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.

At CommScope, we connect and empower people globally through our advanced telecommunications



President and Chief Executive Officer

Chuck Treadway

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



We were delighted to be recognized in: - Newsweek's 2023 and 2024 list of America's Most Responsible Companies

in monitoring, benchmarking and enabling sustainability in supply chains.

included among the top 5% performers evaluated by EcoVadis, a global leader

USA Today's 2023 and 2024 list of America's Climate Leaders

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

Forbes' America's Best Employers by State List 2023

Achieved Low Risk ESG rating from Sustainalytics Awarded "Prime" ESG status by Institutional Shareholder Services (ISS)

Honored with an Cabling Innovators Award for CommScope's commitment

Awarded first place "Top 10 Cabling Award" from the China Intelligent Building

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

Corporate Responsibility and Sustainability Strategic Priorities Following our **materiality assessment**, we categorized our material environmental, social and governance (ESG) topics

Brand Awards 2023 (20th year running)

risks, and opportunities facing the business, our stakeholders and our industry while also contributing to significant business benefit across our entire value chain.

into five material topic groups. These pillars then became the basis for our updated CR&S strategy and for setting our

Our key priorities are designed to address the most pressing environmental, social and governance (ESG) challenges,





strategic priorities, objectives and targets.





CommScope's global footprint extends to more than 150 countries, highlighting the importance of measuring and mitigating our environmental



Responsible

**Supply Chain** 





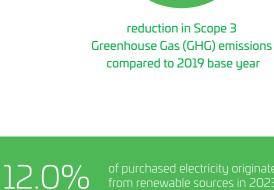
### impact on a global scale. We are proud of the progress we have made but recognize that there is always more we can do. Therefore, we continue searching for innovative solutions and improved product design and development, adjusting our production, distribution and consumption patterns to minimize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

to sustainability

36.7%







## • 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

across all business segments

Assessments (LCAs) for our products

energy reductions • Awarded a score of B in the 2023 CDP Climate Change scorecard, which indicates that the company is taking

average of C and the global average of C.

DAY

including RoHS, WEEE and REACH regulations

• Continued to focus on eliminating single-use plastics (SUP)

coordinated action on climate issues, minimizing risks and realizing opportunities. This is higher than the industry sector

2023 **EARTH** 

**OVER** 

causes each year through donations and various other aid programs.

an option — it is a necessity.



14.3%

96.3%

76.4% of nonhazardous waste and e-waste diverted from landfill in 2023

unit shipments complied with the relevant U.S. and Canadian set-top boxes (STB) or Small Network Equipment (SNE) energy efficiency voluntary agreements

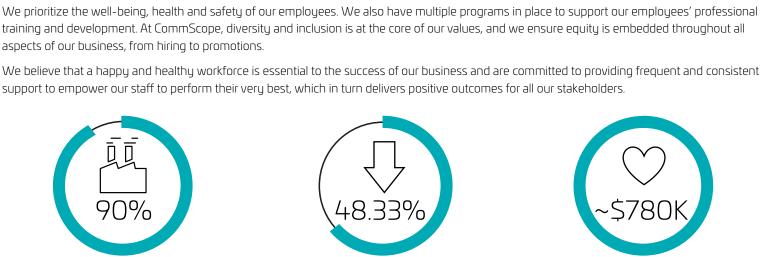


200 employees and family members participated Participants submitted artwork, essays, poems, songs, photography, video, or Power Point



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.



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

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



of all manufacturing

facilities certified in line with

the ISO45001:2018 standard

**TOTAL WORKFORCE > 26,000** 

AMERICAS **APAC EMEA** 





100%

100% of targeted employees

completed the annual

7.6/10 overall engagement rate by employees in the Pulse Survey

donated to

charitable organizations

# 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.

CSR assessments completed in

our manufacturing facilities,

supply chain. These included using the Responsible Business Ethics and Compliance training Association tool (RBA-Online) reviewing compliance and evaluation of established labor, ethics,

# **ADDITIONAL ACHIEVEMENTS** • Maintained ESG goals in our short-term incentive plan for the CEO and Section 16 Officers

• Reported climate-related risks and opportunities using the

Conducted 189 sustainability

assessments and audits in our

environmental, health and safety practices, and business continuity

on Climate-Related Disclosures (TCFD) recommendations • Continued conflict minerals due diligence program with clear expectations communicated to our supply chain

CDP platform which is committed to aligning with the Task Force

IG-119225-EN (08/24)



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

> "maior non-conformances" in third-party certification audits

Continued supply chain engagement to communicate

about supplier sustainability requirements



Country of Origin (RCOI) and conflict minerals due diligence process

To learn more, view our comprehensive 2024 Sustainability Report

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