

INVESTING IN OUR FUTURE



At CommScope, we are pushing the boundaries of technology to create the world's most advanced networks. Sustainability is a central part of the solutions and practices we create to serve the ever-increasing need for connectivity, and for us, sustainability starts at home with our own people and products. Through responsible business practices, partnerships and technology innovation, we are advancing our industry while creating a more sustainable future. Our efforts are having a positive impact. I am excited for the future ahead of us, and how CommScope will contribute to a more sustainable—and more connected—society.



Chuck Treadway
President and Chief Executive Officer

Business Highlights



CommScope achieved a Gold level Corporate Social Responsibility (CSR) rating from EcoVadis for the sixth consecutive year. CommScope was included among the top 5% performers evaluated by EcoVadis, a global leader in monitoring, benchmarking and enabling sustainability in supply chains.

Newsweek

We were delighted to be recognized in *Newsweek's* 2022 list of America's Most Responsible Companies.



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



Named one of "Mexico's Best Employers 2022" by *Forbes*.

MSCI

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

McWANE STAR SUSTAINALYTICS

Achieved Low Risk ESG rating from Sustainalytics.

CEO ACTION FOR DIVERSITY & INCLUSION

Signed CEO pledge and became member of the **CEO Action for Diversity & Inclusion™**, the largest CEO-driven business commitment for advancing diversity and inclusion within the workplace.

Corporate Responsibility and Sustainability Strategic Priorities

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

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



Ethics & Governance
Drive Corporate Responsibility and Sustainability in the business



Our Business Operations
Reduce the environmental impact of our operations and facilities



Sustainable Products
Develop solutions that meet our customers' current and future sustainability requirements



Responsible Supply Chain
Source responsibly and minimize supply chain risks



Our People
Leverage a collaboration enabled and agile workforce to deliver business innovation

ENVIRONMENTAL PROGRESS

In 2022, we began adapting to the post-pandemic world, getting "back to normal". As our offices and facilities reopened, we continued hybrid working arrangements to give employees the flexibility to work remotely and enjoy face-to-face interaction. Our facilities management maintained the implemented measures to minimize our environmental footprint and save energy. As manufacturing activity recovered, consumption of energy, water and waste generation increased in comparison to the previous reporting period.



90% of all manufacturing facilities certified in line with the ISO14001:2015 standard



>99% of applicable Home Networks business unit shipments complied with the relevant U.S. and Canadian set-top boxes (STB) or Small Network Equipment (SNE) energy efficiency voluntary agreements



Awarded a score of B in the 2022 CDP Climate Change scorecard, which indicates that the company is taking coordinated action on climate issues, minimizing risks and realizing opportunities

ADDITIONAL ACHIEVEMENTS

- Started to develop in-house capability to conduct Life-Cycle Assessments (LCAs) for our products
- Continued to ensure our products meet global regulations including RoHS, WEEE and REACH regulations
- Continued focus on eliminating single-use plastics (SUP) across all business segments
- Continued to support the Society of Cable Telecommunication Engineers (SCTE) Energy goals in order to help our Access Network and Edge Facility products achieve greater energy reductions



2022 EARTH DAY

Every year, we dedicate the entire month of April to celebrate Earth Day and raise awareness for sustainability. "Invest in our Planet" was the theme in 2022. Every one of us needs a healthy Earth to support our jobs, livelihoods, health, and happiness. A healthy planet is not an option — it is a necessity.

OVER 180 employees and family members participated

Participants submitted artwork, essays, poems, songs, photography, video, or Power Point presentations demonstrating how they reduce environmental impact and be sustainable.

On behalf of the contest participants and our panel of judges, CommScope contributed to planting 1,900 trees via the [The Canopy Project](#) by [EARTHDAY.ORG](#).



SOCIAL PROGRESS

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. 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. By working with nonprofit organizations, our partners and employees, we provided assistance around the world in 2022. Our initiatives included donations for charitable causes, including humanitarian crises, disaster relief, educational charities and support to disadvantaged communities and supporting remote learning with infrastructure.



90% of all manufacturing facilities certified in line with the ISO45001:2018 standard



63.75% achieved a global injury rate of 0.29, 63.75% below the U.S. OSHA industry average of 0.8



~\$780K donated to charitable organizations



TOTAL WORKFORCE > 35,000

62% 38%

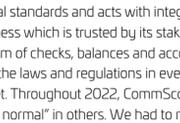


ADDITIONAL ACHIEVEMENTS

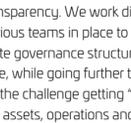
- Developed and launched the General Manager (GM) Accelerate program to strengthen our GM culture and capabilities
- Resourced our well-being program with Guidance Resources, the Company's global wellness resource program available to all employees and their families worldwide
- Partnered with an Employer match program in the United States and supported charitable organizations worldwide

GOVERNANCE PROGRESS

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. We work diligently to maintain an honest, fair and transparent business which is trusted by its stakeholders. CommScope has various teams in place to govern its global practices and to maintain a thorough system of checks, balances and accountability. With the appropriate governance structure, our goal is to ensure that CommScope complies with the laws and regulations in every country in which we operate, while going further to do our part for the well-being of our people and planet. Throughout 2022, CommScope as other businesses faced the challenge getting "back to normal" in some ways and establishing "new normal" in others. We had to minimize the related effects on assets, operations and supply chains, including procurement.



270 Conducted 270 sustainability assessments and audits in our supply chain. These included reviewing compliance and evaluation of established labor, ethics, environmental, health and safety practices, and business continuity.



19 Completed 19 CSR assessments in our manufacturing facilities, using the Responsible Business Association tool (RBA online)



Ensured our operations and supply chain aligned with global modern slavery and human rights' standards

ADDITIONAL ACHIEVEMENTS

- Introduced ESG goals in our short-term incentive plan for the CEO and Section 16 Officers
- Reported climate-related risks and opportunities using the CDP platform which is committed to aligning with the Task Force on Climate-Related Disclosures (TCFD) recommendations
- Continued to ensure our operations and supply chain aligns with global modern slavery and human rights standards
- Continued conflict minerals due diligence program with clear expectations communicated to our supply chain



To learn more, view our comprehensive

2023 SUSTAINABILITY REPORT