

COMMSCOPE®



2015
Sustainability
Report

INVESTING IN OUR FUTURE



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ABOUT THIS REPORT

Published annually by **CommScope** (NASDAQ: COMM), this sustainability report details our efforts to protect the environment, promote the health and safety of our workforce and support the communities where we operate.

This 2015 report was developed according to the guidelines established by the Global Reporting Initiative (GRI). Our leadership solicited input from stakeholders, executives, employees and customers to identify and include the most relevant topics and key performance indicators (KPIs). Unless otherwise noted, all information and data in this report pertains to activities that transpired between January 1, 2015 and December 31, 2015.

This report covers CommScope's consolidated business, including all wholly owned and controlled subsidiaries. The ethical, economical, and labor KPIs pertain to our entire company.

The Environment, Health and Safety KPIs pertain to our Large Manufacturing Facilities (LMF: those larger than 70,000 square feet). These facilities are located in the Czech Republic, Germany, India, Ireland, Mexico, China, Scotland and the United States.

Share your thoughts or questions on sustainability with us at sustainability@commscope.com.

INVESTING IN OUR FUTURE

Every day, our CommScope employees across the globe are working hard to make sure we wisely invest in our future. With their hard work, and the guidance and support of the Corporate Responsibility and Sustainability team (CR&S), we had a successful 2015. We made significant strides throughout the year in achieving various short-term, mid-term, and long-term objectives.

I am happy to share with you some of the progress we've made on our broad spectrum of initiatives. While these markers underscore a strong commitment, we must continue our vigilance. I invite you to join me in thinking about what the CommScope of 10, 20 or even 50 years from now might look like, as we continue to invest in our future.

It is important to always be considering the larger impact of our actions, beyond the balance sheet. We must start to consider the legacy CommScope will leave across the world. I am pleased to share that we have achieved a wide range of objectives, and look forward to continued progress as we set the bar even higher.

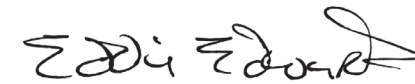
In addition to our continuous work to meet our prospective objectives, CommScope's 2015 acquisition of the Broadband Network Solutions business from TE Connectivity transformed our company, and provided us a springboard toward an even more promising future. In 2016, we are focused on integration activities, re-evaluating our strategic CR&S initiatives and goals, and strengthening our commitment to sustainable and responsible practices and standards in our facilities around the world.

Guided by a team of leaders pursuing integrity, generosity and respect, our employees are:

- Designing sustainable solutions and networks
- Preserving natural resources
- Reducing environmental impact
- Aiming for a safer and healthier workplace
- Practicing honesty and fairness
- Giving back to local communities

The CommScope story is much deeper than the bottom line. For the sake of future generations, we will continue to grow as a sustainable, environmentally conscious business that benefits the whole planet.

You can expect more from us.



Eddie Edwards
President and Chief Executive Officer

GOAL:	GOAL:	GOAL:	GOAL:
Reduce greenhouse gas (GHG) emissions from LMFs by 65% by the end of 2020.	Divert 97% of nonhazardous waste generated at LMFs from landfills by the end of 2016.	Achieve a 25% reduction in major reportable injury rate by the end of 2015.	Achieve a 25% reduction in total restricted and lost workday rate by the end of 2015.
ACHIEVED 77% reduction	ACHIEVED 97%	ACHIEVED a rate of 0.52— 35% better than the target	ACHIEVED a rate of 10.11— 54% better than the target



Our commitment to our people and to the communities where we live and work drives us to provide innovative solutions, services and practices that are safe and sustainable for our environment and future generations.

—Eddie Edwards

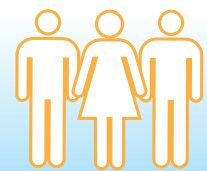
CORPORATE RESPONSIBILITY AND SUSTAINABILITY PHILOSOPHY

Our sustainable philosophy embraces our core values and holds us accountable to produce smart solutions, services and practices that respect our people and our planet.

MISSION STATEMENT

Meaningful integrity is a decisive personal and company-wide commitment to enable faster, smarter and more sustainable solutions while demonstrating the utmost respect for our human and natural resources.

Our approach to corporate responsibility and sustainability is organized under three pillars:



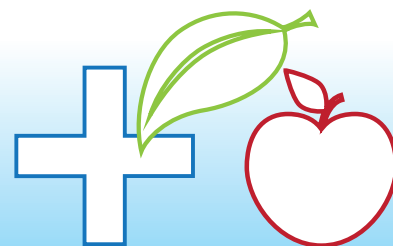
People and Community

We value the human rights of our employees and work diligently to make positive contributions to our local communities.



Ethics and Governance

We value integrity and transparency and work diligently to maintain the highest standards of ethical business practice.



Environment, Health and Safety

We value the world we live in and work diligently to improve the wellness and personal safety of our professionals.



Since we conduct business on a global scale, CommScope is exposed to risk at many levels.

To mitigate these potential risks, we are governed by three teams that maintain a thorough system of checks and balances:

1. The Executive Sustainability Council
2. The Corporate Responsibility Team
3. Facility Teams

Learn about specific roles these three teams have on our website.

WELL POSITIONED FOR FUTURE

At CommScope, we understand things that unify us and make us unique. A clear mission and meaningful values guide our strategic business decisions, strengthen our brand and enable us to provide advanced network solutions.

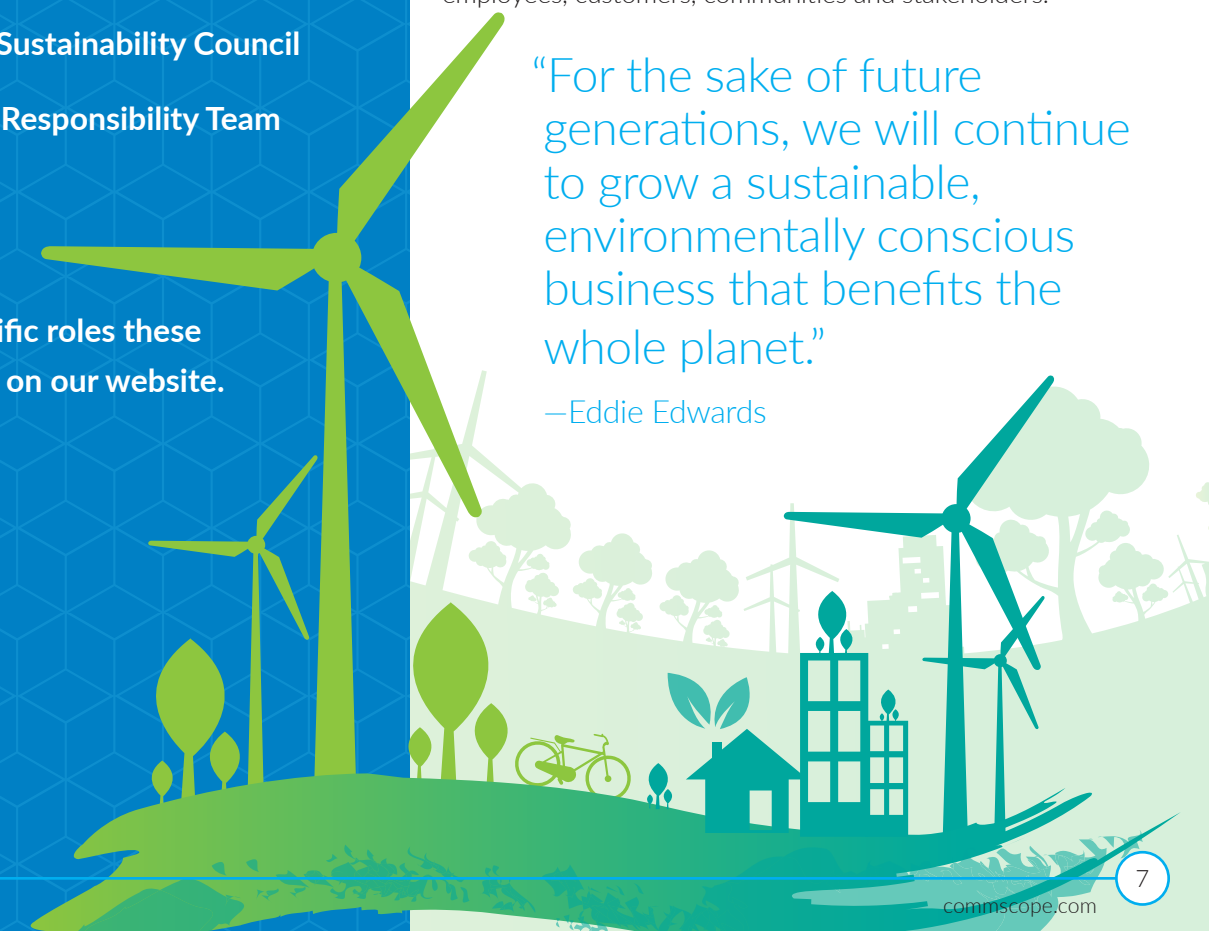
CommScope helps companies around the world design, build and manage their wired and wireless networks. Our vast portfolio of network infrastructure includes some of the world's most robust and innovative wireless and fiber-optic solutions. Our talented and experienced global team is driven to help customers increase bandwidth; maximize existing capacity; improve network performance and availability; increase energy efficiency; and simplify technology migration.

You will find our solutions in the largest buildings, venues and outdoor spaces; in data centers and buildings of all shapes, sizes and complexity; at wireless cell sites; in telecom central offices and cable headends; in FTTx deployments; and in airports, trains, and tunnels. Vital networks around the world run on CommScope solutions.

We continue to engineer sustainable innovations in ways that respect our planet while improving lives of our employees, customers, communities and stakeholders.

“For the sake of future generations, we will continue to grow a sustainable, environmentally conscious business that benefits the whole planet.”

—Eddie Edwards



2015 HIGHLIGHTS

KEY ACQUISITIONS

By far, the biggest news of 2015 was the acquisition and integration of the Broadband Network Solutions (BNS) business from TE Connectivity. The acquisition agreement was announced on January 28 and the deal closed on August 28, at which time CommScope welcomed about 10,000 new employees. The all-cash transaction, valued at approximately \$3 billion, strengthened CommScope's position as a leading communications infrastructure provider with deeper resources to meet the world's growing demand for network bandwidth. This acquisition created a stronger company with greater innovation, employee talent and overall capabilities to serve customers in four major areas:

- Indoor and outdoor wireless networks
- Data centers and central offices
- Connected and efficient buildings
- Access and backhaul networks

In 2015, we fortified our position in Wireless with the acquisition of Airvana®, a leader in small cell solutions for wireless networks. The acquisition expands CommScope's leadership and capabilities in providing indoor wireless capacity and coverage, with fundamental technology that can be expanded into other areas such as outdoors, too.

STRATEGIC INITIATIVES



The company-wide Simply CommScope initiative entered its second year. It is designed to help us be more agile in a more prominent, repeatable way. Doing so will make it easier to do business with CommScope, simplify our ability to support customers and make it easier to work with each other from an internal viewpoint. Teams across the company are working on four areas that will lead to simplified and better processes: corporate structure and legal entities; better management of our master data; improved order to cash (from when an order is placed to when the invoice is paid); and 80/20, the initiative for resourcing and supporting our largest customers.



This major initiative is designed to reinforce a culture of quality. It is focused on spreading the idea of personal quality to CommScope facilities around the world via the Operations Quality team. The message: Quality Matters—to our customers, to our company, and to each and every employee. CommScope team members are proud of the quality of their work and are backing CommScope with their personal guarantee.

"We look at personal quality as a pathway to greater success," said Michael Gialenios, vice president, global operations quality, cable and active products. "Living up to the core CommScope values of Innovation, Integrity and Agility demands that we pull together the tools and ideas from personal quality, Lean and Simply CommScope, and bring them into everything we do."



When it comes to productivity, employees on the shop floor have a unique, hands-on point of view. Now an innovative new CommScope program seeks to leverage that perspective by bringing workers together to share insights and generate new ideas for process and productivity improvement. Dubbed Starpoint, the program was piloted at CommScope's Catawba, North Carolina facility this year. Production floor employees are divided into 13 Starpoint teams of 15 to 20 members, organized around a specific function within the plant. Each team has five Starpoints — team members who lead discussion on one of five critical areas of focus: safety, quality, scrap, process, and team effectiveness.

"Starpoint pushes lean manufacturing thinking to the shop floor," says Iain McMillan, vice president, global operations, continuous process improvement. "Employees can freely contribute their own ideas, help implement them, and take ownership of the results."



CommScope introduced a new management tool for the PartnerPRO® Network in order to increase the ease, speed and efficiency of collaborating with its partners, and to deliver faster and better services to its customers. The CommScope PartnerPRO Portal is a management software tool for partners that runs on a best-in-class data management technology created to simplify the process of collaboration for customer projects, ultimately providing customers faster access to CommScope technology.

MAJOR MILESTONES

- Our facility in Claremont, NC, USA, celebrated 25 years producing world-class solutions in October.
- Our team in Reynosa, Mexico, was again recognized by the state government of Tamaulipas for having successfully met the obligations of the state's voluntary environmental management program and received the Gold Environmental Excellence Award, the highest award level recognizing exceptional compliance with environmental business practices.

FACILITY NEWS

Grand Prairie, TX, USA: A new distribution center was opened in February. The distribution center project turned out to be a testament to CommScope's agility and teamwork as it took just 90 days to become fully operational.

Brno-Morice, Czech Republic: A new 43,000-square-foot plant for base station antennas (BSA) manufacturing opened after a four-month project with all five production lines fully operational as of July 13. As LTE wireless technology takes off in Europe, the new factory is helping to meet increasing demand for BSAs.

Sidney, NE, USA and San Jose, CA, USA: As part of the process to effectively integrate the BNS business, many functional groups within the company reorganized. Company leaders took a decision to close the two facilities in 2016 to consolidate and eliminate duplication within the new CommScope.

2015 SOCIAL & ETHICAL PROGRESS

First class completes the Emerging Leaders Program

Eighteen high-potential CommScope management employees were given the chance to learn more about workforce planning, e-commerce, manufacturing, and other key aspects of our business as part of an inaugural session of the Emerging Leaders Program (ELP).

Participants in the program came from all over the world—a diverse, cross-functional group of managers who demonstrated the engagement, ability, aspiration and emotional intelligence to succeed at higher levels in the organization.

“The main goals of ELP are to provide high-potential leaders with a strategic framework for addressing the challenges of the future, as well as the interpersonal skills to be strong and effective leaders,” said Marie Wohler, director, global talent management, who led the development of the program. “The program also forges connections between executives from diverse parts of the company to give these leaders a truly global perspective on our business.”

ELP provides structured leadership development to enable select CommScope employees at the director and vice president levels to accelerate their growth as leaders of the company. The program was developed in partnership with the University of North Carolina Kenan-Flagler Business School. CommScope worked closely with UNC to customize the program content and instruction to address the unique needs of our organization.

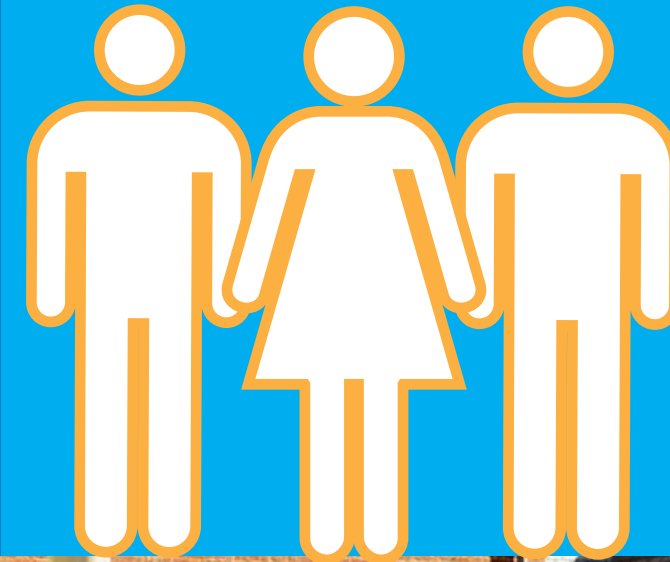
“At CommScope, we place a high value on people who have the potential to lead the company successfully into the future,” Eddie Edwards, president and chief executive officer, said. “The Emerging Leaders Program prepares promising managers for the challenges that lie ahead, and enables them to realize their full potential as leaders.”



The intensive one-year program began in September 2014 with a kickoff event in Hickory, NC, where participants met with senior management and got an overview of the program. Two separate one-week residencies on the UNC campus took place in November 2014 and May 2015, and participants also received personalized 360-degree feedback, individual development planning, and mentoring during the period between on-campus sessions.

The ELP curriculum offered an in-depth action learning exercise, in which the class was divided into three teams of six people each and given a real-world CommScope strategic challenge to address. Teams received their action learning projects, recommended by their team sponsor in November, and worked on them throughout the year, collaborating remotely and presenting their recommendations to senior management in May. The topics ranged from workforce planning to manufacturing, to e-commerce, encompassing some of the key challenges and opportunities the company may face in the future.

Senior leaders selected participants for the second ELP class, which was also completed in 2016.



CommScope celebrates the first graduates of its Emerging Leaders Program

Front row, from left: Sammit Patel, Loris Agnelli, Henry Liang, Meng Wang, Laurie Oswald, Brooke Clark, Karri Reddy, Praveen Jonnala, Claudia Aguirre, Baber Abbas

Back row, from left: Karen Devin, Troy Vanderhoof, Doug Myers, Koen ter Linde, Todd Herman, Randy Crenshaw, Ciaran Burke, Davy Dryburgh, Stephen Kowal, Mike Cross and John Dicandilo

Randy, Mike and Stephen were the Action Learning Project Sponsors for the Emerging Leaders Program.

2015 PROGRESS: FINANCIAL, ETHICAL AND LABOR PERFORMANCE

COMPANY REVENUE

The following financial figures represent direct economic value generated and distributed. This includes revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.

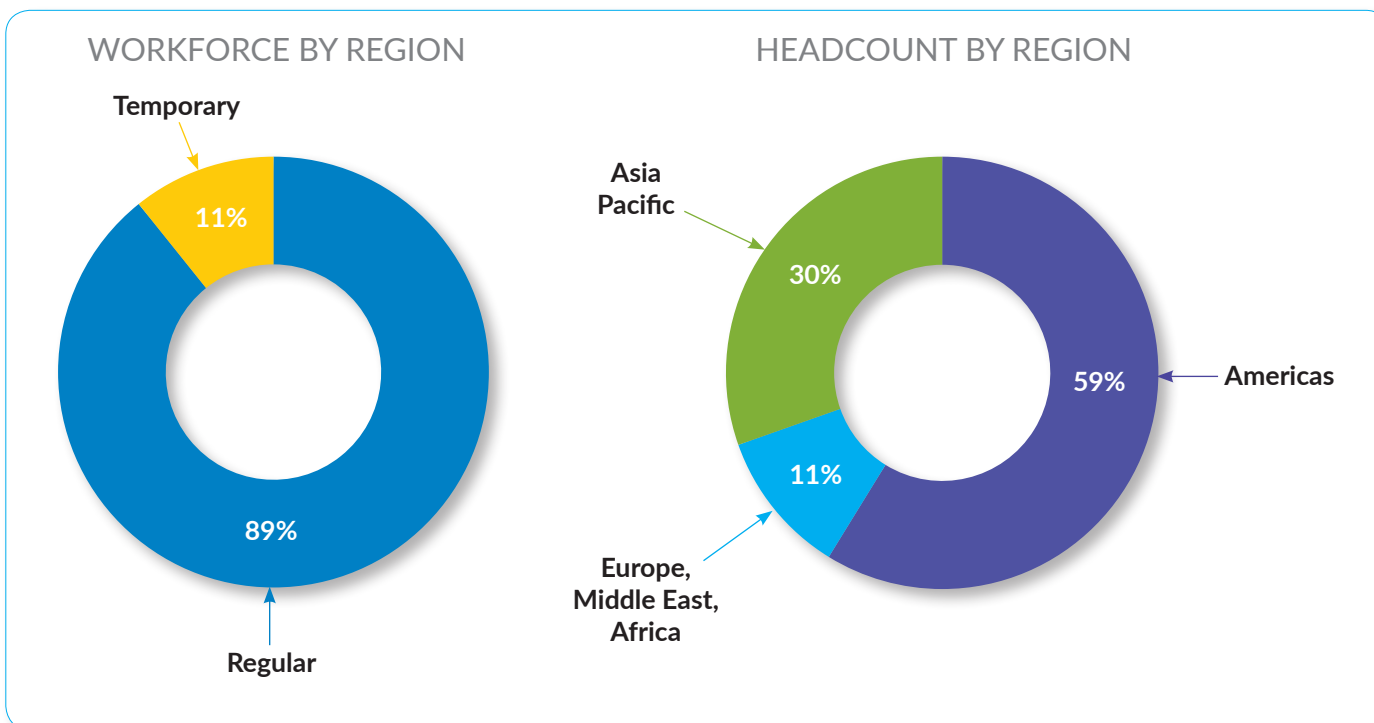
For more financial insight, view our [2015 Annual Report](#).

Wireless	\$1,939M
Enterprise	\$ 846M
Broadband	\$ 476M
Broadband Network Solutions	\$ 530M (revenue from August 28, 2015 acquisition to December 31)
2015 Revenue	\$3,791M

ANTI-CORRUPTION

All of CommScope's 23 business units were analyzed each quarter in 2015 for ethical risk, to fulfil the key performance indicator regarding the percentage and total number of business units analyzed for risks related to corruption.

TOTAL WORKFORCE BY EMPLOYMENT TYPE, EMPLOYMENT CONTRACT AND REGION



CHILD LABOR

Operations and suppliers identified as having significant risk for incidents of child labor, including measures taken to contribute to the effective abolition of child labor.

There were no incidents of child labor found.



2015 HEALTH & SAFETY PROGRESS

Making CommScope a safer, healthier, more productive workplace

Reminding employees to take ownership of their safety is at the heart of the global safety campaign, **Safety Starts with Me**.

The campaign began in 2014 with a focus on North America and South America and Caribbean facilities. It continued with 2015 roll-outs in Agrate and Faenza, Italy; Buchdorf, Germany; Lochgelly, Scotland; Suzhou, China; Goa, India; and Saudi Arabia.

The campaign's main goal is to significantly reduce the rates of major injuries and days away from work. To do this, the company is taking a zero-tolerance approach to at-risk behaviors while working to instill a deep sense of personal responsibility for safety in all employees.

The Lochgelly campaign was launched in April. Participants were introduced to the causes of workplace incidents and the concept of at-risk behaviors that regularly put people in danger of injury.

Employees are made aware that these behaviors cause the vast majority of incidents and injuries. Facility Environment Health and Safety (EHS) Specialist David Cook set up Tool Box talks that facilitate open discussion of safety matters to improve near-miss reporting, identify where major injuries occur, and prevent them from happening.

“The basis for the program is in self-ownership,” said Davy Dryburgh, site director. “Each of us needs to take personal ownership of our own safety—to say, ‘If I see or undertake an at-risk behavior, I need to step in and make a personal decision to stop it.’”

The Suzhou CSA and CSC facilities each held a Safety Starts with Me kick-off event in May. In collaboration with the Quality and Production Operations departments, local EHS teams are also beginning weekly Tool Box talks in all areas as part of the Starpoint program, and will be putting together a list of known at-risk behaviors for discussion at the Tool Box talks and for use in the regular audits.

“The key message of the Safety Starts with Me initiative is that each one of us is responsible for keeping ourselves, and those who work around us, safe from harm,” said George Shi, vice president, Suzhou operations. “By practicing the 10 Safety Principles, we are practicing our company value of integrity, and showing respect to our colleagues.”

Rajendra Gaunekar, EHS manager from our Goa, India facility, spent time with the Enterprise team in Saudi Arabia to introduce the Safety Starts with Me campaign and conduct fire and emergency awareness training. Employees were introduced to the causes of workplace incidents, such as at-risk behaviors.

“We have a very dedicated and quality-focused team, so this safety initiative is a welcome development,” says David Gilmore, vice president, global operations, Enterprise. “It is an additional opportunity to emphasize the importance of teamwork. We have a very good safety record in this facility and, as we expand our product portfolio, our challenges increase and the timing of this campaign is perfect.”

CommScope's Safety Starts with Me campaign was introduced at our Buchdorf facility in June. Facility EHS engineer Herbert Guerzing is leading a team of managers and supervisors in getting the program message out and implementing it across all areas.

“Safety Starts with Me reflects CommScope’s zero-tolerance approach to at-risk behaviors and has been proven effective everywhere it has been implemented,” said Ciaran Doyle, director, global EHS. “We look forward to continuing the rollout to more CommScope sites in the months to come, including the new facilities from both acquisitions.”

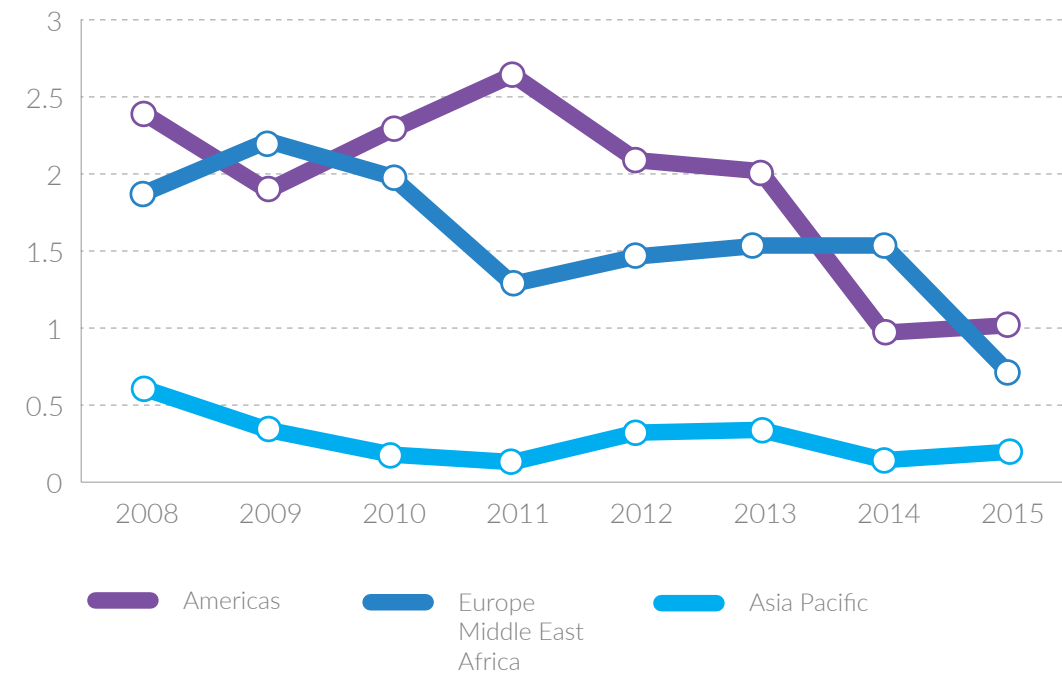
[View more about our Safety Starts with Me initiative](#)



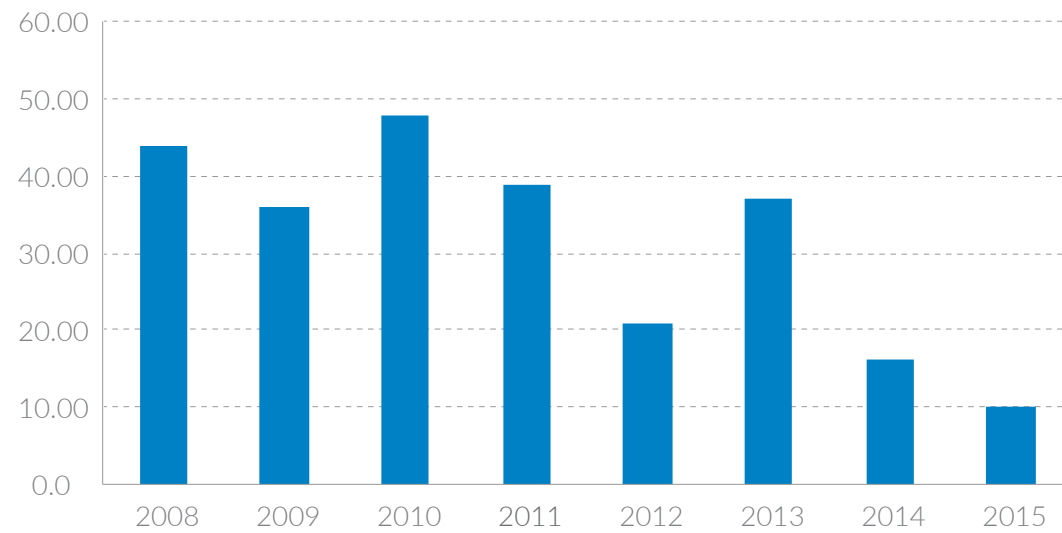
2015 PROGRESS: HEALTH AND SAFETY PERFORMANCE

RATES OF INJURY, LOST AND RESTRICTED DAYS

INJURY RATE BY REGION



TOTAL LOST AND RESTRICTED WORKDAY RATE



- Note 1:** No work-related fatalities occurred at our large manufacturing facilities during 2008–2015.
- Note 2:** In 2015, for every 1,000 employees, five employees have been involved in a major reportable injury.
- Note 3:** Injury rate includes major reportable injuries and work-related illnesses. Minor injuries are not included.
- Note 4:** Major reportable injuries are defined in our global EHS management system as "Incidents—Health & Safety—Level 3 and 4".



"Safety Starts with Me reflects CommScope's zero-tolerance approach to at-risk behaviors and has been proven effective everywhere it has been implemented,"
 — Ciaran Doyle
 director, global EHS

2015 ENVIRONMENTAL PROGRESS

Continuing our commitment to greenhouse gas emissions reduction

In 2010, we committed to reduce our greenhouse gas (GHG) emissions from large manufacturing facilities (LMFs)—those larger than 70,000 square feet—by 65 percent by the end of 2020, measured in metric tons of carbon dioxide equivalents (CO₂e) against the 2008 baseline.

CommScope surpassed this 2020 ambitious goal in 2015, with a 77 percent decrease from the 2008 baseline.

The reduction came five years ahead of schedule and was accomplished thanks to the tireless efforts of environmentally conscious employees at facilities worldwide over the past eight years.

Several key projects and initiatives helped significantly reduce our GHG emissions:

- Reducing our reliance on the blowing agent C318 in cable production with a view toward introducing an alternative agent with a much lower global warming potential (GWP)
- Adjusting compressors and compressed-air system settings
- Optimizing the setup of the equipment
- Replacing aging lighting systems with LEDs and installing light sensors
- Replacing high-GWP air-conditioning refrigerants with better alternatives

“Around the globe, CommScope team members engaged in a variety of efforts to help preserve our natural resources and slow down climate change. I’m very proud that our people have demonstrated such a strong commitment toward GHG emissions reduction and made this tremendous achievement possible.”

—Zuzi Pospechova, manager of Corporate Responsibility

Emissions like carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulfur hexafluoride can trap heat in the atmosphere and contribute to climate change.

Our plan is to set up a new reduction goal in early 2017 to reflect the company’s acquisition of part of TE Connectivity’s business in 2015, and following the integration activities in 2016. The 2016 numbers will serve as the company’s new baseline.

CommScope will continue working toward creating a more sustainable environment worldwide.

2015 PROGRESS: ENVIRONMENTAL PERFORMANCE

DIRECT AND INDIRECT CONSUMPTION BY PRIMARY ENERGY SOURCE (gigajoules)



Note 1: 2012—natural gas consumption adjusted due to late reporting from China facilities in 2013.

Note 2: 2011, 2012, 2013, 2014, 2015 refer to organizational changes in Announcements section of our annual sustainability reports.

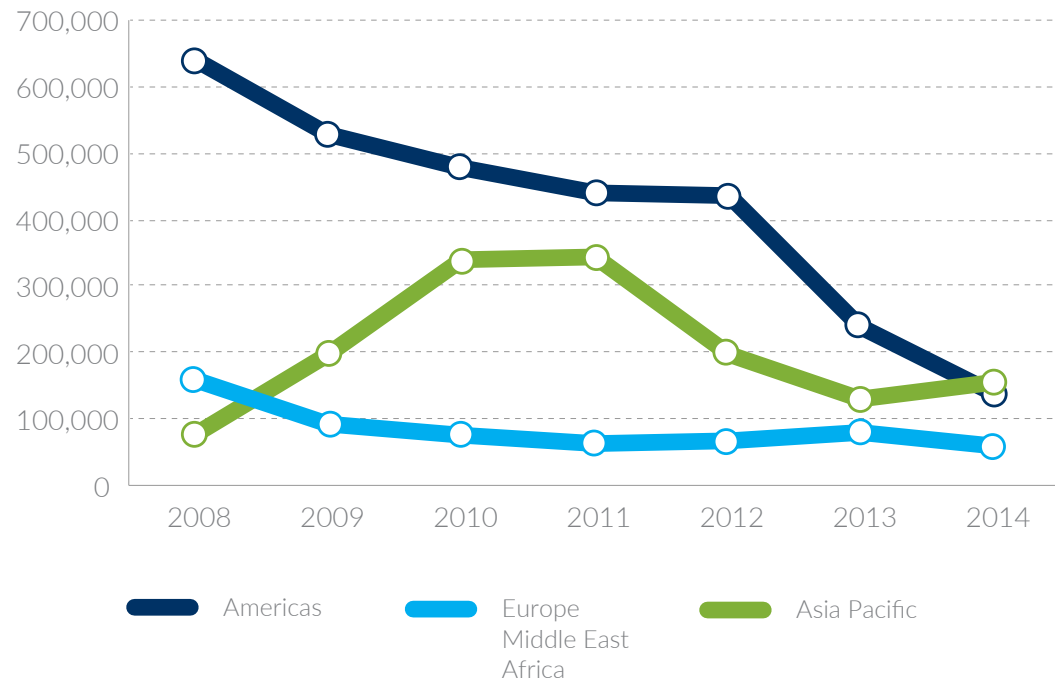
TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS

There were no significant spills recorded at our large manufacturing facilities (LMFs) in 2015.

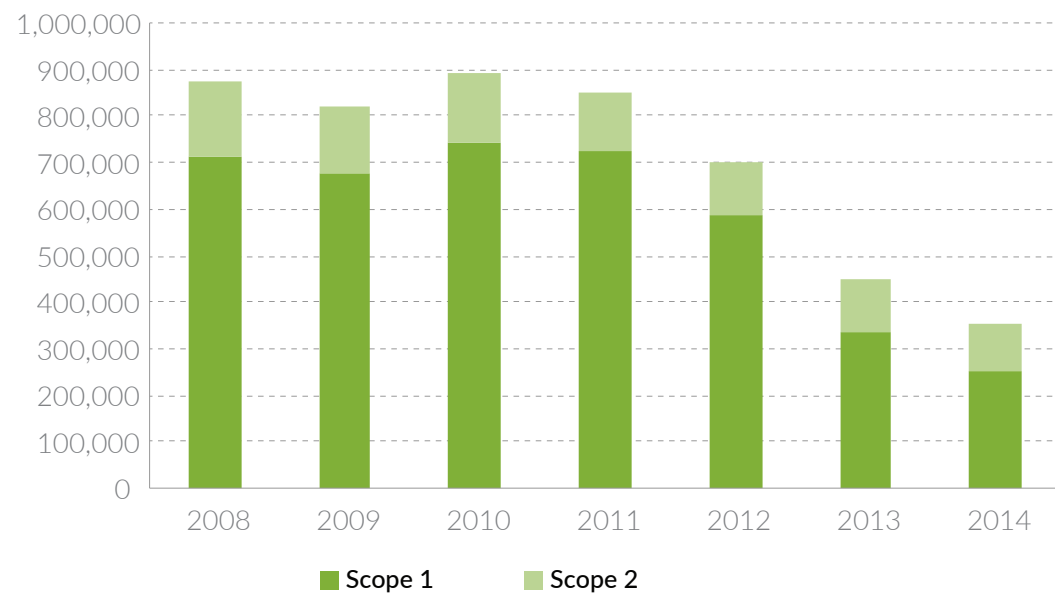
A significant spill is defined as an accidental release of any regulated or hazardous substance, physical or biological agent that may affect human health, land, vegetation or bodies of water. If a spill impacts the air, water or land outside a facility and requires a designated EHS person to report the matter to any jurisdiction—or requires a third party for cleanup—it must be reported.

TOTAL DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS BY WEIGHT
(metric tons CO₂e)

BY REGION



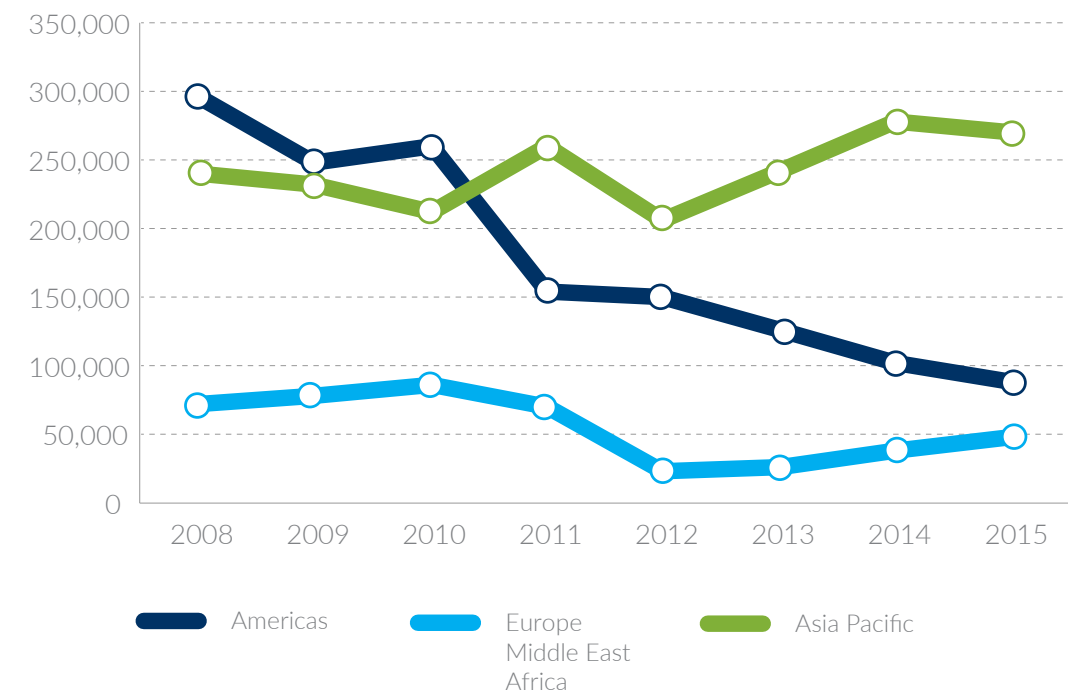
BY SCOPE



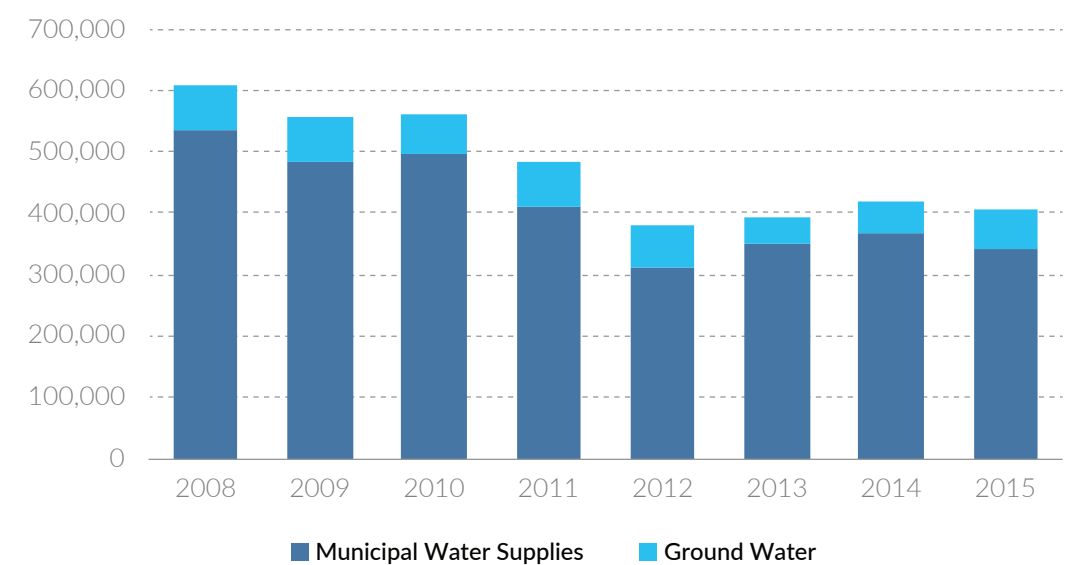
Note 1: 2012—natural gas consumption adjusted due to late reporting from China facilities in 2013.
Note 2: 2011, 2012, 2013, 2014, 2015 refer to organizational changes in Announcements section of our annual sustainability reports.

TOTAL WATER WITHDRAWAL
(m³)

BY REGION



BY SOURCE



Note 1: 2008 ground water withdrawal estimated—no measuring device in place (three locations).
Note 2: 2008, 2009 municipal water supplies at three facilities not known, estimated as per 2009 and 2010 consumption.
Note 3: 2011, 2012, 2013, 2014, 2015 refer to organizational changes in Announcements section of our annual sustainability reports.

EXPLORE MORE

Thank you for reading the 2015 Sustainability Report.

Continue the conversation with us online. Explore our Corporate Responsibility & Sustainability pages on the CommScope website.



INVESTING IN OUR FUTURE

This report is a small window into a wide variety of sustainable activities we engage in each year. Explore all of the ways CommScope is leaving our world better than how we found it.

PROTECTING OUR PLANET

Our business operates within a variety of ecosystems—economic, social, industrial and natural. We encourage you to learn more about how our hard work positively influences the environment.

CULTIVATING OUR PEOPLE

CommScope is a robust, diverse family filled with a broad range of personalities and perspectives. Want to know how we're helping them and their families succeed? Check out CommScope in the community.

MAINTAINING OUR INTEGRITY

CommScope professionals are held to an exemplary ethical standard that we simply refer to as "doing the right thing." Explore our core values and guiding principles.

ACHIEVING OUR GOALS

We invite you to take a few minutes and explore the metrics and goals we use to measure our progress and promote advancement towards our top sustainability priorities.

ENSURING OUR SAFETY

The safety of our global workforce—every single unique employee—is essential to the foundation and future of our company. Learn more about how we're creating safety awareness.

IMPROVING OUR HEALTH

The success of our organization depends on the productivity of our professionals. Learn how we're developing fitness, health and wellness events for CommScope teams around the world.

UPHOLDING OUR STANDARDS

From ethical business practices to workplace safety to environmental stewardship, each CommScope employee has agreed to honor these principles and policies. We invite you to get to know our standards.



INVESTING IN OUR FUTURE

Our future as a global network infrastructure provider relies on our ability to lead with character and commitment, to give with no expectation of receipt, and to respect the people we serve and the world in which we do business.

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.

CommScope (NASDAQ: COMM) helps companies around the world design, build and manage their wired and wireless networks. Our network infrastructure solutions help customers increase bandwidth; maximize existing capacity; improve network performance and availability; increase energy efficiency; and simplify technology migration. You will find our solutions in the largest buildings, venues and outdoor spaces; in data centers and buildings of all shapes, sizes and complexity; at wireless cell sites and in cable headends; and in airports, trains, and tunnels. Vital networks around the world run on CommScope solutions.

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