

# Investing in Our Future

## 2021 Sustainability Report

As a global technology leader in connectivity, CommScope's network solutions are essential to the world's critical communications infrastructure. We design and support the networks that help first responders, health care workers and others to keep us safe and healthy. I'm proud of our employees' incredible efforts to meet our partners' and customers' needs in 2020—all while embracing sustainability as a fundamental business value. CommScope's industry leadership, commitment to sustainability and role in developing the networks of tomorrow attracted me to the company in 2020. I'm humbled to inherit such a strong foundation in ethical business practices, community support with responsible sourcing, and stewardship.



**Chuck Treadway**  
President and Chief Executive Officer

### Business Highlights



CommScope achieved a Gold level Corporate Social Responsibility (CSR) rating from EcoVadis for the fifth 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 2020 list of America's Most Responsible Companies.

### 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.

 <b>Ethics &amp; Governance</b>	 <b>Our People</b>	 <b>Sustainable Products</b>	 <b>Responsible Supply Chain</b>	 <b>Our Business Operations</b>
Drive Corporate Responsibility and Sustainability in the business	Leverage a collaboration enabled and agile workforce to deliver business innovation	Develop solutions that meet our customers' current and future sustainability requirements	Source responsibly and minimize supply chain risks	Reduce the environmental impact of our operations and facilities
E S G	E S G	E S G	E S G	E S G

### ENVIRONMENTAL PROGRESS



Throughout 2020, we took a number of operational measures to maintain the safety of our employees during the COVID-19 pandemic. This meant that for significant periods of the year, many of our offices and facilities were closed or had limited access. As a result, we saw a natural reduction in our energy, water and waste generation compared to the previous reporting period, as well as a significant drop in our business travel GHG emissions. In addition, our facilities management teams implemented measures to minimize our environmental footprint and save energy at many facilities.

 <b>90%</b>	 <b>96.7%</b>	 <b>85.3%</b>
Maintained our environmental certification in line with the ISO 14001:2015 standard. The certification scope now covers 90% of our manufacturing facilities.	Achieved more than 96.7% of applicable Home Network business unit product shipments compliance with the relevant U.S., Canadian or EU set-top boxes (STB) or small network equipment (SNE) energy efficiency voluntary agreement, exceeding the 90% target.	Diverted 85.3% of non-hazardous waste from landfill to appropriate facilities.

- Achieved 8.6% reduction in Scope 1+2 location-based greenhouse gas (GHG) emissions compared to 2019.
- Achieved 9.3% reduction in water withdrawal compared to 2019.
- Achieved 5.9% reduction in energy use compared to 2019.

 <b>8.6%</b>	reduction in Greenhouse Gas (GHG) emissions
 <b>9.3%</b>	reduction in water withdrawal
 <b>5.9%</b>	reduction in energy use

### 2020 EARTH DAY

Every year, we dedicate the entire month of April to celebrate Earth Day and raise awareness for sustainability. 2020 was the event's 50th anniversary, and "Climate Action" was the annual theme. This topic sparked discussions at the global, national, and individual levels.

**OVER 150**  
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 was able to offset 1,650 metric tons of CO<sub>2</sub>e through the Certified Emission Reductions (CERs) that we purchased.



### SOCIAL PROGRESS



We aim to make our technology as inclusive and widely accessible as possible. CommScope plays a critical role in supporting organizations and communities around the world, providing much needed communications equipment and expertise. This is why we had a strong community to COVID-19. By working with nonprofit organizations, our partners and employees, we provided assistance around the world in 2020. Our initiatives included donating telecommunications equipment to hospitals, supporting remote learning with infrastructure and making 3D face shields for health care workers.

 <b>100%</b>	 <b>90%</b>	 <b>~\$3.8M</b>
Expanded our well-being program with GuidanceResources, CommScope's global wellness resource program available to all employees and their families worldwide.	Maintained our safety certification from in line with the ISO45001:2018 standard on Health and Safety Management. The certification scope now covers 90% of our manufacturing facilities.	Donated approximately \$3.8M to charitable organizations for hunger relief, schools and hospitals, and COVID-19 initiatives.

2020 changed the way we operate in many ways. Our COVID-19 response started at the highest level, with our president and CEO sending a personal message to our customers and partners. This response filtered down through our business, encouraging a safer, healthier and more productive workplace. Our approach to the pandemic focused on keeping our employees and stakeholders safe and delivering our critical products and services.

- Launched the Frank M. Drendel Community Service Excellence Awards to recognize and support our employees' exceptional community service efforts.
- Continued to grow employee learning development programs. Our multi-faceted, self-service learning program, uLEAD, is focused on developing employees' business and leadership skills.
- Launched our Diversity & Inclusion Business Network (DIBN), which aims to foster a dynamic and inclusive workplace that embraces our diverse people and experiences, and other discrimination factors.

 <b>2,700</b>	employees worldwide are participating in the program with over 440 employees now graduated.
 <b>Diversity &amp; Inclusion Business Network (DIBN)</b>	

### GOVERNANCE PROGRESS



Our business is underpinned by a robust corporate governance structure and a clear set of principles and values. We strive to uphold the highest standards of ethical business practices, and to act with integrity, in everything that we do. 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.

 <b>263</b>	 <b>20</b>	 <b>1</b>
Conducted 263 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.	Completed 20 CSR assessments in our manufacturing facilities, using the Responsible Business Association tool (RBA online).	Continued to align our operations and supply chain with global modern slavery and human rights standards.

- Received an A- in the 2020 CDP Climate Change scorecard, which puts CommScope at a "Leadership Level" for the first time.
- Continued with a mandatory training package for ethics and compliance topics, targeting more than 12,370 non-production employees. 100% of the targeted group completed this training.
- Achieved zero "major non-conformances" in third-party certification audits.

 <b>A-</b>	2020 CDP Climate Change scorecard
 <b>100%</b>	of the targeted group completed this annual training
 <b>ZERO</b>	"major non-conformances" in third-party certification audits

To learn more, view our comprehensive **2021 Sustainability Report**