



COMMScope®

# UK Gender Pay Gap Report 2024

CommScope Connectivity UK Limited



# Message from Our Leaders



"We are proud that CommScope's technology significantly contributes to a more sustainable, connected Future. We are advancing our industry and promoting a more sustainable future through responsible business practices, partnerships and technological innovation. To support this mission, teams from across the company are working hard to integrate our sustainability commitments into our culture, day-to-day operations and product life cycles."

**Chuck Treadway**  
President and Chief Executive Officer



"At CommScope, we value the unique perspectives and contributions of all our employees. Women at CommScope play an equal and critical role in designing, manufacturing, and delivering the highest quality products our customers rely on every day. CommScope is committed to fostering an inclusive environment and providing a great work experience where everyone feels valued and supported."

**Robyn Mingle**  
SVP, Chief Human Resources Officer



## Statutory Declaration

"I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017."

**Alisdair More**  
VP, Global Controller

2024  
CommScope  
fast facts

>26,000  
talented innovators around the world

~4,300  
customers

45  
supply chain locations

13,000  
patents

\$600M  
each year in R&D

~2,500  
direct suppliers and contract  
manufacturers

~11,000  
indirect suppliers

10,000+  
partners in

150+  
countries

Headquarters—Claremont, NC, U.S.

# What is the UK's Gender Pay Gap Law?

- Under UK legislation, starting from April 5, 2017, all UK employers with 250 or more employees in a single entity are required to report their gender pay gap annually.
- For the purposes of this annual reporting, UK law specifies how employers must calculate the gender pay gap. It is defined as the difference between the mean and median hourly pay of men and women across the entire relevant employer, expressed as a percentage of men's earnings. The UK Gender Pay Gap reporting does not consider individual qualifications, job roles, or grade/level differences.
- It is important to note that the gender pay gap is not the same as equal pay. While both highlight the disparity in pay that women receive in the workplace, they are distinct issues. Under the Equality Act 2010, men and women performing equal work must receive equal pay.



# Gender Pay Gap Figures

## What needs to be reported?<sup>1</sup>

1. Mean Difference in Hourly Pay
2. Median Difference in Hourly Pay
3. Proportion of Males and Females in Hourly Pay Quartiles
4. Mean Difference in Bonus Pay
5. Median Difference in Bonus Pay
6. Proportion of Males and Females Receiving Bonus Pay



## Defining Pay Gap Figures

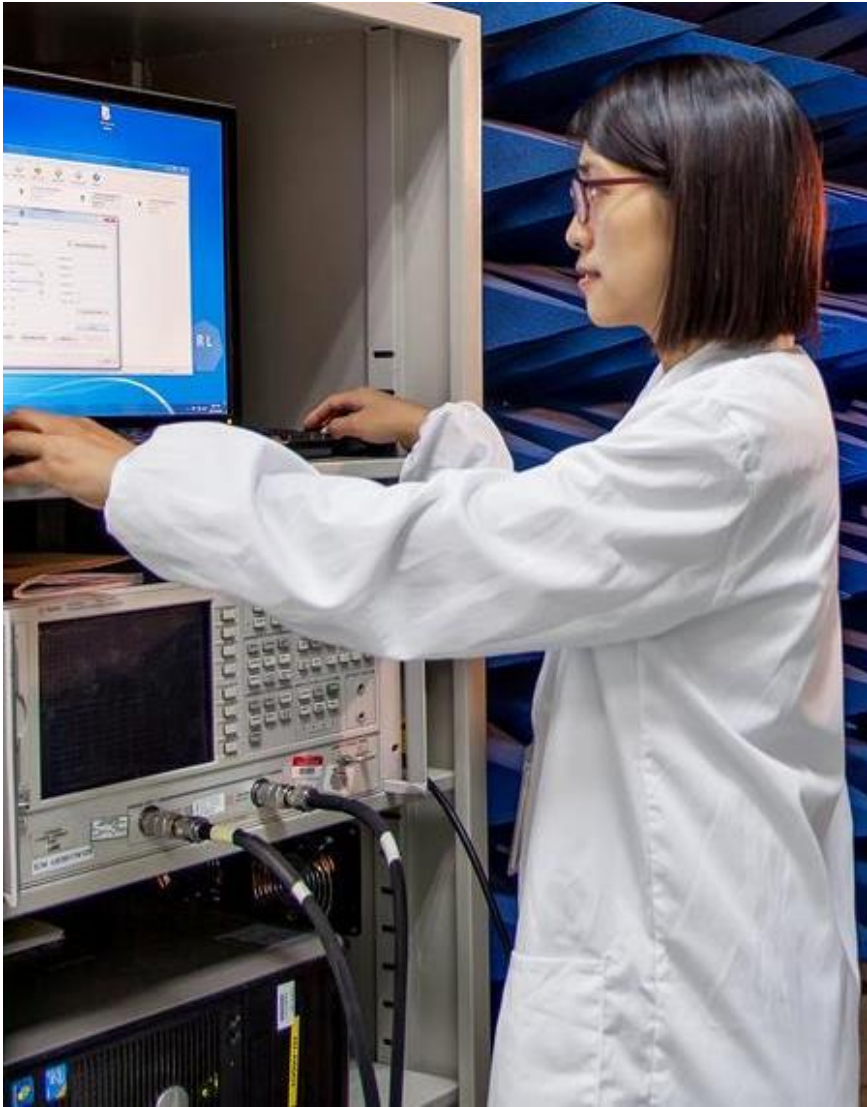
- The **mean** (also known as average) is calculated by adding up the hourly pay and bonus pay of all the employees and dividing the total by the number of employees.
- The **median** represents the middle value of hourly pay or bonus pay when all the employees are ranked.
- The **proportion of males and females in each quartile** refers to the distribution of full-pay relevant male and female employees in each quartile. This is determined by sorting hourly pay rates from highest to lowest and then dividing it into four equal parts, or 'quarters.'
- The **proportion of males and females receiving bonus pay** indicates the distribution of bonus payments made to relevant male and female employees over the 12 months ending on the snapshot date.

<sup>1</sup> According to the regulations, the pay gaps and quartile figures are based on the pay data as of the snapshot date, April 5, 2024. The bonus pay gaps and participation figures are based on bonuses paid over the 12 months preceding the snapshot date, from April 6, 2023, to April 5, 2024.

All figures are calculated in accordance with the UK Gender Pay Gap reporting requirements. It's important to note that the Gender Pay Gap is different from equal pay, as the pay gap figures do not consider individual qualifications or job grade/level differences.



## About CommScope Connectivity UK Ltd.

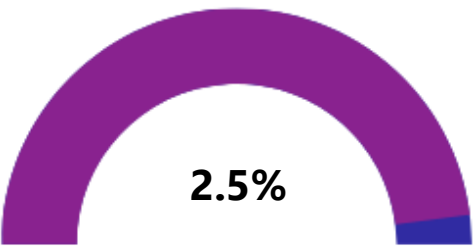


CommScope Connectivity UK Limited is the only entity among CommScope UK divisions that meets the criteria for gender pay gap reporting, based on the number of relevant employees.

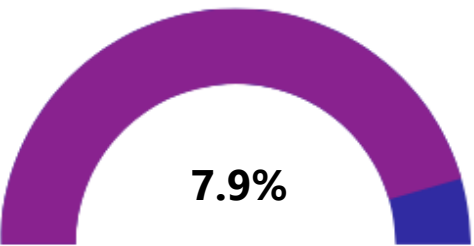
- This UK-based entity includes production personnel situated in Denbighshire and represents 1.2% of CommScope's global workforce.
- The employee demographic within CommScope Connectivity UK Limited shows a significant gender disparity, primarily due to the nature of the roles and the tenure of the employees.
- Male employees make up 76% of the workforce, while female employees account for the remaining 24%.

# Gender Pay Gap Figures for CommScope Connectivity UK Limited

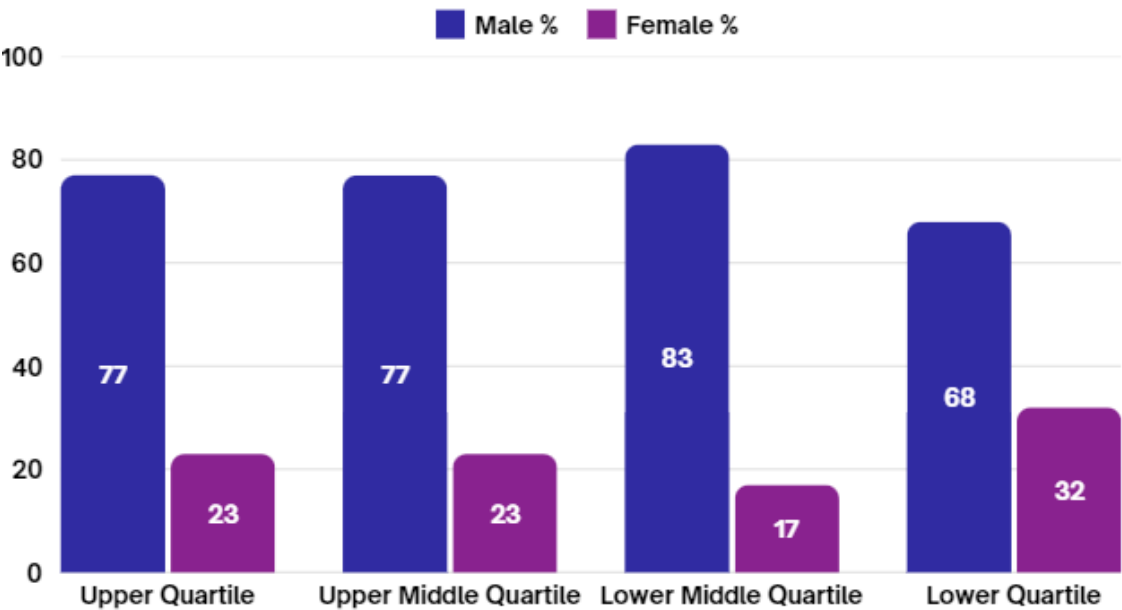
Median Hourly Pay Gap <sup>1</sup>



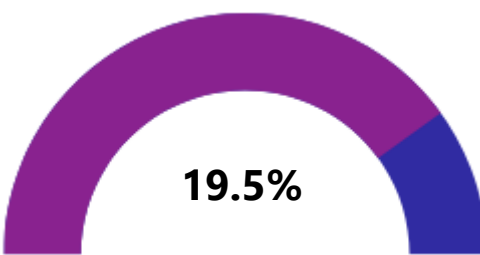
Mean Hourly Pay Gap <sup>1</sup>



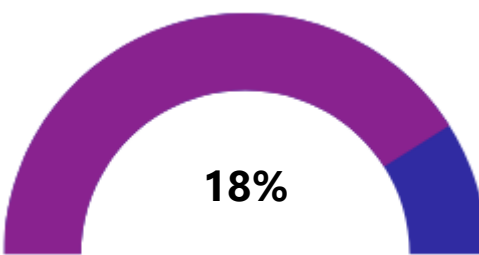
Proportion of Male and Female in Hourly Pay Quartiles <sup>1</sup>



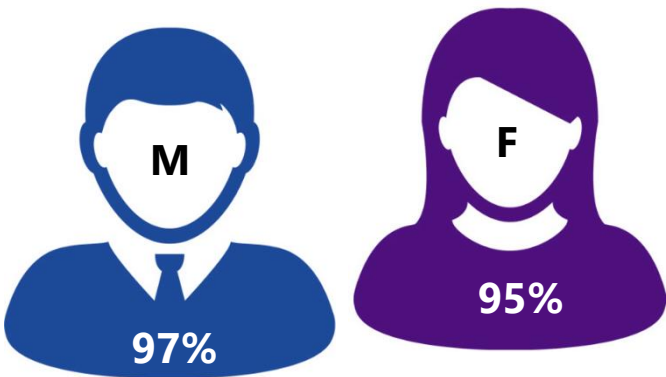
Median Bonus Pay Gap <sup>2</sup>



Mean Bonus Pay Gap <sup>2</sup>



Proportion of Males and Females Receiving Bonus <sup>2</sup>



<sup>1</sup>Based on full-relevant pay at snapshot date 5 April 2024 for 261 employees (males=199; females=62).

<sup>2</sup>Based on relevant bonus pay for the period 6 April 2023 to 5 April 2024 for 267 employees.

These figures have been calculated in compliance with the UK Gender Pay Gap reporting requirements. It does not account for individual qualifications or job grade/level differences.

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## Gender Pay Gap

Despite the female employment rate in the United Kingdom being 71.8%\*, data from the Office for National Statistics (ONS)\*\* reveals that women occupy only 26.1% of manufacturing positions. At CommScope Connectivity UK Ltd, a substantial portion of the workforce is engaged in manufacturing roles, reflecting the broader trends in UK manufacturing, where 76% of the workforce is male and 24% is female.

Nevertheless, our data indicates a minimal pay gap, which further analysis suggests may be attributed to the higher representation of women in higher-earning positions. The mean pay gap is primarily due to the varying hourly rates.

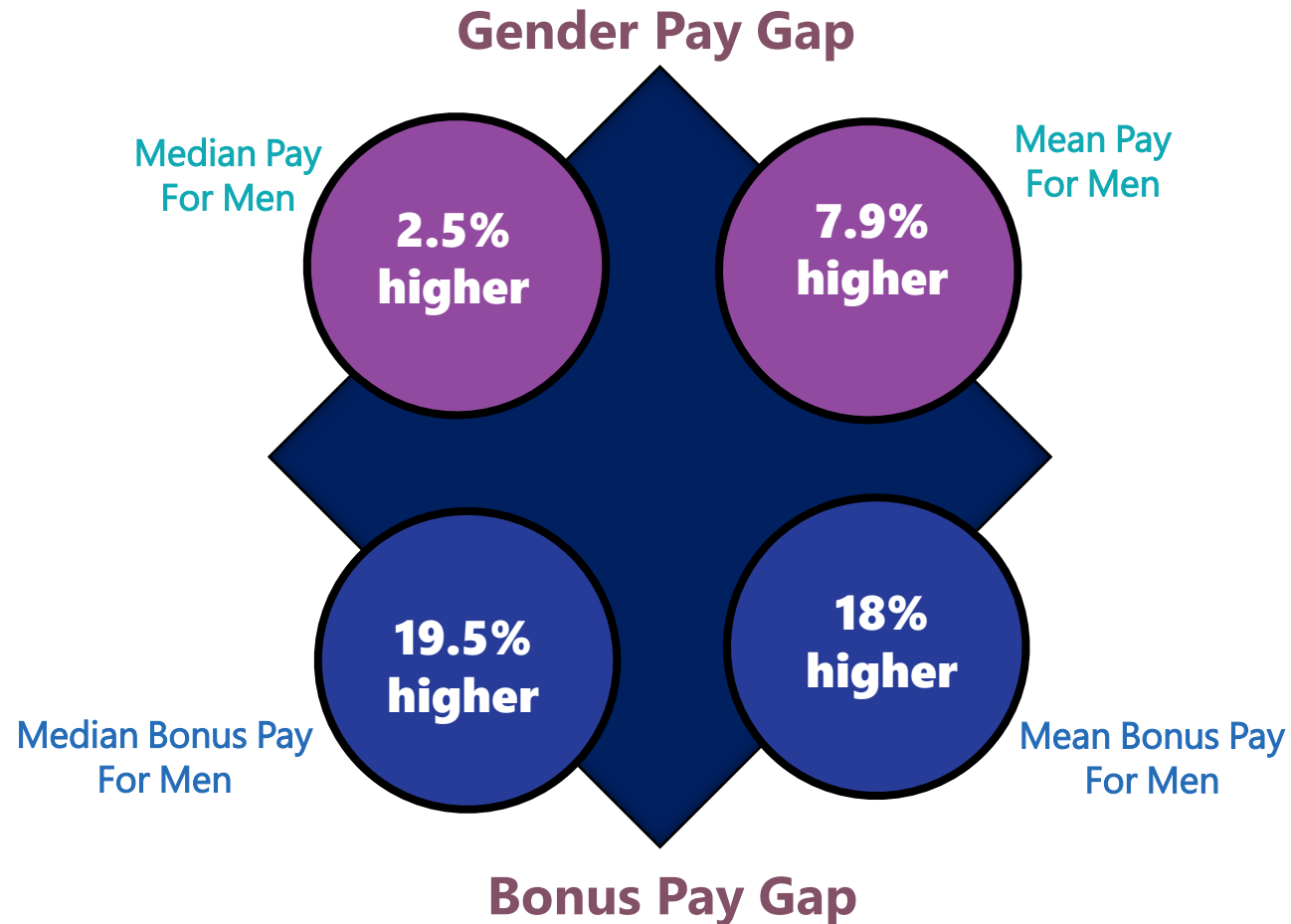
[\\*House of Commons Library \(Oct- Dec 2024\)](#)

[\\*\\*Employment and employee types - Office for National Statistics \(ons.gov.uk\)](#)

## Bonus Pay Gap

CommScope provides its employees with the opportunity to participate in the company's corporate bonus or sales incentive plan. Although certain employees may be ineligible for a bonus during the current reporting period due to joining the organization after the conclusion of the bonus plan year, these individuals will have the opportunity to engage in the plan in the subsequent year.

As the representation of women in higher-paid positions with elevated bonus targets continues to increase over time, it is anticipated that the bonus pay gap will narrow, with the ultimate goal of achieving its elimination.



# Managing the Gender Pay Gap



# Supporting Women in Our Company

**Our people make CommScope the trusted partner that our customers, suppliers, and distributors can rely on.**

We strive to create and sustain a culture that values the unique perspective and contributions of all current and future employees. We foster a dynamic and inclusive workplace for all and embrace our diverse populations and their experiences. Women play an equal role in creating our products and solutions and managing the activities that are making a difference in the industry today. We know our diversity makes us stronger.

## **Win as one team**

Always together, never alone. Part of what makes us unique is our diverse set of experiences and perspectives, which provide a uniquely strong support system. We work together, across borders and boundaries, toward a singular goal—to win. We strive to attract, engage, retain and develop a strong and diverse global workforce.

## **Our Diversity & Inclusion Business Network (DIBN)**

CommScope has a Diversity & Inclusion Business Network (DIBN). It was created to provide opportunities to promote creativity and innovation, learn and lead, offer business skills development and networking, and to support our communities. We have 1,500 global members, including a leadership council that keeps the conversation and engagement amongst our members relevant and impactful. Diversity is more than just race and gender – it's about the whole set of experiences, backgrounds, beliefs, and belief systems that make us who we are.

## **2024 DIBN Accomplishments**

DIBN members were offered programs, events and communications that promoted inclusion, belonging, and well-being. This included "Career Connect," a six-month mentoring program, and a speaker series with internal and external experts that facilitated discussions about balancing work and life, bringing your authentic self to work, and project management skills, to name a few.

For Global World Diversity Month, all employees were invited to attend a DIBN-sponsored virtual conference titled *Discover the Power of EQ*. Over two half-day sessions, more than 1,200 participants were introduced to critical insights about emotional intelligence and its profound impact on our personal and professional lives. The event featured three keynote speeches by Sarah Golley, a certified behavioral consultant and emotional intelligence coach, as well as interactive panel discussions with CommScope leaders throughout the conference.

## **Advancing women's leadership**

CommScope is committed to advancing women's leadership within the organization and the broader industry. We actively support and sponsor the WICT Network, a professional organization dedicated to empowering women in media, entertainment and technology.

In addition to our ongoing support for WICT, CommScope proudly had participants attend the national leadership conference titled "Fueling Your Power and Purpose." This conference brought together industry leaders, experts, and aspiring professionals to discuss and advance women's leadership in the technical field.

# Attracting and Retaining Talent

We empower employees to seize opportunities and push the boundaries of technology to create the world's most advanced networks.

To support employee growth, our culture of continuous improvement helps reinforce the importance of developing our teams. Our managers, along with the employees themselves, are the primary drivers of our people development actions. They can leverage an array of experiences and programs available through the company.

We recognize that our employee demographics will continue to evolve, with a more diverse workforce helping to ensure innovation and long-term success for the company and our people. For example, our Diversity & Inclusion Business Network in the UK is active in STEM programs to help encourage young female students to explore careers in technology, thus strengthening our future pipeline of talent.

In addition, CommScope leadership regularly reviews our organizational talent pool and seeks ways to develop and grow our team members.

## Future skills and employment

When it comes to recruitment, our attraction strategies help ensure we continue building upon the success we've had, while improving in focus areas including our pipeline of female talent.

As a few examples, we utilize a tool that ensures the language of our job descriptions have broad appeal to all workforce constituents. CommScope also has an Early Career strategy aimed at recruiting individuals for internships.

As we grow the business, we continually look to hire the next generation of top talent. We believe that by offering internships that provide meaningful, practical, and engaging work, we are building our pipeline for our next inventors, creators, analysts, and leaders. In 2024, we had over 50 participants enrolled in our university relations and early careers programs across the globe.

As a company focused on driving innovation and success, we encourage and welcome all forms of diversity amongst our candidate pool across all areas of our business, including engineering, sales, product development, operations, finance, etc.

# Total Rewards

## Global Gender Pay Equity

CommScope recognizes the value and importance of providing competitive compensation and benefit offerings to our employees. Therefore, we have established processes that include reviewing global and local benchmark data, understanding the differences and making adjustments if/as appropriate. This process helps us provide a comprehensive suite of locally competitive rewards, ranging from pay and incentive plans that recognize contributions, to health and welfare programs that support overall wellbeing.

Our compensation plans are designed to align with and support CommScope’s overall business strategy. We emphasize attracting, engaging, motivating and retaining employees through a strategic approach to rewarding our employees.

## Pay Equity

CommScope has several internal processes in place to review employee pay, promotions, and pay adjustments to ensure pay is equitable, fairly aligned to the role and competitive in the market.

## Benefits

The benefits provided by CommScope are closely aligned with and relevant in the markets and countries in which we operate. The benefits offerings we provide span medical insurance plans, life/disability and accident insurance coverage, retirement benefits and locally applicable benefits.

## Recognition and Reward Programs

In order to attract, motivate and retain employees, CommScope recognizes and rewards employees in the organization for their talent, performance outcomes, and hard work. Below are a few examples of our global recognition programs, which are supplemented by local programs.

Award	Description
<b>STAR Awards</b>	Employees receive cash STAR Awards and certificates for unique and exceptional achievements that support CommScope’s values.
<b>Inventor Incentive Awards</b>	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. Additionally, Lifetime Achievement Awards may be given, providing further patent compensation.
<b>Lifetime Achievement Awards</b>	The Lifetime Achievement Awards honor innovators who accumulate 10 (and later 25) qualifying inventions, each with at least one qualifying patent grant.
<b>Frank M. Drendel Community Service Excellence Awards</b>	This annual program is our way of recognizing and rewarding our community service heroes. We select multiple global winners and donate the equivalent of US \$1,000 to each employee’s designated charity, along with other forms of internal recognition.



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