

# Investing in our Future

## 2019 Sustainability Report

CommScope is committed to delivering a better tomorrow by innovating products, finding better ways to work and pushing what's possible. It's right for us, and it's important to our customers, investors and our employees. Through innovation, we are shaping the future of connectivity and sustainability. We believe that sustainability is an integral part of our business success and remain committed to acting with integrity and living up to our responsibilities as a great business.



**Eddie Edwards**  
President and Chief Executive Officer

### Business Highlights



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

### Newsweek

We were delighted to be recognized in Newsweek's 2020 list of America's Most Responsible Companies.



In 2019, the acquisition of ARRIS brought together a unique set of complementary portfolios and capabilities that enable end-to-end wired and wireless communications infrastructure solutions. CommScope has even greater technology, solutions and employee talent to bring additional value and benefits to our customers and partners and deliver on our sustainability ambitions.

### Corporate Responsibility and Sustainability Strategic Priorities

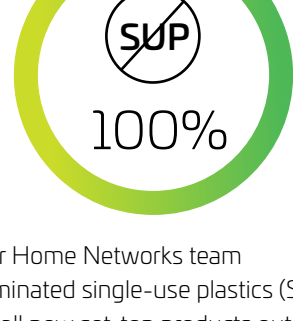
The identified ESG material topics were summarized in five material topic groups. Which we then used to outline our new CR&S strategy, strategic priorities and objectives and targets.



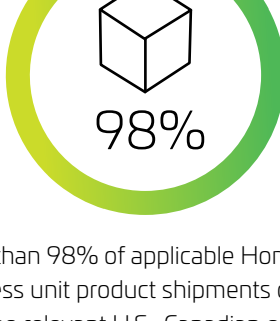
### Environmental Progress



CommScope remained committed to demonstrating the highest standards of global environmental management and best practices. We have prioritized a focus on reducing the environmental impacts of our products, sites and manufacturing processes. While we are proud to be able to demonstrate significant progress, we are eager to ensure that we continue to set challenging objectives.



Our Home Networks team eliminated single-use plastics (SUP) on all new set-top products outside of the Americas and we extended our SUP initiative to include Venue and Campus Networks' products.

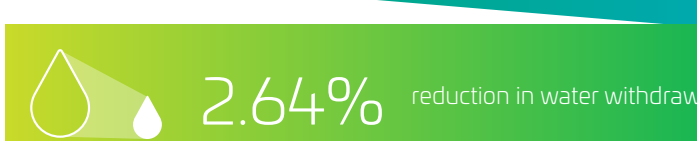


More than 98% of applicable Home Network business unit product shipments complied with the relevant U.S., Canadian or E.U. Set-top Boxes (STB) or Small Network Equipment (SNE) energy efficiency voluntary agreement—exceeding the 90% target.



Diverted 83% of non-hazardous waste from landfill to appropriate facilities.

- Achieved 2.75% reduction in GHG emissions for the combined Company compared to 2018.



- Achieved 2.64% reduction in water withdrawal for the combined Company compared to 2018.



- Maintained our environmental management systems' certification to the ISO14001:2015 standard. The certification scope now covers 83% of our manufacturing facilities.



### 2019 EARTH DAY

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 2019 theme was Protect Our Species. This topic sparked discussions at the global, national, and individual levels.

112 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.



Protect Our Species

### Social Progress



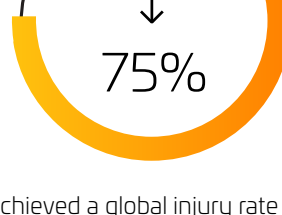
While our technology provides our most significant opportunity for positive social influence, none of it would be possible without our employees and our wider value chain. Our employees are at the very heart of everything we do at CommScope, and they are the driving force for our innovation and success. CommScope works passionately to ensure it provides a safe, inclusive and enjoyable workplace environment for all its employees. We also recognize that well-being is more than physical, and we strive to promote healthy decisions and balanced lives.



CommScope rolled out GuidanceResources, the company's first global well-being resource program, to the legacy ARRIS employees starting in the last quarter of 2019. By January 2020, all employees were covered.



Transitioned our safety certification from OHSAS18001:2007 to ISO45001:2018 standard on Health and Safety Management. The certification scope now covers 83% of our manufacturing facilities.



Achieved a global injury rate of 0.35, 75% below the U.S. Occupational Safety & Health Administration (OSHA) industry rate of 1.4 and 54% below our 2019 target of 0.37.

In 2019, we took further steps to enhance our well-being program, **Good for You**, which provides physical, emotional, legal and financial well-being resources to employees. Many of our sites have taken proactive steps over the past few years to promote health and well-being awareness and to organize activities for employees, including on-site health clinics at manufacturing facilities, well-being champions, on-site fitness centers, GuidanceResources, annual biometrics screening and flu shots, Rally, Real Appeal, and legal resources.

**GOOD FOR YOU**

HEALTHY LIVING.

- 3,400 employees completed Pulse Surveys. The bi-annual exercise "took the pulse" of a large segment of employees to see how they feel about the Company, their work, our intended improvements and progress.



- Continued to grow employee professional development programs. Our multi-faceted, self-service learning program, uLEAD, is focused on developing employees' business and leadership skills.



- Launched a global pay equity study to evaluate legacy CommScope and legacy ARRIS pay practices in preparation for harmonizing the Company's compensation programs. These are consistent with our pay-for-performance compensation philosophy and practices that support equal pay regardless of gender or other discrimination factors.



### 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, we ensure that we comply 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.



Conducted 240 sustainability assessments and audits in our supply chain. These include review of compliance and evaluation of established labor, ethics, environmental, health and safety practices and business continuity.



Completed 22 CSR assessments in our manufacturing facilities, utilizing the Responsible Business Alliance tool (RBA-Online).



Expanded the Conflict Minerals campaign and conducted a thorough assessment to streamline the Reasonable Country of Origin Inquiry (RCOI) process.

- Our 2019 Sustainability Report has been prepared in accordance with the GRI Standards: Core option, and SASB Standards to promote a more consistent, standardized approach to sustainability reporting.



- Continued to align our business activities with and prioritize our contribution to the United Nation's Sustainable Development Goals.



- Continued to use a consolidated training package for Ethics and Compliance topics targeting over 12,600 non-production employees.



- Achieved zero "major non-conformances" in third-party certification audits.



To learn more, view our comprehensive

**2019 Sustainability Report**