

Investing in our Future

2018 Sustainability Report

Business Highlights



CommScope acquired ARRIS International plc (NASDAQ: ARRS), a global leader in entertainment and communications solutions, in an all-cash transaction for a total purchase price of approximately \$74 billion, including the repayment of debt.



CommScope was named a 2018 Top 100 Global Tech Leader by Thomson Reuters.



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

Environmental Progress



CommScope continues to strive towards enhanced sustainability practices. Our efforts include sustainability for profit, people and planet. Our 2018 initiatives opened up a year of transformation for the CommScope Environment, Health & Safety Program.



Transitioned our environmental certification from the ISO14001:2004 standard to the ISO14001:2015 standard and expanded the certification scope—covering 61% of manufacturing facilities in 2018. We've expanded the certification scope to 86% of manufacturing facilities in early 2019.



There were no significant spills or releases recorded at CommScope facilities in 2018.



Maintained an award-winning ReelSmart® recycling program, which helps our customers reduce their waste. Annually, we repair and reuse 75% of reels and flanges collected. The reused reels include: 48% composite reels, 37% steel reels and 15% wooden reels.

- Achieved 5% reduction in Greenhouse Gas (GHG) emissions, absolute and normalized, measured against the 2016 baseline. We are on track to achieve our 2020 target.
- Achieved 13% reduction in water withdrawal in our manufacturing facilities, compared to 2008.
- Diverted 86% of non-hazardous waste generated in our manufacturing facilities away from landfills by reusing, recycling and converting waste to energy.



Health & Safety Progress



At CommScope, we know that well-being is more than physical. That's why we designed our well-being program, Good for You, that includes physical, emotional, and financial well-being resources. We help our employees stay healthy and build their individual wealth so they can focus on doing what they do best in the workforce — and as a result help make CommScope a success.



Expanded the scope of its well-being program to include 100% of their facilities by identifying and engaging wellness champions at the facilities outside the U.S. region.



Initiated the transition of our safety certification from the OHSAS18001:2007 standard to the ISO45001:2018 standard and expanded the scope to cover 86% of manufacturing facilities. This transition was completed in early 2019.



Achieved an injury rate (IR) of 0.38, 58% below the US Occupational Safety & Health Administration (OSHA) rate of 0.9. (Based on 2017 data collected for our industry group.)

We introduced **GuidanceResources**, the company's first global wellness resource program available to all employees and their families worldwide. Recognizing that employee well-being is impacted by many aspects of life—physical and mental health, personal relationships, career, family, finances and education.



Social & Ethical Progress



CommScope professionals are held to an exemplary ethical standard that we simply refer to as "doing the right thing." From ethical business practices to workplace safety to environmental stewardship, each CommScope employee has agreed to honor these principles and policies.



Conducted 306 Sustainability Assessments in our Supply Chain. These include review of compliance and evaluation of established labor and ethics practices, environmental practices, health and safety practices and business continuity.



Completed 19 CSR assessments in our manufacturing facilities, using the Manufacturing Responsible Association tool (RBA ONLINE) Self-Assessment Questionnaire.



Continued on our journey towards supply chain transparency and Conflict Minerals reporting. Surveyed over 1,900 suppliers, verified responses and data from 95% of all suppliers in in scope, which is an increase of 19% from 2017.

We continued our focus on corporate priorities identified through our Employee Engagement Survey— enhancing career development and growth opportunities for employees, increasing speed of our business processes and decisions, and better serving our customers by increasing agility and reducing complexity.

- The uLEAD program was developed primarily in response to feedback from the 2016 Employee Engagement Survey and recent GLC survey. Employees requested more career development options and uLEAD is designed to deliver on that request in an effective and meaningful way.
- We updated Global LearnCenter (GLC) for employee development and introduced a new approach to Ethics and Compliance Training, using a consolidated training package targeting over 6,500 knowledge workers.
- We began a multi-year, global pay fairness assessment to objectively measure the results of our pay practices. In our first phase, we reviewed approximately 25% of our global employee population within our largest countries.



2018 EARTH DAY CELEBRATION

At CommScope, we dedicate the entire month of April to the Earth Day celebration and raising sustainability awareness. Every year, we align with the theme announced by the Earth Day Network. The 2018 theme was End Plastic Pollution. This topic sparked discussions at the global, national, and individual levels.

108 employees and/or direct family members participated in the contest by submitting artwork, essays, poems, songs, photography, video, or Power Point presentations demonstrating how they reduce environmental impact and be sustainable.



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. We believe in taking the proper actions today to invest in a brighter, more sustainable future for tomorrow.

Eddie Edwards
President and Chief Executive Officer

To learn more, view our comprehensive **2018 SUSTAINABILITY REPORT**