COMMSCOPE®

Investing in our Future

2019 Sustainability Report

Environmental
Social
Governance

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1 Introduction

1.1 About this Report

At CommScope, we push the boundaries of communication technologies to create the world's most advanced networks. Across the globe, our people and solutions are redefining connectivity, solving challenges and driving the network innovation that will meet the needs of what's next.

CommScope embraces a sustainability philosophy to make our world better connected, in a sustainable manner, while holding ourselves accountable to produce smart solutions that respect people and the earth we inhabit.

Published annually by CommScope (NASDAQ: COMM), this sustainability report summarizes our company's efforts to operate the business ethically and with integrity, protect the environment, ensure the health and safety and well-being of our workforce and support the communities in which we operate.

The 2019 Sustainability Report presents our first consolidated global report since the acquisition of ARRIS. It has been developed according to the reporting standards established by the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB).

This report draws on the findings from a materiality assessment, conducted in the fourth quarter of 2019, which involved engagement with employees, executives and leaders, alongside key stakeholders such as customers and investors, to identify the most relevant and material topics relating to our business activities and performance.

This report covers CommScope's consolidated global business, including all wholly-owned and controlled subsidiaries.

The economic, ethics and governance, and social key performance indicators (KPIs) presented apply to the entire company. The Environment, Health and Safety (EHS) KPIs cover our manufacturing, administration, research and development (R&D) facilities, and distribution centers.

Unless otherwise noted, all information and data in this report pertains to activities that transpired between January 1st, 2019 and December 31st, 2019.

1.2 A Message from Our CEO

We live in a connected world. Global communication networks rely on connectivity to keep us informed, in touch and entertained wherever we are, on whatever device or screen we are using. Connectivity has changed the world and our lives with it. Connectivity creates opportunities and opens doors even for societies' least privileged groups, it breaks down cultural barriers, it is a lifeline in times of crisis such as wars and pandemics. Connecting the world through CommScope network solutions is by far our largest positive contribution to sustainability. We do this while taking care to protect our human and natural resources.

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.

I am incredibly proud of the progress we've made in 2019 as we transform our business. In the midst of organizational changes and market disruptions, the global CommScope team maintained a keen focus on sustainability and creating value for our society, the environment and our business as we extend our leadership in this critical area.

- We achieved a Gold Level rating for Corporate Social Responsibility from EcoVadis for the fourth consecutive year. This ranks CommScope in the top five percent of suppliers assessed by EcoVadis in all categories.
- We continued to decrease the environmental impact of our products by cutting the energy use in products such as our access network and edge facility products. We are also cutting energy use in our set-top boxes well ahead of the voluntary commitments we made to regulators in the U.S., Canada and European Union.
- Our Home Networks team has eliminated single-use plastics in all new set-top products outside of the Americas. We plan to work with service providers to gradually phase this in globally across all new Home Network products. Our Venue and Campus Networks team is also aiming to eliminate single-use plastics from packaging for all RUCKUS branded products.

- We are creating a better tomorrow by reducing the environmental impact of our operations. Last year we cut our greenhouse gas emissions (GHG) from our operations by nearly three percent.
- We are helping our employees to realize their potential. Over 2,400 of our people take part in the uLEAD learning program which helps employees develop their skill sets and further their careers.
- Our employees' generosity helped our communities. Our people took part in our annual Earth Day activities around the world, annual United Way campaign in the U.S., donation drives for crises like the Australian wildfires, food and blood drives, school supply drives, and numerous local fundraising events.
- We were delighted to be recognized in Newsweek's 2020 list of America's Most Responsible Companies.

2019 also saw an increased awareness of, and action on, climate change. Many cities, countries and businesses around the world set out to establish a strategic target for 'Net Zero' GHG emissions. In response to this market shift and the acquisition of ARRIS, CommScope carried out a materiality assessment to understand the sustainability issues that are most important for our customers, our investors and our people. The results will guide our programs in 2020 and beyond as we implement a new structure to lead Corporate Responsibility and Sustainability across the new CommScope.

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.

I hope you enjoy reading this report of our progress as much as I do. We welcome your feedback, thoughts or questions by emailing us at sustainability@commscope.com.

Eddie Edwards
President and Chief Executive Officer

VISION STATEMENT

OUR PURPOSE

We create lasting connections.

OUR VISION

We push the boundaries of technology to create the world's most advanced networks.

OUR VALUES

Act with integrity
Our integrity is our moral compass, and our core belief is doing the right thing. We find purpose and success through our uncompromising commitment towards our customers, partners and each other. We demonstrate candor, trust, respect, authenticity, honesty and accountability in everything we do.

Innovate for customer success
Our customers look to us as enablers of their success. We innovate with their needs in mind. Our end-to-end network expertise and commitment to our promises build the trust that drives deeper engagement and secures our ongoing success.

Continuously improve
We challenge the status quo. A meticulous pursuit of betterment sets us apart by making decisions faster, responding to our customers quicker and being more opportunistic. CommScope embraces challenges, criticism and diversity as the basis for improvement for us, our customers, our communities and our planet.

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 are always there for our colleagues, we work together, across borders and boundaries, toward a singular goal—to win.

ACT WITH INTEGRITY

INNOVATE FOR CUSTOMER SUCCESS

CONTINUOUSLY IMPROVE

WIN AS ONE TEAM

"Integrity is at the core of every CommScope interaction—which helps create lasting connections with customers, partners, investors, and our employees. Sustainability is a key component of our community responsibility, our corporate strategy and our business success. We are committed to meeting and exceeding our environmental and social commitments as a leader in developing and delivering the world's most advanced networks."

Eddie Edwards
President and Chief Executive Officer

1.3 2019 Environmental, Social and Governance Highlights

ENVIRONMENT

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

- **Continued to report climate-related risks and opportunities using the CDP** (former Carbon Disclosure Project) platform which is committed to aligning with recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

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

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

- **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.

- **Continued to align our objectives with the Society of Cable Telecommunication Engineers** (SCTE) **Energy 2020 goals** in order to help our Access Network and Edge Facility products achieve greater energy reductions.

- **Continued to utilize life cycle thinking approaches** in our product development processes.

- **Ensured our products meet global regulations** including Restriction of Hazardous Substances Directive (RoHS), Waste Electrical and Electronic Equipment (WEEE) and Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regulations.

- **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.

- Continued to shift our attention towards **achieving a circular economy**.

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

SOCIAL

- **Launched a global pay equity study** to evaluate both legacy CommScope and legacy ARRIS pay practices in preparation for harmonizing the Company's compensation programs. This is consistent with our pay-for-performance compensation philosophy and practices that support equal pay regardless of gender or other discrimination factors. We found over 99% of the employees were paid equitably in comparison to their gender-opposite peers. We promptly corrected the few significant discrepancies identified, and will correct all minor discrepancies at the conclusion of our compensation transformation project.

- **Conducted employee pulse surveys** bi-annually. This activity "took the pulse" of a large segment of global employees to see how they feel about the Company, their work, our targeted improvements and our 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. Over 2,400 employees worldwide are participating in the program with over 300 employees now graduated.

- **Continued our well-being program with GuidanceResources**, the Company's global wellness resource program available to all employees and their families worldwide.

- **Partnered with United Way** to support local charitable causes using an employer match program in the U.S. **while also supporting other charitable organizations worldwide**.

- **Achieved a global injury rate of 0.35**, 75% below the U.S. Occupational Safety & Health Administration (OSHA) industry rate of 1.4 and 5.4% below our 2019 target of 0.37.

- **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.

ETHICS & GOVERNANCE

- **Achieved a Gold level Corporate Social Responsibility (CSR) rating from EcoVadis**, a global leader in monitoring, benchmarking and enabling sustainability in global supply chains.

- **Continued focus on a robust ethics and compliance program**, including an independent audit function and corporate ethics and compliance officer, a strong Code of Ethics and Business Conduct policy, policies on anti-corruption and anti-bribery, and whistleblower and investigation program with a strict policy prohibiting retaliation.

- **Continued to use a consolidated training package for Ethics and Compliance topics** targeting over 12,600 non-production employees. **100% of the targeted group completed this training**.

- **Achieved zero "major nonconformances"** in third-party certification audits.

- **Continued to ensure that our operations and supply chain align with global modern slavery and human rights' standards.**

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

- **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.

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

1.4 CommScope at a Glance in 2019

CommScope (NASDAQ: COMM) is one of the world's premier network solution providers; transforming connectivity for telecommunications, business enterprise, TV and broadband service providers and ventures across the globe.
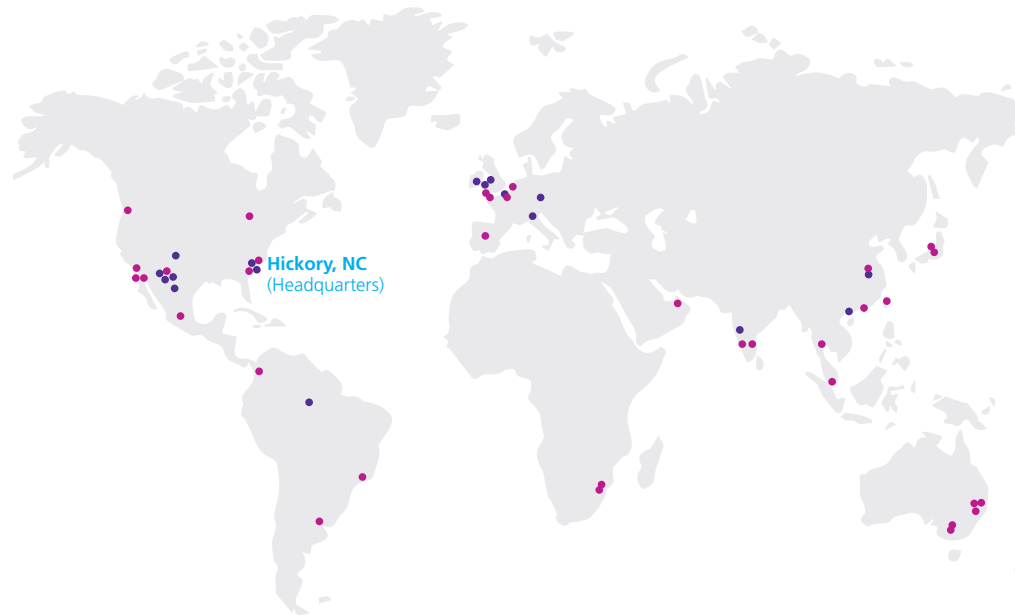
At CommScope, we embrace our role as stewards of the environment and value the well-being of our employees, customers, investors, suppliers, and communities. Guided by integrity, we strive, in various aspects of business, to minimize our environmental impact by developing safe and sustainable products, services, and practices.

We collaborate with our customers and partners to design, create and build the world's most advanced networks and work in diverse and complementary business segments. It is our passion and commitment to creating lasting connections that realize a better tomorrow. From material design through to solving the most complex of architecture or bandwidth challenges, our unmatched expertise in copper, fiber, wired and wireless infrastructure underpins the networks of today and makes ready the networks of tomorrow.

We are determined to make a positive change, engaging with stakeholders, executives, employees, customers and investors to understand their most material concerns about our global operations and KPIs.

For over 40 years, we have evolved and perfected who we are as a team. Driven by our collective sense of integrity and our quest to connect our world, CommScope has empowered customers in all regions to anticipate what's next and push the boundaries of what's possible.

COMMSCOPE GLOBAL FOOTPRINT

Hickory, NC
(Headquarters)

CommScope Facilities

Distribution Centers

Manufacturing Locations

2019 Sales by Segment

30.6% Connectivity
30.4% Customer Premise Equipment
21.1% Mobility
12.9% Network and Cloud
5% RUCKUS

2019 Sales by Geography

58.9% United States
18.5% Europe, Middle East, Africa
11.1% Asia-Pacific
7.8% Caribbean and Latin America
3.7% Canada

> 30,000
employees

~ 4,300
customers
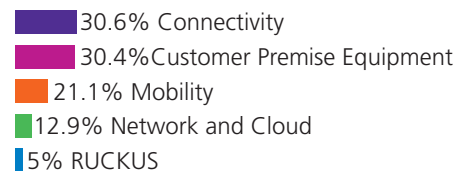
55
manufacturing
& distribution
facilities

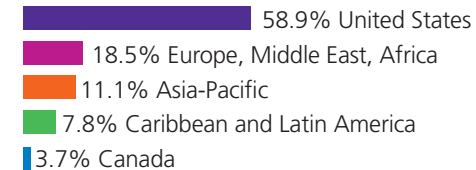~ 15,000
patents

$8,345M
2019 net sales

~ 4,000
suppliers

>10,000
partners supporting
customers in over
150 countries

>$800M
invested in R&D
each year

In April 2019, CommScope completed the acquisition of ARRIS, a global leader in entertainment and communications' solutions, for approximately $7.4 billion, including the repayment of debt.

The acquisition brought together two companies—established and respected leaders in their respective markets—with a unique set of complementary assets and capabilities that enable end-to-end communications infrastructure and connectivity solutions, something that neither company could achieve on its own.

The combination of the companies is expected to create new opportunities across multiple markets, shape the future of wired and wireless communications, and place us in a strong position to benefit from key industry trends. These include network convergence, fiber and mobility everywhere, 5G, the Internet of Things (connecting billions of smart everyday devices, sensors and monitors) and rapidly changing network and technology architectures. The acquisition supports us as we push the boundaries of technology further, build the world's most advanced networks and realize a better tomorrow.

April 4, 2020, marked one year since CommScope's acquisition of ARRIS, and what a transformative year it has been. We came together quickly as a new team and made great progress in building a company to deliver on our vision to create the world's most advanced networks.

- We aligned our global Sales structure to better serve our customers and aligned many of our internal processes to operate better as one team.

- We unified our global Supply Chain team to optimize our manufacturing strategy, streamline our distribution footprint and position us to be the most efficient player in our markets.

- Our new business segment structure is helping us develop stronger solutions that fit to market needs and opportunities for the company.

- Our employees have rallied behind a common purpose, vision and values that shape our culture, guide our actions, and accentuate our corporate strategy.

- We now have one, powerful digital presence with the new CommScope.com to help our customers and partners find the solutions and support they need quickly and easily.

## IMPRESSIVE LEGACY. INSPIRED FUTURE.
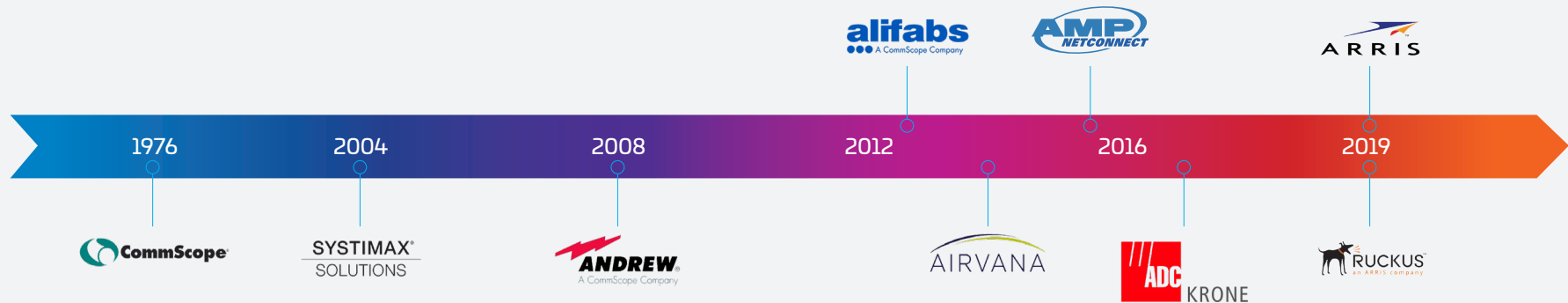
To support our goal of shaping the most advanced networks of the future, we announced a realignment of our operating structure that became effective in January 2020. Based on this new operating structure, our new segments are Venue and Campus Networks, Broadband Networks, Outdoor Wireless Networks and Home Networks.

We are a leader in each of these areas and endeavor to defend our leadership in the more mature parts of these markets, while also shifting resources towards our targeted growth choices within them. This realignment will not only improve the execution of our strategy and help unlock the full potential of our end-to-end portfolio of networking equipment; but also help us to take advantage of greater revenue and cost synergy potential within our current businesses.
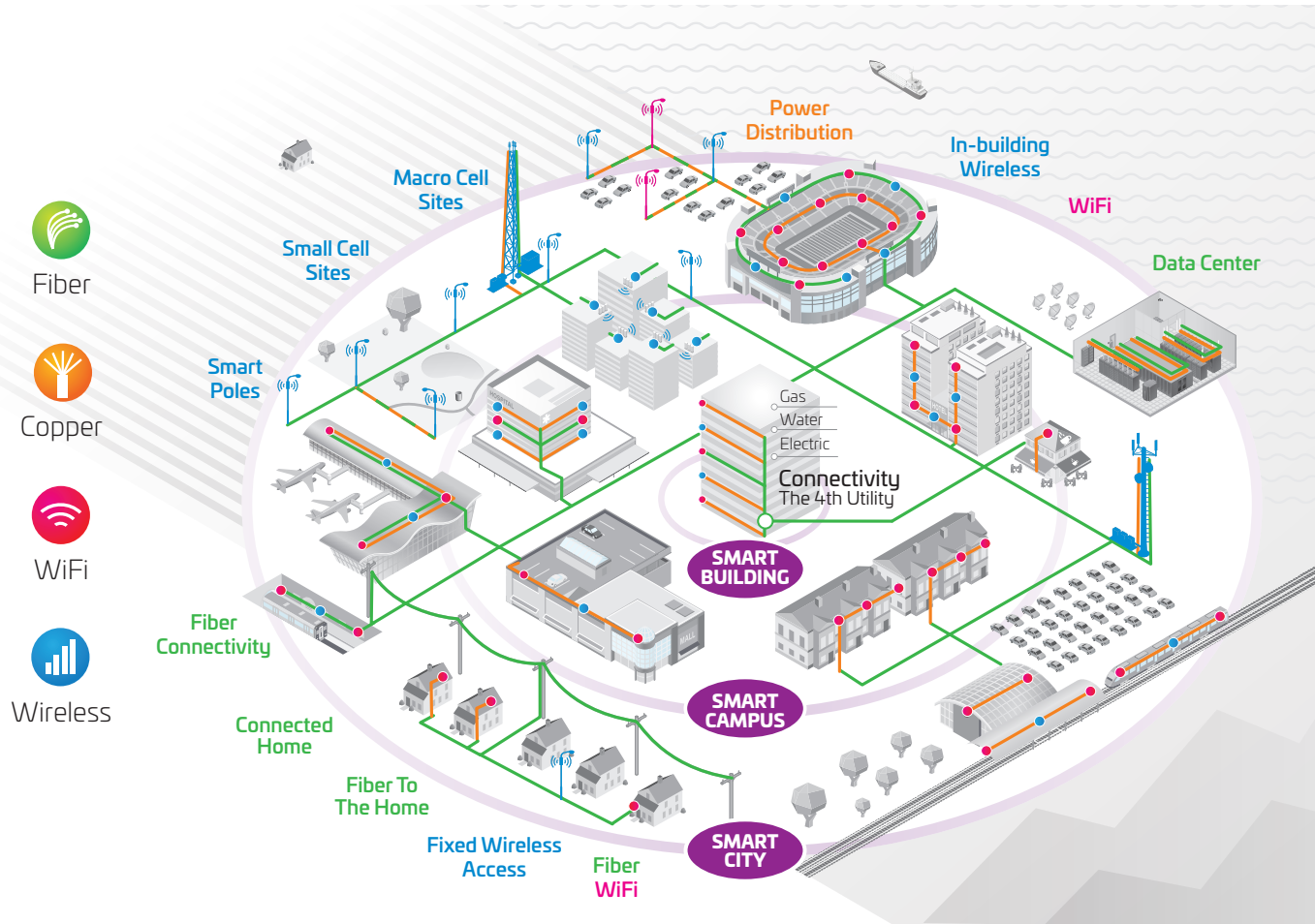
"CommScope has aligned the company into four primary operating segments to take advantage of our leadership position in some of the fastest-growing strategic markets, underpinned with a unified supply chain organization that optimizes our manufacturing and distribution footprint."

Eddie Edwards
President and Chief Executive Officer

PRODUCT PORTFOLIO

Venue and Campus Networks

Our solutions deliver wired and wireless connectivity: Wi-Fi, DAS, CBRS, small cells, switching, and cabling for licensed and unlicensed indoor coverage; IP networks and cabling, connectors, and equipment for data centers and in enterprise buildings, campuses and public venues.

Broadband Networks
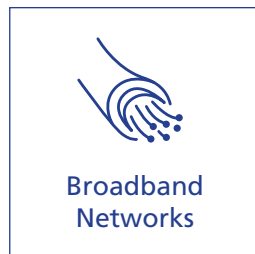
Our solutions encompass network cable and connectivity, CMTS, PON, access technologies, network intelligence and automation, and technical and professional services.

Outdoor Wireless Networks
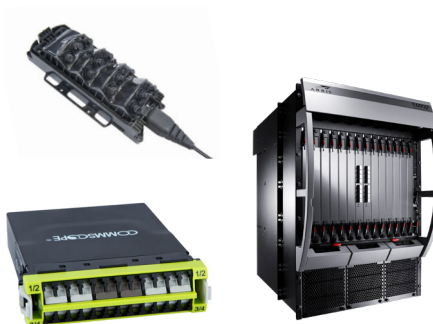
Our solutions are the backbone of outdoor cellular and Wi-Fi systems, including cell tower antennas, cabinets, cabling, data and power connectivity.

Home Networks

Our solutions power the connected home experience. Our broadband and video devices and services enable service providers to deliver the best broadband, Wi-Fi, video and smart home services to millions of subscribers around the globe.

As we look towards the future, we remember what brought us this far. We will use those experiences to build a better, more connected future. Now more than ever, we have an opportunity to grow, learn, and push the boundaries of our capabilities.

From the ground up, we truly have every tool to provide meaningful connections, not just through technological prowess, but through the partnerships we have forged, and the relationships we have fostered between each other as a team, maintaining focus and embracing the opportunities ahead of us.

1.5 Materiality Assessment

In 2019, CommScope undertook a materiality assessment to ensure our Corporate Responsibility and Sustainability (CR&S) strategy captures the most significant challenges and opportunities that arise from our broader footprint. Through the materiality assessment process, CommScope took a thoughtful and comprehensive approach in determining how to focus its CR&S strategy in order to drive the most impactful actions for improvement while also aligning with the United Nations (UN) Sustainable Development Goals (SDGs).

Stakeholder Engagement

Our materiality assessment included a combination of stakeholder interviews, employee surveys, and desk-based research, to identify the most significant environmental, social and governance (ESG) topics for CommScope and our wider community.

To hear our stakeholders' thoughts on the highest priority ESG topics for CommScope, we ran a series of interviews with our executive leadership team members, technical subject matter

experts, customers, suppliers, and investors and distributed a questionnaire to our employees. In addition, we considered trends from regulatory authorities and industry associations, megatrends, the opinions of non-governmental organizations, examples of best practice and the UN SDGs during our desk-based research.

Topics Assessment

Through an analysis of the information collected during research and stakeholder engagement, we quantified the importance of a range of applicable ESG topics, in terms of their significance to CommScope's business success, as well as their importance to our external stakeholders. In turn, this enabled us to identify a consolidated set of material topics to be the focus of our enhanced sustainability strategy and reporting. Based on the findings from our materiality assessment, we have created objectives for our most material topics, to highlight our performance and track progress against them.

ONGOING STAKEHOLDERS ENGAGEMENT AND DIALOGUE

Stakeholders	Engagement and Dialogue
Customers	Customer Service team feedback, web resources, conference calls
Shareholders and investors	Events and presentations, conference calls, reports, online events
Employees	Engagement and pulse surveys, internal media, interviews, corporate Town Hall webcast, site-driven Town Hall meetings and dialogue, CommAlert
Suppliers	Sustainability Survey, on-site visits/assessments/audits, CommAlert
Local communities and regulatory authorities	Local events, online events, web resources
Industry associations	Conferences, online events, web resources

Findings and Conclusion

The topics in the top-right quadrant of the materiality matrix were ranked highest in importance for both our stakeholders and our business success. This was based on qualitative and quantitative data from the materiality assessment. As a result, we have focused our CR&S strategy around these key material issues. This addresses our most significant impacts, while also aligning with the needs of our customers and stakeholders. The topics below the materiality threshold are not covered in as much detail but remain important to CommScope.

Materiality matrix chart. X-axis: Significance to CommScope (MODERATE to HIGH). Y-axis: Importance to Stakeholders (to HIGH).

Legend:
- Environment (green)
- Social (orange)
- Governance (purple)

Plotted topics: Equal, Diverse & Inclusive Workforce; Human Rights; Digital Access & Inclusion; GHG Emissions; Data Security & Privacy; Future Skills & Employment; Operational Energy; Single-use Plastic; Energy Efficiency of Products; Community Relations; Circular Economy; Responsible Procurement; Connecting Society; Employee Health & Safety; Charity & Volunteering; Transparent Reporting on ESG; Waste Management; Secure Raw Material Supply; Regulatory & Legal Compliance; Business Integrity & Ethics; Environmental Impact of Raw Materials; Reporting Near-Misses & Incidents; Hazardous Substances; Product Quality & Safety; Water Consumption; Consumer Well-being; Climate Resilience; Impact on End-Users; Attracting and Retaining Top Talent; Transport Emissions; Biodiversity; Product Packaging; Employee Pay & Reward; Significant Spills / Releases; Air Quality.

Materiality Assessment: Key Trends

Throughout the materiality assessment, the following key themes were identified:

i. Sector-wide solutions to ESG require greater collaboration between technology companies, customers and suppliers.

ii. CommScope must stay ahead of consumer preferences and demands as they can directly impact business operations.

iii. Increased virtualization and the scarcity of raw materials mean resource efficiency and circular economy thinking will be crucial for the future security of CommScope's resources.

iv. Training and educational programs will help shape the next generation of employees and ensure CommScope's products meet customer needs.

v. Many countries, cities and competitors have commitments to Net Zero emissions. The rise of Net Zero means it will soon be integrated into investor indices and supplier contract requirements.

vi. Market trends demonstrate a growing focus on Social ESG aspects. The materiality assessment highlighted digital access, inclusion and e-security as key future focus areas.

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, whilst going further to do our part for the well-being of our people and planet.

2.1   2019 Governance Highlights

- **Achieved a Gold level Corporate Social Responsibility (CSR) rating from EcoVadis**, a global leader in monitoring, benchmarking and enabling sustainability in global supply chains.

- **Continued focus on a robust ethics and compliance program**, including an independent audit function and corporate ethics and compliance officer, a strong Code of Ethics and Business Conduct policy, policies on anti-corruption and anti-bribery, and whistleblower and investigation program with a strict policy prohibiting retaliation.

- **Continued to use a consolidated training package for Ethics and Compliance topics** targeting over 12,600 non-production employees. **100% of the targeted group completed this training.**

- **Achieved zero "major nonconformances"** in third-party certification audits.

- **Continued to ensure our operations and supply chain align with global modern slavery and human rights' standards.**

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

- **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.

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

CR&S Statement

Meaningful integrity is a decisive personal and company-wide commitment to enable faster, smarter and more sustainable solutions while demonstrating the utmost respect for our human and natural resources.

This philosophy finds form in three key pillars:
- Environmental
- Social
- Governance

"CommScope fundamentally believes that a culture of ethics, compliance and sustainability is critical to our company's success. Our customers recognize our leadership in this critical area and have rewarded us with their loyalty."

Burk Wyatt
Chief Legal Officer and General Counsel

2.2   Leadership and Management

At CommScope, we know that commitment to business practices that are innovative, safe and sustainable is key to our Company's success.

Lasting connections start with leadership who believe in our people and the power of an open mindset, collaboration and keeping our commitments. We're proud to lead a talented group of more than 30,000 people around the world.

Meet the leaders who shape our vision and strategy, set goals ans objectives and develop and inspire our team.

EXECUTIVE LEADERSHIP

Eddie Edwards
Chief Executive Officer
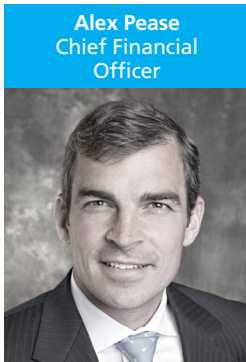
Alex Pease
Chief Financial Officer
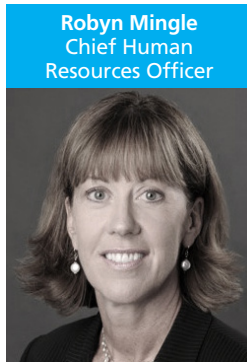
Robyn Mingle
Chief Human Resources Officer
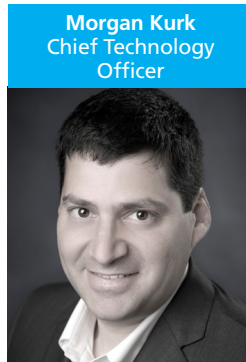
Morgan Kurk
Chief Technology Officer

Burk Wyatt
Chief Legal Officer & General Counsel
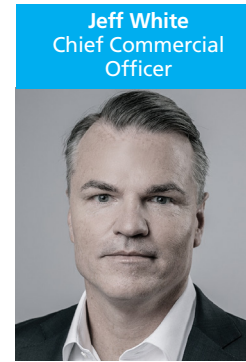
Jeff White
Chief Commercial Officer
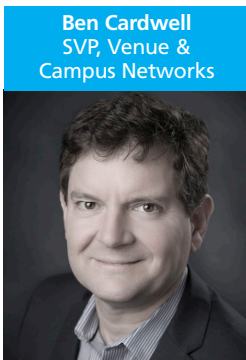
Ben Cardwell
SVP, Venue & Campus Networks
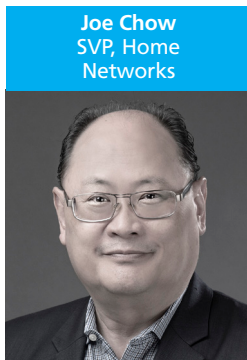
Joe Chow
SVP, Home Networks
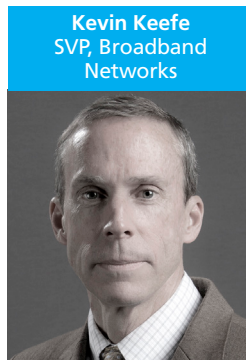
Kevin Keefe
SVP, Broadband Networks

Farid Firouzbakht
SVP, Outdoor Wireless Networks

Gordon Robb
SVP & Chief Supply Chain Officer

Boris Kokotovic
SVP, Quality

ETHICS, COMPLIANCE AND SUSTAINABILITY

To ensure our progress complies with, or exceeds applicable laws, corporate responsibility leadership is closely aligned with our overall leadership structure and is sponsored by our CEO, Eddie Edwards.

The Ethics, Compliance and Sustainability (ECS) program provides a corporate-level center of excellence and management framework with respect to each of the substantive areas within the scope of the program. Those areas include:
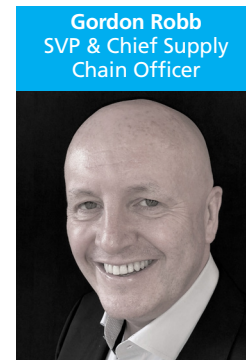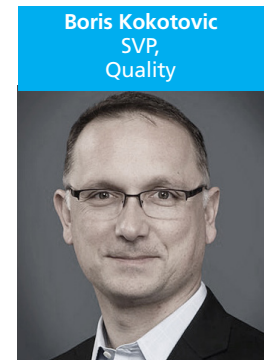
- Corporate Responsibility and Sustainability
- Labor and Employment Law
- Anti-corruption, Anti-fraud, and Conflicts of Interest
- Environment, Health & Safety
- Product Compliance
- Trade Compliance
- Privacy
- Antitrust / Competition Law
- Records Retention
- Business Continuity and Crisis Management
- Policy Governance

In addition to these specific substantive areas of compliance, the ECS program also ensures that the company maintains effective systems for

- Reporting concerns or non-compliance;
- Conducting corporate-level investigations of alleged wrongdoing and resolving allegations of improper conduct;
- Training employees and relevant third parties on ethics, compliance and sustainability topics; and
- Proactively communicating with, and making information available to, various stakeholders, including employees, customers, vendors, and investors.

CommScope has adopted a management system approach across all of these areas of compliance, and regularly assesses the maturity of each. With respect to each area or system we work to properly define the scope of the program, identify the obligations with which we must comply, perform an appropriate risk assessment, develop appropriate policies and procedures, implement appropriate controls, provide training and conduct other awareness activities regarding the program, and ensure that the program is monitored and tested.

The Corporate Ethics and Compliance Officer (CECO) has engaged and maintains a team of internal and external subject matter experts that covers the various disciplines within the scope of the program.

ETHICS, COMPLIANCE AND SUSTAINABILITY PROGRAM ELEMENTS

Corporate Responsibility & Sustainability	Labor & Employment	Anti-Corruption Anti-Fraud Conflict of Interest	Environment Health & Safety	Product Compliance	Trade Compliance	Privacy	Antitrust/ Competition Laws Compliance	Records Retention	Business Continuity

Reporting, Investigation, Training & Communications, Supplier & Partner Responsibility

As a global company, CommScope is exposed to risks at many levels. We are governed by multiple teams to create, direct and implement our sustainability strategy and maintain a thorough system of checks and balances designed to minimize social, environmental, physical and ethical risks.

1. THE ETHICS, COMPLIANCE AND SUSTAINABILITY (ECS) EXECUTIVE COUNCIL

As a result of our 2019 transformation activities, CommScope's executive leadership introduced the Ethics, Compliance and Sustainability (ECS) program and adopted further changes to the governance of the ECS program. The ECS program is intended to provide a corporate-level center of excellence and management framework with respect to each of the substantive areas within the scope of the program.

CommScope's ECS program is designed to promote and uphold the company's core values while fostering and promoting the culture of ethical, responsible and sustainable behaviors. In addition, the ECS program serves to mitigate the risk of non-compliance with applicable laws, regulations and related external obligations, ensuring all vendors and business partners conform to the standards of the ECS program.

In November 2019, the ECS Executive Council replaced the Ethics, Responsibility, Sustainability and Compliance Executive Council that governed the program previously. The ECS Executive Council provides strategic oversight and executive support for the ECS Program and its various elements. CommScope's Corporate Ethics and Compliance Officer (CECO) is responsible for maintaining and continually improving the company's ECS Program, under the supervision of the company's ECS Executive Council and the Audit Committee of the company's Board of Directors. The ECS Executive Council will meet at least annually to enable the CECO to provide regular reporting to and obtain appropriate guidance and support from the ECS Executive Council. In addition, the CECO regularly reports to and collaborates with other members of the company's executive team to ensure alignment across all company businesses and functions.

Comprising individuals from our senior management team, the ECS Executive Council met three times in 2019 to:
- Review corporate strategy and performance.
- Set the overall company CR&S strategy, mission and goals.
- Approve company-wide initiatives focused on our three pillars of sustainability.

The ECS Executive Council consists of individuals in the following roles, and others as may be designated by the CEO.

- Chief Executive Officer
- Chief Legal Officer and General Counsel
- Chief Human Resources Officer
- Chief Financial Officer
- Chief Supply Chain Officer
- Corporate Ethics and Compliance Officer (Chair)

"At CommScope, ethics, compliance and sustainability are an integral part of our culture. Our ECS program, driven and inspired by our most senior leaders, is designed to nurture and continuously reinforce ethical behaviors that support our core values."

**William Pleasant
Vice President, Deputy General Counsel, Corporate Ethics and Compliance Officer**

**New ECS Executive Council
Vision Statement**

Acting with integrity is one of CommScope's core values. We fundamentally believe that a culture of ethics, compliance and sustainability is critical to our company's success. We also believe this culture must be embedded in our business practices and constantly nurtured.

While integrity includes compliance with applicable law and our other obligations, mere compliance is not enough for CommScope. We therefore strive for excellence in our ECS Program, seeking to foster a working environment where honesty, transparency, fairness and respect are valued and practiced consistently.

2. THE CORPORATE RESPONSIBILITY (CoRe) TEAM

The CoRe team is a cross functional virtual group which includes members from the following teams: Corporate Responsibility and Sustainability, Corporate Legal, Human Resources, Environment, Health and Safety, Well-being, Product Compliance, Business Continuity, Corporate Communications, and Supplier Quality.

The CoRe team is responsible for determining best practices based on social, political, economic and environmental trends in the market and society, and legal and customer requirements. It also maintains the relevant company policies and initiatives, and coordinates with local teams at each facility to implement strategic initiatives and activities.

CoRe Team Responsibilities:

- Provide the information required to develop the CR&S strategy, mission, and goals for the company.
- Develop company policies on CR&S matters.
- Provide advice on matters pertaining to CR&S legal and compliance matters.
- Determine best practices based on social, political, economic and environmental trends, and customer requirements.
- Work with local facility teams to implement strategic initiatives and activities.
- Coordinate with cross-functional teams at each facility to implement best practices.
- Conduct internal audits of large manufacturing facilities.
- Monitor and report on CR&S performance.

The CoRe team is supported by our Operations and Facility teams who implement actions and initiatives across our global business and by the CR&S team who are responsible for developing, implementing and managing CommScope's corporate sustainability strategy and reporting.

3. FACILITY TEAMS

These cross-functional teams implement direction from the CoRe team locally and coordinate activities in support of the corporate strategy and goals outlined by the ECS Executive Council. Teams include roles like site director, Human Resources (HR) managers, ethics officer, EHS specialist and supplier quality engineers (SQEs).

4. CORPORATE RESPONSIBILITY & SUSTAINABILITY TEAM

CR&S Team Functions

- Develop global strategy, programs and goals for CR&S to improve the Company's triple bottom line: People, Planet and Profit; and to improve brand and market position, and assist in recruiting and retention of employees.
- Monitor social, political, economic and environmental trends that may have significant/material impact on Company's business activities and performance. Report these to the ECS Executive Council.
- Monitor the Company's CR&S performance and communicate progress to ECS Executive Council on a regular basis.
- Monitor and review current and new customer requirements and practices. Provide customers with CR&S governance and performance and collaborate to gain competitive advantage over competitors.
- Develop, implement and manage programs and initiatives to ensure effective compliance to CR&S related laws, regulations and international standards at all global locations.
- Advise on trends, best practices and industry benchmarks advocated and promoted by customers, competitors, our facilities, regulators and non-governmental organizations (NGOs).
- Work with, or guide groups as necessary—HR, Legal, EHS, Operations, Supplier Quality, Procurement, Sales, business units, facility teams, etc.—to implement the CR&S strategy and programs, share best practices, assess risks and drive continuous improvement.
- Communicate CommScope's CR&S performance and achievements through the annual Sustainability Report, the CDP (disclosure reporting on GHG emissions), EcoVadis (CSR rating), the Company's external website, and internally.

MANAGEMENT SYSTEM APPROACH

RISK ASSESSMENTS

CommScope proactively manages risks relating to ESG. At the end of 2019, we completed a corporate-level assessment of our CR&S management systems using the EcoVadis platform which has a series of CSR recognition levels. CommScope was awarded a gold CSR rating and achieved an overall score of 70/100, which certifies:

- Our structured, proactive approach to corporate responsibility.
- Our established policies and processes to help tackle important ESG issues.
- Our capacity to clearly report on selected activities and KPIs.

Our manufacturing facilities utilize the Responsible Business Alliance (RBA) online self-assessment questionnaire to identify risks and opportunities for improvement. We also use Entropy™, our primary Environmental, Health & Safety (EHS) risk assessment/management tool, to perform a variety of internal monitoring and reporting activities.

In addition, we developed a scorecard to benchmark ourselves against peers and competitors. Our scorecard includes various reporting frameworks such as EcoVadis, CDP, Institutional Shareholder Services (ISS), Morgan Stanley Capital International (MSCI) and Sustainalytics. In 2019, we scored a leader status in EcoVadis, and above average in MSCI ESG Ratings and ISS ESG criteria. We use this scorecard as a guide for future development.

We also make use of the CDP platform to report our key climate-related risks and opportunities. CDP is committed to aligning with the Task Force on Climate-Related Disclosures (TCFD) recommendations.

INTERNAL AUDITS

CommScope routinely audits its manufacturing facilities using the ISO14001, ISO45001, SA8000 and ISO26000 international standards to ensure compliance to consistent environment, health, safety, labor and ethical business practices. Facilities in high-risk countries are audited for labor and ethical practices by our CoRe team every two years, while facilities in low-risk countries are audited every three years. Our corporate EHS team visits facilities at minimum every three years to audit environment, health and safety practices using the international and company standards as the benchmarks. Each externally certified facility also maintains its own team of internal auditors.

Reporting to CommScope's Board of Directors Audit Committee, our Corporate Audit and Advisory team also performs independent, objective audits of our internal processes and controls following the Institute of Internal Auditors International Professional Practices Framework.

2.3   Governing Principles and Policies

At CommScope, our key company polices—Code of Ethics and Business Conduct, Labor Policy and Environment, Health & Safety Policy and more—govern our business practices globally. We are committed to the highest standards of honest, transparent business practice—regardless of where that business transpires. As a U.S.-based company, we are subject to the requirements of the U.S. Foreign Corrupt Practices Act (FCPA) and similar laws in foreign countries where we operate, such as the U.K. Bribery Act. The FCPA and the U.K. Bribery Act both prohibit bribery and related inaccurate accounting. Our key company policies are available in multiple languages in our online Document Library.

CommScope strives to go beyond compliance, wherever feasible, throughout the entirety of our value chain, collaborating to improve working and environmental conditions through leading standards and practices. We've adopted a set of proactive measures to ensure that our employees work safely, adhere to best practices, treat one another respectfully and, as at minimum, meet government regulations.

BUSINESS INTEGRITY AND ETHICS PRACTICES

Each day, CommScope professionals are held to an exemplary ethical standard set by our Code of Ethics and Business Conduct (Code of Ethics). These guiding principles reflect our core values and provide a framework for expected conduct on the part of our employees and third-party representatives.

While the rules and procedures outlined in the Code of Ethics are based on a variety of applicable laws, regulations and international standards, they also reflect a higher principle: doing the right thing.

As our mission and values make clear, CommScope is devoted to the highest ethical standards, integrating "Act with Integrity" into everything we do. Our Code of Ethics provides a framework to ensure all actions reflect and support the principles that are at the core of our business. These principles guide us in all decision-making and remind us to set a good example for ourselves and others.

The key responsibilities of employees and business associates under the Code of Ethics are to:

- Be familiar with and comply with the Code of Ethics, our corporate policies and the laws and specific policies that apply to their job.
- Act in a professional, honest and ethical manner in their work on behalf of CommScope.
- Ask for help when employees have questions or concerns about ethics or compliance, or when there is uncertainty surrounding a specific situation.
- Be alert for situations that could lead to a violation of the Code and promptly report actual or suspected misconduct to supervisors or managers or use Ethics and Compliance Resources[1].
- Complete required compliance and ethics training and certifications.

[1] If the laws of employees' country prohibit the company from requiring them to report violations of law or the Code of Ethics, they are still encouraged to report these violations even if they are not obliged to do so.

WHISTLEBLOWING & HOTLINE SUPPORT

We value our reputation for integrity and everyone accepts the personal responsibility for maintaining it. Consequently, as part of our overall compliance program, CommScope encourages all our stakeholders to ask questions or report concerns. We enforce a strict policy prohibiting retaliation for reporting a concern or suspected misconduct in good faith.

The Company provides a variety of sources to report any grievances or concerns regarding business practices or suspected wrongdoing including, among others, a dedicated hotline (CommAlert), a dedicated web portal, a specific email account dedicated to receiving allegations of wrongdoing (ethics@commscope.com). The Company also encourages employees to report concerns directly to management or human resources.

The CECO is personally involved in processing all whistleblower reports regardless of their source. Under the CECO's direction, all allegations are thoroughly reviewed and, as appropriate, formally investigated by experienced personnel consistent with the Company's Investigating Allegations of Improper Activity Policy ("Investigation Policy"). On a quarterly basis, the CECO personally reports to the Board of Directors' Audit Committee on significant investigations and statistics regarding all allegations managed under the Investigation Policy. Summaries of all allegations are made available to members of the Audit Committee. Of all inquiries or allegations reviewed by the CECO or his designee in 2019, 146 were determined to fall within the scope of our Investigation Policy. All of these 146 matters were formally assessed and assigned individual investigation numbers for tracking purposes through disposition.

LABOR PRACTICES

CommScope is committed to uphold the human rights of its employees. To ensure our employees are treated with dignity and respect, we follow a well-established Labor Policy that aligns with recognized standards and guidelines from the International Labor Organization, the UN Global Compact, the UN Universal Declaration of Human Rights, SA8000 (international social accountability certification standards for factories and organizations) and applicable laws.

In accordance with the international standards supporting our management systems, we regularly assess risks and opportunities related to labor practices in our operations and supply chain. Our global Labor Policy addresses important issues like health and safety, child labor, wages and benefits, working hours, forced labor and freely chosen employment, discrimination and diversity, humane treatment and freedom of association. We provide a safe working environment and protect the well-being of our employees, customers, suppliers and communities.

By engaging and training our employees, monitoring our progress, conducting periodic audits and sharing best practices, we're working hard to manage risks related to labor practices and improve the experience of working for us.

RAISING AWARENESS

CommScope employees are asked to complete Ethics and Compliance training annually. This is an evolving program that complements our overall training program and develops in response to feedback from employee engagement program such as employee pulse surveys. This approach ensures that the organization raises awareness of all kinds of significant ethical and compliance risks. The training program gives our employees the tools and knowledge to comply with the rules and regulations by which businesses must abide.

Depending on an employee's specific job function, the Ethics and Compliance training includes one or more of the following courses: ethics, preventing workplace harassment, anti-bullying, equal opportunity employment, corruption and bribery, government contracts, understanding anti-trust law, environment, health and safety, quality management systems and modern slavery.

In 2019, CommScope's 12,600 non-production employees completed the training online via our Global LearnCenter (GLC) platform. This training package is also provided to all new employees within the first 30 days of their employment. Our training sessions are now available in more than a dozen languages, including Arabic, Czech, Chinese, Dutch, English, French, German, Italian, Japanese, Korean, Portuguese, Russian, and Spanish.

DATA SECURITY AND PRIVACY

At CommScope, we understand the importance of data security. That is why we utilize the ISO 27001/27002 (information security management system) framework. CommScope has a long-term goal of building a highly-functioning information security program to ensure we are doing everything we can to protect the data of the Company, including that held by the Board of Directors, company shareholders, employees and valued customers. These security initiatives are essential to CommScope in a time of increasing risks, threats and opportunities.

Maintaining technical and organizational measures to protect personal data from loss, misuse, alteration, or unintentional destruction, CommScope's data privacy program seeks compliance with worldwide data privacy laws such as the General Data Protection Regulations (GDPR) and the California Consumer Privacy Act (CCPA) in the handling of the personal data of our employees and business contacts as well as where CommScope is a processor for its customers. 2019 saw the incorporation of the ARRIS privacy program that was better oriented for the handling of consumer data. The now consolidated program within the ECS framework has enhanced the awareness of privacy in the company, setting the stage for the further maturation of the program into more operational practices.

The Privacy program is led by a Senior Compliance Attorney reporting to CommScope's CECO. As part of the ECS program, the Privacy program is overseen by the Company's ECS Executive Council and the Audit Committee of the Company's Board of Directors. CommScope's Data Security function is led by the Vice President, Information Security reporting to the Chief Information Officer.

2.4 2020 CR&S 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.

Ethics & Governance	Our People	Sustainable Products	Responsible Supply Chain	Our Business Operations
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

Drive a culture of ethics, compliance, and sustainability at CommScope.

E Environment

S Social

G Governance

"The combination of CommScope and ARRIS in 2019 brought together two leading organizations to deliver significant benefits — one of them being in sustainability. Our combined programs are delivering results for our business, society and the planet. Backed by the CommScope executive leadership team, I am proud to lead a great team of sustainability professionals committed to corporate responsibility and sustainability."

**Damien O'Sullivan
Director, Corporate Responsibility and Sustainability**

2020 OBJECTIVES AND TARGETS

Ethics & Governance	Drive Corporate Responsibility and Sustainability in the business	• Update the current CR&S strategy to consider the output of the recent materiality assessment and transforming business. • Publish a combined and assured Sustainability Report aligned with the GRI and SASB standards. • Reinforce the Company Ethics and Compliance training program targeting to achieve greater than 95% completion rate. • Implement an employee sustainability awareness project. • Ensure CommScope manufacturing facilities are not identified as "High Risk" during the annual RBA risk assessment process.
Our Business Operations	Reduce the environmental impact of our operations and facilities	• Reduce our 2019 GHG emissions by 2% by the end of 2020. • Reduce our 2019 energy consumption by 2% by the end of 2020. • Develop long-term GHG reduction targets. • Identify opportunities to leverage the benefits of renewable energy across our operations. • Ensure beneficial reuse (BRE) of waste exceeds 90% by the end of 2020. • Ensure water use meets global water industrial consumption limits. • Expand the ISO14001 and ISO45001 certification scope to all manufacturing facilities by the end of 2020.
Sustainable Products	Develop solutions that meet our customers current and future sustainability requirements	• Continue to leverage the benefits of eco-design across our products and packaging to drive performance improvements. • Ensure that applicable STB and SNE products meet and exceed energy efficiency voluntary agreements (VAs) and standards. • Continue to provide leadership in driving the SCTE's energy goals and standards development for network energy efficiency. • Continue to perform conflict minerals reasonable country of origin inquiry for all relevant suppliers.
Responsible Supply Chain	Source responsibly and minimize our supply chain risks	• Evolve our supplier responsibility strategy to consider the changing business. • Continue to complete annual sustainability assessments for all in scope suppliers. • Ensure 100% of 'High Risk' suppliers complete a Corporate Responsibility audit.
Our People	Leverage a collaborative, enabled and agile workforce to deliver business innovation	• Continue to align our people and culture globally with our newly developed purpose, vision and values. • Drive an enhanced coaching culture for all people managers through relevant leadership development opportunities. • Launch a company-wide, global diversity and inclusion initiative. • Further our support of the local communities where CommScope operates. • Develop a comprehensive well-being program (physical, emotional and financial) for all employees globally.

2.5 Supplier Responsibility

Fueled by unmatched experience and a history of idea generation, CommScope delivers innovative solutions tailored to our customers' evolving needs. The backbone to our business is our supply chain which has been unified to unlock even greater synergy potential.

The principal raw materials and components we purchase are made of metals such as copper, steel, aluminum or brass, plastics and other polymers and optical fiber. This also includes purchase of circuit boards and other electronic components. Fabricated copper, steel and aluminum are used in the production of antennas, coaxial and twisted pair cables, and polymers are used to insulate and protect cables. Such materials continually experience significant volatility as a result of changes in the levels of global demand, supply disruptions and other factors. As a result, CommScope proudly optimizes our global manufacturing and distribution footprint to better position us to respond quickly to rapidly changing market conditions, whilst maintaining a reliable and responsible supply chain supported by a wide variety of expertise. To do so, we continue to enhance our existing supplier selection, risk assessment and performance evaluation processes.

OUR SUPPLY CHAIN AT A GLANCE

CommScope sources its materials and components from a worldwide network of suppliers. We have approximately 4,000 active suppliers and contract manufacturers around the globe, 550 of these being strategic.

Our supply chain covers many countries and regions.

CommScope depends on a limited number of suppliers. A significant number of these are sole source suppliers and several of our agreements with suppliers are short-term in nature. Many of our components are sourced from international markets, relying on unaffiliated contract manufacturers, both domestically and internationally, to produce certain products or key components of products.

SUPPLIERS BY GEOGRAPHIC LOCATION AND MONETARY VALUE SPENT BY REGION

Region	Geography	Monetary value
Asia-Pacific	31%	45%
Europe, Middle East, Africa	24%	6%
Americas	45%	49%
Total	4,000*	$5 billion*

Rounded figures

AMERICAS
Argentina
Brazil
Canada
Chile
Mexico
United States of America

EMEA

Austria	Belgium
Czech Republic	Denmark
Finland	France
Germany	Greece
Holland	Hungary
Ireland	Israel
Italy	Malta
Mauritius	Netherlands
Poland	Romania
Slovakia	South Africa
Spain	Serbia
Seychelles	Sweden
Switzerland	Tunisia
Turkey	United Arab Emirates
United Kingdom	

APAC

Australia	China
Hong Kong	Indonesia
India	Japan
Malaysia	New Zealand
Philippines	Singapore
South Korea	Taiwan
Thailand	Vietnam

SUPPLY CHAIN CONTROLS

At CommScope, our supplier selection process applies a thorough system of checks and balances designed to minimize risk and maximize performance and responsibility in our supply chain. Our current and prospective suppliers undergo the selection, qualification and evaluation steps outlined below.

New Suppliers	Existing Suppliers
Supplier Selection & Qualification	**On-going Evaluation**

| Pre-Qualifications → | Preliminary Risk Assessment, Desk Audit, Sustainability Self-Assessment → | On-Site Audits | Risk Assessment | Regular Assessment, Audit, Performance Review |

On-going Follow Up & Improvement
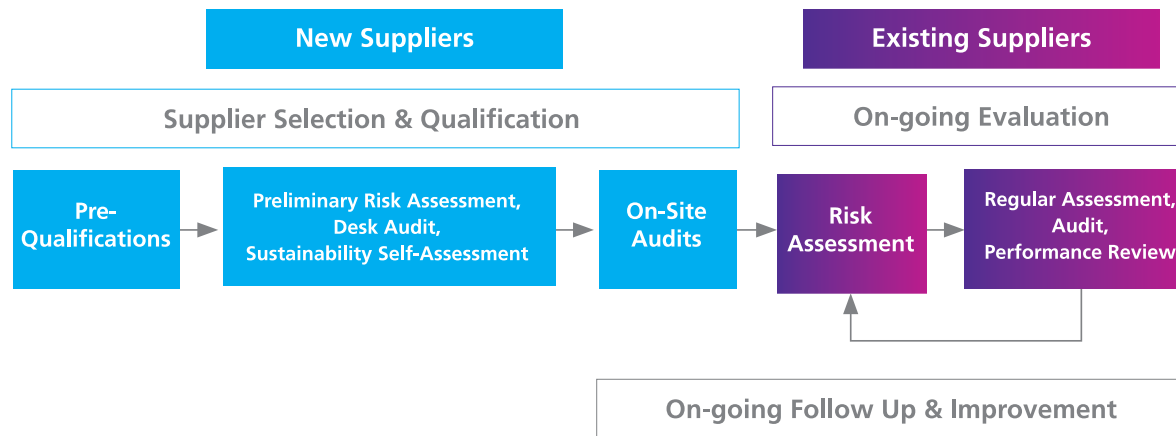
CommScope's review and vetting process for new suppliers goes beyond cost considerations and assesses the supplier's quality capabilities, compliance to industry Corporate Social Responsibility standards, Business Continuity standards and capability to be a secure source of supply over time.

Our Sourcing Evaluation Team (SET) lead the supplier engagement and through ongoing programs such as audits, incoming inspection and reliability monitoring CommScope ensures continued quality and resilience of supply.

To build positive long-term relationships, local supplier quality engineers oversee operations. They perform initial and regular risk assessments in addition to on-site audits with the suppliers in their region. Our local supplier quality engineers also conduct regular performance evaluations including sustainability assessments and audits and follow up on improvement activities.

All CommScope suppliers must acknowledge CommScope's Supplier Code of Conduct. Our Supplier Quality Manual outlines some of the basic CommScope expectations, with any variations outlined in the individual supplier purchasing agreements. All relevant suppliers are expected to follow our principles and requirements as detailed in our Conflict Minerals Policy, Environmental Product Compliance Specification for Materials and Products and our Restricted Substances List. Further to this, CommScope's Full Material Disclosure Form must be used to submit material content of the parts and materials supplied to CommScope.

Sourcing Evaluation Team

Our Sourcing Evaluation Team (SET) ensures maximum performance in our supply chain. SET is comprised of stakeholders with expertise in our procurement, quality assurance, product development processes and other areas as needed. Their roles are as follows:

- **Purchasing Managers**: Ensure that non-disclosure agreements (NDAs) are in place prior to communication with supplier(s), as well as certifying supplier(s) meet CommScope performance standards.

- **Product Managers**: Provide information such as volumes, target cost, regional sales information, and are available to make decisions for the product line that they represent.

- **Quality Managers**: Provide Quality Plans and Quality Audit services, as required by SET and Engineering.

- **Planning/Operations Managers**: Ensure planning/operations issues are addressed as part of the SET process.

- **Finance Managers**: Provide Financial Assessment Audit for SET to use in the evaluation of suppliers.

- **Engineering Managers** (R&D, Product, Materials, Component Engineering or NPI Engineering): Evaluate engineering support, process and equipment capabilities.

- **Corporate Responsibility & Sustainability** (CR&S) team: Provide guidance in the event of red flag issue within the Supplier Selection Scorecard. Provide guidance if any section of the Sustainability Survey (self-assessment or on-site assessment) achieves high risk score.

Following the acquisition of ARRIS in 2019, CommScope maintained a separate management process for supplier responsibility in the legacy ARRIS supply chain. Through this we have continued the legacy ARRIS Responsible Business Alliance (RBA) full membership, now in its fourth year, and continued to meet the revised full membership criteria.

As part of this commitment, all major component and manufacturing suppliers from legacy ARRIS completed the RBA Self-Assessment Questionnaire (SAQ). This was complementary to the legacy CommScope audit program and included RBA Validated Assessment Program (VAP) audits.

We have continued to implement the Supplier Code of Conduct acknowledgment process within the legacy ARRIS supply chain, helping suppliers improve their acknowledgement of the RBA Code of Conduct. In doing so, we have conducted online and on-site training for high risk suppliers, in addition to directing our suppliers to attend local RBA training.

In 2019, we continued sustainability assessments (desk assessments and on-site audits) within our supply chain.

In 2020, we plan to finalize a unified strategy where we will manage supply chain responsibility assessments and audits through a single streamlined process at CommScope.

The Supplier Responsibility Program

The Supplier Responsibility program applies to suppliers of materials and services that are purchased by CommScope and its subsidiaries. We conduct a supplier sustainability assessment and on-site audit during new supplier selection and qualification and continue on-going evaluation for existing suppliers. A full list of our requirements can be found here.

Supplier Sustainability Assessments by Region

20%
7%
73%
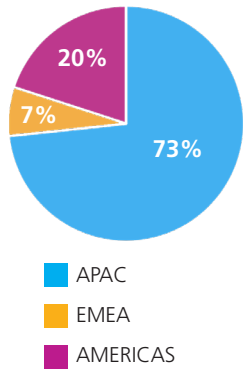
- APAC
- EMEA
- AMERICAS

Supplier Sustainability Assessments by Risk Level

2%
9%
89%

- LOW RISK
- MEDIUM RISK
- HIGH RISK
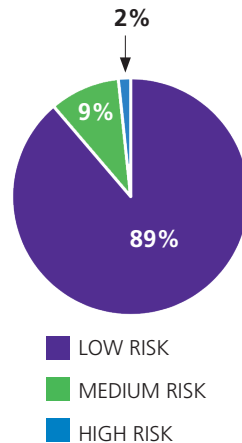
New and existing suppliers reviewed

Americas:	48
Asia-Pacific (APAC):	176
Europe, Middle East, Africa (EMEA):	16
Total:	**240**

This year, the top three non-conformances were related to:

- Working Hours
- Emergency Preparedness
- Wages and Benefits

TRANSPARENCY IN OUR SUPPLY CHAIN

CommScope is committed to conducting its business in an ethical, legal and socially responsible manner. We expect our suppliers to share this commitment and reflect our values; therefore, we have established our Supplier Code of Conduct.

CommScope suppliers are expected to adhere to this supplier code and other CommScope policies, which require them to conduct their businesses in accordance with the highest standards of ethical behavior and with the applicable laws and regulations of the countries, states and localities in which they operate. This includes, but is not limited to, laws and regulations relating to anti-corruption, environmental protection, occupational health and safety, and labor practices. We also expect our suppliers to take steps to eradicate modern slavery and human trafficking from their operations and supply chain.

Our Supplier Code of Conduct requires that suppliers do not use forced, bonded, child or involuntary prison labor when producing products. To support the Supplier Code of Conduct, supplier sustainability assessments and audits regularly evaluate and address risks of human trafficking and modern slavery in our supply chain.

SUPPLIER TRAINING

In 2019, supply chain employees received training as part of the annual Ethics and Compliance training. This training emphasized our requirement that suppliers, and those working on our behalf, must comply with our Supplier Code of Conduct. Our supplier training program includes:

- Sustainability reviews, assessment and training for supplier quality engineers at supplier facilities, to ensure suppliers are aware and acknowledge our sustainability requirements.

- Regular executive reviews with key supplier leadership teams—reviewing the supplier sustainability performance and improvement opportunities and monitoring our supplier's sustainability performance using a dedicated scorecard.

- Ongoing training and communication with suppliers, especially our major suppliers in high-risk countries and regions.

- Conducting on-site sustainability training and communication via Webex meeting, and site training during site visit. We also encourage our suppliers to attend RBA training sessions.

Ensuring Transparency in Our Supply Chain

The following statements are intended to meet CommScope's reporting obligations and describe our efforts to address modern slavery and human trafficking:

- California Transparency in Supply Chains Act Disclosure

- U.K. Modern Slavery and Human Trafficking Act disclosure

RESPONSIBLE MINERALS SOURCING

CommScope complies with the Conflict Minerals provisions in the Dodd-Frank Act enacted in the U.S. This act requires publicly traded companies to disclose the source of certain minerals incorporated in or used to produce its products.

As a globally active, socially responsible company, CommScope partners only with reputable organizations to source the minerals and raw materials we use. Since we provide telecommunications equipment, our products may include tin, tungsten, tantalum and gold. These materials are either necessary for product functionality or may be used in the production process. CommScope is therefore committed to eliminating all irresponsibly sourced 3TGs (tin, tantalum, tungsten, and gold) Conflict Minerals from our products. CommScope is a participating member of the Responsible Minerals Initiative (RMI) —contributing to independent third-party audits and due diligence programs of conflict minerals smelters and refiners.

We expect our suppliers to follow the same standard. This includes:

- Avoiding the use of conflict minerals by sourcing materials only from environmentally and socially responsible suppliers.

- Complying with Dodd-Frank regulations regarding conflict minerals and providing CommScope with legally required compliance documentation.

- Conducting a reasonable country-of-origin inquiry (RCOI) to determine the source of tungsten, tantalum, tin and gold (commonly referred to as the 3TGs).

- Avoiding the use of Conflict Minerals which directly or indirectly finance or benefit the illegal armed groups in the covered countries.

We use the Conflict Minerals Reporting Template (CMRT) developed by the Responsible Minerals initiative (RMI) as a standard questionnaire for conducting an RCOI.

We take responsible minerals sourcing very seriously and encourage you to review our Conflict Minerals Policy and our 2019 Form SD and Conflict Minerals Report.

2019 Product Safety and Conflict Minerals Achievements

To ensure continued product safety and responsible minerals sourcing, in 2019 CommScope:

- Included RoHS/REACH/Conflict Minerals questions into the Supplier scoring template for our new vendor on-boarding process review. This provides a proactive approach to evaluating the ability of suppliers towards compliance obligations.

- Created a customer self-serve website on our website for RoHS/REACH certifications that includes and is updated with the latest information. This can be found here.

- Eliminated the RoHS phthalates from all products shipped into E.U. before July 2019 without any disruption to business.

- Implemented a third-party tool ASSENT to manage Conflict Minerals data for the combined company. This has also enabled an ability to respond to customer requests on product level.

SUPPLIER DIVERSITY

As we continue to expand and grow into new markets, we are working diligently to support diversity in our supplier relationships. Through our Supplier Diversity program, we promote mutually beneficial relationships with small businesses and those owned by minorities, women and veterans.

CommScope's Supplier Diversity Mission Statement: CommScope is committed to providing equal access to all suppliers and to promoting diversity in our supply base. Developing a diverse business community contributes to the overall growth and expansion of our markets. CommScope offers all businesses, including minority, woman, and veteran-owned businesses an opportunity to compete on an equal basis.

If you have specific questions about our diversity program, please contact us at SupplierDiversity@commscope.com.

SUPPLIER HEALTH AND SAFETY

At CommScope, we seek to ensure safe and healthy decisions are made across our entire supply chain. To enable this, CommScope suppliers must provide their employees with a safe and healthy working environment in order to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work, or as a result of the operation of the supplier. Suppliers shall, among other things, provide:

- Occupational health and safety training.

- A system for injury and illness reporting.

- Worker exposure to physically demanding tasks, including manual material handling and heavy lifting, prolonged standing and highly repetitive or forceful assembly tasks are to be identified, evaluated and controlled.

- Medical treatment and/or compensation to injured/ill workers arising as a result of working for supplier.

- Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled. When hazards cannot be adequately controlled by engineering and administrative means, workers are to be provided with appropriate personal protective equipment.

- Machine safeguarding and other protective measures to prevent injuries/illnesses to workers.

- Workers are to be provided with clean and safe facilities including clean toilet facilities, access to potable water and sanitary food preparation and storage facilities.

- Worker dormitories provided by the suppliers are to be clean, safe, and provide emergency exits, adequate heat and ventilation and reasonable personal space.

CommScope SQEs and third party auditors review supplier health and safety practices, arrangements, controls and records during the on-site assessment/audit. Identified deficiencies are logged and must be corrected within an agreed timeframe.

CommScope innovations are used by millions of people every day, and this is our greatest opportunity to be a significant force for social good. As governments around the world invigorate broadband with investment in digital infrastructure, 5G connections are expected to exceed one billion by 2025. The potential technological advancements of this are vast. It will provide many wider social benefits, including education, helping to connect friends and families, reducing loneliness and bringing millions of people into the global digital community. Connectivity is fast becoming a basic human right and we want to make sure no one is left behind during this huge technological advancement as we endeavor to make our technology as inclusive and as widely accessible as possible.

While our technology provides our most significant opportunity for positive social influence, none of it would be possible without our employees or 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.

There are many ways we try to actively engage with our employees and to encourage a positive work environment, these include:

- Managing, mentoring and nurturing our talented professionals.
- Establishing and maintaining optimal workplace conditions.
- Ensuring a diverse employee community.
- Continuing to progress diversity and an inclusive culture within our teams.
- Inspiring a culture of proactive health and fitness.

These business practices foster a respectful culture of diverse perspectives, mutual collaboration and healthy growth.

"At CommScope, we believe in the power of our people and we're committed to developing a talented, diverse, and highly engaged team, CommScope's people and culture make us a truly great business."

Robyn Mingle
Senior Vice President and
Chief Human Resources Officer

3.1 2019 Social Highlights

During 2019, we leveraged the coming together of CommScope and ARRIS as an opportunity to further advance many of our social programs from employee training and development to health and well-being. The combination of our two great companies allowed us to draw on the best elements from each legacy business to establish revitalized programs. For example, in 2019 we put in place plans for a new Diversity & Inclusion Business Network which builds on the success of the legacy ARRIS Women's Business Network (AWBN), which will launch in June 2020.

CommScope continued to engage in numerous philanthropic activities, and in 2019, we donated approximately $830k to various charitable organizations. Through our partnership with United Way, CommScope has continued to support local causes, using an employer match program in the U.S. The global beneficiaries of our charitable organizations are far reaching, and include local community organizations, students through educational programs, veterans, the disadvantaged and victims of tragedy.

In 2019, we continued to do everything we can to uphold the human rights of our employees and the people within our wider value chain. For our employees, our well-established Labor Policy aligns with recognized standards and guidelines from the International Labor Organization (ILO), the UN Global Compact, the UN Universal Declaration of Human Rights, SA8000 and other applicable standards and laws.

- **Achieved a global injury rate of 0.35, 75% below** the **U.S. OSHA industry rate** of 1.4 and **5.4% below our 2019 target** of 0.37.

- **Transitioned our safety certification** from OHSAS18001:2007 to **ISO45001:2018 standard**. The certification scope now covers 83% of our manufacturing facilities.

- Partnered with United Way to support local charitable causes using an employer match program and **supported charitable organizations worldwide**. Our employees participated in many fundraising activities for various causes, helped improve local communities during Earth Day activities, organized blood, food drives and school supply drives, to name a few.

- **Pay Equity:** Launched a global pay equity study to evaluate both legacy CommScope and legacy ARRIS pay practices. This is in preparation for harmonizing the Company's compensation programs to be consistent with our pay-for-performance compensation philosophy and practices that support equal pay regardless of gender or other discriminatory factors.

- **Employee Engagement:** Conducted employee pulse surveys bi-annually. This activity "took the pulse" of a large segment of global employees to see how they feel about the Company, their work, our targeted improvements and progress.

- **Education and Development:** Continued to grow employee professional development programs. Our multi-faceted, self-service learning program, uLEAD, is focused on developing employees' business and leadership skills. Over 2,400 employees worldwide are participating in the program with over 300 employees now graduated.

- **100%** of our targeted group (over 12,000 employees) **completed** the **annual Ethics and Compliance training**.

- **Well-being:** Continued our well-being program with GuidanceResources, the Company's global wellness and work-life resource program became available to all employees and their families worldwide from January 1, 2020.

3.2   Education, Training and Development Life Cycle

HUMAN CAPITAL DEVELOPMENT

We are committed to developing the careers and capabilities of all our employees. Our career development and learning philosophy is based on the belief that employees learn best through a combination of work experience, coaching, feedback, training and education.

At CommScope, we have adopted a set of proactive measures to enable growth for our employees and to ensure our employees work safely, meet government regulations, adhere to best practices and treat one another respectfully.

TalentConnections

TalentConnections is an online platform for employees, managers and Human Resources to manage employees' performance and goals throughout the calendar year, record accomplishments and determine rewards (annual merit increase, bonus) and further development.

100% of our permanent employees—salaried full-time, salaried-part time, apprentices, internal temporary—utilize TalentConnections to track and review performance every year. The temporary workforce/contractors are not enrolled in TalentConnections for legal reasons.

Global LearnCenter

The Global LearnCenter (GLC) is CommScope's internet-based learning platform and repository of learning content consisting of a variety of work-related topics. From product knowledge and leadership development, to other topics, we offer more than 7,600 learning resources, including courses, books, videos and executive summaries. Although most courses are offered in English, there are now courses available in other languages, including: French, German, Italian, Latin American Spanish, Portuguese, Czech, Chinese and Dutch. The GLC enables learning when and where it is needed, by being 24/7.

The GLC app enables employees with CommScope-supported mobile devices to access thousands of courses, anytime, anywhere. Employees can take courses without logging into a computer— whether they're traveling, working from home or simply when it's convenient.

ARRIS Academy

ARRIS Academy, is a legacy ARRIS online learning management system that provides technical and non-technical e-Learning opportunities through courses, recorded webinars, e-books and other resources. There are more than 1,700 training courses offered through ARRIS Academy. Training curriculum offerings range across product and technology, sales and services, environmental health and safety, communications skills and strategies, finance and accounting, trade compliance, interpersonal skills, personal growth and family support and leadership and management training.

ARRIS Academy served as the internal learning platform until April 2019. Afterwards we transferred all legacy ARRIS employees into the TalentConnections and GLC umbrella to drive a harmonized and consistent learning destination for all employees in the company. ARRIS Academy keeps serving as an external training platform for our business partners.

Educational Assistance

CommScope harmonized its Educational Assistance Policy for the U.S. region last year. This policy applies to all permanent full-time and permanent part-time U.S. based employees.

We also have the localized Educational Assistance policies outside the U.S. region. Employees' eligibility varies by the regional rules— for example all permanent salaried employees in China region, all permanent employees in APAC region, all permanent and temporary employees in EMEA and all permanent employees in CALA region.

Leadership Engagement and Collaboration

Growth is not only achieved through learning platforms such as GLC and TalentConnections, but also through the town halls, round tables, and every day interaction of line managers. We focus heavily on interacting with our employees how, when and where it matters most, and have been measuring manager effectiveness in our pulse surveys for some time.

TALENT LIFE CYCLE

Reward & Recognition
Strategy Planning & Cascading
Goal Setting & Execution
Development & Planning
Ongoing Feedback & Coaching
Assessment Calibration & Succession Planning

uLEAD

In response to past employee engagement surveys, we have continued to promote and roll-out uLEAD, a unique training opportunity to provide employees with the learning needed to improve their job performance and further develop their careers. This voluntary, comprehensive learning program is free of charge and provides our employees with certification and recognition at the completion of each of the five levels of the program.

The 7 Habits of Highly Effective People

As part of our development program, we engage in FranklinCovey's 'The 7 Habits of Highly Effective People® Signature Edition 4.0', running the three-day workshop globally to improve managers personal effectiveness and lay the foundation for great leadership through personal accountability, trust and teamwork.

Global Organizational Leadership Development Program

Our Global Organizational Leadership Development (GOLD) Program is structured to provide foundational management development for supervisors and frontline leaders to enhance leadership effectiveness and promote sound employee relations practices.

7 Habits and GOLD programs experienced slow activity in 2019 due to the post-acquisition activities. Both programs remain a priority and will be re-energized in 2020.

Leadership Effectiveness Acceleration Program (LEAP)

Feedback from CommScope employees and leaders helped outline key focus areas for leadership development. Our dynamic working environment is another driver for further reinforcement of our leadership culture.

Our global10-month Leadership Effectiveness Acceleration Program (LEAP)—focuses on middle management to increase their effectiveness as managers, ensuring future readiness in a complex and constantly evolving environment to drive overall business results— was put on hold in 2019 due to the acquisition activities and split management population. We anticipate resuming LEAP in the future.

Emerging Leaders Program (ELP)

Our Emerging Leaders Program (ELP) is an exclusive leadership development program targeting potential senior leaders, delivered in partnership with the University of North Carolina. The program is designed to prepare global Directors and Vice Presidents for success in their current and potentially higher-level roles at CommScope. The ELP was put on hold in 2019 due to the acquisition activities. We anticipate resuming ELP in the future.

New Wireless Technical Training Available for Women at No Cost

CommScope offers free Distributed Antenna System (DAS) training for women in the wireless industry or for those with a wireless background who want to enter the DAS business.

The goal of the program is to help women who are interested in improving their knowledge in these fields find work or expand opportunities available to them.

CommScope's Ethics and Compliance Training Program

CommScope's Ethics and Compliance training program is our vehicle for conveying our corporate values and compliance requirements to our employees throughout the world.

It is an evolving program, as we continue to improve our training based on responses from our employee engagement and employee pulse surveys. For example, respondents told us that we have opportunities to consolidate training sessions and emphasize the overarching themes that tie them together and relate them to everyday work. Our new program represents a major step forward in addressing this feedback and more.

Employees spend a total of 2.5 to 3 hours over the course of two months to learn CommScope's ethics and compliance policies. The training covers several key topics—ranging from our Code of Ethics and Business Conduct, labor and employment practices, workplace safety, data privacy, and data security to preventing bribery, corruption, and workplace harassment. There are 14 training topics in total.

We rolled out the new program worldwide in 2018 and the improved program was put into practice in 2019. CommScope's 12,600 non-production employees completed the training online via our Global LearnCenter (GLC) platform in 2019. This training package is also provided to all new employees within the first 30 days of their employment. Our training sessions are now available in more than a dozen languages, including Arabic, Czech, Chinese, Dutch, English, French, German, Italian, Japanese, Korean, Portuguese, Russian, and Spanish.

In 2019, 100% of the targeted group completed the annual Ethics and Compliance training.

Our commitment to improving the way that we train employees on corporate values, ethics, and compliance is how CommScope stays ahead as a world leader.

"Our aim with the Ethics and Compliance training program is to provide the hands-on education needed to improve our employees performance and overall contribution. By tapping into employee feedback, CommScope designed a new program that is clear and concise, and can be efficiently delivered to our global workforce."
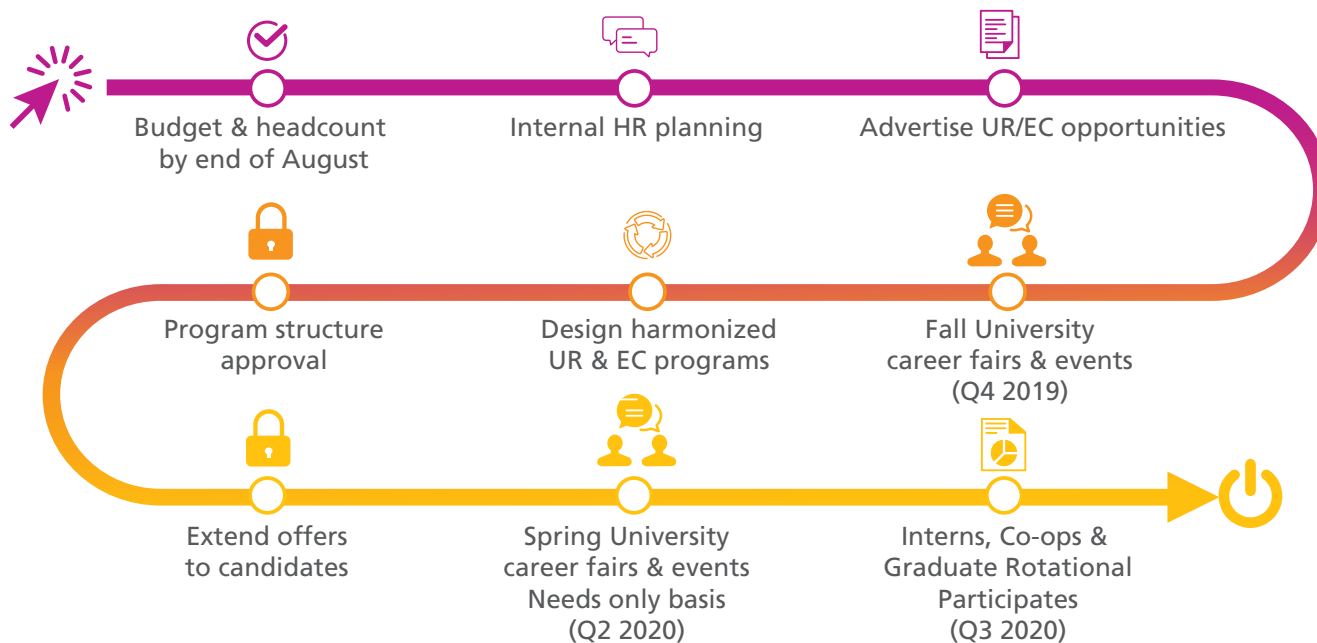
Robyn Mingle
Senior Vice President and
Chief Human Resources Officer

FUTURE SKILLS AND EMPLOYMENT

CommScope has an Early Career strategy aimed at recruiting people for Internships, Co-Ops and Graduate Rotational programs. This ensures we are hiring the top Gen Z talent where and when they're needed.

Throughout 2019, there were 166 people in the university relations and early careers programs across the globe including: 123 interns, 8 Co-ops, 9 Rotational Engineering Development (R.E.D.) program participants and 26 India Management Trainees, that spanned a variety of different functions including sales, finance, supply chain and network and cloud services.

University relations and early careers—a look forward to 2020 and beyond

Budget & headcount by end of August

Internal HR planning

Advertise UR/EC opportunities

Program structure approval

Design harmonized UR & EC programs

Fall University career fairs & events (Q4 2019)

Extend offers to candidates

Spring University career fairs & events Needs only basis (Q2 2020)

Interns, Co-ops & Graduate Rotational Participates (Q3 2020)

The Summer Internship Program

Our Summer Internship Program is designed to provide college students with invaluable work experience through completing challenging projects to help grow and develop their professional skill sets. In 2019, NAR hosted 91 Interns across:

- Corporate functions
- Engineering
- Sales and Marketing
- Supply Chain
- Business Segments

Throughout the twelve-week program, interns collaborate with some of the best in the industry, receive on the job training and participate in professional development workshops, executive speaker series, and other networking and social events.

EDUCATION AT A CONSUMER LEVEL

CommScope keeps the future in mind to solve our consumers' key challenges. We strive to think ahead and be the first to market for our products and solutions, based on real, current needs. We understand what it takes for our consumers to be successful, but we also prepare them for what's ahead, so they're always equipped for the future. The education of our consumers is key to this forward-thinking strategy and central to our thought leadership.

We work with both primary and higher education institutions in order to improve connectivity, create smart campuses and prepare the next generation of dynamic learning that can go beyond the classroom. Educating the youth of today plays a large role in our philanthropic activities. CommScope employees give their time to host events to educate students about future careers. Initiatives in 2019 included:

- A firsthand look at work life in the telecoms industry technology in Bray, Ireland where students develop work and personal skills to boost their future career.

- Employees in Horsham, PA additionally hosted a "When I Grow Up" careers fair aimed at career exploration. The event boasted 50+ organizations and games to encourage collaboration.

Digital learning at Asia Pacific University of Technology and Innovation in Kuala Lumpur, Malaysia

Asia Pacific University of Technology and Innovation offers high quality degrees and experienced an increasing need for the latest mobile learning technical and digital access for their students.

Students need to connect to mobile devices and laptops on the university networks. As well as their virtual labs via virtual desktop infrastructure (VDI) and their lessons whether on or off campus. Reliable and high-performance Wi-Fi is therefore essential for students to have the best learning and teaching experience possible.

As a solution, our RUCKUS' indoor and outdoor access points (APs), SmartZone network controllers and ICX switches were provided. This resulted in easier access to e-learning tool, faster and more secure Wi-Fi for students and faculty and a future-proof network with capacity to spare.

Beyond the classroom: digital learning through Wi-Fi in San Jose, CA, U.S.

School districts have been wrestling with the question of a reliable broadband connection for all, particularly with regards to lower-income students who don't have broadband at home.

East Side Union High School District (ESUHSD) and the City of San Jose, CA have come up with a unique solution to build one of the nation's first school district-funded municipal Wi-Fi infrastructures, bringing free broadband access to hundreds of families that didn't have it before.

THE NEED:
- Providing fast broadband internet throughout the neighborhoods.
- Reliable coverage throughout the city.

THE SOLUTION:
- 197 RUCKUS T300 outdoor wireless access points.
- Innovative public partnership leveraged school funding to extend the city-owned and operated public Wi-Fi network.

THE BENEFIT:
- High speed connections.
- Low-income students can take advantage of digital curriculum and school-provided chrome books.
- Fast, free public Wi-Fi in residential neighborhoods where it was previously not possible.

3.3   Inclusion, Equality and Diversity

CommScope strives to create an inclusive environment that draws upon the strength of the diversity within our workforce to meet and exceed the expectations of our customers, employees and owners. Respectful collaboration and inclusiveness are key to making this possible. CommScope's workforce is comprised of individuals of many races, cultures and geographies. That's something we take pride in and work constantly to support.

At CommScope, we are committed to an inclusive work environment where people with different backgrounds and perspectives are valued, respected and provided with opportunities to reach their full potential. We comply with all applicable laws, regulations and ordinances prohibiting discrimination in each of the 50+ countries in which we have employees. While specifics vary from jurisdiction to jurisdiction, CommScope's policies prohibit discrimination and harassment based on legally protected characteristics. CommScope strives to promote the development and advancement of all its employees through engagement in our learning and development programs.

Our CEO and executive team hold regular town hall meetings to engage in effective communications with employees. In addition, our leaders use technology to post video messages and share their thoughts on the business and latest developments as well as to express their appreciation for a job well done.

CommScope prohibits retaliation against employees who raise good faith concerns about actual or suspected discrimination and other misconduct. Managers responsible for hiring, pay decisions, promotions or other employment-related decisions must focus solely on the person's qualifications, abilities, experience and performance. All employment-related decisions are made without regard to any legally protected characteristic except where local law requires us to take affirmative actions to increase employment opportunities for a protected group.

We know that diversity makes us stronger and to help further grow our company and create fully inclusive teams, CommScope will launch a new Diversity & Inclusion Business Network in June 2020, building on the success of the former ARRIS Women's Business Network (AWBN). The Network will provide employees with opportunities to network, learn and lead, grow careers, and support their communities.

Embracing Diversity.
Promoting Inclusivity.
Inspiring Connectivity.

Diversity & Inclusion Business Network Purpose

We foster a dynamic and inclusive workplace that embraces our diverse employees and experiences and empowers us to deliver superior results for our customers and growth for company.

We provide CommScope employees with opportunities to network, learn, lead, grow careers, support communities and create lasting connections with our customers, partners and suppliers.

If you see something, say something

A great part of our success is grounded in our open and collaborative work environment. If our employees believe they have witnessed or been impacted by discriminatory conduct, they raise concerns with their direct supervisor or manager, Human Resources representative, local facility ethics officer, or our Corporate Ethics and Compliance Officer, William Pleasant. Anybody can also submit a confidential report or grievance using CommAlert. Where permitted by applicable law, CommAlert supports anonymous reporting.

As part of our overall compliance program, CommScope encourages all our stakeholders to ask questions or report concerns.

ARRIS Women's Business Network (AWBN)

5 GENDER EQUALITY

Close to 1,000 global employee members strong, the AWBN is a resource for career development and networking, for both women and men across our membership base.

Purpose

To positively impact our business results and reputation by fostering meaningful diversity and inclusion at all levels of the organization. We do this by developing our members, providing opportunities to connect, learn, and lead and positioning them to advance their careers.

To focus on developing the talents of our female employees, we:

- help retain and attract talent;
- create networking and mentoring connections across the business and globe;
- provide leadership and development opportunities;
- share best practices in managing a successful career, providing inspiration and building confidence; and
- enable senior management awareness of high potential talent.

In 2019, the AWBN continued our science, technology, engineering and mathematics (STEM) focus which enabled us to reach hundreds of students across the globe through events like the Saltaire, U.K. Consumer Electronics Product Challenge, Time to Code events in Belfast, Ireland, and the When I Grow Up Expo in Horsham, PA.

We strengthened our industry presence through participation in the Women in Cable Telecommunications (WICT) Leadership Conference in New York and the Technical Summit in the EMEA—and our AWBN leadership played a key role in helping to launch WICT Europe!

Career growth and networking for our members were enhanced through our mentoring program, programming enhancements such as discussion forums and external speakers, countless local events to build site based AWBN communities and a continued

partnership with our early career professionals.

Pulse Survey

Our latest bi-annual employee pulse survey took place in October 2019 and invited 50% of our salaried workforce to respond to 20 questions through a survey platform. This pulse survey was harmonized based on best practices of One CommScope and aligned with our new Purpose, Vision and Values, effectively allowing for a baseline measurement of our values as a combined organization.

Over 3,400 employees responded about how they feel working at CommScope, providing important insights into employee engagement and workforce effectiveness. In doing so, we have developed and implemented an action plan to enhance the work environment and sustain a high-performance culture in support of our strategic plan.

We look forward to continuing our pulse surveys throughout 2020 and beyond, in order to measure our improvement and trends toward building an environment of growth, empowerment and strategic alignment.

ATTRACTING AND RETAINING TALENT

At CommScope, we value continuous improvement. From a talent perspective, continuous improvement includes growing the team with the best talent we can find. Our hiring managers are key in selecting talent that will enable the company to grow, but also building our culture from the inside out. The hiring manager has primary responsibility for the onboarding process. They must be proactive and engaged in facilitating the employee's successful integration into the organization from start to finish.

Onboarding Program

Our new onboarding program, introduced in 2019 to legacy CommScope employees, provides the platform to integrate new employees, ensuring they feel welcomed and are onboard with our culture of innovation, exploration and teamwork. Induction training is mandatory for all employees and is delivered by the hiring manger, Human Resources and other departments as needed. In 2020, we are harmonizing the onboarding processes and experiences for legacy ARRIS employees.

It is paramount that we provide the tools and resources our employees need to get a fast and effective start in the onboarding process and make them feel welcome during those first days, weeks and months.

ONBOARDING ROLES

HIRING MANAGER
Leading a successful onboarding experience

WELCOME COACH
Accelerating social and cultural integration

OFFICE SUPPORT
Helping welcome and navigate new employees

HUMAN RESOURCES
Setting the tone for onboarding

Family Day in Brno, Czech Republic

Almost 900 employees and family members attended the annual CommScope Family Day in Brno, Czech Republic, enjoying food and fun activities throughout the day.

Onboarding Program Spreads Around the Globe

The recently launched onboarding program appropriately named "Welcome to CommScope" expanded to include China, Asia-Pacific (APAC) and Caribbean and Latin America (CALA) regions. New employees at CommScope now receive the same warm, inclusive and effective welcome and experience globally.

The program offers guidance and support to hiring managers—from pre-hire through the first six months of the new hire's tenure. For example, there is not only a process to ensure all hardware is available on the first day of employment, we also created the new role of a Welcome Coach. These employees help accelerate the social and cultural integration of our new employees, supporting both the hiring manager and the new employee. We are proud that over 250 Welcome Coaches were willing to support the onboarding process and have accepted the role.

In 2019, we have optimized the onboarding experience and processes for legacy CommScope and are in the middle of harmonizing these for legacy ARRIS employees.

Employee Performance

TalentConnections is an online platform for employees, managers and Human Resources to manage employees' performance and goals throughout the calendar year, record accomplishments, determine rewards (annual merit increase, bonus) and further development.

PERFORMANCE EVALUATION

Employee Self-Assessment	Manager Review and Approval	Manager-Employee Performance Discussion	Signature (Employee Acknowledgement)
• Employee completes self-assessment of performance goals, competencies, development goals and ratings • Employee uploads supporting documentation	• Manager reviews employee's ratings—enters their own ratings and/or comments on all sections • Manager can see calculated ratings • Manager selects an overall rating for the employee which becomes the rating of record	• Manager reviews and discusses the employee's annual performance prior to sending the final appraisal to acknowledge	• Employee can view all ratings and comments • Employee acknowledges the form and provides any year-end comments • Performance ratings will then populate the Employee Profile upon completion of employee acknowledgement. This is the historical record

TOTAL REWARDS

Every day, we seek to realize the next solution and identify the next opportunity. To do so, CommScope deploys many things including competitive market pay and comprehensive benefits. CommScope regularly benchmarks its compensation and benefits by country with those companies that are comparable in size and scope to enable competitive and equitable pay, whilst offering a range of recognition and reward programs, empowering employees to act, seize opportunities and push what is possible.

Pay Equity

To ensure we sustain our proven track record of problem-solving, world-class engineering and ingenuity to bring powerful ideas to market, it is essential we pay employees fairly and competitively.

Across the globe, CommScope maintains a pay-for-performance compensation philosophy, conducting a pay equity assessment to objectively measure the results of our pay practices. As part of an ongoing process, we work vigilantly to guarantee employees are paid equitably, regardless of gender, nationality, or disability and employ base payment on the job being performed, relative experience and performance.

Compensation

CommScope has a range of plans and programs that are intended to

• attract and retain skilled, high performing individuals,

• pay base salary that is competitive in our industry and the local markets in each country in which we operate,

• provide short-term and long-term incentives, when appropriate, tied to superior employee and company performance.

The proportion of total rewards aligned with variable (incentive) pay increases with job level and is reflective of the job level's influence on both short and long-term results. Eligibility for the Annual Incentive Plan (AIP) and Long-Term Incentive Plan (LTIP) are based on the job level, considering both the job level's ability to influence the incentive period being measured and market competitiveness for these types of compensation elements.

In 2019, we continued our global pay equity assessment to tangibly measure the results of our pay practices. Following the acquisition of ARRIS, in our second phase this year, we conducted the assessment covering 27,000 employees globally. We found over 99% of the employees were paid equitably in comparison to their gender-opposite peers. We promptly corrected the few significant discrepancies we identified, and will correct all minor discrepancies at the conclusion of our compensation transformation project to integrate legacy compensation practices for the new company over the coming year. The compensation transformation project is scheduled to be completed and effective by the end of 2020.

BENEFITS

CommScope benefits in the U.S. include:

• Health Plans: Medical, Dental, Vision with employee's choice of coverage level Medical plans include the U.S. based Centers of Excellence and a Costa Rica based Medical Tourism Option, offering eligible participants best in class health care for specific health conditions at a potentially lower price.

• Retirement Savings Plan—with a non-contributory and contributory company match

• Life/ Accidental, Death & Dismemberment (AD&D) insurance

• Optional Life/ Accidental, Death & Dismemberment (AD&D) insurance

• Short and long-term disability insurance

• Health Savings Account (HSA)

• Flexible Spending Accounts (FSA)

• Employee Assistance Program

• Paid Sick Time/ Personal Time Off

• Paid Holidays

• Paid Vacation

• Well-being Program

• Work/Life Resources

• Voluntary Benefits—Critical Illness, Hospital Indemnity & Accident Insurance
  - Tuition Reimbursement
  - Adoption Assistance

Some benefits are paid for 100% by CommScope, others are a shared cost between employees and CommScope, and some are 100% employee paid.

Upcoming benefits in 2020 for the U.S. employees:

• Legacy ARRIS employees will be harmonized into the CommScope benefit plans and policies.

• Employees will receive an extra 2 weeks of vacation in the year they achieve a 5-year service anniversary (i.e. every 5, 10, 15, etc.).

• Employees are eligible for up to two weeks paid child bonding leave for the birth or adoption of a child.

• Additional voluntary benefits—legal insurance and auto and home insurance.

RECOGNITION AND REWARD PROGRAMS

STAR Awards

Our STAR Awards recognition program provides a quick way for managers to recognize unique and exceptional employee achievements that support the Company's values. The global STAR Awards policy rewards the employee with a cash reward and a certificate. Such awards are proposed by a manager or project leader, noting the outstanding performance and behavior, and approved by the appropriate levels of management. STAR awards for significant achievement and impact are visible to our Executive Leadership team, making this program an important real-time approach to acknowledging our employees with tangible recognition.

Innovators in Action Awards

With 'winning as one team' and 'innovating for customer success' as two of CommScope's core values, Innovators in Action is an important program to recognize and reward our best innovators, celebrate their accomplishments, share their knowledge, and inspire our culture of collaborative innovation. In its fourth year in 2019, the program includes semi-annual award nominations and winners, and an annual gathering of these top innovators that includes an awards dinner and ceremony.

Inventor Incentive Awards

To recognize those engineers and technologists who create value for the Company by submitting patentable inventions, CommScope offers the Inventor Incentive Awards program, which has been recently updated and is available to all CommScope innovators. Winners of the award receive a significant extra bonus in the form of the Lifetime Achievement Award, which supplements the individual patent compensation.

Lifetime Achievement Awards

The Lifetime Achievement Awards are new to CommScope and will reward a long-time record of successful patents. These awards are earned when an innovator accumulates 10, and later 25, qualifying inventions with at least one qualifying patent grant for each invention. To kick-off the new program, CommScope employees who already qualify for a Lifetime Achievement Award, based on their previous invention history, will be awarded that honor.

The Vacation Service Awards

All employees achieving a 5-year service milestone on or after January 1, 2020 will receive an additional two weeks of vacation effective January 1st of their anniversary year, for use in that year.

COMMUNITY INVOLVEMENT

CommScope supports local philanthropic projects throughout the year. For some volunteers, this act of giving back means lending a helping hand in a time of crisis. For others, it takes the form of participation in a charitable activity. For many, it means doing little things that make a genuine difference in people's lives. In addition to local efforts, CommScope also organizes companywide, global giving events including school supplies, and food and blood drives that benefit thousands of recipients.

At CommScope, we are dedicated to making a positive contribution to the future of both our environment and society. This is one of the many reasons why we reinforced our commitment to supporting charitable and non-profit organizations throughout 2019. This year, CommScope contributed approximately $830k to various organizations. The beneficiaries of our charitable organizations include local communities, students through educational programs, veterans, the disadvantaged and victims of tragedy, to name a few.

It is about doing little things that make a genuine difference in people's lives. This rings true on both a large and a small scale with community involvement and philanthropic projects ranging from 30 employees and their children running a community half marathon in Czech Republic to our U.S. United Way Campaign where CommScope matched 50% of each employee pledge aiming to improve the quality of life for people in the community.

Ensuring that our contributions have far-reaching impact, we support APPARO, a Pro-Bono tech non-profit which provides IT solutions for NGOs. Through our donations and corporate sponsorships, including community science centers, the Cystic Fibrosis Foundation, Habitat for Humanity, Children's Healthcare of Atlanta, MacMillan Cancer Research and the Children's Hope, Laugh, Play Organization's Camp Care, we strive to unlock potential for local communities in order to create a better tomorrow. Employees can participate with their time, talents and resources to help with CommScope's charitable mission.

This mission includes a focus on science, technology, engineering and mathematics (STEM) and the well-being of the communities of which we are a part. Our donations, sponsorship, company volunteer activities and in-kind services are coordinated appropriately and are aligned with our wider CR&S strategy, business goals and resource limitations.

CommScope proudly supports the university product donation program, the Platforms for Advanced Wireless Research program (PAWR). This program is for experimental research and supports STEM curriculum while contributing to the advancement of the U.S. economic competitiveness.

Our country specific CSR programs in India support the following:

- Educational Assistance for the Girl Child—the India CSR committee (AASHA, meaning hope in Hindi) is collaborating with an NGO called RockFund on an initiative to support deserving and underprivileged young girls on their journey to obtain a quality education and empower them to lead an independent and productive life.

- Gudalur Adivasi Hospital—the team is partnering with Association for Health Welfare In the Nilgiris (ASHWINI) to enable Real-time digital recording of health data from tribal villages in the Nigiris, to enable speedy medical services and medicines dispatch for patients in need.

- Sethu Trust—cause originated in child development and parental support, however their organization quickly expanded to help poor widows, aged persons, physically and mentally challenged persons and destitute persons, including setting up homes and orphanages.

- Ammucare Charitable Trust—specifically we sent funds to aid in flood relief for North Karnataka and Kerala regions.

> "At CommScope, we are deeply committed to improving the quality of life for people in our community. "
>
> **Eddie Edwards**
> **President and Chief Executive Officer**

Our senior leadership team is represented in various charities across the globe:

- Robyn Mingle is an active Board Member and Co-Chair of the Workforce Solutions Committee within K-64, a non for profit bringing together students, educators, government and businesses to develop a future-ready workforce and ensure a bright economic future for Catawba County.

- Fiona Nolan, who retired in April 2020, served as a Communications and Public Relations Advisor for the national children's art and health charity Helium based in Ireland.

- Burk Wyatt is a Board Member for Catawba Valley Medical Center, North Carolina Technology Association (past Chair), and Bond Commission for the City of Hickory playing an active role in developing and supporting local communities.

El Paso Foundation Fund

Many of the CommScope team living in El Paso, TX were affected by the shooting in 2019. CommScope employees who were a part of one community sold "El Paso Strong" t-shirts in aid of raising money for the El Paso Foundation Fund, which was set up in support of the families who lost loved ones, for those who are recovering from injuries and to ensure future safety within the area. The total to be contributed from the CommScope Santa Teresa team was a sizable $1,125.

INNOVATIVING OUR PRODUCTS FOR INCLUSIVITY

Digital Access and Inclusion

As a global market leader in IP, video and the broadband industry, we pride ourselves on our contribution to digital access and inclusion. We understand that whether in the ground, in buildings or through the air, networks must be robust and reliable, yet also evolve to meet the demands of our increasingly connected society. With decades of connectivity experience, our solutions bring the innovation, quality and flexibility that businesses need to satisfy the increasing demands and expectations of seamless connectivity.

The acquisition of ARRIS and RUCKUS in 2019 means we now have even greater technology, solutions and employee talent, with broader access to new and growing markets. This combination creates a communications company with unmatched breadth, depth and capabilities, supporting digital accessibility and inclusion on an unprecedented scale.

The Big Idea Challenge

The Big Idea Challenge is a company-wide, inclusive initiative to "do things differently." The aim is to solve our customers' most important problems and organically grow CommScope. This year's annual challenge received over 400 ideas from employees across the business who submitted their game-changing ideas and shared their expertise for improving areas in:

- Cost Synergies
- Life at CommScope
- Intelligent Network Connectivity
- Growth Opportunities
- Home Network Data
- Network and Cloud & 5G

RailTel: Bridging the Digital Divide in India

Connecting the next billion humans to each other, via the internet, is one of the largest and most important endeavors of our time. Providing connectivity, communication, entertainment, information and help is both vital and momentous. CommScope teamed up with Google to stay on the leading edge of this global campaign in 2019.

Google Station is a global project dedicated to the delivery of free Wi-Fi service to public spaces, stations, schools and airports and currently provides connectivity for millions of people. RUCKUS and Google Station partnered with RailTel, India's largest neutral telecom infrastructure provider, to provide connectivity to thousands of railway stations across India. RailTel's mission is to bridge the digital divide by providing free and fast Wi-Fi, enabling millions of users to experience fast access to internet for the first time. Now operating under the name "Railwire," RailTel's Wi-Fi service is and will be available to any user who has a working mobile connection on a smartphone.

The Wi-Fi service provides passengers at each station high speed connectivity for uninterrupted high definition video, song and movie downloads, games and online education. Already covering thousands of rail stations, the fully implemented network will be one of the largest public Wi-Fi projects in the world.

Our contribution to initiatives like RailTel brings affordable and dependable internet to developing countries and fosters the creation of new global markets for entrepreneurs, enhancing development corporation through connected technologies. It reflects our continued commitment to closing the digital divide and improving connectivity wherever there is a need.

CommScope Innovation Center, Silicon Valley, CA, U.S.

This year, CommScope opened the first innovation center for product and solution excellence in the San Francisco Bay area. Hosted in our Sunnyvale, CA office, this represents the first formal executive briefing center designed by RUCKUS and showcasing its technology and solutions.

The Innovation Center is an interactive experience allows visitors to talk to some of the best minds in the industry, as well as experience the possibilities that a world-class suite of network solutions opens. Demonstrations include:

- Internet of Things (IoT) demonstrations within different function domains
- OnGo (CBRS) private LTE
- Analytics
- Location tracking
- Virtual reality classroom

Impact of Our Products on End-Users and Consumer Well-Being

Smart cities are revolutionizing the customer experience providing more effective, efficient and cheaper network connections. This enables greater consumer satisfaction in terms of safer communities, increased digital equality, new development opportunities and a reduced environmental footprint.

Wireless operators are being challenged as never before to add capacity and boost network performance to stay ahead of the competition on the fast-moving 5G deployment path. As a global leader in wireless network infrastructure solutions, CommScope knows there's no single approach to 5G and no one-size-fits-all 5G solution.

That's why you'll find our 5G and LTE wireless network solutions deployed inside large buildings, across vast landscapes, in densely populated urban areas and in crowded stadiums, campuses and public spaces—wherever people need to connect. We're trusted by service providers large and small to power the present and to fast-forward them to 5G.

CommScope's wireless and fiber optic solutions for smart cities connect buildings, cell towers, street gear, people and other devices throughout the city and within commercial buildings and venues. Any public or private network, whether wired or wireless, is enabled by CommScope solutions, including emergency response, traffic monitoring and control, parking, security and access control for buildings, cell phones, IoT devices, facial recognition and violence detection.

CommScope Joins Smart Cities Council as Lead Partner

Today there are more than 250 smart cities projects in progress globally, according to Navigant Research, and that number is expected to increase significantly over the next several years. CommScope, a global leader in infrastructure solutions for communications networks, became a Lead Partner of the Smart Cities Council to help transform cities and support the growth of digital technology and intelligent solutions.

"The goal of the Smart Cities Council is to help city leaders create a vision, build an action plan and measure the success of their smart city initiatives. We are delighted to have CommScope working with us to help cities better understand the technologies that will enhance livability, workability and sustainability in their communities."

Jesse Berst
Council Chairman

Sustainability

50% Portion of smart city objectives that will be focused on climate change, resilience and sustainabilty, leading to more successfully sustainable cities.

Efficiency

30% Increase in energy efficiency within 20 years when urban areas utilize data from smart technologies.

Quality of Life

40% Reduction of public energy costs from street lighting. Lansing, MI was able to decrease its energy costs by 70% upon utilizing smart street lighting, which regulates light levels to meet the needs of city residents.

Safety

$160M U.S. federal funds being allocated to research for Smart Cities resources to help reduce safety issues such as traffic congestion, crime and the impact of climate change, and improve the security of city residents.

Advancing Accessibility

At CommScope, we believe everyone should have access to all forms of communication. We support our consumers through the provision of services such as entertainment, education, home security, emergency information and many others. We strive to ensure our services are consistent and easy to use by all individuals regardless of abilities or disabilities. In doing so, technology can be used to enhance our lives and make daily tasks easier and more enjoyable. Research suggests when technologies are not considered properly, their impacts can cause obstacles for those with disabilities. We therefore design our products with the underlying certainty they will enhance access for individuals, including those with physical and mental disabilities.

There are many ways in which we improve accessibility of our products to people with disabilities. Members of our product teams continually conduct research to understand how individuals use our products, including use with assistive technologies. Throughout the year, we attended conferences and webinars to learn about new developments in accessibility. We spread knowledge and understanding within CommScope by providing guidance to product development teams. We continued to contribute to industry working groups to develop standards and best practices for accessible technology.

- We worked with service providers and programming guide software vendors to ensure our set-top boxes fully support all accessibility improvement features, such as closed captions, video description, and audible programming guides. Over the past several years, many Service Providers have launched new or updated services, utilizing our products, to improve user experience and increase accessibility for their customers.

- Our SURFBOARD® mobile applications have been further developed to ensure it is easier for consumers to set up and manage their home Wi-Fi network. These applications are intended to be compatible with accessibility features built into mobile devices and are designed to simplify the process of adding and managing Wi-Fi-connected devices. Many SURFBOARD® products sold in retail products have a QR code on the product label, allowing the user to simply point their mobile device at the product label rather than needing to read network SSID names and passcodes.

- We continue to work on improvements to the accessibility of our company website. Our intention is that all customers will find our website useful to find the information or help needed. Our goal is for the website to be compliant with the Web Content Accessibility Guidelines (WCAG 2.1) of the World Wide Web Consortium Web Accessibility Initiative (W3C WAI).

Smart City – Kiel, Germany

 11 SUSTAINABLE CITIES AND COMMUNITIES

Smart city applications will change the way cities operate and the way we live and work. But it all starts with connectivity. Smart city residents, vehicles, systems and applications must be connected, and in most cases that involves fiber infrastructure. 5G and wireless connectivity will be the foundation of future smart cities.

RUCKUS Sails into Another Smart City

Kiel, Germany employed a Smart City Wi-Fi network for the famous city sailing event known as Kielter Woche (Kiel week). The festival takes place in June over nine days and 3 million people visit the city during this time, the perfect opportunity to deploy a smart city Wi-Fi network from RUCKUS Wireless.

- 50,000 users with simultaneous access
- Walk and Explore Kiel—app to allow visitors to plan tours of Kiel
- Real time event information

Connectivity as The Fourth Utility in Smart Cities

By 2050, 68% of the world's population of 9.8 billion will live in urban areas, according to the United Nations. By then, it is projected that India will have added 416 million urban dwellers and China 255 million.

This demographic shift globally, together with growing digitalization, compels urban areas to leverage innovative and sustainable infrastructure solutions that harness data, energy, space, budgets and time efficiently for the benefit of individuals and businesses. This is the vision of the smart city, which is built on the foundation of pervasive, high performance, and reliable connectivity.

55%
Percent of the world's population that currently live in urban areas

68%
Estimated percentage of people living in cities by 2050

1.3M
Number of people who move to urban areas each day

3.4   Health, Safety and Well-being

At CommScope, we value our employees' health, safety and well-being. Our vision is to seek opportunities to protect the well-being of our employees, customers, suppliers, environment and communities. We know a commitment to business practices that are innovative, safe and sustainable is key to our company's success.

To ensure we achieve this, we have established a robust Environment, Health & Safety (EHS) management system, set objectives and targets, provided necessary resources and created a comprehensive well-being and benefits program. All of this encourages ongoing improvement as we continue to unlock the greatest potential for our employees. Working together, we make CommScope a safer, healthier and more productive workplace.

EMPLOYEE HEALTH AND SAFETY

CommScope employees see health and safety as central parts of their everyday workplace experiences and it is deeply embedded within our culture across all operations globally. Through smarter and safer working, we create a healthy and safe workforce which is a win-win situation for every member of our team. We meet or exceed all applicable health and safety (H&S) legal requirements in our operations and we continually monitor H&S records, ensuring they are at the highest standards and in line with best practice and leading performance indicators.

Corporate Environment, Health and Safety Team

The global Environment, Health and Safety (EHS) team is a corporate-level team responsible for the overall guidance of CommScope towards the fulfillment of its EHS sustainable vision. The corporate EHS team has designed and implemented a company-wide EHS management system. This is an integrated program based on the requirements of the International Standards of ISO45001 and ISO14001.

Entropy™

To support the integrated EHS management system, CommScope utilizes a web-based platform, the BSI Entropy™ tool. This tool supports the management of our EHS processes and operations at the corporate and facility level. The EHS management system related records are kept and managed in Entropy™. The tool has extensive capabilities in measuring EHS performance using dashboard views which increases visibility of compliance and risk across CommScope's sites and systems. This allows clear and consistent reporting from a central data source and supports business growth through harmonized global practices.

Compliance Program

Our EHS Regulatory Compliance program ensures regulatory compliance across all CommScope locations globally, including manufacturing, administration, research and design (R&D), and virtual employees. CommScope is committed to demonstrating the highest standard of global EHS management and implementing EHS best practices. Through this commitment, we actively monitor global EHS trends and emerging regulatory requirements that may affect our products, operations, supply chain and customers.

Safety Excellence Roadmap

We are determined to drive our safety performance from good to excellent. In 2019, we transformed the former EHS Roadmap to Excellence into the Safety Excellence Roadmap, narrowing down the focus on five key safety programs:

1. Machine Safeguarding
2. Behavioral Observation Process
3. Ergonomics
4. Warehouse Safety
5. Safety Culture and Leadership

The transformed program is more reflective of current company needs, with paramount respect to employee safety. The roadmap is a bespoke process for measuring and improving safety performance and includes leading KPIs to enhance proactivity and motivation. The new program is expected to deliver multiple benefits such as enhanced cross-functional collaboration, a long-term continuous improvement strategy and a customized approach to individual sites in scope. In late 2019, a scoring system was established to enhance goalsetting, progress tracking, ownership, engagement and motivation of the Safety Excellence Roadmap.

WORK-RELATED INCIDENTS, INJURY RATES

Injury Rate by Region

- 2016, 2017, 2018 data represent legacy CommScope
- 2019 data represent One CommScope (combined Company)
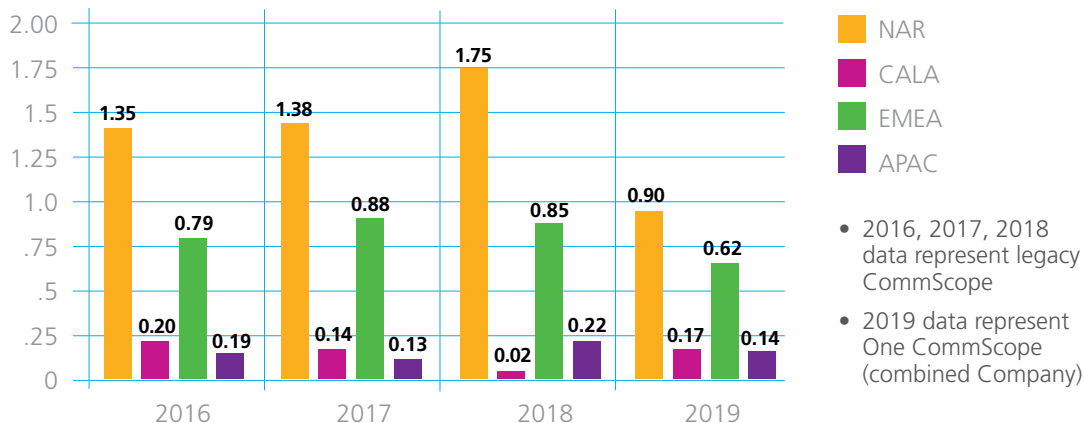
- 2019 global injury rate of 0.35, 75% below the U.S. OSHA industry rate of 1.4 and 5.4% below our 2019 target of 0.37.
- Injury rate was calculated based on 200,000 hours worked.
- Injury rate calculation includes fatalities as a result of work-related injury, high-consequence work-related injuries, and recordable work-related injuries.

Work-related Incidents

Safety Culture

Safety Culture is a critical part of the safety process, in addition to technical safety aspects and management system elements. Our programs are designed to achieve the following objectives of safety culture:

- Understand and appreciate current status of safety culture
- Determine what is currently influencing the culture
- Evaluate existing safety programs for possible improvements
- Establish a baseline for measuring progress
- Enhance greater worker participation

In 2019, the Safety Culture and Leadership element has been incorporated into our Safety Excellence Roadmap with the intention to reinforce already established strong foundation of safety culture and progress on maturity scale towards safety excellence. Also, four of our manufacturing facilities-Kessel-Lo, Belgium, Catawba, NC, U.S., Santa Teresa, NM, U.S. and Bray, Ireland-completed extensive program called Safety Culture Assessment with support of corporate EHS team. The program consisted of several activities designed to provide a holistic view into current level of safety culture and develop long-term improvement strategies.

RISK MANAGEMENT

Our Actions to Mitigate Significant Hazards

Work-related Hazard*	Actions taken by company
Various hazards associated with warehousing/logistics	Warehouse Safety program (inclusive of Powered Industrial Vehicle and Pedestrian Safety—incorporated into Safety Excellence Roadmap
Hazards associated with unguarded or poorly guarded machinery	Machine Safeguarding program— incorporated into Safety Excellence Roadmap
Hazards associated with manual material movement	Ergonomics program—incorporated into Safety Excellence Roadmap
Cuts/stubs/punctures	Knife safety program—upgraded in 2019
Hot surfaces	Typically associated with machinery operation and machine safe guarding program
Slip/trip/fall	Ad hoc actions being taken by facilities

This is a non-exhaustive list of hazards, identified and being managed by CommScope. The hierarchy of controls principle has been embedded into the EHS management system and specific actions being taken by sites when addressing risks are strictly following this principle – e.g. Pedestrian safety risk assessments completed by all manufacturing facilities and distribution centers. While these or similar hazards caused some of the injuries, they were mostly minor in their nature.

Safety Starts with Me Initiative

Safety Starts with Me is an initiative designed to make CommScope a safer, healthier, more productive workplace by encouraging employees to take ownership of their safety. Built on the 10 principles of safety, Safety Starts with Me encourages safer workplace habits and significantly reduces work-related injuries and the number of missed workdays due to injury. The program includes:

- Teaching employees how to clearly identify potential safety concerns in production areas and teaching activities and behaviors that constitute a successful workplace inspection

- Training supervisors to lead "Tool Box Talks" to review inspections, discuss solutions and propose ways to reduce the risk of injury.

- Educating employees to recognize and prevent near-misses (workplace conditions or employee acts that may lead to injury).

- Helping employees make the connection between a one-time injury and long-term health and quality of life.

In 2019, the Safety Starts with Me initiative has been reinforced at key manufacturing facilities through sponsorship of our Operations Executive team.

Reporting Near-Misses and Incidents

At CommScope, we have established an open and supportive reporting culture so that every opportunity to identify hazards and reduce risks can be acted on. The BSI Entropy™ web-based platform is available to all employees to encourage reporting of incidents, hazards and near misses.

Emergency Preparedness

On rare occasions, potential emergency situations may affect our facilities. These include severe weather conditions, natural disasters, pandemics, acts of terrorism, serious equipment or process failures, fires, explosions or chemical spills. CommScope is prepared to protect. Emergency preparation and response teams are identified and regularly trained to respond to emergencies. Our facilities have developed and implemented detailed emergency plans and response procedures which are routinely tested. These plans and procedures are designed to protect human lives through expert preparation, response and recovery, prevention and mitigation processes. If an emergency does occur, our employees understand how to Properly evacuate the premises, notify local authorities and regulatory agencies, and begin the recovery process.

Beyond thorough preparation and training, we also use a variety of tools that help protect our employees in the event of an emergency. These include alarm systems, emergency lighting, fire detection and suppression equipment, personal protective gear, spill kits, medical supplies, and clear exit paths and assembly points.

EMPLOYEE WELL-BEING

At CommScope, happy employees are productive employees. CommScope seeks to inspire a culture of proactive health and fitness where our employees make healthy lifestyle decisions that lead to enjoyable careers and vibrant, balanced lives. To realize this goal, we support our workforce by providing tools, services and programs that help our employees achieve and maintain optimal personal health.

We made a commitment in our benefits program to ensure we provide our employees and their family members with a compelling and competitive benefits package which offers value, choices, and resources to help manage their health and well-being.

We care about our employees' well-being because when we help them stay healthy and build their individual success, they can focus on doing what they do best—making CommScope a success. We also know that well-being is more than physical, that's why we've designed a program that includes physical, emotional, legal and financial well-being resources.

CommScope maintains a comprehensive benefits program, committed to improving the health and lifestyle of our employees by:

- Embracing best practices that can decrease high-risk health factors.
- Reducing the cost of healthcare for CommScope and its workforce.
- Investing in activities that encourage healthy, productive employment.
- Educating our workforce about the programs and services we provide.
- Sharing employee success stories.
- Gauging our success to better address future employee healthcare needs.

Ergonomics in the Workplace

Workplace ergonomics is the science of designing the workplace while keeping in mind the capabilities and limitations of the worker. In 2019, all our sites using Humantech® completed ergonomic workshops and 80% of sites not using Humantech® completed training. 80% of the sites using Humantech® were assessed, achieving a 10% risk reduction.
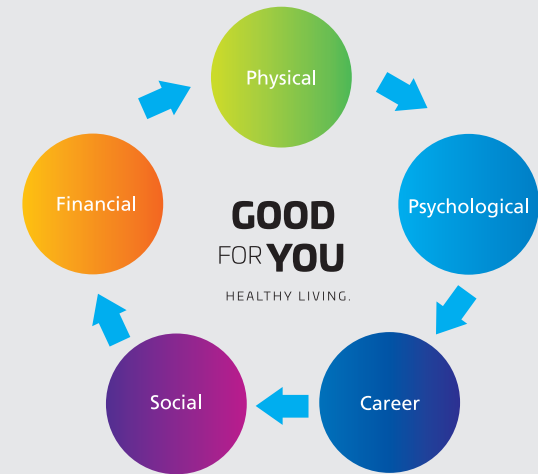
Well-Being Program

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.

These include:

- **On-site health clinics at manufacturing facilities**—Supervised by a medical doctor and/or staffed with nurse practitioners, these clinics provide preventive care, disease management, prescriptions, and care for chronic conditions like diabetes and hypertension.

- **Well-being champions** and ambassadors who promote and support healthy living by encouraging employee participation in the well-being program, on-site fitness activities, medical screenings, health coaching services, healthier eating, weight loss programs, quitting tobacco and walking challenges.

- **On-site fitness centers** are located at many sites to ensure employees stay healthy.

- **GuidanceResources**—A comprehensive, global approach to addressing employee problems. This program offers resources to an employee and their family members to address an array of life challenges before they become distractions that affect home life as well as work performance.

- **Annual biometrics screening and flu shots**—CommScope partners with third-party service providers to offer on-site biometric screenings and flu shots in multiple facilities around the world. This screening provides employees information about their personal health and identifies potential health risks, if any.

- **Rally**—A digital platform administered by UnitedHealthcare supporting the U.S. well-being program. Employees can get a personalized digital experience to engage in activities to help promote a healthy lifestyle. This platform was active until mid-2019.

- **Real Appeal**—An online prediabetic and weight loss program available at no cost to any adult covered by the U.S. medical plans with a BMI of 23 or higher, helping individuals to achieve their healthiest self.

- **Legal Resources** —Since beginning of 2020, providing resources to employees to understand legal topics, whether facing a legal issue or are simply interested in learning more about how a law affects a certain aspect of their life.

About GuidanceResources

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

Recognizing that employee well-being is impacted by many aspects of life, physical and mental health, personal relationships, career, family, finances and education, CommScope continues to develop and evolve GuidanceResources. The program aims to help employees take on these life events with confidence, whether it is a positive change like buying a first home, or an overwhelming challenge such as tackling mounting debt.

Available 24 hours a day, seven days a week, GuidanceResources provides access to information, counseling and much more to assist employees with a wide variety of life situations including coping with loss, drug and alcohol abuse, family and parenting issues and much more.

When an employee or a member of an employee's family calls GuidanceResources, they will speak in confidence directly to a specialist who will determine the type of expertise their situation requires and begin the process of getting them the right support.

Employees can request something as routine as a referral to a trustworthy car repair shop in their local community or as personal as marriage counseling. The program provides services and support across four key areas:

- **Financial Guidance**—From creating a college savings plan for children, to tax questions, mortgage help, budgeting and much more. GuidanceResources can connect employees to the right information, advice and services.

- **Legal Assistance**—Consultation on common tenant/landlord issues, estate planning, and many other legal matters. If an employee's issue requires more in-depth attention, GuidanceResources offers 25 percent off legal fees when the employee or a family member engages an independent legal representative from the GuidanceResources network.

- **Work-life Balance**—From child or elder care to home repair companies to medical services and much more, GuidanceResources can save employees time by doing the "legwork" to find reputable services in their area.

- **Personal Counseling/Coaching**—Working with a professional to help manage and prevent challenges.

Mental Health Awareness Month

October is Mental Health Month in Australia and our Australian Employee Well-being team recently hosted "R U OK?" events in major CommScope locations across Australia. This was organized in collaboration with Robin Shroyer, CommScope's Corporate Wellness & Claims manager.

R U OK? is an organization that seeks to reach, inspire and empower people to meaningfully connect with others and start a conversation with anyone who may be struggling with life.

A GuidanceResources representative attended each CommScope event, where employees learned about living with change and the R U OK? approach whilst sharing a meal. At the events, employees discovered how to support each other through better listening skills, alongside understanding how to reach out for the available help if needed.

2019 saw a significant shift in environmental awareness, intentions and actions. While much of this related to climate change, there was also a significant increase in attention on eliminating Single Use Plastics (SUP) and the transition to zero waste to landfill status as well as enhanced circular economy thinking. Countries, cities and corporations around the world started to set Net Zero Carbon emissions' targets with many countries legally committing to Net Zero by 2050 or earlier. This combination of better understanding and public pressure relating to the risks of climate change saw a significant rise in media coverage, environmental regulations and new global standards in 2019.

In many countries, mandatory Greenhous Gas (GHG) reporting was introduced for large companies, affecting thousands of businesses worldwide. Frameworks for disclosing emissions and corporate approaches to climate change, such as the TCFD, became even more prominent with many countries and financial institutions setting more stringent requirements.

With a common taxonomy for ESG emerging from the European Union and new International Standards (ISO) now under development for sustainable finance, questions concerning ESG are set to increase as investors adopt a common terminology, define expectations and develop a consistent approach to integrating ESG in decision-making. This increased investor pressure correlates with the feedback CommScope received as part of our stakeholder engagement during the 2019 materiality assessment.

At CommScope, 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.

"CommScope's commitment to sustainability has never been so strong. We continue to work on reducing our carbon footprint, eliminating single-use plastics and meeting other targets. I am excited by what we have achieved so far and look forward to even better results in this critical area."

Gordon Robb
Senior Vice President and
Chief Supply Chain Officer

4.1 2019 Environmental Highlights

In 2019, CommScope continued to improve the environmental performance of our operations, including a reduction in energy and water consumption, increasing the proportion of waste that is diverted away from landfill, and expanding the scope of our ISO14001:2015 certification to cover 83% of our global manufacturing sites.

We also recognize the importance of our wider environmental impacts across our value chain. In 2019, we also maintained our progress in minimizing the environmental impact of our products, including taking further steps to reduce the use of plastics in our products and packaging, increasing the use of recycled raw materials and increasing our product energy efficiency. We believe our products play a key role in driving positive environmental change through helping to create smart and sustainable solutions for our customer's cities, businesses and communities throughout the world.

CommScope remained committed to demonstrating the highest standards of global environmental management and best practices. Through this commitment, we actively monitored global environmental trends and emerging regulatory requirements that may affect our products, operations, supply chain and customers. To support our integrated EHS management system, CommScope utilizes a global web-based platform to improve the organization of data, manage our environmental processes and operations at both individual facility and corporate levels.

One CommScope Highlights

- **2.75%** reduction in GHG emissions compared to 2018.
- **2.64%** reduction in water withdrawal compared to 2018.
- **83%** of non-hazardous waste diverted from landfill in 2019.
- **>98%** of applicable CommScope shipments complied with the U.S. SNE voluntary agreement, the Canadian STB) voluntary agreement (CEEVA) and the EU STB EEVA, exceeding the 90% target set by the voluntary agreements.
- **Voluntary Agreements**: CommScope took a leading role in developing a new landmark energy efficiency voluntary agreement (EEVA) for small network equipment (SNE) in Canada and continued to lead the set-top box (STB) industry in negotiations with the European Commission to tighten the allowances in the European voluntary agreement for STBs.
- **Product energy efficiency**: Implemented further software updates for our products, with energy efficiency measures embedded, resulting in significant energy savings for our end users.
- **Single-use Plastics (SUP)**: Shipped our Home Network business products to customers free from SUPs and designed and shipped products that used post-consumer recycled plastics.

Legacy CommScope Highlights

- Met our 2020 reduction goals for absolute GHG emissions by the end of 2019. Achieved a 25.13% reduction compared to a 2016 baseline, measured in metric tons of carbon dioxide equivalent (CO_2e).
- Achieved 19.66% reduction in normalized GHG emissions compared to a 2016 baseline, measured in metric tons of CO_2e per total hours worked.
- Diverted 84% of non-hazardous waste diverted from landfill globally.

Legacy ARRIS Highlights

- Met our 2019 goal to reduce GHG emissions (Scopes 1 and 2) by an additional 2% by the end of 2019 as a continuation of our 2014 long-term goal.
- Achieved a 25.69% reduction in GHG emissions (Scopes 1 and 2) compared to a 2013 baseline.
- Met our 2019 goal to reduce our 2018 energy use by an additional 2% by the end of 2019 as a continuation of our 2014 long-term goal.
- 12.43% reduction in total energy consumption compared to a 2013 baseline.
- 28.4% of Scope 2 emissions were offset by purchases of renewable energy via Renewable Energy Certificates (RECs).

NEWS FROM OUR FACILITIES AROUND THE GLOBE

In 2019, CommScope had operational control in 103 facilities worldwide, these include our manufacturing, administration, R&D facilities and distribution centers.

Legacy CommScope

Brno-Modrice, Czech Republic
As of October 2019, CommScope's two manufacturing sites in Brno, Czech Republic have officially became one entity. Manufacturing processes from Brno-Modrice facility were transferred to other CommScope manufacturing facilities.

Reynosa, Mexico
CommScope's facility in Reynosa, Mexico, celebrated its 30th anniversary this year. The site opened in September 1989 and today produces products primarily for the CommScope Mobility Solutions segment.

Mumbai-Vasai, India
As of September 2019, production activities at CommScope's facility in Mumbai-Vasai, India were transferred to the Goa facility manufacturing products for the CommScope Mobility and Connectivity segments.

Guildford, United Kingdom
CommScope ceased its manufacturing in Guildford during August, whereby key pieces of equipment were transferred to Malton, U.K. The Guildford office will fully close in June 2020, the personnel supporting sales, engineering and project planning is being transferred to Winnersh, U.K.

Legacy ARRIS

As part of the acquisition, CommScope took over 90 real estate locations with 2,376,685 square feet of space. This new real estate portfolio included 84 office properties totaling 2,046,083 sq ft., alongside two manufacturing facilities and one warehouse with a combined footprint of 330,418 sq. ft. Since the acquisition, 13 of these 90 facilities have been either closed or vacated as part of the ongoing CommScope real estate consolidation effort.

FACILITIES BY REGION

Region	Number of facilities	sq ft
NAR	46	5,422,327
CALA	11	1,000,849
EMEA	21	1,731,735
APAC	25	378,485

Environmental Management System

The corporate EHS team has designed and implemented a company-wide EHS management system. This is an integrated program based on the requirements of the International Standards of ISO45001 and ISO14001. To support this integrated EHS management system, CommScope utilizes a web-based platform, the BSI Entropy™ tool. This tool supports the management of our EHS processes and operations at the corporate and facility level.

The corporate EHS team is a corporate-level team responsible for the overall guidance of CommScope towards the fulfillment of its EHS sustainable vision.

- **Managerial Responsibility:** The ECS Executive Council takes responsibility and accountability for ensuring CommScope's EHS policy, vision and mission are established and aligned with the strategic direction and context of the Company. All managers actively drive the implementation and execution of the various requirements and principles across the Company.

- **Legal Compliance:** To assure compliance with the applicable legal requirements and operational standards, corporate EHS team and facilities maintain a process to monitor changing laws and regulations. Responsibilities are assigned at the task level with an owner accountable for ensuring that legal requirements are identified, communicated and consistently monitored. Compliance with the identified applicable legal and other requirements is monitored.

- **Strategic Goals and Objectives:** Corporate EHS team collaborates with facilities and business segments to establish the corporate EHS objectives and targets, additionally the site specific EHS objectives are established by the facility teams. These goals and objectives address continuous improvement opportunities, as well as identified gaps in efforts associated with environmental stewardship, health, and safety, and well-being of our employees. We utilize the Plan, Do, Check, Act (PDCA) concept to achieve continuous improvement.

- **Roles and Responsibilities:** An organizational structure of EHS roles, responsibilities and accountabilities is documented and communicated, including site-level employee participation. Global Supply Chain organization provides the resources and structure essential for implementation, operation and maintenance of the EHS management system.

- **Training and Awareness:** Corporate EHS team established and implemented a program which ensures that all employees have the necessary skills, training and competency to perform assigned duties in a safe, and environmentally responsible manner. The training needs of an individual must be determined in relation to the environmental aspects, occupational risks, and compliance obligations of the activity or task.

- **Communication:** Corporate EHS team implemented processes and procedures to facilitate effective internal communication of EHS related issues, including policy, risk assessment and expectations for compliance. Corporate EHS team partners with the CR&S, corporate Legal and Communications teams to communicate important EHS information to external stakeholders.

- **Monitoring and Measurement:** To determine if EHS goals and objectives are being met, corporate EHS team established a system to measure and monitor the activities. The progress towards achieving these goals is reviewed annually by the ESC Executive Council.

- **Audits:** Corporate EHS team established and maintains internal and external auditing processes that assess the adequacy and effectiveness of EHS controls and compliance with the applicable legal requirements and operational standards. The identified deficiencies are documented and addressed via the Corrective and Preventative Action (CAPA) process in Entropy™.

EARTH DAY THE COMMSCOPE WAY

13 CLIMATE ACTION

Every year at CommScope, we dedicate the entire month of April to celebrate Earth Day and raise awareness for sustainability. Each year, we align with the theme announced by the Earth Day Network; in 2019, the theme was Protect Our Species, a worldwide call to action to address the effects of climate change, foster a sustainable and healthy environment, and protect the planet for future generations.

In 2019, we encouraged our employees to take environmentally friendly steps in their individual lives by hosting an annual Earth Day contest. Employees were invited to submit an original creative piece of artwork, essay, music or song, photograph, poem, presentation or video, in each case describing their idea for facilitating positive environmental change, either on a personal/family or at the community or facility level. This year, examples included:

- **Hickory, NC, U.S.**—one of many U.S. facilities that adopted e-waste recycling programs, collecting thousands of pounds of old electronic equipment including from employees' homes.

- **Richardson, TX, U.S.**—employees set up the "ART Ducks Protection Agency" to save the life of wild ducklings whose nest was located in the company car park.

- **Kessel-Lo, Belgium**—launched a bicycle leasing program to encourage employees to cycle to work.

- **Buchdorf, Germany**—employees installed nesting boxes and 'hotels' for local birds and distributed wildflower seeds to employees to encourage meadows at home.

- **Bray, Ireland**—organized a cycle, public transport and carpool to work.

- **Agrate, Italy**—employees swapped out pod-based coffee makers for regular ground-based coffee makers, avoiding 11,000 pods entering our waste stream each year.

- **Manaus, Brazil**—150 employees and their family members volunteered to plant 30 trees and create an ecological trail at the Sumaúma State Park.

- **Juarez-Praderas and Bermudez, Mexico**—Earth Day events attracted 365 participants and included an Aviaries' construction workshop for children, vegetables sowing and growing workshop, endangered species activities and education, farm interaction with animals and a dog adoption program.

- **Tuggerah, Australia**—substituted the SUP bags in their products, reusing organic waste therefore avoiding landfill, LED bulb implementation and a reduction in SUP for the month and beyond.

- **Goa, India**—the local team of 74 employees organized a clean-up and litter pick-up around the facility. This resulted in the collection and appropriate disposal of over 65 kilograms of plastic and general waste.

2019 EARTH DAY
EMPLOYEE & FAMILY CONTEST

Protect Our Species

4.2   Climate Change, Energy Efficiency and GHG Emissions

At CommScope, energy efficiency and the reduction of GHG emissions is of great importance. With the increased climate awareness and action seen in 2019, and the stakeholder feedback from our materiality assessment, we will seek to further increase our efforts in this critical area.
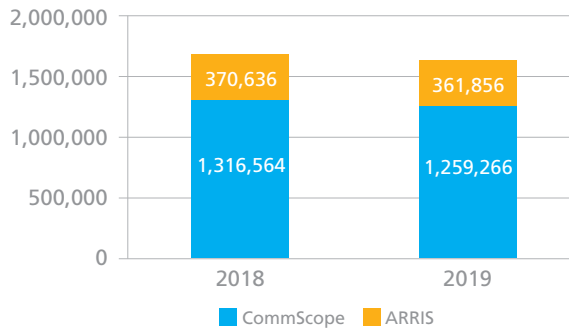
CLIMATE RESILIENCE AND TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

While we seek to partner with organizations that mitigate their business risks associated with climate change, we recognize there are inherent risks wherever business is conducted. The potential physical impacts of climate change on our operations are highly uncertain and specific to the geographic circumstances in areas in which we operate. These may include changes in rainfall and storm patterns and intensities, water shortages, changing sea levels and changing temperatures.

To increase our climate resilience, CommScope aligns with the GRI standard to establish an effective sustainability reporting cycle, which includes a regular program of data collection, communication, and responses. At CommScope, we also make use of the CDP platform, which is committed to aligning with the recommendations of the TCFD.

REDUCING ENERGY AND GHG EMISSIONS IN OUR OPERATIONS

Total Energy Consumption (gigajoules [GJ])

	2018	2019
ARRIS	370,636	361,856
CommScope	1,316,564	1,259,266

Total Energy Consumption by Region (gigajoules [GJ])

	2018	2019
NAR	981,902	943,410
EMEA	195,776	169,936
CALA	266,845	267,750
APAC	242,678	240,026

Total Electricity Consumption by Source (gigajoules [GJ])

	2018	2019
Electricity from Renewable Sources	77,885	75,480
Electricity from Non-renewable Source	1,168,077	1,134,023

Our total energy consumption reduced from 1,687,200 GJ in 2018 to 1,621,121 GJ in 2019, which is a 2.37% decline. As the graph shows, our legacy CommScope business contributes the most to energy consumption, representing 78% of global energy use. This highlights that our legacy CommScope business has significantly more manufacturing and site activity than the legacy ARRIS business.

Our total energy consumption, broken down by region, shows that most of our energy consumption was in the NAR region, where we consumed 943,410 GJ of energy in 2019, which represents 58% of our global energy use. This is reflective of our operational activity, with significantly more energy demanding machinery for cable manufacturing and more employees in office and R&D sites in the U.S. compared to those in other regions.
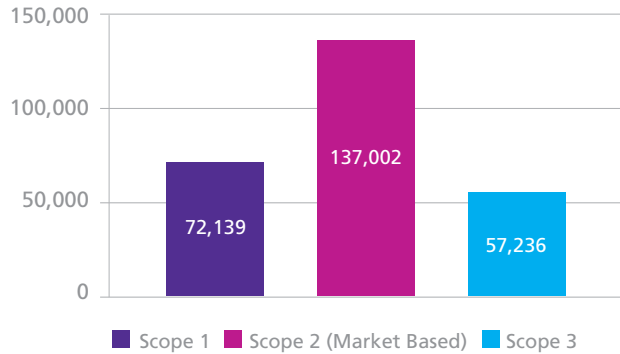
Overall, our electricity consumption reduced from 1,245,962 GJ in 2018 to 1,209,503 GJ in 2018, which is a 2.93% year-on-year reduction. In 2019, we purchased 6% of our electricity from renewable sources, mainly through the purchase of Renewable Energy Certificates (RECs) from the U.S. energy market.
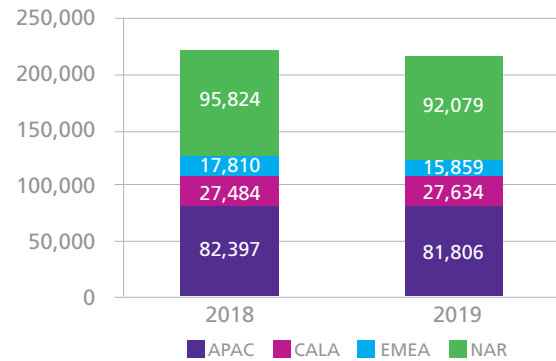
REDUCING ENERGY AND GHG EMISSIONS IN OUR OPERATIONS

Total GHG Emissions by Scope
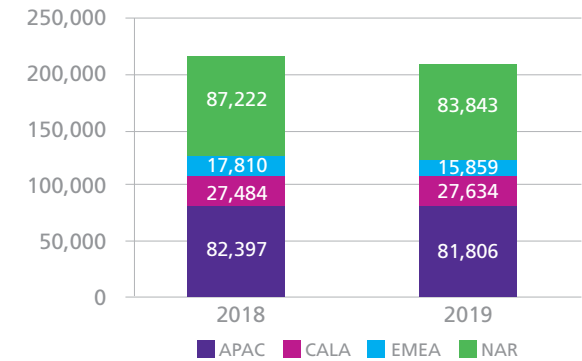**(metric tons of CO_2e)**

- Scope 1 ■ Scope 2 (Market Based) ■ Scope 3

Values shown: 72,139 (Scope 1); 137,002 (Scope 2 Market Based); 57,236 (Scope 3)

Scope 1 and 2 Location-based GHG Emissions
(metric tons of CO_2e)

2018: NAR 95,824; EMEA 17,810; CALA 27,484; APAC 82,397
2019: NAR 92,079; EMEA 15,859; CALA 27,634; APAC 81,806

■ APAC ■ CALA ■ EMEA ■ NAR

Scope 1 and 2 Market-based GHG Emissions
(metric tons of CO_2e)

2018: NAR 87,222; EMEA 17,810; CALA 27,484; APAC 82,397
2019: NAR 83,843; EMEA 15,859; CALA 27,634; APAC 81,806

■ APAC ■ CALA ■ EMEA ■ NAR

Our direct emissions (Scope 1), including fuel consumed at manufacturing sites and offices, contributes 27% of our carbon footprint. The indirect emissions from the electricity we purchase (Scope 2)—for our manufacturing and other facilities—represent our largest GHG emission source, contributing to 51% of our total carbon footprint. In addition, our indirect Scope 3 emissions, which includes employee business travel and upstream leased assets, represents 22% of our overall GHG emissions.

Our Scope 1 and 2 GHG location-based emissions, categorized by region, show that the majority of our GHG emissions result from our North Americas operations, followed by our Asia-Pacific facilities, both reflective of our manufacturing activities in those geographies. Our total Scope 1 and Scope 2 (location-based) emissions reduced from 223,515 metric tons of CO_2e in 2018 to 217,378 metric tons of CO_2e in 2019, which is a 2.75% year-on-year reduction.

Our total Scope 1 and Scope 2 market-based emissions reduced from 214,913 metric tons of CO_2e in 2018 to 209,142 metric tons of CO_2e in 2019, which is a 2.69% year-on-year reduction.

To support standardization, we are aligning with the GHG Protocol Corporate Accounting and Reporting Standard as the basis for our Scope 1, 2 and 3 calculations.

Historical data often varies from previously reported values as we continue to refine our reporting process and data to ensure we consider the impact of updating standards, business structure changes, including acquisitions and divestitures, changing emission factors, improved data accuracy or correction of any errors found during reviews. We will continue to standardize our measurement systems and metrics.

2019 ENERGY CONSERVATION MEASURES

$76,154 from IntelliCommand Energy Conservation Measures (ECM) led to energy saving of 917,608 kWh / 752,905 lbs CO$_2$e

IntelliCommand is a JLL continuous commissioning tool that monitors building controls and heating, ventilation and air conditioning (HVAC) equipment in real time. The trend data for this monitoring is first analyzed by computerized algorithms that look for anomalies in equipment operation that vary from the buildings' programmed control sequence of operations. The data is analyzed again by a team of energy engineers, looking for additional energy conservation opportunities. These opportunities are reviewed during monthly meetings with the on-site facilities team and where deemed appropriate, selected and implemented.

$35,277 from identifying no-cost ECMs led to energy savings of 419,672 kWh / 354,324 lbs CO$_2$e

As part of an ongoing initiative to engage on-site facilities teams, a monthly report detailing site energy use was distributed to key sites with instructions on how to identify and implement no-cost ECMs.

$65,739 from shutting down idle lab equipment led to energy savings of 437,944 kWh / 370,250 lbs CO$_2$e

We have continued to identify and turn off lab and R&D equipment that has been left on for indefinite periods of time. Legacy ARRIS identified the largest lab and R&D facilities, working with the lab managers to prioritize the identification of equipment that was left on and not being used. Using monthly site walk throughs, we turned-off equipment reducing electrical use, alongside reducing ambient equipment with heat reducing air-conditioning demand.

Suzhou CSC, China Energy Cost Savings

As part of an ongoing initiative to improve energy reductions, CommScope implemented various ECMs at the Suzhou CSC facility. These included:

- Air-conditioning upgrades took place from 2017-2019, including an intelligent control system providing precision temperature and energy management. In combination, these achieved reduced consumption costs in the order of 43%, alongside reduced maintenance costs of 84% a year. The overall cost savings totaled $530k a year, with an additional environmental award from the government totaling $280k.

- Compressor upgrades, including the replacement and installation of intelligent and high efficiency compressors, significantly reduced the power rate and compressor maintenance cost in the site. Power consumption reduced by 210kW (from 370kW down to 160kW) and energy cost savings totaled $90k a year, with a local government award to be received in 2020.

- Fluorescent lighting upgrades in office rooms replaced lower watt fixtures to save 88W per each. This led to a power cost saving of $70k a year.

- White roof coating absorbs less heat than dark roofs, leading to a reduction in air conditioning use by up to 20%~70% in hot and sunny weather. The roof is more resilient now in addition to the energy and cost savings associated.

- The Intelligent Power Management System helped the facility to identify energy consumption and power allocation, assisting with an optimized operation production plan and providing the data to support power improvement activities. Energy cost savings totaled $50k a year.

Advancing LED Lighting Projects

In 2019, CommScope continued to ensure energy reductions through utilizing LED lighting projects:

- Santa Teresa, NM installed 100% LED lights.
- In Euless, TX we continued to upgrade our lighting to LED.
- We undertook a parking lot LED lighting advancement in Greensboro, NC adding to the overall LED capacity of the area.
- During the last three years, we have improved the LED lighting in Bray, Ireland by up to 90% of each building.
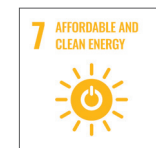
Greensboro, NC, Natural Gas Reduction

In Greensboro, NC CommScope has assisted in achieving a natural gas reduction of 38% in 2019.

PRIORITIZING PRODUCT ENERGY EFFICIENCY FOR OUR CUSTOMERS

The CommScope product design process prioritizes sustainability from the initial design phase through all stages of the product life cycle. Our commitment to responsible environmental stewardship has resulted in a series of steps to reduce energy consumption and mitigate, and, in some cases, even eliminate, harmful manufacturing by-products.

The energy of our products during their 'use' phase is one of our most significant environmental impacts. As such, we actively participate in a broad array of energy efficiency initiatives worldwide.

CommScope helps to shape product energy efficiency voluntary agreements in the U.S., Canada and Europe. We are proud to have always been compliant with the relevant STB and SNE energy efficiency voluntary agreements, alongside facilitating our customers' compliance, where we have a reporting responsibility. This can be attributed to our robust design controls, which ensure when products are tested, they are fully representative of our products when shipped.

In the U.S., we continued to be a key technical advisor for both the STB and SNE energy efficiency voluntary agreements. The target of these agreements is to minimize the energy consumed, while not adversely affecting either our direct customers (the Service Providers) or the end consumers. Since its inception in 2012, the U.S. STB Voluntary agreement has reduced the energy consumption of STB by 39% (2012: 32TWh to 2018: 19.4 TWh) even as functionality and features of set-top boxes have increased. CommScope is proud to have significantly contributed to these agreements.

Lyon Metro is on the Right Track with Energy Efficient Connectivity

The Métro de Lyon is a daily part of life for the city's busy population of 200,000 passengers. The City of Lyon turned to Orange—and in turn Orange turned to CommScope to help provide reliable, scalable Long-Term Evolution connectivity throughout the underground system. The city now uses the ERA™ DAS solution to operate agile and scalable 5G straight out-of-the-box. One of the main reasons for choosing this solution was to ensure low electronic consumption, whereby our low-power and medium-power equipment provided the optimum solution. Thanks to the combined innovation of Orange and CommScope, Lyon Metro is on the right track.

Developing Energy Efficiency Standards in Canada

During 2019, CommScope took a leading role in developing a new landmark voluntary agreement with top service providers, manufacturers and industry organizations in partnership with the Canadian Energy Efficiency Voluntary Agreement (CEEVA) Steering Committee, provincial governments, and leading utilities to improve the energy efficiency of small network equipment (SNE) in Canada. Under the new voluntary agreement, service providers and manufacturers commit to improve the energy efficiency of devices such as modems, gateways, wireless routers and other networking equipment.

Our work with the Canadian SNE Voluntary Agreement (VA) is a natural extension of our approach to product development and sustainability, as our customers look to us as enablers of environmental conservation. Importantly, the voluntary agreement demonstrates our support of Canada's shared energy efficiency and climate change objectives. CommScope continues to provide technical leadership to help establish these important industry agreements, and we regularly collaborate with our customers around the world to continually reduce our industry's environmental footprint.

ERA C-RAN Antenna System, a New Generation of In-building Wireless Delivery

Delivering wireless connectivity and capacity indoors has always been a challenge. The owners of buildings and enterprises need consistent mobile service to keep employees productive, tenants satisfied, and customers connected.

ERA is our latest in-building wireless (IBW) solution to the traditional analog distributed antenna system (DAS) which consolidates baseband functions into a single, less complex head-end instead of requiring one in each building. In doing so, it drives substantial savings on space, power consumption and deployment costs while additionally eliminating the need for radios in venue deployments. ERA requires less fiber and can even share fiber with other services for major deployment cost savings.

ERA C-RAN antenna system is built on C-RAN architecture that consolidates and simplifies distributed antenna system head-end resources and flexibly allocates capacity where and when it's needed across the covered area through a simple drag-and-drop software interface.

ERA has been designed to offer superior flexibility, simplicity and economy, for example:

- Baseband functions can be moved to the cloud
- All-digital fronthaul transport reduces fiber strands to the buildings and allows sharing of an existing fiber network with other services
- Capacity can be dynamically shared across many buildings
- Each building no longer requires its own dedicated head-end
- The consolidated head-end requires less equipment
- Access points offer a wide variety of customization options

"Across our product portfolio, we harness our world-class capabilities and cutting-edge technology to push the boundaries of technology to develop products that are innovative and sustainable. Our customers experience the tremendous benefits this brings, it's a win-win for all."

Morgan Kurk
Chief Technology Officer

SAVINGS EXAMPLE—240 MIMO CARRIERS
Nokia CDD + ERA versus Analog DAS + RF Input

	SPACE	POWER	COOLING
ANALOG DAS	240 sq. ft.	381 MWh/yr	81 MWh/yr
NOKIA CDD	18 sq. ft. **92%**	28 MWh/yr **93%**	6 MWh/yr **92%**

SAVINGS BY THE NUMBERS

up to
92% less
baseband head-end space

up to
90% less
C-RAN hub space

up to
89% less
fiber strands utilized

Network & Cloud Group

Products from the CommScope Network & Cloud (N&C) group are used throughout a Service Provider's broadband infrastructure. Our engineers are constantly working to increase the capacity and functionality of our N&C products while minimizing energy consumption and space efficiency. The N&C products provide Service Providers with a clear path to the Cable Industry's 10G initiative.

CommScope has introduced an industry leading Distributed Access Architecture (DAA) solution based on a DOCSIS Remote PHY system. This allows our customers to dramatically reduce headend space and power while extending their reach. This will result in the consolidation of many headend and hub facilities for significant energy and cost savings. Some examples:

- The CommScope E6000® Converged Edge Router (CER) supports optimized CCAP Core Modules for Remote PHY Core platforms that enables it to reduce power per Service Group by more than 66% compared to typical Integrated CCAP operation.

- The CommScope E6000r® Remote PHY Shelf allows operators to deploy hub based DAA in non-environmentally controlled locations. This enhances facility consolidation and removal of environmentally controlled buildings.

CommScope is also the industry leader in offering Fiber Deep HFC solutions and provides the products for both outside plant and optics at the headend (HE) or hub. CommScope has made consistent improvements on its HE/hub equipment. This includes TX/RX optic module density and the power consumed per optic module.

- New Access Technology products for the headend, such as the CORWave 4 quad TX module, continue to improve performance and functionality while reducing the power per port. For example, the CORWave 4 quad TX module has improved power per port by 25% over its predecessor dual density modules.

- Continued roll-out of Fiber Deep HFC architectures which can reduce power by up to 50% while providing a path to a ten-fold increase in network capacity.

CommScope continues to align its product development in support of SCTE Energy 2020, a multiyear campaign, through the SCTE Energy Management (EMS) program. CommScope participates with cable system operators to help the industry plan and control its energy future. The N&C Access Network and Edge Facility products help MSOs achieve energy reductions, while also providing a roadmap to a ten-fold increase in capacity, in roughly the same footprint. COMMSCOPE has continued to align our objectives with the SCTE Energy 2020 goals.

RUCKUS

We are committed to ensuring our products are sustainable with regards to their energy consumption, materials and waste. Energy efficiency remains one of our largest sustainability opportunities. For example, the accessory bill of materials shipped with each ICX switch is optimized for waste reduction, with minimal accessories that would typically be thrown away, including power supplies and cords. Excluding these accessories contributes to lower scrap volume, ultimately benefiting the environment. We also use ethically sourced components, supporting many customer-defined requirements to ensure that we deliver environmentally friendly products and packaging.

How CommScope N&C products have helped our Service Provider customers to meet their 2019 energy and facility goals:

- CommScope N&C products are helping its customers to meet the Energy 2020 goals. This includes reducing power consumption per unit by 20% and energy costs by 25% on a unit basis CommScope N&C teams have continued to reduce energy consumption and increased the functional density to help operators achieve these two goals.

- The CommScope E6000® Converged Edge Router (CER) eCore solution resulted in a 75% reduction in headend space for its customers with an associated headend power cut by more than half.

- CommScope has continued to reduce per unit power for outside plant equipment and it has also taken the lead in new power-efficient architectures. These new Fiber Deep architectures could consume up to 50% less power than today's traditional HFC plants, while enabling a ten-fold increase in network capacity. They also increase reliability and a reduction in maintenance requirements. This means a lower carbon footprint for the Access Network.

- A new generation of even higher-density, multi-wavelength optical transmitters with enhanced performance to reach long-distance subscribers more cost effectively and power efficiently. This also helps to enable consolidation of facilities.

4.3   Reducing the Environmental Impact of Materials, Waste and Water

CIRCULAR ECONOMY AND RESOURCE EFFICIENCY

With an increased market awareness of the circular economy coupled with greater consumer and customer demand to transition to better resource efficiency and zero waste products, it is more important than ever that we consider circular economy principles in our product design and business models.

At CommScope, innovation is one of our core values and we draw on this to design higher-performance products which use fewer raw materials and consume less energy. We can design products that benefit from developing technologies, such as the use of plastics derived from recycled materials, while ensuring the properties of the plastics are appropriate to meeting the products' requirements.

During 2019, CommScope continued to reduce its environmental impact by designing products that use post-consumer recycled plastics rather than virgin materials. For example, CommScope now manufactures a product for one of our key European customers which uses 90% post-consumer resin (PCR) plastic the product housing.

Driving Resource Efficiency through The CommScope Synergy Team

Acquisitions, consolidations, and the opportunity to repurpose idle assets presented an opportunity for a cross-functional synergy team to drive an effective equipment and material asset reuse initiative across multiple business organizations company-wide. The goal of eliminating unnecessary and/or redundant purchases, reducing excess inventory, achieving material redeployment, and ensuring responsible recycling has proven effective in introducing a circular economy culture.

In August 2019, the Synergy Team was recognized by the company with a Lean Excellence Award for achieving over 14,500 pounds of waste-to-landfill diversion and $1.2M of CapEx savings/cost avoidance.

Moving forward, the team is expanding their company-wide initiative to make idle assets and materials readily visible and available for CommScope facilities. In addition, the hierarchy of control for reduce, reuse, redeployment and/or repurposing and recycling exemplifies responsible sustainability and the benefits of circular economy.

What is the circular economy?

The circular economy is an alternative to today's linear take-make-dispose economy, where products are discarded after their perceived value is used, losing the value of all resources utilized in production. At CommScope, we are increasingly looking at how to achieve a circular economy, realizing resources are finite, yet demand is rising.
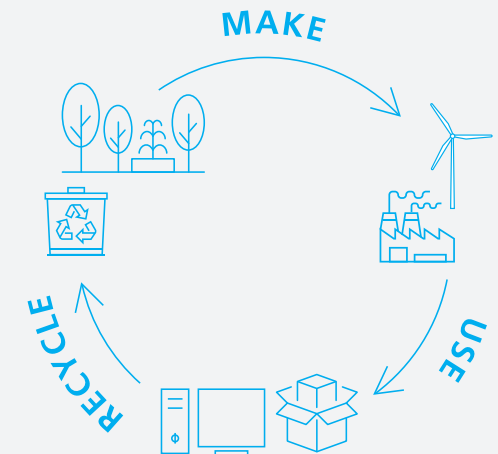
Our Quality of Repair is Supporting the Circular Economy

CommScope has a significant commitment to our customer and stakeholders to provide support for our products. By engaging through global repair partners and working with our customers, CommScope can take products that might otherwise be sent to a landfill and refurbish or repair those items for further useful life. This helps our customers manage cost and keeps millions of units out of landfills, supporting the circular economy. Examples in 2019 include:

- Two of our EMEA repair centers informed us that the existing CommScope approved recycling company would not be able to collect anything less than 20 pallets worth of components/equipment. Given the low volume per site, we were able to partner with CommScope Compliance team to approve local companies based on how they operate under a quality management, environment and information security system certification program, ensuring more efficient use of resources.

- CommScope Repair Services team worked closely with Home Networks design engineering to devise a software script that enabled our customer to remotely screen units for unwanted emissions condition. This eliminated the need for unnecessary truck rolls, while ensuring customer's compliance with regulatory requirements.

WASTE MANAGEMENT

At CommScope, our efforts are focused on diverting non-hazardous waste from landfills. To track our progress, we use a metric called Beneficial Reuse (BRE), the ratio of total volume of non-hazardous recycled and reused waste to the volume of all non-hazardous waste. When one of our facilities achieves 95% BRE, it has reached a status of "Excellence." We are expanding our recovery and recycling efforts, reducing our disposal costs and decreasing our reliance on natural resources.

In 2019, CommScope diverted 83% of non-hazardous waste from landfill globally. This was achieved by reducing waste generation through product design and manufacturing processes, reusing waste, recycling waste, converting waste to energy. In 2018 and 2019, CommScope's plastic recycling efforts were impacted by China's import policies. Also, rise in fiber optic cable production influenced recycling options in waste products and contributed to lower BRE.

In 2019, our waste generation increased due to the rise in fiber optic cable and drop cable production which were not recycled. Also, better reporting reporting capability of reels recycling impacted the higher volume of waste produced in 2019.

Beneficial Reuse of Waste (metric tons)

Year	Landfill	Recycled
2018	4,810	28,627
2019	6,008	30,274
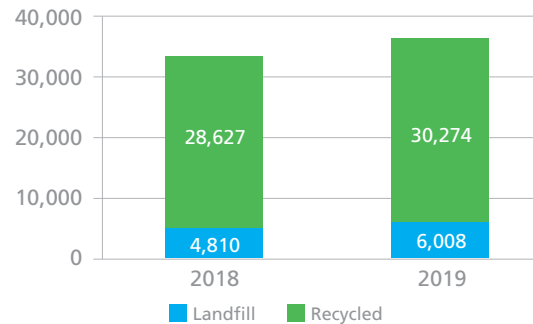
In 2019, we generated a total of 36,282 metric tons of non-hazardous waste, compared to a total of 33,436 in 2018. This is a year-on-year increase of 8.51%. However, we diverted 30,274 metric tons of non-hazardous waste away from landfill in 2019, which is 83% of our total non-hazardous waste.

CommScope Operational Waste Reductions

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

- In Euless, TX we addressed waste management through the segregation of cardboard from normal waste streams. This helped to reduce the overall landfill volume.

- Recycling efforts in Greensboro, NC continued with the achievement of a 13% reduction in waste to landfill in 2019.

- We reclassified the waste to waste disposal costs and volumes at Suzhou CSA, China to reduce the truckloads needed. The reduction went from an average of 40 truckloads per month to 15 truckloads per month, significantly reducing transport emissions.

Our Quality of Design is Reducing Waste in Our Products

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

CommScope has a deeply embedded Culture of Quality that helps ensure the quality of our products and services meet our customers' expectations and responsibly comply to our responsibilities to broader stakeholders such as the community, government entities, and to the Environment. Consequently, we have reduced the environmental impact of raw materials and improved waste management across various areas of business. In 2019, examples include:

- Home Networks' next generation products offer more bandwidth and features to consumers in smaller packages. Downsizing of components and improved thermal management have enabled smaller form factors to be used, which translates to less material to be disposed of at the end of life, and more units per pallet/container in transportation, and lower carbon footprint.

- Home Networks uses best practices such as Design Failure Mode and Effects Analysis (DFMEA), Highly Accelerated Life Tests (HALT), Design Validation Tests (DVT) and Design for Manufacturability (DFM) to ensure high test yields in manufacturing. This means less rework and scrap coming out of the production process, less energy used in manufacturing and fewer quality spills.

- Broadband Networks Access Technology OM4100 Node is designed for many years of operation tied to customers network needs today. These products were designed with 'room to grow' allowing operators to add capacity and new technology while keeping the same physical hardware in place. This saves the customers money and minimizes resource consumption/waste. In the CommScope Broadband Networks E6000 product, this is taken a step further where customers can enable additional capacity through software license upgrades.

CUTTING OUT SINGLE-USE PLASTICS (SUP)

At CommScope, we recognize our position to take a lead on SUP initiatives and to offer a route to compliance. As part of our ongoing efforts to reduce our impact on the environment, we've been eliminating SUP from our packaging and product designs. CommScope's accelerated work with global leaders to eliminate SUPs and redefine sustainability offers a glimpse at what we can accomplish with the right vision and strategy. Being a great corporate citizen means not only innovating for the good of our business or our customers, but also for the good of the planet.

Our Home Networks team has now eliminated SUP on all new set-top products outside of the Americas. We plan to work with service providers to gradually phase this in globally across all new Home Network products. Our goal is to be free of SUP on all new service provider product launches by the end of 2020. As the leader in customer premises equipment globally, with up to 40 million devices shipped annually, this represents a significant step forward in our sustainability goals and vision. In addition, our Venue and Campus Networks team is also aiming to go global and eliminate SUP from packaging for all RUCKUS branded products.

MINIMISING THE IMPACT OF OUR PACKAGING AND LOGISTICS

Our products are manufactured in large numbers for global distribution. Reducing a few grams of material from an individual product, and its packaging, can save a significant amount material in production. Reducing material has a positive impact on the environment, production costs and transportation. We continue to use a range of different techniques to reduce the impact of transport from our manufacturing sites to the end customer. This ranges from locating factories near to the customers' markets, to using sea freight whenever possible and, where the customer agrees, using plain multi-pack shipping cartons to maximize the packing density and reduce the amount of packaging to be discarded or recycled by the customer.

Our packaging materials comply with local and international legislation and regulations, including the E.U. Packaging Directive (94/62/EC as amended). Where we can, we use packaging that is 100% recyclable.

Removing SUPs

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

During 2019, CommScope continued to work closely with our customers to develop products that aim to be SUP free from the start of development. Examples include:

- Our Home Networks and Venue & Campus business segments removed all polybags from the product and accessories, adding paper bags to the more fragile components to prevent transit damage in replacement of self-cling protective film. We also replaced plastic twist ties with paper alternatives, ensuring the cable coils would keep intact, and substituted the cellophane sealing tape that would seal the shipping carton with sustainably sourced paper.

- In our Venue & Campus Networks business segment, the building infrastructure group is eliminating SUP in copper jacks, copper patch panels, copper patch cords and copper faceplates. By using recyclable paper and cardboard instead, CommScope is making its contribution to better waste management worldwide.

- We converted all antenna shipping from foam protection to recyclable plastic airbags. This will save about 1.5kg per package, a total of 550 metric tons of total shipping weight in 2020. Further reductions are planned for 2020 in other product categories.

RECYCLING AND WEEE

Under the Waste Electrical and Electronic Equipment (WEEE) Directive and implementing regulations, when customers buy new electrical and electronic equipment from CommScope they are entitled to:

- Send old equipment for recycling on a one-for-one, like-for-like basis (this varies depending on the country).
- Send the new equipment back for recycling.

Following the ISO 14001 standard, our manufacturing facilities, distribution centers and offices recycle more than 66 million pounds of production material for internal reuse or sale every year.

We are uniquely equipped to pick up and recycle used CommScope (broadband) cable reels. We maintain our award-winning ReelSmart® recycling program, established in 1988, 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. Reel recycling is available to customers in the continental U.S. who return reusable reels.

PRODUCT COMPLIANCE AND HAZARDOUS SUBSTANCES

CommScope manages its product compliance process and status using a cross-functional approach comprising experts from teams in engineering, manufacturing, quality and procurement. To comply with applicable laws, regulations and customer requirements regarding the prohibition or restriction of specific substances used in products and the manufacturing process, we maintain a thorough Hazardous Substance List.

Consequently, all products are designed with Restriction of Hazardous Substances (RoHS), WEEE, and REACH (EC 1907/2006—an E.U. regulation on the registration, evaluation, authorization and restriction of chemicals) compliance to reduce the amount of hazardous chemicals used in electronic manufacturing and to recover, recycle waste electrical equipment form landfill.

MANAGING CHEMICAL RISK IN OUR OPERATIONS

CommScope takes the utmost precautions to mitigate chemical risk and avoid any adverse environmental effects related to its use of chemicals. Our facilities have established comprehensive measures to prevent spills and releases, including clear identification of chemicals, safe storage, handling, movement, use, recycling or reuse and disposal procedures. In 2019, CommScope identified biodegradable cutting fluid in Euless, Texas, and worked to create eco-friendly ice melt in Greensboro to avoid damage to wildlife.

All production sites maintain spill kits or similar clean-up materials to swiftly address any potential emergency situations. Facility managers also train and maintain on-site emergency response teams and keep in close communication with local authorities.

Reducing Production Scrap

Throughout 2019, we have been working with carriers to reduce in-transit damage through better packaging and shipping methods to reduce returns. Consequently, production scrap reduced by nearly 40% in absolute terms over two years, due to detailed scrap cause investigations and systemic fixes.

Eliminating Waste through QR Codes

Another way we are cutting down on waste is by eliminating the use of paper installation instructions in our product shipment. Instead, installers can scan a QR code on their phones to be directed to the product's landing page on our e-catalog where they can find all the information related to the product (e.g. specs, technical documents), including the electronic version of the installation instructions. Changing to QR codes has the potential to eliminate over one million paper copies of instructions.
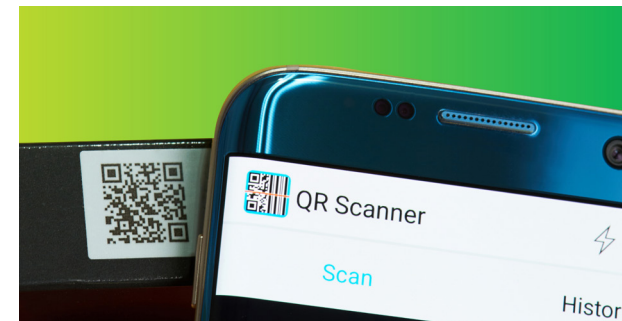
RESPONSIBLE WATER MANAGEMENT

Out of respect for the environment and to improve the health of our employees, we continue to decrease the amount of water used by our facilities. Over the years, we have implemented a number of solutions to reduce water consumption and control wastewater discharge. These include:

- Closed loop system for cooling water within the cable manufacturing processes (worldwide).

- Rainwater harvesting system in Goa, India to replenish the local water table. The system is capable of capturing roughly 66 million liters each year. We also installed an in-house purification system at the facility to provide clean drinking water for all employees. This system helps eliminate thousands of plastic bottles annually.

- Heating, Ventilation, Air Conditioning (HVAC) condensation reuse in Claremont, NC facility—the system collects and treats condensation from the HVAC units to be used in manufacturing as process water.

- Elimination of chemical pollution by using the ultrasonic water treatment system to treat contact cooling water in Catawba, NC.

- On-site Sewage Treatment Plant in Goa, India—treated wastewater is used for watering grass on our premises.

- On-site wastewater treatment equipment installed in Reynosa, Mexico and Suzhou, China.

We continue to study the ways we use water, and look for ways to use less.

Water Withdrawal (cubic meters [m³])

	2018	2019
ARRIS	82,454	85,097
CommScope	576,974	556,914
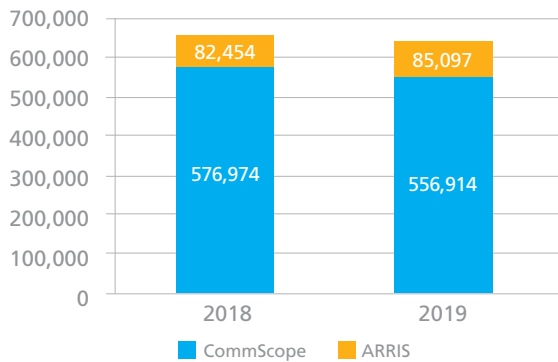
Our total water withdrawal reduced from 659,428 m³ in 2018 to 642,012 m³ in 2019, which is a year-on-year reduction of 2.64%. The vast majority of our water is used in manufacturing facilities.

Water Withdrawal by Region (cubic meters [m³])

	2018	2019
NAR	195,534	165,722
EMEA	61,467	50,612
CALA	183,596	196,567
APAC	218,831	229,111
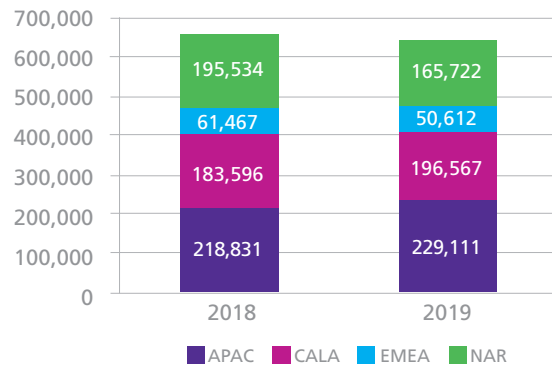
Our water consumption split between operational regions. Our highest water consumption is in our Asia-Pacific region, which represents 36% of our global water withdrawal.

A. Appendix

A.1 Reporting Method

A.1.1 REPORTING BOUNDARY

The economic, ethics and governance, and social key performance indicators (KPIs) presented apply to the entire company. The Environment, Health and Safety (EHS) KPIs cover our manufacturing, administration, research and development (R&D) facilities, and distribution centers. These facilities are located in Australia, Argentina, Belgium, Brazil, China, Colombia, Czech Republic, France, Germany, India, Ireland, Israel, Italy, Japan, Mexico, Singapore, Spain, Sweden, United Kingdom and the United States.

A.1.2 CALCULATION OF CARBON EMISSIONS, WATER AND WASTE

We have calculated our carbon emissions using the GHG Protocol Corporate Accounting and Reporting Standard principles. Our reporting boundary was defined using the "operational control approach," where we accounted for carbon emissions from operations over which we have control, including emissions from the following sources:

- Scope 1: direct emissions from combustion of natural gas, LNG, LPG, diesel, gas diesel oil at facilities where we manage the bills; direct emissions from mobile combustion of propane, LPG, diesel, gasoline, ULSD, jet fuel; direct emissions from manufacturing processes; fugitive emissions from refrigerant use.

- Scope 2: indirect emissions associated with the consumption of electricity at facilities where we manage the electricity bills.

- Scope 3: indirect emissions associated with i) business flights, ii) rented cars and iii) energy consumption at sites where we do not manage the energy bills.

We have included all Kyoto Protocol greenhouse gases in our calculations, and location-based emissions factors were taken from the Emissions & Generation Resource Integrated Database (eGRID) and The International Energy Agency (IEA). Market-based emissions factors have been sourced directly from our energy suppliers where we procure 100% renewable energy or utilize Green-e® Residual Mix Emissions Rates for the U.S. deregulated markets. Calculations of Scope 1 and 2 emissions were completed using energy consumption data directly taken from our bills. Scope 3 business flight and rented car emissions were calculated using travel data provided by our travel agencies. Waste data includes sites where CommScope manages its waste (both diverted from and sent to landfill) directly. Water data includes sites where we manage the water bills.

To support standardization, we are aligning with the GHG Protocol Corporate Accounting and Reporting Standard as the basis for our Scope 1, 2 and 3 calculations. In 2019, Scope 1 and 2 reported emissions and total energy consumption have been adjusted to reflect the latest changes in the CommScope property portfolio. We will continue to standardize our measurement systems and metrics.

A.1.3 INTEGRATION METHODOLOGY

New sites (including integrations): If new sites are added to the portfolio, we collect the historical data going back to the base year. If historical data is unavailable, we use the first twelve months of actual data to fill in gaps prior to the first month of actuals going back to 2018.

Updated baseline: 2019 is the most recent year when both legacy CommScope and legacy ARRIS has the most reliable and complete data sets. For that reason, we have used 2019 as our new baseline year, following the GHG Protocol stating, "Companies should choose as a base year the earliest relevant point in time for which they have reliable data".

Missing data: We use the first twelve months of actual data to fill in gaps prior to the first month of actuals. We estimate missing data by taking the same month data from the previous year, or the average of the monthly data available.

A.1.4 EMISSION FACTOR SOURCES FOR 2019

Location-based emission factor sources:

U.S.—eGRID region emission factors:

- 2018 source: eGRID2016
- 2019 source: eGRID2016

International—IEA country-specific emission factors:

- 2018: 2016 IEA Factors
- 2019: 2016 IEA Factors

A.2 Global Reporting Initiative (GRI) Content Index

This report has been prepared in accordance with the GRI Standards: Core option to promote a more consistent, standardized approach to sustainability reporting. The GRI Standards referenced within this ESG report have been listed in the left-hand column of this GRI Content Index. Where the GRI Standard has not been used in full, we have marked the disclosure "partial" and where needed explained reasons for omission. For more information about the GRI and Reporting Standards visit www.globalreporting.org.

Disclosure	Location/Reference/Reason for Omission	Level of Disclosure
GENERAL DISCLOSURES & MANAGEMENT APPROACH		
102-1 Name of the organization	2019 Annual Report: 10-K Throughout the report.	●
102-2 Activities, brands, products, and services	2019 Sustainability Report: 1.4 CommScope at a Glance 2019 Annual Report: 10-K CommScope website: https://www.commscope.com/	●
102-3 Location of headquarters	2019 Sustainability Report: 1.4 CommScope at a Glance	●
102-4 Location of operations	2019 Sustainability Report: 1.4 CommScope at a Glance	●
102-5 Ownership and legal form	2019 Annual Report: 10-K	●
102-6 Markets served	2019 Annual Report: 10-K	●
102-7 Scale of the organization	2019 Sustainability Report: 1.4 CommScope at a Glance 2019 Annual Report: 10-K	●
102-8 Information on employees and other workers	2019 Sustainability Report: A.4.2 Human Capital	●
102-9 Supply chain	2019 Sustainability Report: 2.5 Supplier Responsibility	●
102-10 Significant changes to the organization and its supply chain	2019 Annual Report: 10-K 2019 Sustainability Report: 2.5 Supplier Responsibility 4.1 2019 Highlights: News from Our Facilities Around the Globe	●
102-11 Precautionary Principle or approach	2019 Annual Report: 10-K Throughout the report.	●
102-12 External initiatives	2019 Sustainability Report: Appendix A.7—External Initiatives	●
102-13 Membership of associations	2019 Sustainability Report: Appendix A.7—External Initiatives	●
102-14 Statement from senior decision-maker	2019 Sustainability Report: 1.2 A Message from Our CEO	●
102-16 Values, principles, standards, and norms of behavior	2019 Sustainability Report: 1.2 A Message from Our CEO 2.3 Governing Principles and Policies	●

Disclosure	Location/Reference/Reason for Omission	Level of Disclosure
102-18 Governance structure	2019 Sustainability Report: 2.2 Leadership and Management	●
102-21 Consulting stakeholders on economic, environmental, and social topics	2019 Sustainability Report: 1.5 Materiality Assessment	●
102-32 Highest governance body's role in sustainability reporting	2019 Sustainability Report: 2.2 Leadership and Management CommScope website: Management Team	●
102-32 Highest governance body's role in sustainability reporting	2019 Sustainability Report: 2.2 Leadership and Management	●
102-33 Communicating critical concerns	2019 Sustainability Report: 2.3 Governing Principles and Policies 3.3 Inclusion, Equality and Diversity	●
102-40 List of stakeholder groups	2019 Sustainability Report: 1.5 Materiality Assessment Throughout the report.	●
102-41 Collective bargaining agreements	2019 Sustainability Report: A.4.3 Collective Bargaining Agreements	●
102-42 Identifying and selecting stakeholders	2019 Sustainability Report: 1.5 Materiality Assessment	●
102-32 Highest governance body's role in sustainability reporting	2019 Sustainability Report: 2.2 Leadership and Management CommScope website: Management Team	●
102-32 Highest governance body's role in sustainability reporting	2019 Sustainability Report: 2.2 Leadership and Management	●
102-33 Communicating critical concerns	2019 Sustainability Report: 2.3 Governing Principles and Policies 3.3 Inclusion, Equality and Diversity	●
102-40 List of stakeholder groups	2019 Sustainability Report: 1.5 Materiality Assessment Throughout the report.	●
102-41 Collective bargaining agreements	2019 Sustainability Report: A.4.3 Collective Bargaining Agreements	●
102-42 Identifying and selecting stakeholders	2019 Sustainability Report: 1.5 Materiality Assessment	●

Disclosure	Location/Reference/Reason for Omission	Level of Disclosure
102-43 Approach to stakeholder engagement	2019 Sustainability Report: 1.5 Materiality Assessment	●
102-44 Key topics and concerns raised	2019 Sustainability Report: 1.5 Materiality Assessment	●
102-45 Entities included in the consolidated	2019 Sustainability Report: Throughout the report.	●
102-46 Defining report content and topic boundaries	2019 Sustainability Report: 1.5 Materiality Assessment	●
102-47 List of material topics	2019 Sustainability Report: 1.5 Materiality Assessment	●
102-48 Restatements of information	2019 Sustainability Report: 1.1 About this Report	●
102-49 Changes in reporting	2019 Sustainability Report: 1.5 Materiality Assessment	●
102-50 Reporting period	2019 Sustainability Report: 1.1 About this Report	●
102-51 Date of most recent report	2018 Sustainability Report Published on July 8, 2019	●
102-52 Reporting cycle	2019 Sustainability Report: 1.1 About this Report	●
102-53 Contact point for questions regarding the report	2019 Sustainability Report: 1.2 A Message from Our CEO sustainability@commscope.com	●
102-54 Claims of reporting in accordance with the GRI Standards	2019 Sustainability Report: 1.1 About this Report	●
102-55 GRI content index	2019 Sustainability Report: A.2 GRI Content Index	●
102-56 External assurance	2019 Sustainability Report: A.8 Assurance Statement	●
103-1 Explanation of the material topic and its Boundary	2019 Sustainability Report: 1.5 Materiality Assessment Throughout the report.	●
103-2 The management approach and its components	2019 Sustainability Report: 1.5 Materiality Assessment Throughout the report.	●
103-3 Evaluation of the management approach	2019 Sustainability Report: 1.5 Materiality Assessment Throughout the report.	●

Disclosure	Location/Reference/Reason for Omission	Level of Disclosure
TOPIC-SPECIFIC DISCLOSURES		
201-2 Financial implications and other risks and opportunities due to climate change	2019 Annual Report: 10-K 2019 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Climate Resilience and Task Force and Climate-Related Financial Disclosures	◗
201-3 Defined benefit plan obligations and other retirement plans	2019 Annual Report: 10-K 2019 Sustainability Report: 3.3 Inclusion, Equality and Diversity 3.4 Health, Safety and Well-being	◗
205-1 Operations assessed for risks related to corruption	2019 Sustainability Report: A.5 Significant Risk Identification and Non-Compliance	●
301-2 - Recycled input materials used	2019 Sustainability Report: 4.3 Reducing the Environmental Impact of Materials, Waste and Water: Circular Economy and Resource Efficiency, Waste Reduction	◗
301-3 - Reclaimed products and their packaging materials	2019 Sustainability Report: 4.3 Reducing the Environmental Impact of Materials, Waste and Water: Circular Economy and Resource Efficiency, Waste Reduction	◗
302-1- Energy consumption within the organization	2019 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Reducing Energy and GHG Emissions in our Operations A.4.1 Operations Data	●
302-3- Energy intensity	2019 Sustainability Report: A.4.1 Operations Data	●
302-4 - Reduction of energy consumption.	2019 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Reducing Energy and GHG Emissions in our Operations A.4.1 Operations Data	●
302-5 - Reductions in energy requirements of sold products and services achieved during the reporting period	2019 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Prioritizing Product Energy Efficiency for our Customers	◗

Disclosure	Location/Reference/Reason for Omission	Level of Disclosure
305-1 - Direct (Scope 1) GHG emissions	2019 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Reducing Energy and GHG Emissions in our Operations A.4.1 Operations Data	●
305-2- Energy indirect (Scope 2) GHG emissions	2019 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Reducing Energy and GHG Emissions in our Operations A.4.1 Operations Data	●
305-3 - Other Indirect (Scope 3) GHG emissions	2019 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Reducing Energy and GHG Emissions in our Operations A.4.1 Operations Data	●
305-4 - GHG emissions intensity	2019 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Reducing Energy and GHG Emissions in our Operations A.4.1 Operations Data	●
305-5 -Reduction of GHG emissions	2019 Sustainability Report: 4.2 Climate Change, Energy Efficiency and GHG Emissions: Reducing Energy and GHG Emissions in our Operations A.4.1 Operations Data	●
307-1- Non compliance with Environmental Laws and regulations	2019 Sustainability Report: 2.3 Governing Principles and Policies A.5 Significant Risk Identification and Non-Compliance	●
308-1 - New suppliers that were screened using environmental criteria	2019 Sustainability Report: 2.5 Supplier Responsibility A.5.1 Screening New Suppliers and Identifying Significant Risk for Incidents of Forced or Compulsory Labor	●
308-2 - Negative environmental impacts in the supply chain and actions taken	2019 Sustainability Report: 2.5 Supplier Responsibility	●

Disclosure	Location/Reference/Reason for Omission	Level of Disclosure
401-1 - New employee hires and employee turnover	2019 Sustainability Report: A.4.4 Employee Turnover *Data was not available by gender – this level of detail is not tracked.*	◖
401-2 - Benefits provided to full-time employees that are not provided to temporary or part-time employees	2019 Sustainability Report: 3.4 Health, Safety and Well-being	●
403-1 Occupational health and safety management system	2019 Sustainability Report: 3.4 Health, Safety and Well-being	●
403-2 Hazard identification, risk assessment, and incident investigation	2019 Sustainability Report: 3.4 Health, Safety and Well-being	●
Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	2019 Sustainability Report: 3.4 Health, Safety and Well-being	●
403-5 Worker training on occupational health and safety	2019 Sustainability Report: 3.4 Health, Safety and Well-being	●
403-6 - Promotion of worker health	2019 Sustainability Report: 3.4 Health, Safety and Well-being	●
403-9- Work-related injuries	2019 Sustainability Report: 3.4 Health, Safety and Well-being A.4.7 Work-related Incidents, Injuries and Statistics	●
404-1 Average hours of training per year per employee	2019 Sustainability Report: A.4.5 2019 Average Hours of Training Per Employee *Data was not available by gender gender – this level of detail is not tracked.*	◖
404-2 Programs for upgrading employee skills and transition assistance programs	2019 Sustainability Report: 3.2 Education, Training and Development Life Cycle 3.3 Inclusion, Equality and Diversity 3.4 Health, Safety and Well-being	●
405-1 - Diversity of governance bodies and employees	A.4.6 Employee Diversity *Data is not available for other indicators of diversity where relevant (such as minority or vulnerable groups) – this level of detail is not recorded and tracked.*	◖

Disclosure	Location/Reference/Reason for Omission	Level of Disclosure
408 -1 - Operations and suppliers at significant risk for incidents of child labor	2019 Sustainability Report: 2.5 Supplier Responsibility A.5.1 Screening New Suppliers and Identifying Significant Risk for incidents of Forced or Compulsory Labor	●
409 -1 - Operations and suppliers at significant risk for incidents of forced or compulsory labor	2019 Sustainability Report: 2.5 Supplier Responsibility A.5.1 Screening New Suppliers and Identifying Significant Risk for incidents of Forced or Compulsory Labor	●
412-2 Employee training on human rights policies or procedures	2019 Sustainability Report: 2.3 Governing Principles and Policies 3.2 Education, Training and Development Life Cycle A.4.5 Average Hours of Training per Employee	◖
414-1 - New suppliers that were screened using social criteria	2019 Sustainability Report: 2.5 Supplier Responsibility A.5.1 Screening New Suppliers and Identifying Significant Risk for incidents of Forced or Compulsory Labor	●
414-2 - Negative social impacts in the supply chain and actions taken	2019 Sustainability Report: 2.5 Supplier Responsibility	●
416-2- Incidents of non-compliance concerning the health and safety impacts of products and services	2019 Sustainability Report: 3.4 Health, Safety and Well-being	●
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2019 Sustainability Report: 2.3 Governing Principles and Policies: Data Security & Privacy A.5 Significant Risk Identification and Non-compliance	●
419-1 - Non-compliance with laws and regulations in the social and economic area	2019 Sustainability Report: 2.3 Governing Principles and Policies: A.5 Significant Risk Identification and Non-Compliance	●

● Full level of disclosure
◖ Partial level of disclosure
○ No disclosure

A.3 Sustainability Accounting Standards Board (SASB) Index

This report marks the first time we have reported under the Sustainability Accounting Standards Board (SASB) standards. We have followed the Hardware Disclosure as this Standard is most closely aligned to our business segments which include: Venue and Campus Networks, Broadband Networks, Outdoor Wireless Networks and Home Networks. We do not currently disclose all metrics included in this standard, but we will continue to evaluate them in the future.

Topic	Accounting Metric	Code	2019 Sustainability Report location	Response/Reasoning for Omission
Disclosures Included in the Hardware Standards				
Product Security	Description of approach to identifying and addressing data security risks in products	TC-HW-230a.1	2.3 Data Security	CommScope's approach to data security risk is presented in section 2.3 Governing Principles & Policies: Data Security & Privacy, and online at commscope.com - Data Security and Privacy Statement.
Employee Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-HW-330a.1	4.6 Employee Diversity	CommScope does not currently have the data available to disclose a percentage for racial/ethnic group representation as defined by this metric, however all information on gender representation can be found in the 2019 Sustainability Report.
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-HW-410a.1	4.3.6 Product Compliance	CommScope does not disclose a single percentage as defined by this metric and does not track all IEC62474 substances due to data availability, but these substances are restricted under our "Restricted Substance list". CommScope tracks RoHS/REACH substances - For legacy CommScope, 3.7% of EU sold products in the last 2 years have REACH substances. 13.4% of EU sold products in the last 2 years have RoHS substances. Most of legacy ARRIS products use lead (an IEC substance) that is exempted in certain applications and certain alloys. CommScope does not have a Product level report from the ARRIS system for this. CommScope does not currently have the data available to calculate the percentage of revenue from electrical, electronic, and related technology products sold that contain a declarable substance(s). However, we do describe our approach to managing the use of substances that appear as declarable substance groups or declarable substances in IEC 62474 in our Sustainability Report.
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	TC-HW-410a.2	4.3.6 Product Compliance	CommScope is not aware of any of our products that fall within the scope of EPEAT or equivalent registration.
	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	TC-HW-410a.3	4.2 Climate Change, Energy Efficiency and GHG Emissions	Compliance is dependent on customer (i.e service provider) Energy Star partnerships. Applicable CommScope products are designed to comply with the industry-led energy efficieny voluntary agreement for the region they are sold into. In 2019, More than 98% of applicable Home Network business unit product shipments complied 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 set by the voluntary agreement. Our Access Networks and Edge products continue to align with the objectives of the Society of Cable Telecommunication Engineers (SCTE) Energy 2020 goals in order to achieve greater energy reductions.
	Weight of end-of-life products and e-waste recovered, percentage recycled	TC-HW-410a.4	TC-4.3 Reducing the environmental impact of materials, waste and water	CommScope is currently in the process of developing an approach to calculating a complete measure for end of life waste across its entire operations. Electronic waste from ARRIS facilities equated to 321 metric tons in 2019.

Topic	Accounting Metric	Code	2019 Sustainability Report location	Response/Reasoning for Omission
Disclosures Included in the Hardware Standards				
Supply Chain Management	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	TC-HW-430a.1	2.5 Supplier Responsibility	a) 27% of major suppliers completed an audit in 2019 and 62% of major suppliers completed an audit in the past 3 years. b) 100% (4 facilities) of high-risk suppliers completed an audit in 2019. Audits were complete using the RBA Code of Conduct and CommScope's own audit program which is based on standards such as the ILO International Labor Standards, ISO 14001, ISO45001 and the Universal Declaration of Human Rights.
	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	TC-HW-430a.2	2.5 Supplier Responsibility and A.5.1 Screening New Suppliers and Identifying Significant Risk for Incidents or Forced or Compulsory Labor	1) 42% (RBA only) 2a) 1.33 (RBA only) 2b) 11.67 (RBA only)
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-HW-440a.1	2.5.2 Supply Chain Controls, 2.5.5 Responsible Minerals Sourcing.	A description of the risks associated with the use of critical materials is available in the CommScope's 2019 Annual Report (10-K) and 2019 Sustainability Report.

Activity Metric	Code	
Number of units produced by product category	TC-HW-000.A	Communications Equipment: 38.3 million units. Consumer Electronics: 37.3 million units. Other Hardware: 3.1 million units. Communications equipment includes invoiced quantity with mixed units of measure e.g. pieces, length or weight of products. Consumer Electroincs includes our global CPE products. Other Hardware includes headend equipment.
Area of manufacturing facilities	TC-HW-000.B	9,898,276 sq ft
Percentage of production from owned facilities	TC-HW-000.C	40% for the combined Company between January 1st, 2019 and December 31st, 2019.

A.4 2019 Key Performance Indicators (KPIs)

A.4.1 OPERATIONS DATA

Category	KPI	2018	2019
GHG Emissions	Total GHG emissions: Scope 1, metric tons CO_2e	73,844	72,139
GHG Emissions	Total GHG emissions: Scope 2 (location-based), metric tons CO_2e	149,671	145,238
GHG Emissions	Total GHG emissions: Scope 2 (market-based), metric tons CO_2e	141,069	137,002
GHG Emissions	Total Scope 1 and 2 GHG emissions, market-based (metric tons CO_2e)	214,913	209,142
GHG Emissions	Total Scope 1 and 2 GHG emissions, location-based (metric tons CO_2e)	223,515	217,378
GHG Emissions	Total Scope 1 and 2 GHG emissions normalized per $ million annual turnover, market-based.	20.84	21.44
GHG Emissions	Total Scope 1 and 2 GHG emissions normalized per $ million annual turnover, location-based.	21.67	22.28
GHG Emissions	Total Scope 1 and 2 GHG emissions per employee (FTE), market-based	6.34	6.55
GHG Emissions	Total Scope 1 and 2 GHG emissions per employee (FTE), location-based	6.60	6.81
GHG Emissions	Scope 2 emissions from primary data, percent	97.88%	96.92%
Energy Use	Total Energy usage, MWh	468,667	450,312
Energy Use	Direct energy usage, MWh	122,566	114,339
Energy Use	Indirect energy usage, MWh	346,100	335,973
Energy Use	Electricity usage, MWh	346,100	335,973
Energy Use	Electricity from renewable sources, MWh	21,635	20,967
Energy Use	Renewable electricity share of total electricity (%)	6%	6%
Energy Use	Emissions avoided due to purchased renewable electricity (metric tons CO_2e)	8,690	8,293
Energy Use	Total energy use normalized per $ million annual turnover	0.045	0.046
Energy Use	Natural gas usage, GWh	73	68
Energy Use	Stationary diesel usage	4809.62 mmBtu	6548.46 mmBtu
Energy Use	Transportation fuel usage (combined gasoline and diesel fuel)	152,859.17 mmBtu	142,189.66 mmBtu

Category	KPI	2018	2019
GHG Scope 3	Total GHG emissions: Scope 3—metric tons CO_2e – upstream leased assets	–	21,782
GHG Scope 3	Total GHG emissions: Scope 3—metric tons CO_2e – travel	–	35,454
Water Use	Water withdrawal by source (%)	12%	14%
Waste	Total operational waste generated, metric tons	34,086	36,603
Waste	Total non-hazardous waste, metric tons	33,436	36,282
Waste	Electronic waste from facilities, metric tons (legacy ARRIS only)	649	321
Waste	Total non-hazardous waste recycled, metric tons	28,627	30,274
Waste	Total non-hazardous waste sent to landfill, metric tons	4,810	6,008
Waste	Total non-hazardous waste recycled, percent	86%	83%
Waste	Total waste per employee, kg per employee	0.99	1.14
Report Coverage	Percent real estate portfolio covered by GHG reporting	89%	89%
Report Coverage	Percent real estate portfolio covered by water reporting	78%	74%
Report Coverage	Percent real estate portfolio covered by waste reporting	65%	65%
Environmental Projects	Number of environmental projects implemented	6	22
Environmental Projects	Annual energy avoided, GWh per year	1	2
Environmental Projects	Total estimated annual CO_2e savings, metric tons CO_2e per year	243	670

A.4.2 HUMAN CAPITAL

Total Headcount by Employment Contract

- 13% Temporary
- 87% Permanent
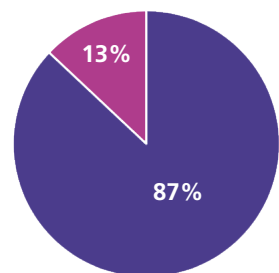
■ Temporary   ■ Permanent

Total Headcount by Region

- 34% APAC
- 31% CALA
- 22% NAR
- 13% EMEA
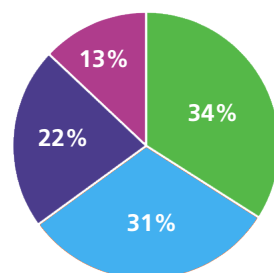
■ APAC   ■ CALA   ■ NAR   ■ EMEA

Global statistics by employment contract reflect the nature of employment relationship in the countries where we operate.

Total number of employees by employment contract by gender

	Permanent/Regular	Temporary
Female	10,200* (37%)	500* (12%)
Male	17,600* (63%)	3,600* (88%)
Total	**27,800***	**4,100***

Total number of employees by employment contract by region

	Permanent/Regular	Temporary
APAC	7,500* (27%)	3,200* (78%)
EMEA	3,400* (12%)	600* (16%)
NAR	7,100* (25%)	100* (2%)
CALA	9,800* (35%)	200* (4%)
Total	**27,800***	**4,100***

Total number of employees by employment type (full-time and part-time), by gender

	Full-time	Part-time
Female	10,500* (33%)	200* (56%)
Male	21,100* (67%)	100* (44%)
Total	**31,600***	**300***

Rounded figures.

A.4.3 COLLECTIVE BARGAINING AGREEMENTS

Country	Headcount	% of Headcount
Italy	200*	100%
France	80*	100%
Spain	180*	100%
Czech Republic	1,190*	100%
Austria	10*	100%
Belgium	590*	100%
Germany	5*	1.50%
India (Bangalore)	10*	43%
China (Suzhou CSC)	2,950*	100%
China (Suzhou CSA+CSS)	140*	100%
Reynosa	1,470*	82%
Brazil	175*	100%
Argentina	0*	5%
Total	**7,000***	**22%**

Rounded figures.

A.4.4 EMPLOYEE TURNOVER

Region	Permanent/Regular	Temporary
Asia-Pacific	3.6%	15.3%
Central & Latin America	3.0%	1.1%
Europe, Middle East & Africa	1.4%	8.7%
Greater China	4.8%	13.3%
North American Region	1.8%	1.4%
Total	**2.7%**	**13.4%**

A.4.5 AVERAGE HOURS OF TRAINING PER EMPLOYEE

Category	Learners	Hours	Headcount	Hours per EE
Hourly Full-time	2,636	1,451	10,530*	0.14
Salary Full-time	179,951	117,634	17,340*	6.78
Salary Part-time	1,905	1,138	160*	6.85
Apprentice (Germany Program)	122	69	10*	5.31
Other Employee Categories	1	0	3,860*	0
Total	**184,615**	**120,292**	**31,900***	**3.77**

Rounded figures.

CommScope actively tracks online learning hours for all of the active employees through our Global Learn Center (GLC). Because of a decentralized and discretionary approach to purchasing learning content by individual businesses segments and departments, there is no central record for learning events not housed in the GLC. Additionally, the Global Learn Center does not capture most instructor-led learning experiences at CommScope. Currently, there is no central data tracking mechanism in place to report on the learning content usage for all of our global employee base through those alternative channels.

A.4.6 EMPLOYEE DIVERSITY

Percentage of employees per employee category in each of the following diversity categories.

Job Category	By Gender		By Age Group			
	Female	Male	<30	30-50	>50	Unknown
Board of Directors (BOD)	9%	91%	0%	0%	100%	
Management Team	35%	65%	0%	24%	76%	
Total Headcount	34%	66%	28%	53%	18%	1%

A.4.7 WORK-RELATED INCIDENTS, INJURIES AND STATISTICS

Reporting scope: total headcount which includes regular and temporary (internal and external) employees in 2019.

Work-related Injuries KPIs

Incident Type	Number	Rate
Fatality	0	0
Recordable Lost Time Incident with Lost Time Exceeding 180 Days	9	0.028
Recordable Incident (with lost time and without lost time)	111	0.35
Days Away (Lost & Restricted)	4,513	13.77
Number of Hours Worked	60,324,925	

Main Type of Work-related Injuries

Injury Type (Top 5)	Percentage
Cut/Laceration	33%
Sprain/Strain	28%
Bruise/Contusion	23%
Abrasion/Scratch	9%
Burns/Heat Exposure	5%

CommScope EHS Management System Definitions

Fatality
Death due to work related incident.

Recordable Incident
Incident where injury/illness requires more than first aid treatment. The treatment may begin with first aid but then goes onto more advanced care.

Lost Work Day(s)
Any days an employee is unable to work because of a work-place injury. Lost Work Days are counted on the calendar year, which also includes weekends, holidays, company shutdowns etc., regardless if the employee is required to work any of these days. Subsequent days after the injury date qualify as lost time injury cases.

Restricted Work Day(s)
Restricted duty is often referred to as "modified duty" and is defined as: any modification to an employee's job duties that he or she normally performs at least once a week, or employee inability to work a full shift (restrictions require a physician order). Restricted Work Days are counted on the calendar year, which also includes weekends, holidays, company shut-downs etc., regardless if the employee is required to work any of these days. Subsequent days after the injury date qualify as restricted/lost time injury cases.

A.5 Significant Risk Identification and Non-compliance

100% of CommScope's 22 business units were analyzed each quarter in 2019 for ethical risk, including corruption. No significant risks were identified regarding corruption.

Separately, CommScope did not identify any significant non-compliance with the applicable environmental, social and economic laws and/or regulations in 2019.

CommScope did not receive any substantiated complaints concerning breaches of customer privacy.

CommScope is not aware of any identified leaks, thefts, or losses of customer data in 2019.

A.5.1 SCREENING NEW SUPPLIERS AND IDENTIFYING SIGNIFICANT RISK FOR INCIDENTS OF FORCED OR COMPULSORY LABOR

100% of new legacy CommScope suppliers were screened. Overall, 240 suppliers were screened in 2019, of which, 12% of suppliers were new. After completing the 2019 audit process, a total of 2% of suppliers were identified as high-risk. For active high-risk suppliers, follow-up audits have been planned for early 2020, utilizing an escalation process where necessary.

Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.

Company policies
- Labor Policy
- Child Labor Policy
- Code of Ethics and Business Conduct
- Supplier Code of Conduct

Risk assessments
- Company level
- Manufacturing facilities

Internal audits—manufacturing facilities

Grievance mechanism

Responsible sourcing program
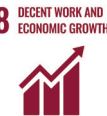
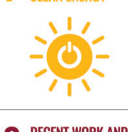Supplier selection and evaluation program
This program includes supplier risk assessments (including Supplier Sustainability Survey) and on-site audits.

A.6 Sustainable Development Goals (SDGs)

In September 2015 the 2030 Agenda for Sustainable Development was adopted by all UN member states, providing 17 Sustainable Development Goals (SDGs) that provide a global framework to protect people and the planet in a sustainable way.

We have worked to align our reporting and prioritize our contribution to the SDGs by mapping them against our 2019 Report. We have identified the SDGs where our company has the greatest opportunity to influence progress towards these goals. Our most significant contributions are structured as shown below.

CommScope's engagement	1 NO POVERTY (Commitment)	3 GOOD HEALTH AND WELL-BEING (Major Focus)	4 QUALITY EDUCATION (Major Focus)	5 GENDER EQUALITY (Major Focus)	7 AFFORDABLE AND CLEAN ENERGY (Major Focus)	8 DECENT WORK AND ECONOMIC GROWTH (Major Focus)	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE (Major Focus)	11 SUSTAINABLE CITIES AND COMMUNITIES (Commitment)	12 RESPONSIBLE CONSUMPTION AND PRODUCTION (Major Focus)	13 CLIMATE ACTION (Major Focus)	16 PEACE, JUSTICE AND STRONG INSTITUTIONS (Commitment)
Product Energy Efficiency Improvement					■		■			■	
Single Use Plastics Removal									■		
Operational Energy and GHG Emissions Reduction					■					■	
Circular Economy and Resource Efficiency Focus									■		
Waste Management Program									■		
Product Innovation for Inclusivity	■		■				■	■			■
Community Involvement Programs						■		■			■
Employee Health and Safety Program		■				■					
Employee Well-being Program		■				■					
Diversity, Inclusion and Equality Programs				■		■					■
Employee Training & Development Program			■			■					
Ethics Business Practices Program									■		
Business Integrity & Whistleblower Program											■
Data Security and Privacy Programs							■				
Supplier Responsibility Program		■				■			■		■

	Sustainable Development Goal	CommScope Actions	Section
1 NO POVERTY	End poverty in all its forms everywhere	Our contribution to initiatives like RailTel, India, brings affordable and dependable internet to developing countries and fosters the creation of new global markets for entrepreneurs, enhancing development corporation through connected technologies	3.3
3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for all at all ages.	We ensure regulatory environmental health and safety compliance across all CommScope locations globally, including manufacturing, administration, research and design, and virtual employees. Transforming our EHS Roadmap to Excellence into the Safety Excellence Roadmap, has narrowed down the focus to employee safety. Our Safety Starts with Me initiative encourages safer workplace habits and significantly reduce work-related injuries and the number of missed workdays due to injury.	3.4
4 QUALITY EDUCATION	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	CommScope hosts events to educate students about future careers in the telecoms to develop work and personal skills to boost their future career. The roll out of our uLEAD training provides employees the opportunity to further develop their careers. We continue to execute our Ethics and Compliance Training program to convey corporate values to employees throughout the world.	3.2 3.3
5 GENDER EQUALITY	Achieve gender equality and empower all women and girls	We conducted a global pay equity study to evaluate legacy CommScope and legacy ARRIS pay practices in preparation for harmonizing the Company's compensation programs to be consistent with practices that support equal pay. There are close to 1,000 global employee members within ARRIS Women's Business Network. We provide free Distributed Antenna System (DAS) training for women in the wireless industry or for those with a wireless background who want to enter the DAS business.	3.3
7 AFFORDABLE AND CLEAN ENERGY	Ensure Access to affordable, reliable, sustainable and modern energy for all.	We continue to roll out energy saving measures across global sites and upgrade equipment to low carbon alternatives.	4.2
8 DECENT WORK AND ECONOMIC GROWTH	Sustainable economic growth will require societies to create the conditions that allow people to have quality jobs.	Our well-being program, Good for You, provides our employees with physical, emotional and financial well-being resources. Bi-annually, we roll-out an employee pulse surveys, to see how they feel about the Company, their work and our progress. CommScope upholds a robust Supplier Code of Conduct that includes laws relating to anti-corruption; modern slavery; human trafficking; occupational health and safety; and labor practices.	3.3

	Sustainable Development Goal	CommScope Actions	Section
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure, promote sustainable industrialization and foster innovation	We have introduced innovative technology that assists network operators with building a fiber foundation for 5G and future networks. We maintain the ISO 27001/27002 framework to protect the data of the Board of Directors, company shareholders, employees and valued customers. CommScope has also opened the first innovation center for product and solution excellence.	3.3 4.2
11 SUSTAINABLE CITIES AND COMMUNITIES	Make cities and human settlements inclusive, safe, resilient and sustainable.	CommScope became Lead Partner of the Smart Cities Council to help transform cities and support the growth of digital technology and intelligent solutions.	3.3
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns.	We comply with the conflict minerals provisions in the Dodd-Frank Act and avoid the use of conflict minerals by sourcing materials only from environmentally and socially responsible suppliers. We focus on diverting non-hazardous waste from landfills and expanding our recovery and recycling efforts. We design products that use recycled plastics rather than virgin materials. We have expanded the Conflict Minerals campaign scope and conducted a thorough assessment to streamline the Reasonable Country of Origin Inquiry (RCOI) process. We engage with global repair partners to refurbish products that would otherwise be sent to landfill.	4.3
13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	We continue progress towards Greenhouse Gas targets and prioritize energy efficiency of products.	4.1 4.2
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Promote just, peaceful and inclusive societies	We pride ourselves on our contribution to digital access and inclusion across the globe. We have also supported societies recovering from shootings, such as our contribution to the El Paso Foundation Fund, ensuring future safety within the El Paso area.	3.3

A.7 External Initiatives

CommScope subscribes to or endorses the following economic, environmental and social charters, principles or other initiatives:

1. Agoria (Association for Technological industry in Belgium)
2. Building Industry Consulting Service International, Inc. (BICSI)
3. International Special Committee on Radio Interference (CISPR)
4. Consumer Technology Association (CTA)
5. Digital TV Group (DTG)
6. European Committee for Electrotechnical Standardization (CENELEC)
7. International Association of Administrative Professionals (IAAP)
8. International Electrotechnical Commission (IEC)
9. International Organization for Standardization (ISO)
10. International Telecommunication Union (ITU)
11. Institute of Electrical and Electronics Engineers (IEEE)
12. Open Data Center Alliance organization (ODCBA)
13. Responsible Business Alliance (RBA)
14. Responsible Mineral Initiative (RMI)
15. Thinkstep – BOMcheck
16. Telecommunications Industry Association (TIA)
17. Voluntary Control Council for Interference (VCCI)
18. Communications Cable and Connectivity Association (CCCA)

A.8 Assurance Statement

Scope and Objectives

WSP was commissioned to conduct a review of CommScope's activities and processes used to prepare its 2019 Sustainability Report. We have provided a Type 1 Assurance Statement using the AA1000 Assurance Standard (2018) principles of Inclusivity, Materiality, Responsiveness and Impact as summarised below.

- Inclusivity—has the organisation included its stakeholders in developing and achieving an accountable and strategic response to sustainability?
- Materiality—has the organisation included in its report the material information and data required by its stakeholders to make informed judgements, decisions and actions?
- Responsiveness—has the organisation responded to stakeholder concerns, policies and relevant standards and communicated these in its report?
- Impact—has the organisation monitored, measured and is accountable for how their actions affect their broader ecosystems?

Assurance level, responsibilities and limitations

Our assurance team has the appropriate experience and competency to complete this assurance engagement. WSP has a Quality Management System (QMS) which is certified to BS EN ISO9001 under which all our work is managed.

Our assurance took place in May 2020 and we have provided a moderate level of assurance. However, we would like to state the following:

- CommScope is solely responsible for providing all the information included in the 2019 Sustainability Report.
- WSP staff were involved in supporting CommScope in compilation of the 2019 Sustainability Report. Therefore, for transparency our assurance was strictly limited to the processes of data and information gathering that support the disclosure in this report. The WSP assurance team has had no involvement in the report compilation scope of work.
- Our involvement in stakeholder engagement was limited to reviewing external and internal stakeholder engagement processes and outcomes only.

The intended users of this statement are the readers of the CommScope 2019 Sustainability Report.

Methodology

Our assurance work involved understanding and testing the processes used to adhere to and evaluate adherence to the assurance Accountability Principles. This included interviews with CommScope senior management at executive and functional levels, and of relevant management responsible for the day to day management of sustainability, about the effectiveness of processes used to manage and evaluate the sustainability impact of CommScope.

A.8 Assurance Statement

Opinion

Our assurance work found that the 2019 Sustainability Report meets the principles, content and quality requirements of AA1000 AS (2018) for a Type 1 Moderate Level of Assurance. We have made the following findings and conclusions.

Inclusivity

CommScope identified the key stakeholders and their needs and expectations for sustainability management of the business activities as part of the 2019 materiality assessment process. Sustainability enquiries are also received directly from customers, investors and other parties and at a site level from local authorities, Non-Governmental Organisations, suppliers, etc. and these are tracked via CommScope's Ethics, Compliance and Sustainability (ECS) governance arrangements and its ISO14001 management system program.

There is a clear Governance structure for setting the sustainability strategy and for implementation of initiatives and activities driven by stakeholder needs and expectations. The planned ongoing engagement and dialogue with key stakeholder groups is outlined in the 2019 Sustainability Report.

Materiality

A materiality assessment was conducted in late 2019 to determine the importance of applicable sustainability topics in terms of their significance to CommScope's business success as well as importance to stakeholders. The assessment included stakeholder interviews with the CommScope executive leadership team, technical subject matter experts, customers, suppliers and investors and an employee survey. The assessment was also informed by desk-based research on trends from regulatory authorities and industry associations, megatrends, opinions of non-governmental organisations, examples of best practice and the United Nations Sustainable Development Goals.

The material topics were grouped, and objectives and targets have been set against each group to highlight performance and track progress. CommScope's ECS program forms the management framework. Progress against the program is regularly reviewed.

Responsiveness

The 2019 Sustainability Report presents an external response to progress against implementation of the ECS program. The report provides stakeholders with an explanation of progress on all the key material issues. The scope of the report is clear and where information and data does not apply to the global business this is stated. During 2019, the acquisition of the ARRIS business has been accounted for in the reporting of the sustainability issues for the business.

The 2019 Sustainability Report was prepared in accordance with the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) standard for sustainability reporting. CommScope has used the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard to report its GHG emissions.

Links to further information on the CommScope website and a feedback email contact at CommScope are provided in the report.

Impact

The material sustainability issues are monitored and reported internally for review on a monthly basis to the executive team and the Board. It is acknowledged that the integration of the ARRIS business into CommScope has had a significant impact on the need to review baseline sustainability data. A revised sustainability data baseline has been established in order to effectively track and report on the future performance of the business.

Key performance indicators (KPIs) are in place for some of the material issues and objectives and targets are set for the grouped sustainability topics. However, the reporting would benefit from KPIs and objectives and targets to be clearly articulated for each identified material issue in order for progress to be reported and tracked on a year on year basis.

Rachel Jones
Technical Director
London, May 2020

A.9 Web Resources

EXPLORE MORE

Thank you for reading the 2019 Sustainability Report. This report is a small window into a wide variety of sustainable activities we engage in each year. Explore all of the ways CommScope is leaving our world better than how we found it.

Continue the conversation with us online. Explore our Corporate Responsibility & Sustainability pages on the CommScope website.

CULTIVATING OUR PEOPLE
CommScope is a robust, diverse family filled with a broad range of personalities and perspectives. Do you want to know how we're helping them and their families succeed? Check out CommScope in the community.

PROTECTING OUR PLANET
Our business operates within a variety of ecosystems—economic, social, industrial and natural. We encourage you to learn more about how our hard work positively influences the environment.

MAINTAINING OUR INTEGRITY
CommScope professionals are held to an exemplary ethical standard that we simply refer to as "doing the right thing." Explore our core values and guiding principles.

UPHOLDING OUR STANDARDS
From ethical business practices to workplace safety to environmental stewardship, each CommScope employee has agreed to honor these principles and policies. We invite you to get to learn our standards.

ENSURING OUR SAFETY
The safety of our global workforce—including each individual employee—is essential to the foundation and future of our company. Learn more about how we're creating safety awareness.

IMPROVING OUR HEALTH
The success of our organization depends on the productivity of our professionals. Learn how we're developing fitness, health and wellness events for CommScope teams around the world.

Investing in our Future

As we continue to pursue smart business strategies that enable newer, faster, more effective forms of communication, we'll also do our best to protect the future of our people and our planet.

We are invested in what's next.

CommScope pushes the boundaries of communications technology with game-changing ideas and ground-breaking discoveries that spark profound human achievement. We collaborate with our customers and partners to design, create and build the world's most advanced networks. It is our passion and commitment to identify the next opportunity and realize a better tomorrow. Discover more at commscope.com

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Visit our website or contact your local CommScope representative for more information.