

Investing In Our Future

At CommScope, we connect and empower people globally through our advanced telecommunications solutions. We redefine what's possible from connectivity—helping our network partners solve their most pressing challenges today and innovating better ways for them to solve for what's next.

Sustainability is among the most pressing challenges of our time and, at CommScope, we're committed to being part of the solution. Our sustainability strategy focuses on ensuring that we tread more lightly by minimizing our environmental footprint and positively contributing to nature and society; helping our customers and partners meet their sustainability goals with innovative solutions; and communicating on our sustainability performance in a transparent manner.



Chuck Treadway
President and Chief Executive Officer

Business Highlights



CommScope achieved a Gold level Corporate Social Responsibility (CSR) rating from EcoVadis for the seventh 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.

We were delighted to be recognized in:

- *Newsweek's* 2023 and 2024 list of America's Most Responsible Companies
- *USA Today's* 2023 and 2024 list of America's Climate Leaders
- *Forbes' America's Best Employers by State List 2023*

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

Achieved Low Risk ESG rating from Sustainalytics

Awarded "Prime" ESG status by Institutional Shareholder Services (ISS)

Selected as a finalist for the Sustainability Award of the Nokia Diamond Awards 2023

Selected as a finalist in the Deutsche Telekom Green Future Best Practice Awards 2023

Honored with an Cabling Innovators Award for CommScope's commitment to sustainability

Awarded first place "Top 10 Cabling Award" from the China Intelligent Building Brand Awards 2023 (20th year running)

Corporate Responsibility and Sustainability Strategic Priorities

Following our **materiality assessment**, we categorized our material environmental, social and governance (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.

Our key priorities are designed to address the most pressing environmental, social and governance (ESG) challenges, risks, and opportunities facing the business, our stakeholders and our industry while also contributing to significant business benefit across our entire value chain.

 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
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ENVIRONMENTAL PROGRESS

Telecommunication companies' operations currently account for as much as 39% of global greenhouse gas (GHG) emissions. Without immediate action, this figure will continue to grow. In light of this, CommScope is committed to supporting our industry as a whole—and taking proactive steps toward improved environmental responsibility.

CommScope's global footprint extends to more than 150 countries, highlighting the importance of measuring and mitigating our environmental impact on a global scale. We are proud of the progress we have made but recognize that there is always more we can do. Therefore, we continue searching for innovative solutions and improved product design and development, adjusting our production, distribution and consumption patterns to minimize pressure on Earth's finite resources.

 90% of all manufacturing facilities certified in line with the ISO14001:2015 standard	 36.7% reduction in market-based Scope 1 + 2 Greenhouse Gas (GHG) emissions compared to 2019 base year	 33.7% reduction in Scope 3 Greenhouse Gas (GHG) emissions compared to 2019 base year
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ADDITIONAL ACHIEVEMENTS

- Developed inhouse 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 to 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
- Awarded a score of B in the 2023 CDP Climate Change scorecard, which indicates that the company is taking coordinated action on climate issues, minimizing risks and realizing opportunities. This is higher than the industry sector average of C and the global average of C.

 12.0% of purchased electricity originated from renewable sources in 2023
 14.3% reduction in water withdrawal compared to 2019 base year
 76.4% of nonhazardous waste and e-waste diverted from landfill in 2023
 96.3% 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

2023 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 2023. 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 200 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 applied \$10 for each submission to offset GHG emissions via the **United Nations Carbon offset platform**.



SOCIAL PROGRESS

CommScope is committed to advancing the development and expansion of a digital infrastructure that improves the lives of all members of society. With millions of users relying on our products and services every day, we have significant opportunities to provide societal benefits. We strive to make our products as affordable, accessible and inclusive as possible so as many members of society as possible can benefit from their use. Our commitment to bettering people's lives is advanced through our corporate social responsibility (CSR) initiatives, which support a variety of worthy causes each year through donations and various other aid programs.

We prioritize the well-being, health and safety of our employees. We also have multiple programs in place to support our employees' professional training and development. At CommScope, diversity and inclusion is at the core of our values, and we ensure equity is embedded throughout all aspects of our business, from hiring to promotions.

We believe that a happy and healthy workforce is essential to the success of our business and are committed to providing frequent and consistent support to empower our staff to perform their very best, which in turn delivers positive outcomes for all our stakeholders.

 90% of all manufacturing facilities certified in line with the ISO45001:2018 standard	 48.33% achieved a global injury rate of 0.31, 48.33% below the U.S. Occupational Safety and Health Administration's industry rate of 0.6	 ~\$780K donated to charitable organizations
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TOTAL WORKFORCE > 26,000

 29% AMERICAS 59% APAC 12% EMEA	 62% Male 38% Female
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ADDITIONAL ACHIEVEMENTS

- Developed and launched the Connector Manager Training—a three-part training program about what the best managers do to coach and develop their employees
- Continued our well-being program with GuidanceResources, the Company's global wellness resource program available to all employees and their families worldwide
- Partnered with United Way to support local charitable causes using an employer match program in the United States and supported charitable organizations worldwide

 16 Frank M. Drendel Community Service Excellence Awards to our community service heroes
 7.6/10 overall engagement rate by employees in the Pulse Survey
 270 RISE for early-in-career talent has 270 members
 1,500 Diversity & Inclusion Business Network (DIBN) members

GOVERNANCE PROGRESS

Our company is supported by a strong corporate governance framework and a well-defined set of principles and values. CommScope is committed to maintaining the highest ethical standards, conducting business with integrity, honesty, fairness and transparency.

Our governance practices evolve in response to global and local changes, with the goal of creating lasting value for our stakeholders, customers and society as well as supporting resilience for our business.

 189 Conducted 189 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 CSR assessments completed in our manufacturing facilities, using the Responsible Business Association tool (RBA-Online)	 100% 100% of targeted employees completed the annual Ethics and Compliance training
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ADDITIONAL ACHIEVEMENTS

- Maintained ESG 16 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 conflict minerals due diligence program with clear expectations communicated to our supply chain

 Continued supply chain engagement to communicate about supplier sustainability requirements
 Ensured our operations and supply chain aligned with global modern slavery and human rights' standards
 ZERO "major non-conformances" in third-party certification audits
 100% response rate to our Reasonable Country of Origin (RCOI) and conflict minerals due diligence process

To learn more, view our comprehensive **2024 Sustainability Report**

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

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