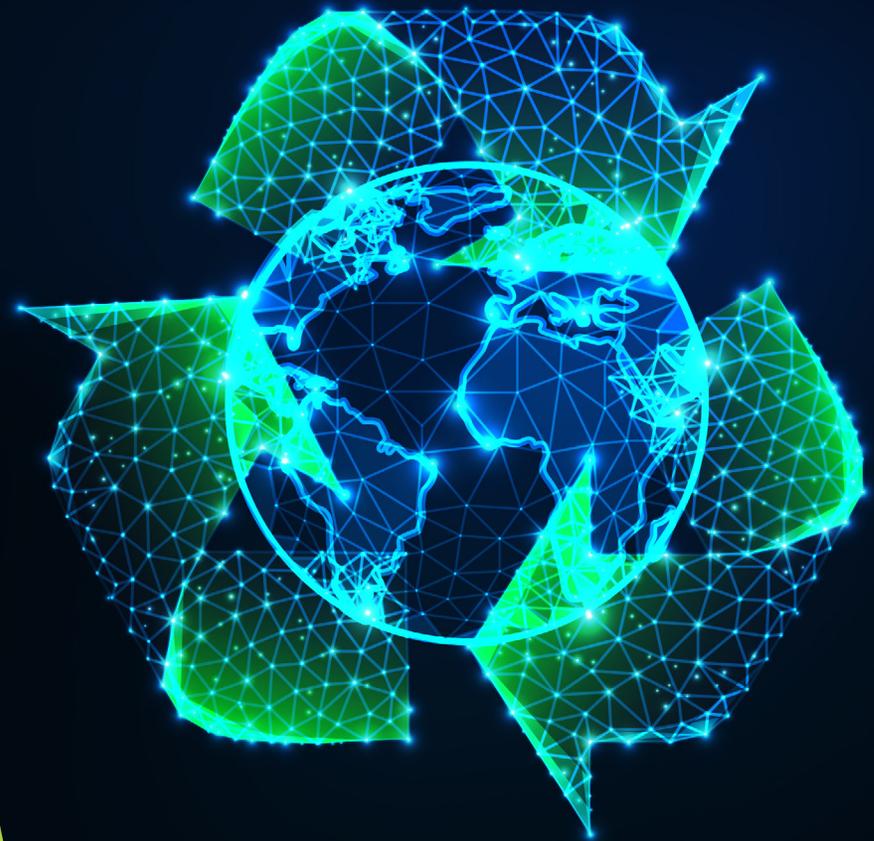
Environmental Responsibility

In 2021, the United Nations Climate Change Conference (COP 26) was a major driver for increased action against climate change. In addition to pledging significant finances for the cause, organizations are committing to more stringent greenhouse gas (GHG) emission reductions. Companies and countries are encouraged to act rigorously on other GHGs. These ambitious targets align with our vision to produce innovative technology that can play a vital role in creating a sustainable future while minimizing potentially harmful environmental effects.

The COVID-19 pandemic has accelerated the adoption and reliance on digital technology and, as a result, has promoted digital transformation across the world. We design our products to enhance remote working by providing cloud-based storage and Wi-Fi for towns, cities and communities.

2021 Environmental Highlights 4.1

| **7** AFFORDABLE AND CLEAN ENERGY | **9** INDUSTRY, INNOVATION AND INFRASTRUCTURE | **11** SUSTAINABLE CITIES AND COMMUNITIES | **12** RESPONSIBLE CONSUMPTION AND PRODUCTION | **13** CLIMATE ACTION |

The operational measures we implemented to maintain the safety of our employees throughout the COVID-19 pandemic remained in effect through 2021. We saw a significant decrease in our GHG emissions as our lives were altered by the evolving circumstances. CommScope's environmental management initiatives have led to positive results, which are explained in this Environmental section.

As manufacturing activity recovered, consumption of energy, water and waste generation increased in comparison to the previous reporting period. 100% of in-scope manufacturing facilities maintained certification to the ISO14001:2015 (environmental management system) standard.

We've achieved our 2021 numerical targets, including reductions in carbon emissions, operationally and through our supply chains, against our 2019 baseline. This aligns with CommScope's goal to increasingly rely on renewable electricity. We've also diverted nearly 90% of our nonhazardous waste from landfills and improved water efficiency in our operations.

CommScope was awarded a score of B in the 2021 CDP Climate Change scorecard, which indicates that the company is taking coordinated action on climate issues.

ENVIRONMENTAL MANAGEMENT SYSTEM

The corporate EHS team maintains a companywide robust 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.

2021 TARGETS AND ACHIEVEMENTS

Goal	2021 Objectives/Targets	Progress
Reduce the environmental effects of our operations and facilities	Reduce our 2019 GHG emissions by 4% by year-end 2021.	**Achieved**
	Reduce our 2019 energy consumption by 4% by year-end 2021.	Achieved 2.5%
	Ensure beneficial reuse (BRE) of waste exceeds 85% by year-end 2021.	**Achieved**
	Continue managing water use efficiently across the business.	**Achieved**
	Maintain ISO14001 and ISO45001 certification at select facilities.	**Achieved**
	Leverage the benefits of eco-design across our products and packaging.	**Achieved**
	Develop life-cycle assessments (LCAs) and environmental product declarations (EPDs).	**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**
	Perform conflict minerals reasonable country of origin inquiries for all relevant suppliers.	**Achieved**

15.0%
13.8% reduction in location-based and 15% in market-based Scope 1+2 GHG emissions compared to 2019 baseline.

26.5%
26.5% reduction in market-based Scope 1+2 GHG emissions intensity normalized per head count compared to 2019 baseline.

9.1%
9.1% reduction in water withdrawal compared to our 2019 baseline.

87.8%
87.8% of nonhazardous waste diverted from landfills.

8.9%
8.9% of purchased electricity originated from renewable sources in 2021.

Climate Change, Energy Efficiency and GHG Emissions **4.2**

Energy efficiency and the reduction of GHG emissions are critical for our operations and products. In 2021, we continued to focus on reducing our GHG emissions against our 2019 baseline.

## CLIMATE RESILIENCE AND TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

We form strong partnerships with organizations that mitigate business risks associated with climate change in recognition that risks are inherent wherever we operate.

We are taking action to reduce our GHG emissions, understanding the climate risks we face and how to build resilience into our business, which is critical to our success. Our comprehensive Site Context Questionnaire assesses climate change physical risks, such as water scarcity. This gives us a solid basis from which to help mitigate climate change.

CommScope reports in accordance with the Global Reporting Initiative (GRI) standards to establish an effective sustainability reporting cycle. We also use the CDP (formerly Carbon Disclosure Project) platform, which is committed to aligning with the TCFD recommendations.

REDUCING ENERGY AND GHG EMISSIONS IN OUR OPERATIONS

**Total Energy Consumption
(megawatt-hour [MWh])**

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

**Total Electricity Consumption by Source
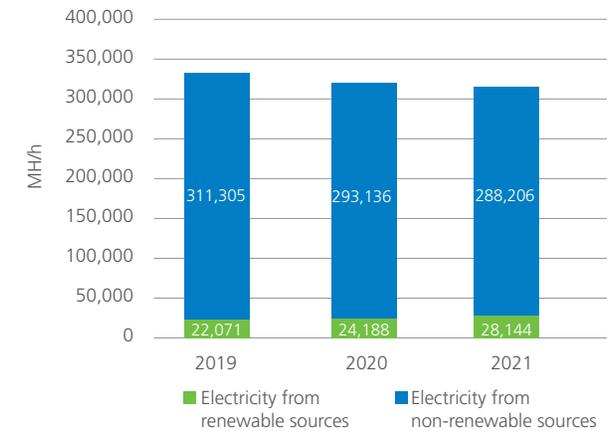(megawatt-hour [MWh])**
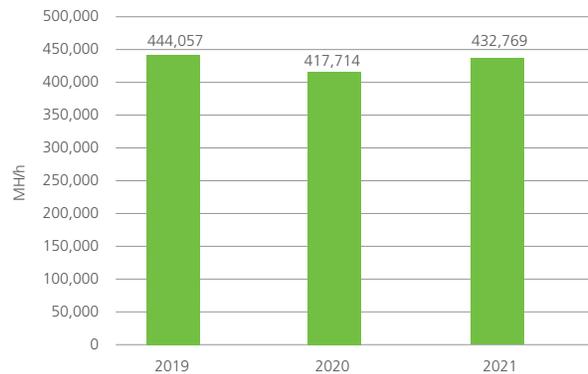
Our energy consumption rose to 432,769 MWh in 2021 from 417,714 MWh in 2020, which is a 3.6% increase. We expected this outcome, as many of our employees returned to our sites after lockdown measures eased. Our total energy consumption decreased 2.54% in 2021 compared to a 2019 baseline.
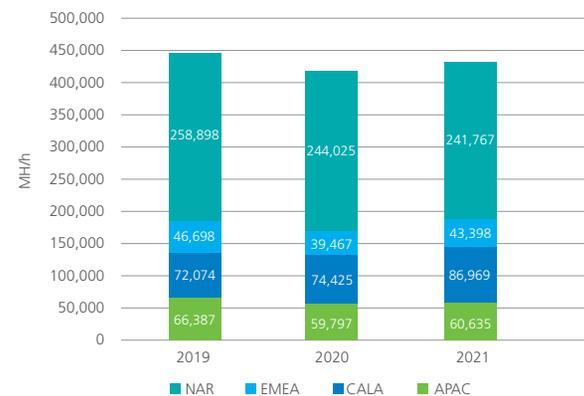
Our U.S. operations have the biggest effect on our global energy consumption, with 241,767 MWh of energy consumed in this region in 2021, representing 56% of our total energy use. This reflects that we have significantly more employees, offices and site activities in the U.S. compared to our other regions. We saw the largest reduction in our North America (NAR) and Asia-Pacific (APAC) regions in 2021, when compared to a 2019 baseline.
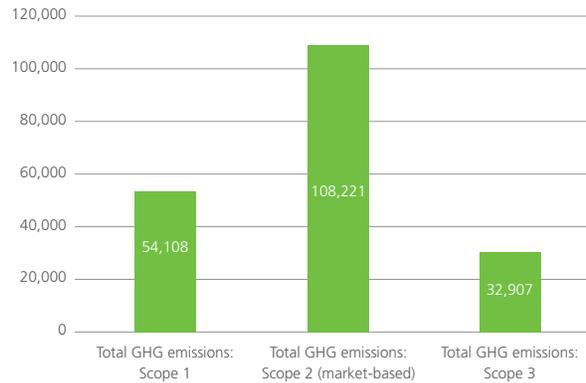
We reduced our electricity consumption from 317,324 MWh in 2020 to 316,350 MWh in 2021, a 0.3% decrease. In 2021, we purchased 8.9% of our electricity from renewable sources, mainly through the purchase of Renewable Energy Certificates (RECs) from the U.S. energy market.

Climate Change, Energy Efficiency and GHG Emissions 4.2

Total GHG Emissions by Scope
(metric tons of CO$_2$e)

Scope 1 and 2 Location-based GHG Emissions
(metric tons of CO$_2$e)

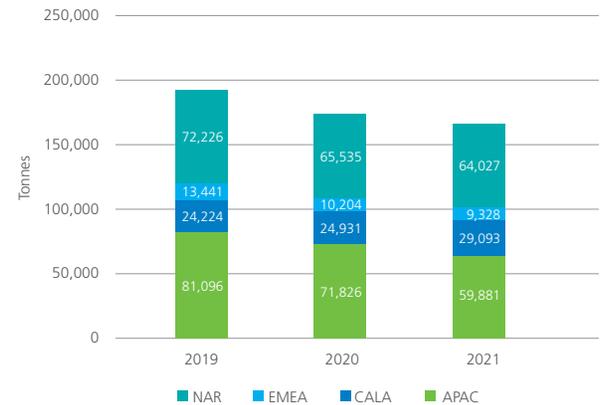**Scope 1 and 2 Market-based GHG Emissions**
(metric tons of CO$_2$e)

Our direct emissions (Scope 1), including fuel consumption, process emissions and the use of refrigerants, at manufacturing sites and offices, contribute 28% of our carbon footprint. The indirect emissions from the electricity we purchase (Scope 2) for our manufacturing and offices represent our largest GHG emission source at 55%. In comparison to a 2019 baseline, we reduced each of our Scope 1, Scope 2 and Scope 3 emissions in 2021. The largest reduction was our indirect Scope 3 emissions (which currently is limited to our employee business travel and upstream-leased assets), decreasing 46% from 2019 to 2021.

Our GHG emissions correlate directly with our energy consumption because we use conversion factors in line with the GHG Protocol carbon footprint calculation methodology. 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 2021 Scope 1 and 2 (location-based) emissions by 13.8% to 171,437 metric tons of CO$_2$e, compared to a 2019 baseline. The GHG emissions from our operations in APAC had the most significant decline, with a 26.2% reduction from 2019 to 2021. That's followed by NAR's 12.4% reduction and Europe, Middle East and Africa (EMEA) region's 9.1% decrease. Location-based emissions from our Caribbean and Latin America (CALA) region, however, increased 20.1% during this same period.

We reduced our total Scope 1 and Scope 2 (market-based) emissions from 190,987 metric tons of CO$_2$e in 2019 to 162,329 metric tons of CO$_2$e in 2021, which is a 15% decrease.

Climate Change, Energy Efficiency and GHG Emissions 4.2

2021 Energy Conservation and GHG Emissions Reduction Measures

Many CommScope employees returned to work when COVID-19 restrictions eased. As a result, electricity usage increased, reversing the energy-conserving measures we implemented in 2020. In addition, with the increased demand on the global supply chain, we increased our manufacturing output and expanded our operations schedule. These transitions challenged us to be creative in identifying opportunities for reducing energy consumption. Thanks to efficiency measures from our facility management partners, we saved 605,627 kWh which, in turn, helped save 238 metric tons CO_2e. That's equivalent to more than 1,078,659 miles in an average passenger car.

Here are some of our significant GHG emissions-saving activities in 2021:

Horsham, Pennsylvania – 260,061 kWh energy saved; 122 metric tons of CO_2e avoided; equivalent to 463,186 miles driven

- Turned off nonessential Variable Air Volume (VAV) boxes.
- Turned off common floor lighting that wasn't needed early in the year.
- Removed eight VAV supply air dampers from the manual setting.
- Replaced the condenser coil in remote terminal units (RTUs).

Lowell, Massachusetts – 264,173 kWh energy saved; 86 metric tons of CO_2e avoided; equivalent to 470,508 miles driven

- Removed 24/7 operation from three RTUs.
- Adjusted the heating set points for HVAC equipment.
- Turned off an unused CRAC unit.

Lisle, Illinois – 47,376 kWh energy saved; 11 metric tons of CO_2e avoided; equivalent to 84,379 miles driven

- Moved from a 24/7 operation to M-F for two RTUs.
- Optimized HVAC scheduling and removed three daily operational hours for 14 RTUs.

Suwanee, Georgia – 34,017 kWh energy saved; 18 metric tons of CO_2e avoided; equivalent to 60,586 miles driven

- Raised the free cooling threshold to reduce need for mechanical cooling.
- Moved from a 24/7 operation to M-F for two RTUs.
- Adjusted the set point temperature for VAV boxes.

Renewable Electricity Contracts

- **Lisle, Illinois** – purchased 4,285,776 kWh of renewable electricity in 2021, saving 2,282 metric tons of CO_2e (1.9% of total Scope 2 market-based GHG emissions); equivalent to 7,633,221 miles driven by an average passenger vehicle.

- **Horsham, Pennsylvania** – purchased 12,674,700 kWh of renewable electricity, saving 4,139 metric tons of CO_2e (3.5% of total Scope 2 market-based GHG emissions); equivalent to approximately 22,574,392 miles driven.

- **Richardson, Texas** – purchased 1,723,000 kWh of renewable electricity, saving 732 metric tons of CO_2e (0.63% of total Scope 2 market-based GHG emissions); equivalent to approximately 3,068,765 miles driven.

- **Hickory, North Carolina** – purchased 521,062 kWh of renewable electricity, saving 17 metric tons of CO_2e (0.15% of total Scope 2 market-based GHG emissions); equivalent to approximately 928,042 miles driven.

- **Cork, Ireland** – purchased 362,551 kWh of renewable electricity, saving 93 metric tons of CO_2e (0.08% of total Scope 2 market-based GHG emissions); equivalent to approximately 645,725 miles driven.

- **Bray, Ireland** – purchased 8,736,399 kWh of renewable electricity, saving 2,569 metric tons of CO_2e (2.2% of total Scope 2 market-based GHG emissions); equivalent to approximately 15,560,045 miles driven.

- **Belfast, Northern Ireland** – purchased 203,966 kWh of renewable electricity, saving 49 metric tons of CO_2e (0.04% of total Scope 2 market-based GHG emissions); equivalent to approximately 363,275 miles driven.

- **Malton, U.K.** – purchased 14,789 kWh of renewable electricity, saving 2 metric tons of CO_2e (.002% of total Scope 2 market-based GHG emissions); equivalent to approximately 26,339 miles driven.

Climate Change, Energy Efficiency and GHG Emissions 4.2

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 touchpoints. As such, we take a leadership approach in our industry, participating in energy-efficiency initiatives worldwide.

CommScope helps shape product energy efficiency voluntary agreements in the U.S., Canada and Europe, and we're proud to have always met these goals. We're also proud of our compliance with the relevant set-top box (STB) and small network equipment (SNE) energy efficiency voluntary agreements (defined below), while facilitating our customers' compliance in areas where we're responsible for reporting. We attribute this to our inclusion of energy efficiency through all design phases.

Last year, more than 97.8% of applicable Home Networks business unit product shipments complied with the relevant U.S. and Canadian STB or SNE energy efficiency voluntary agreement—exceeding the 90% target.

PRODUCT LIFE-CYCLE ASSESSMENT

Sustainability is one of our core priorities, and we're 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 life cycle, from the extraction of the raw materials used to make a product to its use in operation and the end of its usable life. We can report the environmental effects measured through an LCA by using Environmental Product Declarations (EPDs), which include modeling and a detailed report on a product's environmental effects.
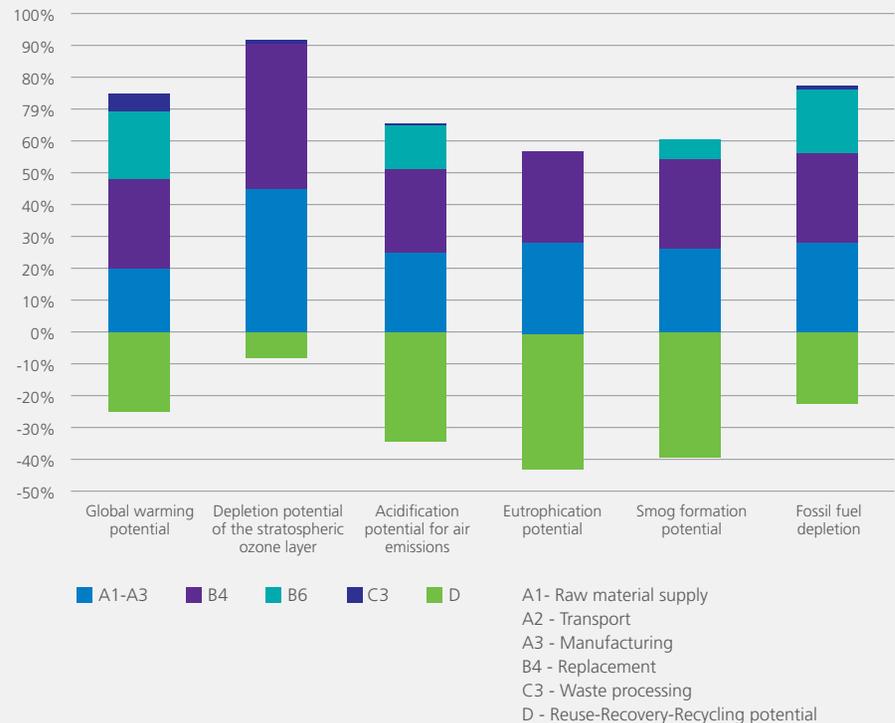
CommScope is also considering the capability of conducting LCA for our products internally. We're exploring options for LCA tools that will help us conduct product LCAs regularly. This will give our customers consistent and accurate carbon footprint data, enable us to assess hot spots within our products and supply chains, and implement targeted GHG reduction measures.

CommScope conducted life-cycle assessments on our copper cable products. This year, we released six EPDs for 80% of our Category 6 and Category 6A cable portfolio products. EPDs support the materials categories of sustainable building programs like Leadership in Energy and Environmental Design (LEED) and Building Research Establishment Environmental Assessment Method (BREEAM). They also meet regulatory requirements for material transparency.

LCA SUMMARY CAT 6A RISER CABLE

The LCA assessment was conducted for CommScope's copper LAN cable products. Key drivers of environmental impact were found to be raw materials, electricity consumption in manufacturing and electrical resistivity. Significant impacts are at end of life, where a proportion of waste will be incinerated for energy production. Recommendations include EPD publication for the product. In comparison, the Coax 6A riser cable has less of an environmental impact than Cat 5e/6.

Overall Product Impacts

Legend: A1-A3 ■ B4 ■ B6 ■ C3 ■ D ■

A1- Raw material supply
A2 - Transport
A3 - Manufacturing
B4 - Replacement
C3 - Waste processing
D - Reuse-Recovery-Recycling potential

The graph above illustrates the environmental effects from the TRACI life-cycle impact assessment of the Cat 6A riser cable. Ozone depletion influenced by chemical production has the largest effect, followed by fossil fuel depletion and global warming potential.

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

CIRCULAR ECONOMY AND RESOURCE EFFICIENCY

Customers are demanding more zero-waste products, and new approaches to material use are increasing. This feeds into the growing momentum of the circular economy, which drives innovation in the design of our products.

Two of our biggest strategic priorities are embedding life-cycle/eco-design thinking in our product design processes and contributing to circular economy thinking. We strive to create industry-leading products that require fewer raw materials and consume less energy.

As an example within our Home Networks BU, our team prioritizes sustainability and eco-design input to its creative design process. In collaboration with the Mechanical Design team, we work to create a product that meets the customer design and best-practice sustainability requirements. Throughout 2021, we reduced our environmental footprint by designing products that use post-consumer recycled (PCR) plastics rather than virgin materials. For all our projects, we try to use PCR plastics and, depending on customer requirements, avoid single-use plastics. As a result, our packaging uses more sustainable materials such as cardboard and wood.

Also, many CommScope Cable and Connectivity Solutions product lines have introduced ECO packaging, which uses renewable, recyclable paper and cardboard components instead of single-use plastics. ECO packaging is now being used for many of our copper jacks, outlets, patch panels, patch cords and faceplate solutions. In some cases, we have removed plastic wrappings around cables—which meets North American and European requirements.

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 been instrumental in introducing a circular economy culture.

In 2021, CommScope's cross-functional Synergy team drove resource efficiency and identified opportunities for prolonging the value chain of materials in our production and research facilities. The team diverted more than 86 tons of equipment and materials for reuse, recycling and component recovery for maximum life-cycle use and landfill diversion. Total cost savings/avoidance for equipment and material reuse/recycling exceeds $1 million, which is a testament to responsible sustainability and the benefits of a circular economy.

University Partnership: Sustainable Alternatives for Fiber-optic Cable Recycling

Recycling fiber-optic cables poses a significant challenge to the entire fiber-optic industry due to the technical mix of materials in their construction and eventual landfill disposal. To tackle this issue, CommScope partnered with two leading universities to take a multidisciplinary approach to fiber-optic cable recycling and landfill diversion.

CommScope collaborated with the Colorado School of Mines, a pioneer in environmental sustainability and engineering, and the University of North Carolina at Charlotte, a highly respected leader in electrical and mechanical engineering. Groups of undergraduate students at both universities have been resourceful in their varied and innovative fiber-optic cable waste diversion paths.

The students created forward-thinking cable recycling paths while gaining valuable experience working directly with CommScope's fiber-optic Engineering and Sustainability teams. They use their research experience, state-of-the art laboratory facilities and advanced technical resources to seek innovative solutions.

CommScope asked the students to discover immediate sustainable alternatives that will divert fiber-optic cables from landfills. Deliverables encompass developing decision alternatives via data collection and process optimization analysis. This includes targeting untapped reuse and recycling strategies, as well as mechanical, engineering and chemical interventions.

In the long term, we recognize that creating a circular economy for fiber-optic cabling challenges involves cradle-to-grave solutions. This is contingent upon modifying the life-cycle product design on the front end and visionary approaches for reuse of fiber-optic waste on the back end. This is a long-term commitment, and the university partnerships are a resourceful avenue to fiber-optic cable sustainability.

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

ELIMINATING SINGLE-USE PLASTICS (SUP)

We continue to focus 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 worked 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 starting in 2020. We plan to work with service providers to gradually phase this in globally across all Home Network product designs.

MINIMIZING THE EFFECTS OF OUR PACKAGING AND LOGISTICS

We're continually engaging in research and development into our packaging and logistics. As product dimensions keep decreasing, the industry is using more postal service-suitable packaging, which will reduce transportation and packaging impacts. Fewer materials used in packaging means fewer raw materials, making them lighter and improving efficiencies in loading our distribution vehicles.

We reduce the environmental effects of transporting our products from manufacturing sites to end customers. Wherever possible, we use plain, multipack shipping cartons to maximize packing density and reduce the amount of discarded or recycled packaging. In addition, CommScope has also implemented new, returnable and reusable packaging for CommScope Cable and Connectivity Solutions raw material products. The new boxes can be folded after use and shipped back to be reused by the supplier. They allow double and triple stacking, which increases the capacity of boxes we can send in one shipment, resulting in freight cost savings.

We strive to use packaging that's 100% recyclable and derived completely from Forest Stewardship Council (FSC)-certified forests. For our packaging designs, we aim for sustainable, low-impact printing inks, and we 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 affect print workers' health. Vegetable-based inks are a renewable and mineral-free alternative that are now on par with oil-based inks in quality and price. The absence of heavy metals in vegetable-based inks helps improve degradability and eliminates more than 99% of VOCs released into the atmosphere.

Removing SUP

In 2021, we worked closely with our customers to develop products that aim to be SUP-free from the start of development:

- For our new fiber closure product portfolio, we designed reels and boxes from corrugated cardboard with recycled content material. We designed the packaging in such a way that none of the closures requires plastic bags. Plastic bags can be found in some of our accessory kits, but when possible and if acceptable by the customer, we replace them with paper envelopes. In addition, we're working on transitioning our current closure portfolio to the new packaging. That will allow us to reduce the usage of SUP even further.

- We're currently redesigning/converting customers' product packaging portfolio to remove all SUP. We've already implemented the first changes, and we expect to achieve an annual reduction of 4.6 metric tons for 2022— with a potential to reach 13.7 metric tons annually.

Extending the Life Cycle of Equipment During Site Consolidation and Decommissioning

Site consolidations and decommissioning are part of evolving corporate organizations. They often yield a gold mine of materials and assets that hold long-term value. To maximize this life-cycle benefit, CommScope's decommissioning strategy maximizes relationships with sustainable vendors to recycle, relocate and repurpose furniture, fixtures, electronics and other materials for significant landfill diversion.

Through these partnerships, we helped divert 243 metric tons of material from landfill graveyards in 2021, 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 decommission projects to local public schools, shelters and nonprofit organizations' renovation projects.

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

Minimizing the Effects of Packaging and Logistics: Materials Management

We're redesigning many of our current fiber cable and closure products to reduce the size of the packaging. The reduction in materials further reduces the shipped product weight and associated CO_2 emissions from air transportation. Where possible, we're also removing buffer foam inserts or replacing them with corrugated material, and we're removing or reducing the size of our plastic bags.

WASTE MANAGEMENT

We avoid waste generation and reuse materials wherever possible. Our manufacturing processes operate a safe waste management system that preserves the value of materials for recycling and diverts nonhazardous waste from landfills.

To track our progress, we 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. We're expanding our recovery and recycling efforts, reducing our disposal costs and decreasing our reliance on natural resources.

In 2021, CommScope diverted 87.8% of nonhazardous waste from landfills globally. We achieved this by reducing waste generation through product design and manufacturing processes, reusing waste, recycling waste and converting waste to energy.

CommScope Operational Waste Reductions

Our facility EHS teams look for innovative ways to reduce waste and conserve raw materials.

Examples include:

- Tijuana factory reassessed its waste streams and secured a new plastics recycler that filters out high-value plastics from low/no value plastics, maximized the recycling opportunity for reusable plastics, and financial returns. In addition, the new vendor relationship improved time and material handling efficiencies for managing plastics, improved waste diversion, and provided cost savings of over $25,000, with projected annual savings of $34,000.

- Reynosa site began a new composting program for the cafeteria waste. The initiatives have allowed cafeteria waste to be diverted from the landfill

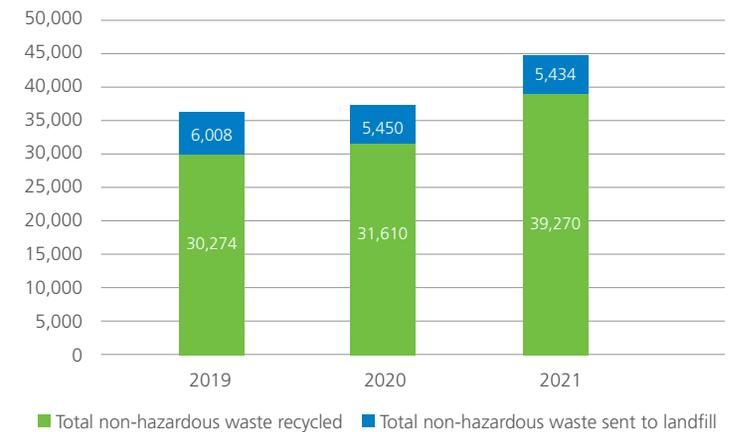**CommScope Packaging Engineering Team – Vision and Strategy**

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

Waste Diversion (Metric Tons)

Waste Diversion (Metric Tons) bar chart:
- 2019: 30,274 (green, recycled); 6,008 (blue, landfill)
- 2020: 31,610 (green, recycled); 5,450 (blue, landfill)
- 2021: 39,270 (green, recycled); 5,434 (blue, landfill)

■ Total non-hazardous waste recycled ■ Total non-hazardous waste sent to landfill

In 2021, CommScope generated 44,705 metric tons of nonhazardous waste, a 21.3% increase compared to a 2019 baseline. In the same period, however, the percentage of waste diverted from landfills (recycled) increased to 87.7%. from 85.3%.

Reducing the Environmental Impact of our Raw Materials, Waste and Water   **4.3**

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 EU Waste Electrical and Electronic Equipment (WEEE) Directive and implementing regulations, when customers buy new electrical and electronic equipment from us, they're entitled to:

- Send old equipment for recycling on a one-for-one, like-for-like basis (varies depending on country).
- Send the new equipment back for recycling. Our manufacturing facilities, distribution centers and offices recycle more than 38,865 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 2021, under ReelSmart®, we:

- Recycled 77% of reels and flanges collected.
- Reused reels including: 53% composite reels, 37% steel reels and 10% wooden reels.

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

CommScope's legacy business-to-business packaging consists of 95% brown boxes and reels (corrugated and chipboard), monomer plastic bags (mainly polyethylene), wooden pallets, cradles and wooden reels (the latter destined for bulk cable products). We design these to be easily separated for recycling purposes. In many cases, our corrugated and chipboard boxes and reels contain a percentage of recycled content.

Approximately 5% of our products are destined for the business-to-consumer market. In this case, we design chipboard boxes and monomer plastic bags with two-color print for easy separation for recycling purposes.

PRODUCT COMPLIANCE AND HAZARDOUS SUBSTANCES

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

Our products comply with Restriction of Hazardous Substances (RoHS), WEEE and REACH (EC 1907/2006—an EU regulation that ensures registration, evaluation, authorization and restriction of chemicals) compliance. This drives the amount of hazardous chemicals used in electronic manufacturing and recovers recycled waste electrical equipment.

CommScope has also taken a proactive approach to the U.K. Brexit-related label changes that are required beginning in January 2023. We've completed most product label changes and are working to make all adjustments ahead of time. Further, we took appropriate steps to follow market surveillance requirements in the EU and changed our documentation shipped to customers, ensuring that we listed appropriate regulator contacts.

Our Quality of Design Is Reducing Waste and Emissions in Our Products

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

- In our operations at Claremont, we changed 50% of our order volume of raw material from being packaged in boxes to being delivered in bulk in 2019. This eliminated more than 4,000 large cardboard boxes (Gaylord boxes) per year.
- At Bray, we qualified a regional source of raw material, changing the transport distance for delivery from 4,825 km away to just 450 km, saving 4,375 km of emissions from transportation.
- To reduce our waste during manufacturing, we use reusable packaging such as plastic totes and trays and steel reels.

Our First Red List Free Cables

Since sustainability, health and safety go hand in hand, we're working to reduce the use of substances in products that are harmful to our health and the environment. In 2020, we earned a Declare label by verifying two 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 2022, we'll pursue products that are Red List Free so that our customers have healthier options for their built spaces.

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

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 2021.

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

RESPONSIBLE WATER MANAGEMENT

Responsible water management protects an essential natural resource. 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 use water less intensively than other industries. This doesn't affect our commitment to be as water efficient as possible, however.
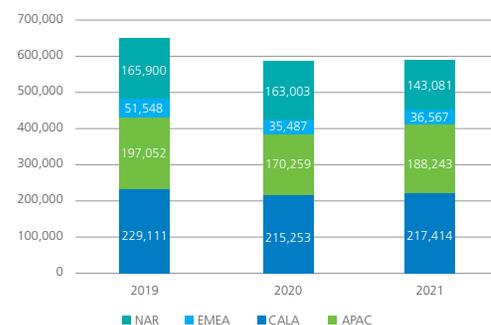
To better understand the unique environmental context of the sites we operate, we developed a site context questionnaire, which is currently under review to determine site-specific water metrics for driving improvement in 2022.

Water Withdrawal by Source (cubic meters [m³])

	2019	2020	2021
Total water withdrawal by source: third-party water	553,972	507,511	515,752
Total water withdrawal by source: ground water	89,639	76,491	69,553
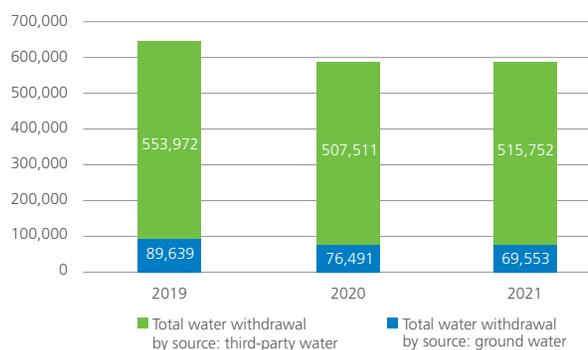
We reduced our total global water withdrawal from 643,611 m³ in 2019 to 585,305 m³ in 2021, an 9.1% decrease. The most significant reduction was from the consumption of ground water, which decreased by 22.4% from 2019 to 2021.

Water Withdrawal by Region (cubic meters [m³])

	2019	2020	2021
NAR	165,900	163,003	143,081
EMEA	51,548	35,487	36,567
CALA	197,052	170,259	188,243
APAC	229,111	215,253	217,414

Compared to a 2019 baseline, we reduced our water consumption across all regions by a total of 58,306 m³ in 2021. Our EMEA operations reduced their consumption most significantly with a 29% reduction from 2019, followed by NAR (14%), APAC (5%) and CALA (4%).

Training for Product Compliance and Sustainability

- Our Corporate Product Compliance team created tailored training materials for our Procurement, Customer Service, Supplier Quality Engineering, Product Line Management and Engineering teams. The training covered CommScope policy and procedures for product compliance activities and a regulatory refresher for major product-related regulations. The team used THRIVE@CommScope, a new learning platform, to introduce video content for our 1,000-plus member PLM and Engineering teams. We conducted the rest of the functions through web training, which was also offered in Spanish and Chinese.

- CommScope also created training materials for our large suppliers so they can support us in our product compliance and sustainability efforts. We sent training materials on CommScope specification for materials and the CommScope restricted substance list to approximately 4,500 vendor contacts.

- We use Robotic Process Automation (RPA) to automate our data collection process for compliance status verification.

Product Transparency Disclosure

The DECLARE label is a product transparency disclosure that identifies where a product comes from, what it's made of and where it goes at the end of its life. CommScope obtained the DECLARE label from TOXNOT and has two cables (CS44P-IO and CS34P-IO) certified as Red List Free by the International Living Future Institute (ILFI). Red List Free status indicates a product contains none of the harmful chemicals listed on the Red List. CommScope is also working on obtaining DECLARE labels with Red List Free certification for 17 other cable products.

Appendix

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 in accordance with the reporting standards from the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and Accountability's AA1000 Series of Standards.

We solicited input from employees, executives and key stakeholders, including customers and investors, to identify and include the most relevant and material sustainability topics relating to our business activities and 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 (KPIs) presented pertain to the entire company. The environmental, health and safety KPIs relate to our manufacturing, administration and research and development (R&D) facilities along with our distribution centers. These facilities are in Argentina, Australia, Belgium, Brazil, China, Colombia, the Czech Republic, France, Germany, India, Ireland, 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 Jan. 1, 2021, and Dec. 31, 2021.

In 2021, CommScope had operational control in 75 facilities worldwide, including our manufacturing,

administration, R&D facilities and distribution centers. 20 sites have been either closed, consolidated or relocated as part of CommScope's ongoing real estate consolidation effort.

A.1.3 CALCULATION OF CARBON EMISSIONS, WATER AND WASTE

Our GHG emissions data collection and calculation process is aligned with The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), and our reporting is in accordance with the requirements of the GRI Standards (2016). We follow the GHG Protocol's "operational control approach" to emissions, accounting to set the boundary of our operations and to categorize our emissions into Scopes 1, 2 and 3:

• Scope 1: Direct emissions from combustion of fuels and process gases at facilities where we manage the respective fuel 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 and 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 we manage waste (both diverted from and sent to landfill) directly. Water data includes sites where we manage the water bills.

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

A.1.4 REBASELINING

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

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

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

A.1.5 EMISSION FACTOR SOURCES FOR 2021

Location-based Emission Factor Sources:

U.S.—eGRID region emission factors:
• 2019 source: eGRID2021
• 2020 source: eGRID2021
• 2021 source: eGRID2021

International—IEA country-specific emission factors:
• 2019: 2019 IEA Factors
• 2020: 2019 IEA Factors
• 2021: 2019 IEA Factors

A.2 Key Performance Indicators (KPIs)

A.2.1 OPERATIONS DATA

Category	KPI	2019		2020		2021	
		GJ	MWh	GJ	MWh	GJ	MWh
Energy	Total energy consumption, gigajoule [GJ] / megawatt hour [MWh]	1,598,606	444,057	1,503,763	417,714	1,557,968	432,769
Energy	Total fuel consumption from nonrenewable sources, gigajoule [GJ] / megawatt hour [MWh]	404,021	112,228	360,169	100,048	417,613	116,004
Energy	• Natural gas, gigajoule [GJ] / megawatt hour [MWh]	235,616	65,449	203,999	56,667	246,783	68,551
Energy	• Gasoline, gigajoule [GJ] / megawatt hour [MWh]	2,376	660	1,860	517	2,784	773
Energy	• Diesel, gigajoule [GJ] / megawatt hour [MWh]	110,585	30,718	113,134	31,426	118,590	32,942
Energy	• Propane, gigajoule [GJ] / megawatt hour [MWh]	7,499	2,069	6,520	1,811	7,532	2,092
Energy	• LPG, gigajoule [GJ] / megawatt hour [MWh]	27,463	7,628	25,309	7,030	28,431	7,898
Energy	• LNG, gigajoule [GJ] / megawatt hour [MWh]	101	28	0	0	0	0
Energy	• Jet fuel, gigajoule [GJ] / megawatt hour [MWh]	20,227	5,619	9,082	2,523	13,458	3,738
Energy	• Process gases (e.g. methane, acetylene, butane, isobutane, methylacetylene-propadiene propane), gigajoule [GJ] / megawatt hour [MWh]	205	57	267	74	35	10
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]	1,194,585	331,829	1,143,594	317,665	1,140,355	316,766
Energy	• Electricity consumption, gigajoule [GJ] / megawatt hour [MWh]	1,192,249	331,181	1,142,365	317,324	1,138,859	316,350
Energy	• Heating consumption, gigajoule [GJ] / megawatt hour [MWh]	2,336	649	1,229	341	1,496	416
Energy	• Cooling consumption, gigajoule [GJ] / megawatt hour [MWh]	0	0	0	0	0	0
Energy	• Steam consumption, gigajoule [GJ] / megawatt hour [MWh]	0	0	0	0	0	0
Energy	Electricity from renewable sources, gigajoule [GJ] / megawatt hour [MWh]	79,457	22,071	87,075	24,188	101,319	28,144
Energy	Electricity from nonrenewable sources, gigajoule [GJ] / megawatt hour [MWh]	1,112,792	309,109	1,055,290	293,136	1,037,540	288,206
Energy	Renewable electricity share of total electricity, percent	6.66%		7.62%		8.90%	
Energy	Emissions avoided due to purchased renewable electricity, metric tons of CO_2e	7,982		7,917		9,102	
Energy Intensity	Total energy use normalized per $ million annual turnover, gigajoule/$1M [GJ/$1M]	191.56	53.21	178.26	49.52	181.43	50.40

Category	KPI	2019	2020	2021
GHG Emissions	Total GHG emissions: Scope 1, metric tons of CO_2e	71,740	63,037	54,108
GHG Emissions	Total GHG emissions: Scope 2 (location-based), metric tons of CO_2e	127,229	117,376	117,329
GHG Emissions	Total GHG emissions: Scope 2 (market-based), metric tons of CO_2e	119,247	109,459	108,221
GHG Emissions	Total Scope 1 and 2 GHG emissions (location-based), metric tons of CO_2e	198,969	180,413	171,431
GHG Emissions	Total Scope 1 and 2 GHG emissions (market based), metric tons of CO_2e	190,987	172,496	162,329

Category	KPI	2019	2020	2021
GHG Emissions	Total GHG emissions: Scope 3 upstream leased assets, metric tons of CO_2e	38,858	30,733	29,504
GHG Emissions	Total GHG emissions: Scope 3 business travel, metric tons of CO_2e	21,782	5,847	3,403
GHG Emissions	Total GHG emissions: Scope 3, metric tons of CO_2e	60,640	36,580	32,907
GHG Emissions	Total GHG (Scope 1, 2 market-based, 3), metric tons of CO_2e	251,627	209,076	195,236
GHG Emissions	Total GHG (Scope 1, 2 location-based, 3), metric tons of CO_2e	259,609	216,993	204,344
GHG Emissions	Scope 2 emissions from primary data, %	97.55%	96.92%	94.00%
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (market-based) normalized per $ million annual turnover, metric tons of CO_2e/$1M	22.89	20.45	18.90
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (location-based) normalized per $ million annual turnover, metric tons of CO_2e/$1M	23.84	21.39	19.96
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (market-based) per employee (FTE), metric tons of CO_2e/FTE	5.98	4.99	4.40
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (location-based) per employee (FTE), metric tons of CO_2e/FTE	6.23	5.22	4.65
Water	Total water withdrawal, megaliter [Ml]	644	584	585
Water	• Total water withdrawal by source: groundwater, megaliter [Ml]	90	76	70
Water	• Total water withdrawal by source: third-party water, megaliter [Ml]	554	508	516
Water	Total water withdrawal, cubic meter [m3]	643,611	584,002	585,305
Water	• Total water withdrawal by source: groundwater, cubic meter [m³]	89,639	76,491	69,553
Water	• Total water withdrawal by source: third-party water, cubic meter [m³]	553,972	507,511	515,752
Water Intensity	Total water withdrawal normalized per $ million annual turnover, cubic meter/$1M [m³/$1M]	77.12	69.23	68.16
Water Intensity	Total water withdrawal normalized per employee, cubic meter/FTE [m³/FTE]	20.17	16.89	15.87
Waste	Total operational waste generated, metric tons	36,282	44,208	45,775
Waste	Total nonhazardous waste, metric tons	36,282	37,060	44,705
Waste	Total hazardous waste, metric tons	not reported	7,148	1,070
Waste	Total nonhazardous waste recycled, metric tons	30,274	31,610	39,270
Waste	Total nonhazardous waste sent to landfill, metric tons	6,008	5,450	5,434
Waste	Total nonhazardous waste recycled—beneficial reuse of waste, percent	83.4%	85.3%	87.8%
Waste intensity	Total waste normalized per employee, kilogram per employee [kg/FTE]	not reported	1,279	1,241
Report Coverage	Percent real estate portfolio covered by GHG reporting	91%	90%	88%
Report Coverage	Percent real estate portfolio covered by water reporting	77%	78%	75%
Report Coverage	Percent real estate portfolio covered by waste reporting	65%	68%	52%
Environmental Projects	Number of environmental projects implemented	23	5	17
Environmental Projects	Annual energy avoided, GJ per year	6,435	914	1,472
Environmental Projects	Total estimated annual CO_2e savings, metric tons CO_2e per year	669	88	152

Historical data often varies from previously reported values. We continue to refine our reporting process and data to help ensure we consider the impact of business structure changes, including acquisitions and divestitures, changing emission factors, improved data accuracy or correction of errors found during review. We will continue to standardize our measurement systems and metrics.
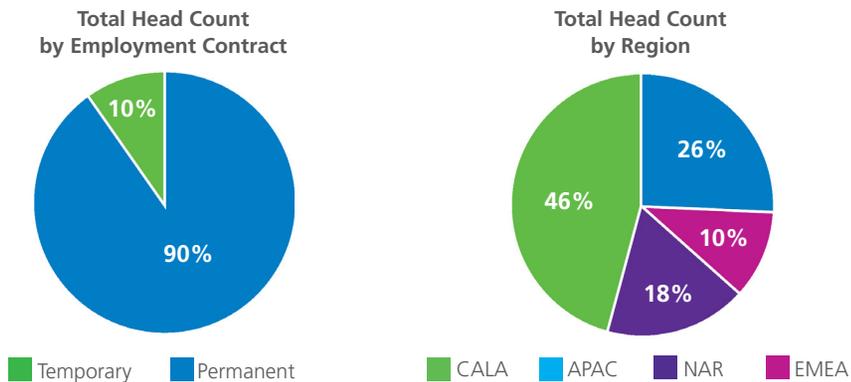
A.2.2 PRODUCTS DATA

Set-Top Boxes (STB)[1]	2016	2017	2018	2019	2020	2021	Total Reduction 2016 to 2021
Average CO_2 per unit (kg)	45.59	40.23	31.85	32.50	22.22	20.51	
YOY % Change		-11.8%	-20.8%	2.0%	-31.6%	1%	**-55.5%**

Small Network Equipment (SNE)[2]	2016	2017	2018	2019	2020	2021	Total Reduction 2016 to 2021
Average CO_2 per unit (kg)	60.00	52.99	44.69	54.95	55.08	55.92	
YOY % Change		-11.7%	-15.7%	23.0%	0.2%	2.6%	**-6.8%**

[1] Significant drop in 2020 as the market shifted from traditional QAM-based DVR models to new IP streaming models.
[2] Increase in 2019 as DOCSIS 3.1 entered the market. Note that data throughput and processing power significantly increased without a large change in average CO_2.

A.2.3 HUMAN CAPITAL

Total Head Count by Employment Contract

10% Temporary
90% Permanent

Total Head Count by Region

26% APAC
46% CALA
18% NAR
10% EMEA

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	13,600* (41%)	700* (19%)
Male	19,700* (59%)	2,900* (81%)
Total	**33,300***	**3,600***

*Rounded figures

Total number of employees by employment contract, separated by region

	Permanent/Regular	Temporary
APAC	7,200* (22%)	2,300* (65%)
EMEA	3,200* (9%)	800* (21%)
NAR	6,500* (20%)	0* (1%)
CALA	16,400* (49%)	500* (13%)
Total	**33,300***	**3,600***

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

	Full-time	Part-time
Female	14,100* (39%)	150* (50%)
Male	22,500* (61%)	150* (50%)
Total	**36,600***	**300***

*Rounded figures

A.2.4 COLLECTIVE BARGAINING AGREEMENTS

Country	Head Count	% of Head Count
Italy	210*	100%
France	60*	100%
Spain	180*	100%
Czech Republic	1,360*	100%
Austria	10*	100%
Belgium	480*	100%
Germany	5*	<1%
Finland	10*	100%
India	10*	<1%
China	3,070*	100%
Mexico	2,430*	15%
Brazil	160*	96%
Total	**8,075***	**24%**

*Rounded figures

A.2.5 EMPLOYEE TURNOVER BY REGION

Region	Permanent/Regular	Temporary
Asia Pacific	12.4%	181.0%
Central and Latin America	57.8%	90.3%
Europe, Middle East and Africa	9.0%	100.9%
Greater China	14.0%	83.3%
North American Region	18.0%	296.3%
Total	**35.7%**	**152.3%**

Employee turnover rate includes employees who leave the organization voluntarily or due to dismissal, retirement or death in service.

A.2.6 AVERAGE HOURS OF TRAINING PER EMPLOYEE

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

A.2.7 EMPLOYEE DIVERSITY

Job Category	By Gender		By Age Group			
	Female	Male	<30	30-50	>50	Unknown
Board of Directors (BOD)	18%	82%	0%	9%	91%	
Management Team	23%	77%	0%	23%	77%	
Total Head Count	39%	61%	32%	51%	16%	1%

The "Unknown" category represents external/agency temporary employees in some countries where this information is not entered in our HR systems. However, we confirm that these employees meet the age employment criteria defined in our Child Labor Policy.

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

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

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

A. 2.8 WORK-RELATED INCIDENTS, INJURIES AND STATISTICS

Work-related Injury KPIs

Incident Type	Number	Rate
Fatality	0	0
Recordable Lost Time Incident with Lost Time Exceeding 180 Days	7	0.02
Recordable Incident (with Lost Time and Without Lost Time)	150	0.42
Days Away (Lost and Restricted)	5,443	15.1
Number of Hours Worked	72,304,443	

Main Type of Work-related Injuries

Injury Type (Top 3)	Percentage
Cut/Laceration	28%
Bruise/Contusion	22%
Sprain/Strain	14%

CommScope EHS Management System Definitions

Fatality Death—Due to work-related incident.

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

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

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

Injury Rate—Injury rate is calculated by multiplying the number of cases by 200,000, and then dividing by the number of total hours worked at the company.

A.3 2022 Objectives and Targets

Priority	Goal	2022 objective/target is to:
Governance and Ethics	Drive corporate responsibility and sustainability in the business	• Publish a 3rd party assured Sustainability Report aligned with the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards including Sustainable Development Goals (SDGs). • Reinforce the Ethics and Compliance training program, targeting a completion rate of more than 95%. • Implement an employee sustainability awareness project.
Our Business Operations	Reduce the environmental effects of our operations and facilities	• Reduce our Scope 1 and 2 GHG emissions by at least 2% by year-end 2022 measured against our 2019 baseline. • Develop long-term GHG emissions reduction targets and a plan to achieve them. • Continue to maintain ISO14001 and ISO45001 certification at selected facilities. • Reduce the output of waste by 5% (landfill/ fiber optic to landfill/incineration/energy at in-scope sites) compared to 2021. • Optimize waste management (eliminate/reduce/reuse/recycle) by 5% at in-scope sites compared to 2021. • Decrease impact on water resources for each in-scope site (normalized by total hours worked) by 2% compared to 2021. • At a minimum maintain the 2021 EHS incident rate for the company.
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. • Create internal lifecycle assessment (LCA) capabilities. • Ensure more than 90% applicable set-top box (STB) and small network equipment (SNE) products meet and exceed energy efficiency voluntary agreements (VAs) and standards. • Continue providing leadership in driving the standards development for network energy efficiency and energy goals; including the European Commission's Broadband Networking Equipment Code of Conduct and the Society of Cable Communication Engineers (SCTE) Energy Management Subcommittee. • Continue performing conflict minerals reasonable country of origin inquiry for 100% of relevant suppliers.
Responsible Supply Chain	Source responsibly and minimize our supply chain risks	• Complete the annual sustainability assessments for 100% in-scope suppliers. • Ensure 100% of Responsible Business Alliance (RBA) "High Risk" suppliers complete a Corporate Responsibility (CR) audit. • Ensure 100% CommScope facilities are not rated as "High Risk" during the annual RBA risk assessment review. • Develop a Scope 3 supply chain strategy that looks at engaging our suppliers in GHG measurement and monitoring.
Our People	Leverage a collaborative, enabled and agile workforce to deliver business innovation	• Activate our purpose, vision, values and CommScope NEXT strategy to drive engagement, innovation and growth. • Drive positive talent and business outcomes through leadership, culture and positive employee experiences. • Reinforce a diverse and inclusive culture that thrives on innovation and learning to adapt, grow and win. • Provide top quartile rewards for top quartile performance. • Provide meaningful well-being support to enable our employees to flourish in all ways. • Serve as positive community citizens.

A.4 Significant Risk Identification and Noncompliance

CommScope's 20 business units were analyzed each quarter in 2021 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 2021.

CommScope didn't receive any substantiated complaints concerning breaches of customer or employee privacy. We aren't aware of any reportable breaches involving customer or employee data in 2021.

A.4.1 SCREENING NEW SUPPLIERS AND IDENTIFYING SIGNIFICANT RISK FOR INCIDENTS OF FORCED OR COMPULSORY LABOR

In 2021, we screened 268 suppliers, including 100% of new suppliers. Supplier screening includes environmental and social criteria. After completing the 2021 audit process, a total of 4.48% of suppliers were identified as high risk. For active high-risk suppliers, we planned 2022 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.4.2 NEGATIVE ENVIRONMENTAL IMPACT IN THE SUPPLY CHAIN AND ACTIONS TAKEN

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

a) We assessed 268 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 2021. Overall, there were nine major/minor findings in environment but no significant (priority) findings. The top three environmental findings were identified only as major or minor.
   i. Hazardous substances (missing MSDS, hazardous waste wasn't labeled properly, no assessment on hazardous waste treatment vendor)
   ii. Air emissions (boundary noise wasn't monitored, air emission wasn't monitored)
   iii. Water management (no water channel contamination log, wastewater wasn't inspected)

d) We identified no assessed suppliers as having significant actual and potential negative impacts.

e) No supplier relationships were terminated due to the assessments.

A.4.3 NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

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

a) We assessed 268 suppliers for social impacts.

b) We identified three suppliers as having significant actual and potential negative social impacts.

c) Overall there were seven significant (priority) findings from the five categories in 2021:
   i. Working hours
   ii. Emergency preparedness
   iii. Freely chosen employment
   iv. Nondiscrimination
   v. Occupational injury and illness

d) We identified 1% 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 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.6 Assurance Statement

Scope and Objectives

WSP was commissioned to conduct a review of CommScope's activities and processes used to prepare its 2022 Sustainability Report, which reports on CommScope's 2021 reporting period. We have provided a Type 1 Assurance Statement using the AA1000 Assurance Standard (AA1000AS v3) principles of Inclusivity, Materiality, Responsiveness and Impact as summarised below.

- Inclusivity – has the organization included its stakeholders in developing and achieving an accountable and strategic response to sustainability?
- Materiality – has the organization included in its report the material information and data required by its stakeholders to make informed judgements, decisions and actions?
- Responsiveness – has the organization responded to stakeholder concerns, policies and relevant standards and communicated these in its report?
- Impact – has the organization monitored, measured and is accountable for how their actions affect their broader ecosystems?

Assurance Level, Responsibilities and Limitations

Our assurance team has the appropriate experience and competency to complete this assurance engagement. WSP has a Quality Management System (QMS) which is certified to BS EN ISO9001 under which all our work is managed. Our assurance took place in April 2022 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 2022 Sustainability Report.
- WSP staff were involved in supporting CommScope in compilation of the 2022 Sustainability Report and Materiality Assessment. Therefore, for transparency our assurance was strictly limited to the processes of data and information gathering that support the disclosure in this report. The WSP assurance team 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 2022 Sustainability Report.

Methodology

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

Opinion

Our assurance work found that the 2022 Sustainability Report meets the principles, content and quality requirements of AA1000 AS v3 for a Type 1 Moderate Level of Assurance. We have made the following findings and conclusions.

Inclusivity

CommScope has identified key stakeholders and their needs and expectations with regards to sustainability management of business activities. This was conducted through the materiality assessment in 2019 and has continued to be identified through feedback and enquiries tracked through the Corporate Responsibility and Sustainability (CR&S) Governance arrangements, including engagements and dialogues across the business stakeholders. Topics identified through this process are regularly considered, with material topics such as health and well-being being highlighted further due to the COVID-19 pandemic.

There are clear Governance arrangements for setting the sustainability strategy and for implementation of initiatives and activities driven by stakeholder needs and expectations. The CR&S Governance arrangements facilitate the inclusion of multiple internal stakeholders including employees, management-led teams and the Board. Each stakeholder group is allocated roles and responsibilities as disclosed in the 2022 Sustainability Report, enabling stakeholders at CommScope to have the opportunity to participate and support the sustainability strategy and implementation of initiatives and activities.

CommScope has demonstrated their recognition of stakeholder's priorities and responded to these topics. These responses and the progress on these actions have been included in their 2022 Sustainability Report. This includes CommScope's response to climate change, Science Based Targets, product life cycle analysis and employee well-being, previously identified by stakeholders.

Materiality

CommScope's Corporate CR&S strategy and its disclosure is guided by the results of the Materiality Assessment CommScope conducted in 2019. The needs and expectations of key stakeholders in terms of sustainability and corporate responsibility were identified and assessed in order of importance as part of the Materiality Assessment. To assess that the Environmental, Social and Governance (ESG) topics identified in 2019 are still material to the business, engagement through the CR&S governance processes is regularly reviewed and incoming topics raised are evaluated against the material topics. The 2019 Materiality Assessment remains relevant, however, CommScope recognise that as the business evolves, a revised Materiality Assessment is required and is planned for 2023 to reflect any business changes and sustainability priorities.

In the previous reporting period, new requirements such as the Task Force on Climate-Related Financial Disclosures (TCFD) were highlighted and CommScope is now reporting through the Carbon Disclosure Project (CDP) which is aligned to the TCFD requirements. As legislative requirements regarding climate and financial risk reporting become more stringent, it will be beneficial for CommScope to explicitly report full disclosures against the TCFD requirements.

Responsiveness

The 2022 Sustainability Report was prepared in accordance with the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) standard for sustainability reporting. CommScope has used the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard to report its GHG emissions. In the future, CommScope may consider external assurance of Key Performance Indicator (KPI) metrics for future reporting purposes.

The report takes an ESG approach with topics being grouped into Governance, Social Responsibility and Environmental Responsibility. For each category, a highlights overview is provided and each material topic has its own section within the category. This ensures clear signposting and dedicated sections for each material topic. Furthermore, the report encourages access to further information through a variety of links and contact information.

CommScope's material topics have been demonstrated as being established across the entirety of the business and the KPIs for these topics are clearly monitored and reported externally. This includes the development of the new Diversity and Inclusion Business Network (DIBN) and the further coverage of Scope 3 GHG reporting and supply chain engagement, topics which had been identified as material to the business in previous reporting periods. As the business evolves and changes, these topics will continue to need to be considered and evaluated to ensure all relevant areas of the business are identified and reported.

Impact

Each grouped sustainability topic in the report includes progress performance of the objectives and targets. Additionally, the material sustainability issues continue to be monitored and reported internally for review on a monthly basis to the executive team and the Board. KPIs are outlined for most of the material issues and included in the 2022 report. Environmental KPIs are notably strongest, with opportunities to consider more extensive KPIs for social aspects in future reporting.

CommScope have demonstrated progression and maturity with the development of material corporate responsibility and sustainability topics identified, monitored, and reported on. Evolving stakeholder needs and requirements of the business are effectively responded to. The 2022 Sustainability Report has demonstrated the implementation and reporting of new schemes and initiatives supporting the material ESG topics, particularly in the current challenging and ever-changing external landscapes, including well-being, diversity and inclusion, climate change, net zero and legislation changes.

Louise Wood
Associate Director London
May 2022

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

We are invested in what's next.

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

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