



COMMSCOPE®

INVESTING IN OUR

**FUTURE**

SUSTAINABILITY REPORT | 2025

# TABLE OF CONTENTS

<b>1 INTRODUCTION.....</b>	<b>2</b>	<b>4 ENVIRONMENTAL RESPONSIBILITY.....</b>	<b>32</b>
1.1 A message from our CEO.....	2	4.1 2024 environmental responsibility highlights.....	33
1.2 CommScope at a glance in 2024.....	3	4.2 Reducing the environmental impact of our operations.....	34
1.3 Materiality assessment.....	3	4.3 Reducing the environmental impact of our products.....	44
<b>2 GOVERNANCE.....</b>	<b>6</b>	<b>5 APPENDIX.....</b>	<b>50</b>
2.1 2024 governance highlights.....	7	A.1 Reporting method.....	51
2.2 Leadership and management.....	8	A.2 Key performance indicators (KPIs).....	53
2.3 Supplier responsibility.....	11	A.3 2025 objectives and targets.....	61
<b>3 SOCIAL RESPONSIBILITY.....</b>	<b>17</b>	A.4 Significant risk identification and noncompliance.....	62
3.1 2024 social responsibility highlights.....	18	A.5 External initiatives.....	63
3.2 Education, training and development life cycle.....	19	A.6 Assurance statement.....	63
3.3 Inclusive culture.....	23		
3.4 Rewards and benefits.....	28	<b>ADDENDUMS</b>	
3.5 Well-being, health and safety.....	29	<a href="#">Global Reporting Initiative (GRI) Content Index</a>	
		<a href="#">Sustainability Accounting Standards Board (SASB) Index</a>	
		<a href="#">Sustainable Development Goals (SDGs)</a>	

At CommScope, we are redefining the possibilities of connectivity. We enable our network partners to overcome their most pressing challenges today, all while shaping the innovations of tomorrow.

Sustainability is one of the defining challenges of our era, and CommScope is committed to being part of the solution. Our sustainability strategy centers on reducing our environmental footprint, advancing solutions that help our customers achieve their sustainability goals and maintaining transparent communication regarding our progress and performance.

We are seeing the rapid emergence of Artificial Intelligence (AI), which brings vast opportunity but also carries significant implications. CommScope has been working to provide infrastructure solutions in the areas of iterative and generative AI (GenAI) for many years and we support some of the key global providers in the cloud, hyperscale and internet industry. We believe AI's support will become crucial if we are to solve today's energy challenges and, by extension, help in the fight for a sustainable future.

We take an innovative approach to infrastructure that is forward-looking, ensuring we deliver for our customers now and in the future. We build solutions not only to solve existing challenges but to prepare our customers for challenges they are not yet aware of. That's why we believe that building the solutions that empower AI innovation can help it develop more sustainably at scale.

Over the past year, we made notable strides in environmental stewardship, achieving a 44% reduction in market-based Scope 1 and 2 greenhouse gas (GHG) emissions compared to our 2019 base year. CommScope continues to be publicly recognized for our sustainability efforts and received accolades for our responsible business practices, our work to combat the effects of climate change and our efforts to promote sustainability in our work. For the 8th consecutive year, we achieved a [Gold Sustainability Rating Medal](#) from

EcoVadis, a global leader in monitoring, benchmarking and enabling sustainability in global supply chains.

CommScope is advancing our sustainability efforts through the development of broadband solutions that prioritize simplicity and efficiency, and our broadband outlook for 2025 is [Smaller, Simpler Is Better](#). Smaller, simpler and more sustainable products will help service providers overcome potential labor shortages, resolve challenging deployment economics and meet sustainability objectives.

In 2024, we continued to make significant progress towards our objective of bridging the digital divide, expanding digital infrastructure across the country to better connect all members of society, such as our collaboration with SMARTwave in San Jose, CA and our Rural Broadband Service Solutions in Ontario.

This year we also continued to strengthen our social responsibility efforts, including our support for various community involvement activities, disaster relief donations, and support for disadvantaged communities.

**We are making great progress in fulfilling our sustainability commitments while driving industry innovation, but we remain acutely aware of the work that still remains. As such, we are committed to setting more ambitious targets for the coming years. I am excited for the future and the role CommScope will play in building a more sustainable and connected world.**

You will find more details of our sustainability progress in this report, where we explore our initiatives, accomplishments and ongoing sustainability efforts. As always, I welcome your [feedback](#).

**Chuck Treadway**  
President and Chief Executive Officer



**We take pride in CommScope's technology driving a more sustainable and connected future, and we are committed to creating a better world for all.**

**Through responsible business practices, partnerships and innovation, we are shaping a more sustainable industry. Across the company, our teams are working diligently to embed sustainability into our culture, operations and product life cycles.**

CommScope (NASDAQ: COMM) designs, builds and manages wired and wireless networks around the world. Our products and services enable faster, smarter and more sustainable communication, to better connect society in an environmentally conscious manner. We are able to achieve our goals through technological developments which keep us at the forefront of the telecommunications sector. We have strong relationships across our value chain including our suppliers, with whom we engage regularly and who are essential for enabling CommScope to deliver consistently high-quality service to our customers.

Corporate responsibility and sustainability are key factors considered in all business decisions.

Learn about our [company purpose, vision, values and strategy](#).

1.3 Materiality assessment

CommScope uses the materiality assessment process as a tool to identify Corporate Responsibility & Sustainability (CRS) topics that are significant to our many stakeholders. Materiality assessments are essential for identifying risks and opportunities, which are in turn used to guide our long-term strategy and future actions. We have structured this sustainability report in line with the 2019 materiality assessment, providing updates on material topics where applicable.

We set annual objectives related to each CRS topic and measure success by using key performance indicators (KPIs) to track our progress toward these goals.

Responsibility for our CRS strategy lies with the board of directors, which reviews the material topics and the approaches we take to address them.

**Stakeholder engagement**

Our materiality assessment included a combination of stakeholder interviews, employee surveys and desk-based research to identify the most significant CRS topics for CommScope and our wider community. To hear our stakeholders' thoughts on the highest priority CRS topics for CommScope, we ran a series of interviews with our executive leadership team members, technical subject matter experts, customers, suppliers and investors. We also distributed a questionnaire to our employees. In addition, we considered trends from regulatory authorities and industry associations, megatrends, the opinions of non-governmental organizations (NGOs), examples of best practices and the United Nations (UN) Sustainable Development Goals (SDGs) during our desk-based research.

**Ongoing stakeholders engagement and dialogue**

Stakeholders	Type of engagement and dialogue
Customers	Customer Service team feedback, web resources, conference calls and virtual meetings/workshops
Shareholders and investors	Events and presentations, conference calls, reports, online events
Board and executives	Quarterly reports, quarterly meetings, monthly reports
Internal subject matter experts	Quarterly and monthly review meetings
Employees	Engagement and pulse surveys, internal media, interviews, corporate Town Hall webcasts, site-driven Town Hall meetings and dialogue, CommAlert
Suppliers	Supplier Sustainability Survey, on-site visits/assessments/audits, CommAlert
Local communities and regulatory authorities	Local events, online events, web resources
Industry associations	Local events, online events, web resources

**COMMSCOPE FAST FACTS**

- ~25,000 talented innovators around the world
- 40 supply chain locations
- 13,000 worldwide patents
- \$450M+ each year in R&D
- ~2,000 direct suppliers and contract manufacturers
- ~9,000 indirect suppliers
- 10,000+ global partners

Headquarters—Claremont, NC, U.S.

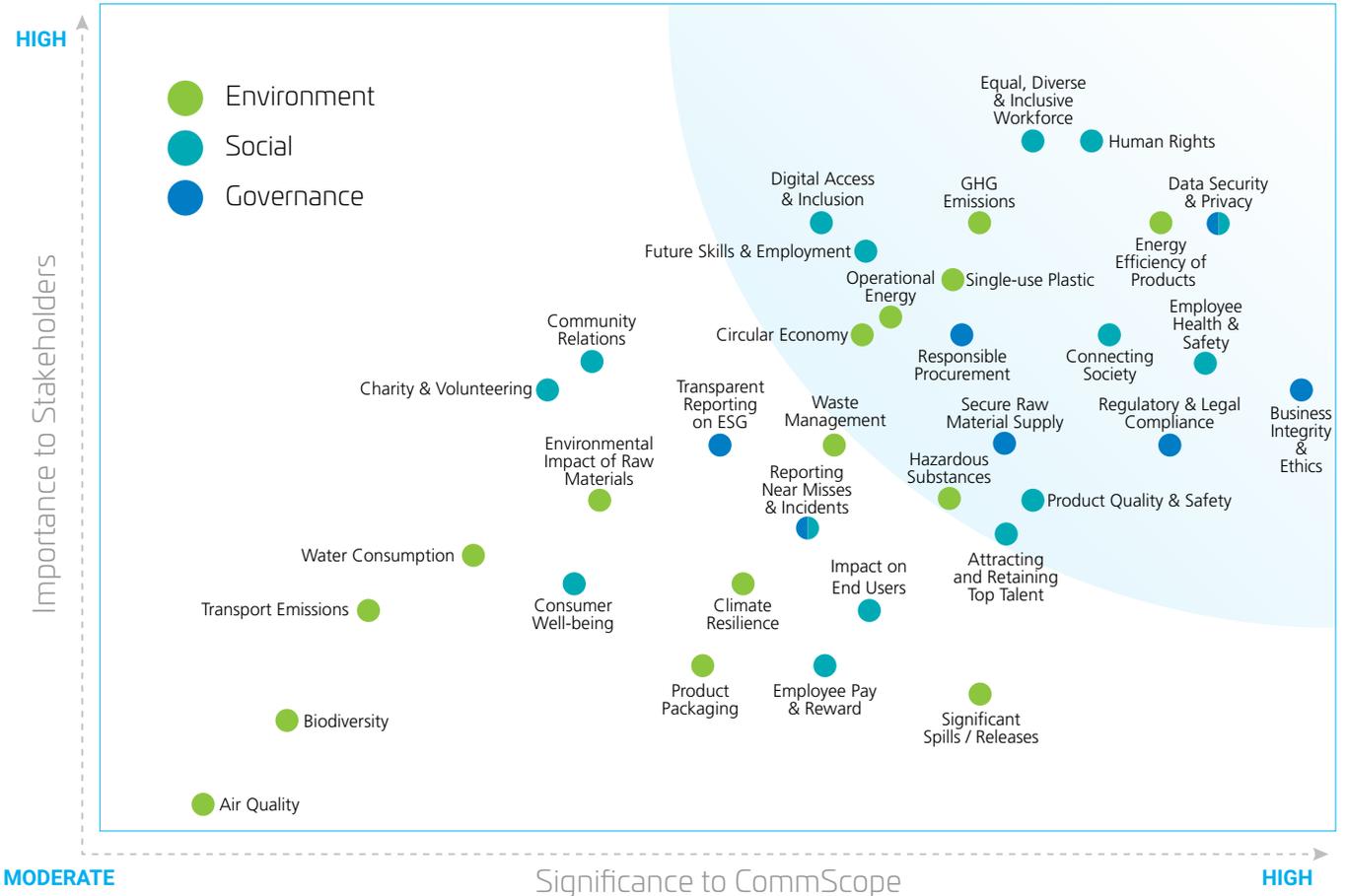


**Materiality matrix**

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 CRS strategy around these key material issues. This addresses our most significant impacts, while 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.

The identified CRS material topics were summarized in five material topic groups, which we then used to outline our CRS strategy, strategic priorities and objectives and targets:

- Governance and Ethics
- Our Business Operations
- Sustainable Products
- Responsible Supply Chain
- Our People



**CommScope’s CRS priorities**

<p><b>Governance and Ethics</b></p> <p>Drive corporate responsibility and sustainability in the business</p>	<p><b>Our Business Operations</b></p> <p>Reduce the environmental impact of our operations and facilities</p>	<p><b>Sustainable Products</b></p> <p>Develop solutions that meet our customers’ current and future sustainability requirements</p>	<p><b>Responsible Supply Chain</b></p> <p>Source responsibly and minimize our supply chain risks</p>	<p><b>Our People</b></p> <p>Leverage a collaborative, enabled and agile workforce to deliver business innovation and top quartile performance</p>
--	---	---	--	---

**European Union (EU) Corporate Sustainability Reporting Directive (CSRD) aligned double materiality assessment**

CommScope is subject to reporting under the EU CSRD for our 2025 reporting year, reporting in 2026. Throughout 2024, we have been preparing for this new reporting requirement by reviewing the European Sustainability Reporting Standards (ESRS) and their application. Our 2025 data collection process will evolve to align with CSRD over the course of this year.

To prepare for compliance with CSRD, CommScope conducted a CSRD-aligned double materiality assessment (DMA) to evaluate the financial impact of sustainability issues on CommScope, as well as the impact of CommScope’s operations and practices on the environment and society. The approach included a holistic analysis of CommScope’s value chain, the inclusion of stakeholder perspectives via stakeholder engagement, comprehensive expert workshops and the identification and assessment of impacts, risks, and opportunities (IROs) to evaluate their respective impacts and financial materiality.

The sustainability topics covered in the DMA were based on the ESRS and the list of sustainability matters to be included in the materiality assessment, as described in ESRS 1 AR 16. Furthermore, company- and sector-specific topics were also included into the assessment.

The assessment results were combined into a materiality matrix, displaying materiality at topic and sub-topic levels. The materiality matrix, and the supplementary outputs of the DMA, will act as the basis for CommScope’s 2026 Sustainability Report. The CSRD DMA process and results have been used to inform this year’s report only; full CSRD-aligned reporting will begin next year for entities in scope of the CSRD.

In conjunction with the DMA, CommScope has also reviewed the ESRS 2 cross-cutting standard. This standard applies to all entities disclosing under CSRD and can, therefore, be considered alongside the DMA at the start of the CSRD reporting journey.

In addition to informing our disclosure requirements against the ESRS, the DMA outputs will inform our long-term sustainability strategy and the objectives and goals we set across our material CRS topics.

The details of our materiality assessment approach and our corporate responsibility and sustainability strategy are available on our [website](#).

**CommScope’s DMA approach**

**Preparation**  
Evaluating CommScope’s resources and governance to determine efficiencies and sustainability context.

**Identification**  
Mapping CommScope’s value chain. Identifying, prioritizing and engaging stakeholders throughout the value chain.

**Evaluation**  
Identifying and evaluating insights from stakeholders’ engagement. Defining preliminary sustainability matters aligned with the ESRS sub-topics.

**Assessment**  
Setting qualitative and quantitative thresholds. Assessing material topics using double materiality approach (impacts, risks and opportunities).

**Consolidation**  
Consolidating and validating findings. Developing materiality matrix. Documenting approach and methodology for assurance purposes.

**The EU Omnibus package**  
The EU Omnibus package, proposed by the European Commission, aims to streamline and simplify several key sustainability laws, including the Corporate Sustainability Reporting Directive (CSRD), Corporate Sustainability Due Diligence Directive (CSDDD), EU Taxonomy, and the Carbon Border Adjustment Mechanism (CBAM), to reduce administrative burdens and boost competitiveness.  
On April 3, 2025, the European Parliament approved the Omnibus package, introducing changes that delay certain reporting requirements under the CSRD for companies like CommScope.  
CommScope has prepared for the initial CSRD requirements and despite this adjustment in requirements, this early preparation has positioned us ahead of the curve and allowed us to gain meaningful value from the initiative.  
For example, through the double materiality assessment process, CommScope has engaged the organization on sustainability topics and incorporation of sustainability risks and opportunities into strategic planning. These insights we’ve gained will help shape our sustainability targets and transition plans going forward.  
As the regulatory landscape continues to evolve, CommScope remains agile. Through robust governance, a flexible reporting framework, and adaptable resources, we are prepared to respond to varying regulatory outcomes to ensure we can flex to meet requirements should they change again.





CommScope is underpinned by a strong corporate governance framework, clear principles and exceptional values. We uphold the highest ethical standards by acting with integrity, honesty, fairness and transparency across all aspects of our business operations.

Our governance practices continuously evolve in response to global and local developments, ensuring we create lasting value for our stakeholders, customers and society whilst continuing to strengthen the resilience of our business.

### SUSTAINABLE DEVELOPMENT GOALS (SDGs)

In 2015, the U.N. adopted the 2030 Agenda for Sustainable Development in member states, identifying 17 **Sustainable Development Goals** (SDGs) that offer a global framework to safeguard people and the planet. We have identified those SDGs where CommScope can most effectively drive change and exert influence. Our most significant contributions are detailed in the 2025 SDGs Addendum.

# GOVERNANCE

At CommScope, strong ethics and governance are core values which will never be compromised; we ensure compliance with the applicable laws and regulations of every country in which we operate. Our commitment was recognized in several ways throughout 2024:

- CommScope maintained the Morgan Stanley Capital International (MSCI) ESG rating of AA (on a scale of AAA-CCC) throughout 2024.
- CommScope also maintained our Institutional Shareholder Services group (ISS) “Prime” status, awarded by ISS for our environmental and social performance. Businesses categorized as “Prime” achieve or exceed sector-specific ESG performance requirements.
- CommScope achieved a “Medium Risk” rating in Yahoo Finance’s sustainability scorecard, based on the ESG data provided by Sustainalytics. In June 2024, Morningstar Sustainalytics revised its ESG risk rating methodology, and these changes drove the majority of the recent score change for CommScope, along with the increased exposure for the Communications Equipment industry.

In 2024, CommScope was publicly recognized for its sustainability efforts and CRS performance in a variety of areas. We received accolades for:

- Our [responsible business practices](#)
- Our [commitment to inclusion in the workplace](#)
- Our [focus on mental well-being of employees](#)
- Our [work to combat the effects of climate change](#)
- Our [efforts to promote sustainability in our work](#)

**Risk assessment approaches**

We utilize a variety of risk assessment tools, such as EcoVadis, the Responsible Business Alliance (RBA) Online and Avetta to enable the identification of risks and opportunities across our global organization.

In 2024, CommScope completed the annual Corporate Social Responsibility (CSR) assessment and achieved a Gold Sustainability Rating Medal from EcoVadis with an overall score of 74/100.

**2024 targets and achievements**

**Governance and ethics goal:** Drive corporate responsibility and sustainability in the business

**Objectives/targets**

Objectives/targets	Progress
Publish a third-party assured Sustainability Report aligned with the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards including Sustainable Development Goals (SDGs)	<b>ACHIEVED</b>
Reinforce the Ethics and Compliance training program, targeting a completion rate of more than 95%	<b>ACHIEVED</b>
Reduce GHG emissions across our operations through analysis and, ultimately, adoption of externally approved science-based targets (SBTs) to reduce Scope 1, 2 and 3 GHG emissions	In progress



**202**

sustainability assessments and audits in our supply chain



**100%**

of the targeted employees completed the annual Ethics and Compliance training

ISO

**90%**

of CommScope’s manufacturing facilities certified according to the ISO14001:2015 and ISO45001:2018 standards

ISO/TL

**95%**

of CommScope manufacturing and R&D facilities certified according to the ISO9001 and/or TL9000 standards



**100%**

of in-scope suppliers responded to our conflict mineral Responsible Country of Origin (RCOI) inquiry

**Recognition**

- Achieved [EcoVadis](#) “Gold” Sustainability rating for the eighth consecutive year. CommScope was included in the top 5% performers evaluated by EcoVadis.

INTRODUCTION
GOVERNANCE
SOCIAL RESPONSIBILITY
ENVIRONMENTAL RESPONSIBILITY
APPENDIX

7

Our manufacturing sites employ the RBA Facility Risk Self-Assessment Questionnaire (SAQ), hosted on the RBA-Online platform, and BSI Entropy™, our primary tool for environmental aspect/impact, occupational health and safety risk assessment and management, facility-specific risk assessments, internal monitoring and reporting activities. In 2024, the RBA transitioned from a traditional SAQ to a risk-based SAQ. The new scoring model combines inherent risk indicators (country governance, product risk, etc.) with factory-specific responses. Risk ratings can be improved by disclosing evidence of control mechanisms and through adopting the optional RBA verification process. CommScope's 18 manufacturing facilities responded to both risk and control mechanism questions; 33% of facilities rated as low risk and 67% of facilities rated as medium risk.

CommScope also evaluates key departments and functions to ensure our governance procedures, including our anti-corruption policies, are sufficient, and that potential risks are promptly mitigated.

Employees and third parties are encouraged to report concerns through multiple channels, including the company's CommAlert hotline, a dedicated [web portal](#) and the dedicated ethics email address for allegations of misconduct ([ethics@commscope.com](mailto:ethics@commscope.com)).

All reports are reviewed within 72 hours and a course of action determined. If appropriate, this action could include a formal internal investigation, with critical concerns escalated and communicated to the board of directors for quarterly review. In 2024, CommScope's Corporate Ethics and Compliance Officer (or his designee) initiated 69 corporate internal investigations.

CommScope takes remedial and disciplinary measures when appropriate. During 2024, the company closed 66 investigations. Of the 28 closed investigations that merited disciplinary measures, 6 resulted in terminations, 10 in written warnings, and 12 in verbal warnings, training, and/or mandatory counseling.

2.2 Leadership and management

Our dedication to innovative, safe and sustainable business practices forms the basis of our success. The executive leadership team remains committed to supporting our corporate responsibility and sustainability efforts, driving CRS performance improvement across all business segments. Learn more about CommScope's management team [here](#).

CommScope NEXT is a transformation initiative focused on shaping our company's future. It seeks to enhance shareholder value through three key pillars—profitable growth, operational efficiency and portfolio optimization.

Our sustainability governance

CommScope's board of directors retains ultimate responsibility for CRS policies and practices. The board's three standing committees provide guidance and oversight for different aspects of CRS:

- The Audit Committee oversees the ethics and compliance program and matters relating to CRS disclosures.
- The Nominating and Corporate Governance Committee is responsible for corporate governance, environmental matters and the integration of CRS into all governance matters.
- The Compensation Committee oversees any CRS strategies related to, amongst others, leadership development, succession planning, social matters, safety, well-being and organization culture.

In addition, management-led teams devise, steer and execute our sustainability strategy and goals. They do this through an exhaustive system of checks and balances that assist in minimizing social, environmental, physical and ethical risks. CommScope's employees remain crucial to the sustainability program, actively implementing sustainability actions and initiatives.



**Ethics and compliance**

All CommScope employees must complete Ethics and Compliance training; new hires are mandated to complete this training within the first 30 days of their employment. Additionally, all non-production employees must renew this training annually.

This program raises awareness of significant ethical and compliance risks, with content regularly updated to reflect regulatory developments, industry best practices and employee feedback. Delivered through the THRIVE@CommScope learning platform, the training modules are customized to align with the employees' specific roles.

The annual Ethics and Compliance training in 2024 featured an introduction by CommScope's CEO Chuck Treadway and included the following modules:

- Ethics and Code of Conduct, including ethical decision making, anti-corruption compliance, handling of potential conflicts of interest, proper use of gifts and hospitality, responsible use of social media, how to report concerns, and the Company's prohibition against retaliation
- Handling an IT security breach

8,859 non-production employees were assigned and completed the online training in 2024. Once again, 100% of the targeted group completed the annual Ethics and Compliance course.

In 2024, the company initiated a pilot Ethics and Compliance training of its hourly production employees in Mexico, delivered in a "train the trainer" format. Approximately 8,600 employees participated in the training.

Based on employees' job functions and responsibilities, select individuals were also assigned additional courses in Trade Compliance and/or Modern Slavery. This training was also administered through THRIVE@CommScope, our digital learning platform. The Modern Slavery training completion rate was 98.5%.

All CommScope employees have access to global policies as well as regional, country-specific, or facility-specific policies and procedures via the company intranet. These documents are offered in all relevant languages. Key policies are also available in the online [Document Library](#) on CommScope's website for access by third parties, who are contractually obligated to comply with our company's policies.

**Manager-led conversations—ethics and integrity**

The focus on ethics and compliance has continued this year through the facilitation of manager-led conversations. Managers across the organization were challenged to have conversations on ethics and integrity with their direct reports. This year's selected focus was the proper giving of gifts, entertainment and hospitality, with a focus on ensuring compliance with the Company's recently updated Gifts, Entertainment, Hospitality, and Sponsorships Policy.

**Data security and privacy**

CommScope recognizes the critical importance of data security, and we continue to advance our security program. In 2024, we had three key focus areas:

- First, we revamped our security standards in alignment with the Center for Internet Security (CIS) 18 Critical Security Controls.
- Second, we deployed new technical security controls, and enhanced our existing controls, to further counter the threats of greatest relevance to CommScope's business activities and regulatory commitments.
- Third, we continued to develop our workforce and processes that constitute or support these controls.

To enhance our pursuit of these efforts, in 2024 we continued to align our security program with the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) and CIS Top 18 Controls. We are engaged with a leading global consultancy for security maturity assessments, which have demonstrated consistent improvements to our security posture. These findings inform our enterprise risk assessment and drive our strategic security initiatives.

**Cybersecurity**

Cybersecurity threats present significant risks to governments, civil society and commerce worldwide. To effectively address these threats, a collective and coordinated response is essential. CommScope has therefore forged new partnerships and expanded our existing ones, ensuring we remain vigilant of threats and maintain appropriate and resilient defenses. For example, our information-sharing connections with law enforcement, suppliers, customers, industry partners and other firms continue to increase in number and strength.

Our portfolio of controls continues to expand and mature under a refreshed Information Security Policy. In 2024, we focused on areas that included Identity & Access Management, Vulnerability Management, Media Protection, Detection & Response and others.

**Privacy**

Our data privacy program adheres to all applicable data privacy laws, including the EU's General Data Protection Regulations (GDPR), the California Consumer Privacy Act and the California Privacy Rights Act. These measures relate to the handling of our employees' and business contacts' personal data, alongside functions where CommScope serves as a "data processor" for customers. In 2024, we commenced a project to obtain a full overview of all processing activities handling personal data within CommScope. We partnered with a third party to assist in this project and plan to finalize it in Q2 of 2025. CommScope received no administrative complaints regarding privacy or data protection in 2024.

Information security and data privacy remain strategic priorities for CommScope. We remain committed to enhancing and investing in our people, processes, and technology as we strive to become a best-in-class operator in the technology manufacturing sector.

CommScope’s Ethics and Compliance program includes a privacy initiative, led by an assistant general counsel, and overseen by the board’s Audit Committee. CommScope’s Chief Information Security Officer directs the information security function, reporting directly to the Chief Information Officer, and regularly updates the board of directors’ Audit Committee.

**Quality Management System (QMS)**

CommScope continues to be a high-quality provider of communication network products and services that aspires to exceed customer expectations. To support us in realizing this ambition, CommScope’s production and design facilities are certified to either ISO 9001 or TL 9000 standards.

This accomplishment is achieved through continual improvement in several areas including customer service, supplier relationships and our business continuity and quality management systems. Quality is the responsibility of every employee.

The Quality Management System (QMS) defines CommScope’s processes, procedures and responsibilities for achieving both quality and business objectives. It serves as the governing principle for CommScope in our pursuit of excellence in quality and customer satisfaction with our products and services. The company has established, documented, and implemented the QMS to maintain and continually improve the efficiency and effectiveness of our operations in accordance with the requirements of the International Quality Standards, ISO 9001 or TL 9000.

**The QMS includes:**

- **Quality Planning** to establish quality objectives and requirements
- **Quality Control** monitoring and measurement to ensure products and services meet specified standards
- **Continuous Improvement** using Six Sigma or Lean methodologies
- **Risk Management** to identify, assess, and mitigate risks that could impact quality or customer satisfaction
- **Audits** to ensure adherence to quality standards, customer requirements, and internal requirements
- **Document Control** to ensure procedures and other documents are accurate, current, and accessible
- **Training** to ensure that employees are competent to perform their duties
- **Customer Feedback** to verify our customers are satisfied and to improve products and services
- **Supplier Management** to ensure suppliers meet our quality standards

**Key characteristics of the QMS:**

- High-level policies are defined
- Business processes are documented effectively
- Record storage locations and retention periods are identified
- Key metrics are reviewed by metric owners, core and leadership teams
- Continual improvement plans are used to drive metrics to target goals
- Corrective and Preventive Action (CAPA) system utilized to address nonconformities and opportunities for improvement

In 2024, we didn’t recall any products due to safety issues. There were no significant quality-related recalls for products from any business segment.

**Artificial intelligence (AI) security policy**

AI is revolutionizing business and society, and the telecommunications manufacturing sector is no exception. In 2024, we continued to mature our AI security policy and program.

At the policy level, CommScope developed and launched our AI Security Policy in 2023; this has been refreshed in 2024 with added focus to developing a program to enable success while effectively governing responsible use. In addition, leaders in our organization continued to attend industry events, partnering with leading consultancies and executives from other companies to keep pace with use cases that drive business value and manage the risk from their adoption.

From a control perspective, CommScope continues to moderate the use of AI to use cases that drive customer value or business efficiencies. We have implemented process and technical controls to evaluate and control the use of AI. We are committed to balancing innovation and risk management.

**Cybersecurity engagement and training**

Our cyber defense strategy is underpinned by our culture and controls, promoting cybersecurity awareness across our global workforce. Throughout the year, we regularly engage employees through ongoing dialogue, leadership content presented in all-hands meetings, and routine phishing simulations. CommScope ensures vigilance against cybersecurity threats through training and intranet posts, focusing on protecting both CommScope and individuals against malware and cyberattacks.

Our annual security tabletop exercise with CommScope’s chairman of the Audit Committee, senior executives and other stakeholders promotes our security culture and controls at all levels of the organization.

CommScope's supply chain is crucial to the smooth running of our operations and the success of our business. We collaborate with supply chain partners who maintain the highest standards, just as CommScope does. This commitment to good practices and quality is a core business value and informs the evolution and development of our products. The support of our supply chain partners is instrumental in developing long term and resilient relationships, for adopting and improving sustainable practices, and for supporting the growth and success of products in new markets.

In 2024, we updated our [Supplier Code of Conduct](#) to align our supply chain management program with the requirements of new and evolving sustainability disclosure and due diligence legislation, as well as the RBA Code of Conduct.

Furthermore, we have implemented measures to ensure our supply chain adheres to international standards and global regulations regarding supply chain sustainability, due diligence and the prevention of forced labor.

To deliver on our 2024 Supplier Code of Conduct, we updated supplier communications, supplier training and our Supplier Sustainability Survey Template used for supplier self-assessments and onsite audits. We require our suppliers to incorporate our sustainability requirements into their supplier code of conduct and contractual documents, ensuring these standards are passed down through their own supply chains to include our secondary, tertiary and other tier suppliers.

2024 targets and achievements

**Supplier responsibility goal:** Source responsibly and minimize our supply chain risks

Objectives/targets	Progress
Complete the annual sustainability assessments for 100% in-scope suppliers	<b>ACHIEVED</b>
Ensure 100% of RBA "High Risk" suppliers complete a CR audit	<b>ACHIEVED</b>
Ensure 100% of CommScope facilities are not rated as "High Risk" during the annual RBA risk assessment review	<b>ACHIEVED</b>
Develop and initiate supplier engagement strategy to reduce Scope 3 emissions in our supply chain	<b>In progress</b>

Our supply chain at a glance

CommScope sources materials and components from a worldwide supplier network. We have approximately 2,000 active direct suppliers and contract manufacturers globally. We source many components from international markets and rely on unaffiliated domestic and international contract manufacturers to produce products or key components. We also have approximately 9,000 indirect suppliers in 83 countries and regions, with the highest spend in the U.S., Mexico and Brazil in the Americas region; U.K., Netherlands and Czech Republic in the Europe, Middle East and Africa (EMEA) region; and China, India and Australia in the Asia-Pacific (APAC) region.

Direct supplier by geographic location



In 2024, CommScope had approximately 11,000 direct and indirect suppliers and spent approximately \$3.4 billion.

Suppliers by geographic location

Region	% of suppliers
APAC	29%
EMEA	30%
Americas	41%

Suppliers by monetary value spend

Region	% of suppliers
APAC	28%
EMEA	13%
Americas	59%

**Direct suppliers:** suppliers of raw materials, components or products; contract manufacturers

**Indirect suppliers:** suppliers of services

Significant locations of operation	Country	% of local direct spend	% of local indirect spend
Suzhou CSC	China	98%	96%
Suzhou CSA	China	96%	89%
Goa	India	71%	93%
Brno	Czech Republic	30%	92%
Buchdorf	Germany	50%	88%
Bray	Ireland	4%	57%
Malton	United Kingdom	88%	97%
Bodelwyddan (Rhyl)	United Kingdom	29%	95%
Catawba, NC	United States	96%	99%
Claremont, NC	United States	99%	98%
Eules, TX	United States	93%	100%
Pineville, NC	United States	7%	92%
Santa Ana, CA	United States	18%	97%
Reynosa	Mexico	73%	79%
Delicias	Mexico	79%	87%
Tijuana	Mexico	73%	95%
Juarez - Bermudez	Mexico	93%	95%
Juarez - Praderas	Mexico	78%	68%

**Local direct spend:** spend with suppliers of raw materials, components or products that are based in the same country as CommScope's manufacturing facility

**Local indirect spend:** spend with suppliers of services that are based in the same country as CommScope's manufacturing facility

**Significant location of operation:** A CommScope manufacturing facility

**Awareness of new and upcoming legislative requirements**

CommScope is committed to addressing emerging regulations to ensure our continued compliance with national and international legislation.

**Carbon Border Adjustment Mechanism (CBAM)**

The EU's Carbon Border Adjustment Mechanism (CBAM) has been introduced to put a price on the carbon emitted during the production of carbon-intensive goods that enter the EU, and to encourage cleaner industrial production in non-EU countries.

CBAM is still in its transitional phase, which runs to the end of 2025, requiring CommScope to report quarterly on the embedded carbon emissions associated with our iron, steel and aluminum imports into the EU.

CommScope has successfully submitted all required CBAM reports for in-scope goods in 2024. These reports were informed by our detailed supplier engagement program, as well as by an assessment of our manufacturing site emissions.

Our supplier engagement program helps our suppliers understand CBAM reporting methodologies and enables CommScope to obtain a significant proportion of actual supplier emissions data. Efforts to improve quality and coverage of supplier product emissions data will continue into 2025 as we prepare for the definitive phase, where purchasing CBAM certificates will be required.

Our investment in understanding our own site emissions has allowed us to report a high level of actual emissions in our CBAM reports, reducing our reliance on estimated data. However, in 2025 we will be building on the significant progress made in 2024 to ensure that we improve embedded emissions data quality and coverage and establish clear processes and procedures that will support third-party verification of emissions data, as required in the definitive phase.

**The EU Corporate Sustainability Due Diligence Directive (EU CSDDD)**

On July 25, 2024, the EU Directive on Corporate Sustainability Due Diligence (CSDDD) entered into force. This Directive establishes a corporate due diligence duty, seeking to promote sustainable and responsible corporate practices within companies' operations and across their global value chains.

The primary goal of this responsibility is to mitigate both potential and actual adverse impacts on human rights and the environment within the company's operations, as well as those of its subsidiaries and activity chains. This encompasses upstream activities related to the production of goods and services, including the design, extraction, sourcing, manufacture, transport, storage and supply of raw materials, products or product components, as well as the development of products or services. Downstream activities involve the distribution, transportation and storage of the product.

Additionally, the Directive mandates that large companies implement a transition plan for climate change mitigation, in line with the 2050 climate neutrality objective of the Paris Agreement and the intermediate targets set by the European Climate Law. CommScope has completed gap analysis to effectively address any gaps to ensure compliance.

On February 26, 2025, the European Commission adopted the EU Simplification Omnibus proposing to simplify the key EU sustainability rules including EU CSDDD, CBAM and CSRD. We are closely tracking the approval process of the proposed changes and we will adjust our strategy and legal compliance implementation plan accordingly.

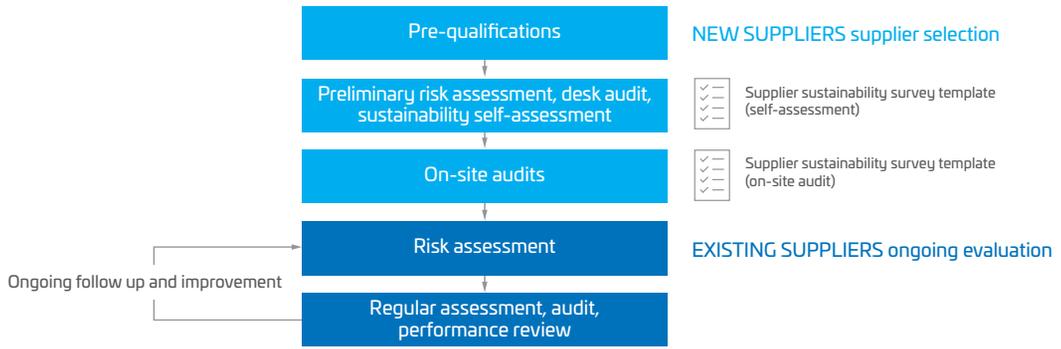
**Supply chain controls**

The rigorous selection process our suppliers undergo ensures minimal risk and optimum performance. Both current and prospective suppliers undertake a detailed qualification and regular evaluation process.



This process assesses a supplier’s cost, supplier quality, business continuity standards, compliance with industry corporate social responsibility standards and their capacity to be a secure supplier. Additionally, supply chain governance is integrated into our overall CRS governance framework, detailing managerial responsibilities set at the corporate level; for example, the formation of a dedicated supplier responsibility team.

Our Sourcing Evaluation Team is responsible for supplier engagement, including risk assessments, on-site audits, inspections and reliability monitoring, promoting supply resilience and continued quality.



All suppliers must comply with our [Supplier Code of Conduct](#) and our [Supplier Quality Manual](#), which details CommScope’s policy-defined requirements. If any deviations from either of these documents are expected, they must be referenced in the individual supplier purchasing agreement.

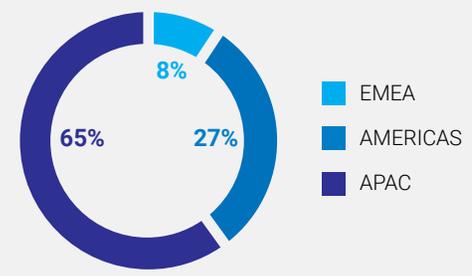
Completion of our [Full Material Disclosure Form](#) by suppliers is also mandatory when reporting parts and materials. For more information, [click here](#).

In 2024, CommScope joined the [RBA](#) as an Affiliate member. We aligned our [Supplier Code of Conduct](#) with the [RBA Code of Conduct](#) and started implementing the RBA risk assessment process in our supply chain management program.

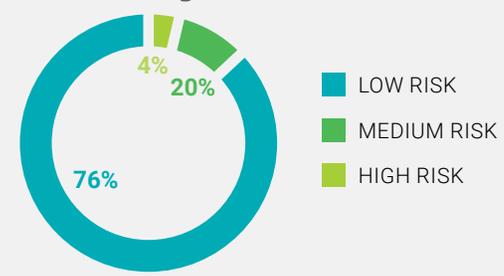
Throughout 2024, CommScope conducted 202 supplier audits/onsite assessments. In total, there were nine priority findings, 115 major findings and 259 minor findings. From these, two priority findings, one major finding and one minor finding were identified in the freely chosen employment category. Both priority findings were related to labor agencies withholding indirect workers’ passports and the major and minor findings were related to pre-employment health check fees not being reimbursed to workers in a timely manner. The identified deficiencies were formally documented in corrective action plans by respective suppliers. CommScope’s suppliers have taken corrective action to address these findings and follow-up audits confirmed that the appropriate action was been taken to address all freely chosen employment findings. There were no reported incidents of child labor, forced labor, slavery or human trafficking found.

To help our suppliers improve their knowledge of the RBA Code of Conduct, we have conducted virtual training sessions for high-risk and new suppliers using the RBA e-Learning academy and RBA online training sessions.

Supplier sustainability assessments by region



Supplier sustainability assessments by risk level



New and existing suppliers reviewed

	Existing	New Supplier	Total
Americas	45	9	54
APAC	114	17	131
EMEA	15	2	17
<b>Total</b>	<b>174</b>	<b>28</b>	<b>202</b>

This year, the top three non-conformances identified during supplier audits/ assessments were related to:

- Working hours
- Emergency preparedness
- Control process in labor management system

Supply chain sustainability requirements

CommScope expects its suppliers to adhere to the highest ethical standards. This includes acknowledging and mitigating environmental impacts, minimizing negative effects on the community, environment and natural resources. Suppliers must uphold human rights, treating their workers with dignity and respect and guaranteeing provision of a safe, healthy working environment to prevent incidents and injuries that may occur. Additionally, suppliers should maintain efficient governance throughout their operations and value chain.

In line with CommScope’s commitment to the RBA, our suppliers are required to:

- Adopt and maintain management systems that comply with applicable laws, regulations and customer requirements. The systems must contain suppliers’ sustainability commitments and policies and identify and assign accountability and responsibility.
- Identify and mitigate operational risks. The management systems must contain suppliers’ sustainability commitments and policies.
- Create risk assessment and risk management processes and written performance objectives/targets to improve their sustainability performance.
- Establish programs for training workers to implement their policies.
- Provide worker feedback and grievance mechanisms to foster continuous improvement.
- Perform periodic audits and assessments to ensure compliance.
- Develop processes for communicating accurate information about their policies.
- Implement corrective action processes to ensure timely correction of deficiencies, as well as a supplier responsibility and engagement program to monitor compliance.
- Provide relevant data and information required by CommScope to comply with the applicable laws, regulations and standards.

CommScope actively encourages our stakeholders, including suppliers and their workers, to ask questions or report concerns. We strictly prohibit any form of retaliation against those who, in good faith, report a concern or suspected misconduct. To facilitate this, the company provides multiple channels for reporting grievances or concerns regarding business practices or suspected wrongdoing, including a dedicated hotline (CommAlert), a dedicated [web portal](#) and an email account reserved for allegations of misconduct ([ethics@commscope.com](mailto:ethics@commscope.com)).

Supplier training and engagement

CommScope frequently engages with suppliers through various platforms, with focus on education and raising awareness. These engagement activities include:

- Online training sessions available on our website for our suppliers to educate and raise awareness of our [Supplier Code of Conduct](#)
- Increasing awareness of CommScope’s sustainability requirements through conducting sustainability reviews, assessments and inspections at supplier facilities
- Completing frequent executive reviews with our suppliers’ leadership teams, as well as reviews of supplier sustainability performance and improvement opportunities
- Measuring sustainability performance using a dedicated supplier scorecard
- Coaching and communication with suppliers, specifically those in high-risk countries and regions
- Leading virtual sustainability training and communication via web meetings and on-site training
- Promoting the use of the RBA training resources by our suppliers
- Providing training materials for our suppliers to support our product compliance and sustainability efforts and informing vendors about our [Supplier Specification for Materials and Products](#) and [Restricted Substance List](#)

**Supplier CBAM training and engagement**

In March 2024, to better understand our suppliers understanding of the CBAM regulation and their intentions to respond to associated customer requests, we conducted a CBAM survey of our in-scope suppliers. Results indicated that 73% suppliers were “aware of the EU CBAM,” but less than 31% suppliers have experience in reporting CBAM emission data.

Based on the CBAM supplier survey results, we delivered a series of supplier CBAM training webinars which were recorded and made available on the CommScope supplier SharePoint website. This training included detailed guidance on the CBAM regulation and carbon accounting methodology. This was tailored to the supplier sectors such as aluminum, iron and steel. This survey and training formed the basis of our supplier CBAM engagement and was followed with requests to complete the EU CBAM Communications Template. This was reviewed by CommScope with issues and improvement areas shared with suppliers for resubmission.



Ensuring transparency in our supply chain

The following statements are designed to fulfill CommScope's reporting obligations, detailing our efforts to address modern slavery, forced labor, human trafficking and child labor in our operations and across our supply chain:

- [California Transparency in Supply Chains Act Disclosure](#)
- [U.K., Australia and Canada Modern Slavery, Forced Labor and Child Labor Disclosure](#)

CommScope is subject to the U.K. Modern Slavery Act (2015), the Australian Modern Slavery Act 2018 (Cth), and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (S-211). CommScope files the annual statement with the regulatory agencies in each relevant country. CommScope issues a unified statement to address this legislation, because all CommScope entities globally adhere to the same policies and processes, operate in the same sector of information and communications technology (ICT), and share many suppliers.

Furthermore, under our updated [Supplier Code of Conduct](#), we mandate the submission of a supply chain map for products supplied to CommScope. The map should identify all suppliers and sub-tier suppliers, including their locations, for the specified products. This requirement ensures that we are able to efficiently and effectively address emerging and evolving supply chain regulations globally.

In 2024, CommScope implemented the use of a supply chain risk management tool, SAYARI Graph, an online solution for vendor due diligence with upstream supply chain mapping, end-to-end supply chain risk management and built-in comprehensive risk adjudication and monitoring. The tool screens for more than 70 risk factors covering six thematic categories including sanctions, forced labor, and export controls. We use the tool in the updated Supplier Selection process; Supplier Quality Engineers conduct initial screening for forced and child labor risks, and the Trade Compliance team completes an analysis to determine if the initially identified risks are acceptable. If determined to be unacceptable, the suppliers are eliminated from the selection pool. In 2025, we will start screening all existing suppliers and take actions based on the identified risk levels. This tool helps us to stay compliant in today's fast-changing regulatory environment.

Supply chain GHG emissions

As part of our science-based targets initiative (SBTi) project, Scope 3 value chain emissions were estimated to make up approximately 95% of CommScope's GHG emissions. While in Scope 3, Use of Sold Products (Category 11) and Purchased Goods and Services (Category 1) account for 65% and 21% of the total Scope 3 emissions respectively.

With customers switching to renewable energy for their power needs, emission reduction in Purchased Goods and Services (Category 1) becomes more important. Therefore, achieving supplier emissions reductions is a key focus for achieving an SBTi-aligned, science-based net zero target.

To illustrate our supply chain GHG emissions management status in 2024, we engaged the top 50% suppliers by spend with a GHG emissions survey using the RBA Emission Management Tool (EMT), achieving a 93% response rate. We found 97% of respondents tracked GHG emissions and 81% of respondents have set GHG emission reduction targets. 70% of respondents have a mature system to manage and report GHG emissions, with 62% of respondents submitting their GHG emissions data via the CDP portal.

In 2025, we will expand the GHG engagement strategy to support suppliers in their efforts to improve GHG management performance.

Supply chain recycled material usage

Using recycled materials significantly reduces Scope 3 Category 1 GHG emissions by reducing the need to extract and process virgin raw materials, which typically requires a large amount of energy and generates substantial emissions.

Recycled Material Survey—Outdoor Wireless Networks (OWN) suppliers

CommScope's unwavering commitment to sustainability drives our efforts to increase the use of recycled and recyclable materials in our products. In 2024, we conducted a survey on the usage of recycled materials in the OWN business segment's supply chain, involving 111 suppliers from 25 commodities. The survey mainly focused on the top five suppliers by spend in each of the commodities, with an overall response rate of 86%, covering 64% of OWN direct spend in 2023.

We identified that recycled materials are used in 72% of commodities, with the top listed barriers preventing use of recycled materials listed as quality concern (50%), not defined in specification (11%), and cost (9%).

We remain committed to sustainability within our supply chain and will continue to improve communication with suppliers regarding our green initiatives. Furthermore, we will ensure that contracting documents include previously unlisted initiatives and requirements regarding recycled material usage for suppliers.

**Secure supply of raw materials**

CommScope has established a responsive and robust supply chain, resulting in decreased lead times and optimized availability, without compromising the standards we consistently uphold in materials and construction quality.

The primary raw materials and components we procure have remained consistent with previous years. The materials include metals such as copper, steel, aluminum and brass, along with silicon, plastics and other polymers and optical fiber. This includes circuit boards and other electronic components. CommScope uses fabricated copper, steel and aluminum to produce antennas, coaxial and twisted-pair cables, and polymers to insulate and protect cables.

The supply and cost of the materials we use are significantly affected by fluctuations in global demand, supply interruptions and other factors such as commodity inflation, logistics cost increases and certain shortages.

**Responsible sourcing**

A key component of CommScope’s supply chain and sustainability commitments is our effort to source minerals responsibly, particularly as conflict minerals and extended minerals are essential in the manufacture of our products. In 2024, CommScope updated our [Conflict Minerals Policy](#) to include extended minerals as identified by the Responsible Minerals Initiative (RMI). The updated CommScope [Responsible Minerals Sourcing Policy](#) and updated due diligence process for responsible sourcing is aligned with the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. This guidance focuses on transparency over tin, tantalum, tungsten and gold (commonly referred to as the 3TGs), and the extended minerals (cobalt and mica) supply chains by creating a process to engage suppliers, assess their due diligence efforts and identify smelters.

We conduct an annual Reasonable Country of Origin Inquiry (RCOI) into the source of any conflict minerals and extended minerals present in our products by collecting data from our suppliers using the industry standard Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT), respectively. Our RCOI includes:

- Identifying in-scope suppliers
- Risk assessment and data collection
- Data evaluation
- Follow-up with suppliers, if needed

Since CommScope is a member of the Responsible Minerals Initiative (RMI), smelters are encouraged to undergo auditing using the Responsible Minerals Assurance Process (RMAP). This helps identify smelters that can demonstrate—through an independent third-party assessment—that the minerals they procure do not originate from sources that contribute to conflict in the Democratic Republic of Congo (DRC) and adjoining countries and high-risk areas. As a contributing member of the RMI, participating in independent third-party audits and due diligence programs of responsible minerals smelters and refiners, we expect our suppliers to adhere to the same stringent standards and protocols as we do. This includes:

- Complying with Dodd-Frank regulations regarding conflict minerals and providing legally required compliance documentation to CommScope
- Conducting RCOIs to determine the source of conflict minerals (tin, tantalum, tungsten and gold (3TGs)) and extended minerals (cobalt and mica)
- Avoiding the use of conflict minerals and extended minerals that directly or indirectly finance or benefit illegal armed groups in the covered countries and high-risk areas
- Requiring suppliers that identify high-risk smelters in their supply chain to source materials alternatively

In 2024, we engaged our 166 identified in-scope suppliers and saw a 100% response rate to our conflict minerals RCOI and due diligence process, and a 72.3% response rate to our extended minerals RCOI and due diligence process, which was introduced for the first time. Robotic Process Automation is used to automate the data collection process for compliance status verification.

CommScope takes responsible minerals sourcing very seriously. We encourage you to review our [Responsible Minerals Sourcing Policy](#) and our [Form SD and Conflict Minerals Report](#) for further information.



At CommScope, we are dedicated to advancing digital infrastructure that connects and uplifts communities worldwide. With millions of users relying on our products and services daily, we recognize our unique opportunity to drive positive societal change. Our commitment to universal connectivity inspires us to design products that are affordable, accessible and beneficial to as many people as possible. Through our corporate social responsibility (CSR) initiatives, we actively support meaningful causes each year through charitable donations, community development and targeted aid programs, among others, to create lasting value.

Our employees are at the heart of our success and their well-being, health and safety are our top priorities. We are committed to creating a supportive, empowering workplace that provides professional development opportunities and training to help our employees reach their full potential so that we can all succeed, as a business and as individuals. It's how we build and run a workplace where everyone has equal opportunity to thrive.

We believe that a happy, healthy and engaged workforce is essential to our continued success together, so we prioritize employee well-being and ensure consistent support through well-being programs and mental health support. Doing our part to help our employees to perform their best is not only the right thing to do; it also delivers more positive outcomes for our customers, partners and communities alike.



### SUSTAINABLE DEVELOPMENT GOALS (SDGS)

In 2015, the U.N. adopted the 2030 Agenda for Sustainable Development in member states, identifying 17 **Sustainable Development Goals** (SDGs) that offer a global framework to safeguard people and the planet. We have identified those SDGs where CommScope can most effectively drive change and exert influence. Our most significant contributions are detailed in the 2025 SDGs Addendum.

# SOCIAL RESPONSIBILITY

We have reinforced our social responsibility performance throughout 2024 through several means, including the creation of employee professional development opportunities. These opportunities take form in our newly launched training programs, as well as a continued focus on promoting an inclusive culture within our business, through our DIBN network, which serves as a hub for both celebrating our diversity and providing education and guidance to all members including our early career professionals. The social responsibility progress we made in 2024 has contributed to an improved score of 8/10 for overall employee satisfaction in our annual engagement survey.

CommScope donated approximately \$620,000 to a variety of charitable causes in 2024, including more than \$50,000 donated to the American Red Cross and World Central Kitchen to provide relief to those affected by Hurricane Helene. A number of our employees also assisted with the relief efforts by making their own contributions of time and effort.

In 2024, we made significant progress towards our objective of promoting universal broadband connectivity and bridging the digital divide through multiple successful programs. Our collaboration with SMARTwave in the city of San Jose and our Rural Broadband Service solutions in Ontario, Canada helped to connect those who, by virtue of location or income, lacked reliable access. CommScope and SMARTwave have partnered with San Jose City for 10 years, significantly improving connectivity across the city to underserved neighborhoods with robust internet access to thousands of students from low-income families. SMARTwave places RUCKUS access points in public spaces, using traffic lights and rooftops to enable Wi-Fi connectivity for tens of thousands of users, generating additional revenue for city services.

2024 targets and achievements

**Our People Goal:** Leverage a collaborative, enabled and agile workforce to deliver business innovation

Objectives/targets	Progress
Activate our purpose, vision, values and CommScope NEXT strategy to drive engagement, innovation and growth	ACHIEVED
Drive positive talent and business outcomes through leadership, culture and positive employee experiences	ACHIEVED
Reinforce a diverse and inclusive culture that thrives on innovation and learning to adapt, grow and win	ACHIEVED
Provide meaningful well-being support to enable our employees to flourish in all ways	ACHIEVED
Serve as positive community citizens	ACHIEVED



**1,400**

Our Diversity & Inclusion Business Network (DIBN) now includes more than 1,400 employees worldwide



**8/10**

Awarded an 8/10 overall engagement rate by employees in the Pulse Survey



**0.24**

Achieved a global injury rate of 0.24, 73.3% below the U.S. Occupational Safety and Health Administration's industry rate of 0.9



**14**

Awarded 14 Frank M. Drendel Community Service Excellence Awards to our community service heroes



**>4,300**

Presented more than 4,300 STAR Awards to employees for unique and exceptional achievements



**270**

RISE for early-in-career talent has more than 270 members



**~\$620k**

Made ~\$620k in charitable donations

Recognition

- Awarded the Jaime Bermúdez Cuarón 2024 Medal, which recognizes companies and collaborators who have excelled in their careers in the telecommunications industry
- CommScope was recognized for participation and completion of the "Florece" social program, which actively works to prevent and address domestic violence in the workplace, promotes female leadership and generates a change in culture between men and women. A recognition was also received for the Employee Assistance Program, which offers psychological, legal and financial support to employees and their families.
- Cemefi recognized three facilities in Mexico for obtaining the Distinctive ESR (Socially Responsible Company), third year for Juarez-Bermudez, second year for our Juarez-Praderas site and first year for our Delicias site

**Human capital development**

**Internal training solution—Thrive@CommScope**

THRIVE@CommScope, our digital learning platform, has been a great success since its launch in 2021. Since then, the platform has been expanded and now hosts more than 116,500 unique pieces of learning material, with new content, in the form of articles, videos, book summaries and training courses being added daily. In addition to company-curated learning pathways and monthly campaigns, content is tailored to the skills and interests of users, ensuring that the most relevant content is easily accessible to visitors.

THRIVE also functions as a social network, enabling employees to share knowledge and connect with each other. Since launching, over 1,360 training materials have been created (or sourced by employees) and uploaded to THRIVE, helping us fulfill our commitment to sharing knowledge across our organization for the enrichment of all. The THRIVE mobile app encourages on-the-go engagement for full-time, salaried employees with CommScope-provided devices to access THRIVE at any time. CommScope continues to see robust participation in the platform; in 2024, we recorded that 9,171 CommScope employees accessed THRIVE, completing 13,145 hours of micro and meso training courses between them. The most popular content choices related to enabling the general manager model (GM101), performance management, management basics (uLEAD) and technical/safety training.

**External training solution—CommScope University and CommScope Infrastructure Academy**

CommScope University is an online platform established to support the advancement of employee and partner skills through a variety of training programs related to professional certification, technical, product and sales enablement training. The learning platform is accessible to all employees, partners and customers via the “My CommScope” homepage. CommScope University also includes ISO 9001 and TL 9000 compliance training courses. This includes training for all corporate, segment and business units Quality Management System (QMS) procedures.

The CommScope Infrastructure Academy provides advanced online educational opportunities with on-demand courses for network installers, technicians, engineers and integrators. Upon the successful completion of these courses, employees receive formal certifications in the latest wired, wireless, wireline and fiber-optic technologies, including innovative brands like ADC®, NETCONNECT®, Andrew®, KRONE® and SYSTIMAX®, among others.

**Leadership development**

CommScope offers a variety of programs to those in leadership positions to help them develop their skills, advance their careers and become more effective managers. These programs include:

- **uLEAD**, a digital training program that allows our employees to independently learn essential management skills at their own pace. It takes nearly 40 hours to complete all five levels including content on Managing Self, Managing the Business, Driving the Culture, Leading People and Leading Teams. Throughout the program, employees use discussion guides to structure brief conversations with their manager about learned content. In 2024, 42 of our employees completed the program and 168 completed one or more levels.
- **Connector Manager**, a facilitated program that provides practical tools and resources to help managers lead their teams more effectively and sustainably. The Connector Manager program has been translated into Spanish to increase its accessibility reach among CommScope employees. 446 managers completed the program in 2024.

**GM 101**

In July 2024, we announced GM 101, a voluntary, self-directed learning program available to all our salaried employees. Through approximately ten hours of videos, e-learning courses, book summaries and articles, participants are introduced to the general manager (GM) model, including elements essential to the model and key success drivers that enable it. Since its introduction, 122 of our employees have started the program and 57 have completed it.



The GM Model	Essential Elements	Key Success Drivers
<ul style="list-style-type: none"> <li>• An introduction to the general manager model</li> </ul>	<ul style="list-style-type: none"> <li>• Competitive Advantage</li> <li>• Value Pricing</li> <li>• Finance</li> <li>• Operational Excellence</li> </ul>	<ul style="list-style-type: none"> <li>• Personal Effectiveness</li> <li>• Decision Making</li> <li>• Ideas and Innovation</li> <li>• Communication and Collaboration</li> <li>• Simplifying Complexity</li> </ul>

**The Great Conversation Series**

CommScope piloted and then launched “The Great Conversation Series,” a program designed to foster connection, collaboration and learning. Participants had a unique opportunity to connect with employees from across the company, share perspectives and gain new insights.

646 of our employees signed up for one of three topic areas and completed the associated prework. They then joined a small group of colleagues in a 75-minute conversation facilitated by leaders from across the organization. During their conversation, participants broadened their business networks, explored the topic and used Viva engage to share additional stories, materials and resources.

Survey responses from participants showed that 99% agreed that their session was interesting, 98% would recommend it to a colleague, and 98% would attend a future session.



Topic 1	Topic 2	Topic 3
<p><b>The Importance of Inspiring Trust</b></p> <p>Participants learned how trust catalyzes positive outcomes and brainstormed ideas to drive sustainable success in every aspect of life and business.</p>	<p><b>Impact Players</b></p> <p>Participants discovered why an impact player mindset is attainable for anyone with the desire to excel and discussed techniques to unlock potential.</p>	<p><b>Slow Down, Think Creatively</b></p> <p>Participants explored how a cyclical process of creativity, critique, and action can lead to improved decision-making and sustainable outcomes.</p>

**Connector Manager Training**

Connector Manager is a three-part training program built on extensive research on how the best managers effectively coach and develop their colleagues. Each part of the program focuses on one of three connections successful managers proficiently develop: connections with the employee, team and organization. Research conducted by Gartner has demonstrated that managers who leverage all three of these connections can boost performance of their employees by as much as 45%, regarding efficiency, skills preparedness, inclusion and intent to stay with their employer.



PART 1	PART 2	PART 3
<p><b>The Employee Connection</b></p> <p><b>Diagnosis with Direction</b></p> <p>Participants learn how to ask powerful questions and follow up with concrete actions.</p>	<p><b>The Team Connection</b></p> <p><b>Flexible and Cohesive Teaming</b></p> <p>Participants learn how to assess and monitor the health and cohesion of their teams over time.</p>	<p><b>The Organization Connection</b></p> <p><b>Organizational Advocacy</b></p> <p>Participants learn how to advocate for their employees’ personal and professional growth.</p>

Our Connector Manager program began in 2023 and continues to deliver small, facilitated sessions. Each part of the program begins with a two-hour interactive learning workshop that includes group discussions and breakout activities. Participants receive practical templates and resource documents in an open toolkit, and practice using these tools. They are also encouraged to create an action plan, so they successfully integrate the tools into their day-to-day management.

Throughout the six-hour program, participants are encouraged to realize that being a Connector Manager isn’t about spending more time managing employees, but adding more meaning to that time spent, promoting sustainable productivity boosts. In total, 446 CommScope people managers have completed all three parts of the program. Feedback has been positive, with 99% agreeing that the program was engaging and relevant, and 99% asserting that they plan to use the program materials with their teams. CommScope plans to continue delivering the Connector Manager Training in 2025.

Leadership engagement and collaboration

We recognize the importance and impact of frequent and visible engagement from our senior leadership team on our performance and employee satisfaction. Our leadership team actively engages with employees in all departments of our business through several avenues, including:

- A minimum of 3–4 company-wide town hall meetings to share the latest updates from across the business
• Site visits to our facilities
• Frequent business segment specific town hall meetings
• Round-table events and interactions with line managers
• Company-wide engagements via email
• Annual Pulse Survey

Attracting and retaining talent

Our Talent Acquisition team is dedicated to attracting and retaining talent from all backgrounds, as we value a wide range of perspectives and have found that a diverse and inclusive team leads to more innovative ideas and solutions.

The team is also committed to continuously looking for ways to improve the recruitment process. In 2024, our hiring managers and recruiters were provided access to a global job description repository on our intranet. This directory was curated from roles across the organization and in all geographic regions as a resource for creating consistent and compelling job descriptions. CommScope has also developed an applicant and candidate survey, which enables us to identify the aspects of the recruitment process which are perceived to be most beneficial to candidates—as well as those areas in which we can further improve. We have been proactive in addressing the areas for improvement identified in the most recent survey.

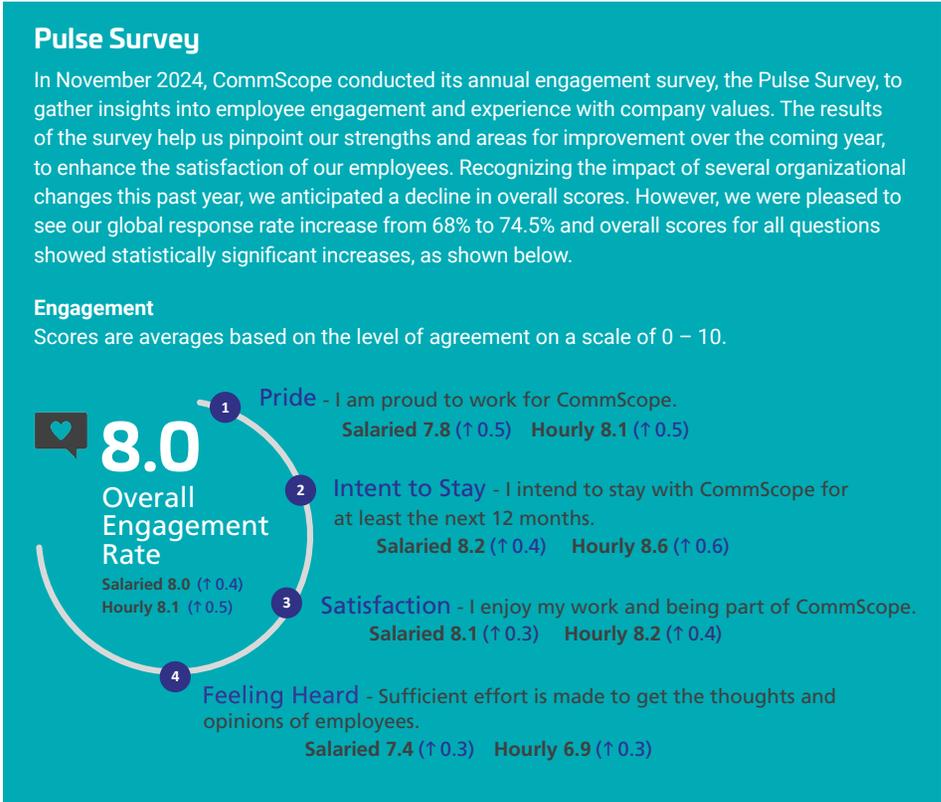
In 2024, overall candidate satisfaction with our recruitment process was 4.02 out of 5. The most recent survey conducted has enabled us to identify that further improvements in the process need to focus on clearly setting expectations and explaining the job requirements in our hiring process. In 2023, we completed a significant Talent Acquisition project which focused on process optimization, based on feedback from candidates and hiring managers. Through 2024, we have continued to streamline several elements of our hiring process and simplified our communication practices.

We have also further expanded the capabilities of our digital recruitment tool called "Ali", which was implemented in 2023. Ali helps potential future employees to find job opportunities, ask common applicant questions and learn more about the company.

Ali is also capable of providing instant, automated scheduling at certain steps of the recruiting process. We will continue to evolve our HR Tech stack and look to implement systems and tools that will support all our HR processes, including Talent Acquisition.

For many years, CommScope has provided each new employee with a Welcome Coach, whose role it is to ensure that new starters are supported from their first day by an experienced peer. The Welcome Coach network was initially created as CommScope recognized the importance of a smooth onboarding process to the general well-being and long-term success of new employees. The main responsibilities of the Welcome Coaches are to outline company values, structure and processes, and to provide insights as to how we operate. Though the Welcome Coach program officially lasts three months, coaches remain constantly available to answer questions or provide support, even after this initial period ends.

Our Welcome Coach network is extremely valuable to our hiring managers, who rate Coaches as "very helpful" and score them a satisfaction rating of 9 out of 10.



The 2024 candidate survey shows that we have a robust and valuable recruiting and onboarding program. In 2024, overall candidate satisfaction with our recruitment program was 4.1 out of 5; for onboarding, we received a rating of 8.7 out of 10.

This feedback enables us to continuously improve by adding additional support material like the new employee checklist. Our 2025 focus is to upgrade our current onboarding system, including mobile app functionality, a new employee portal before start date and automated workflow processes, to name just a few improvements.

**Investment in the future**

The Graduate Rotational Program (GRP), an initiative to hire and train the next generation of skilled workers, was launched in 2022. The program is two years long and the first cohort graduated in 2024. In 2023, we continued the program and welcomed a new cohort, which is due to graduate in 2025. During the course, employees gain a wide range of experience across different teams and projects important to the success of the business. This program remains geographically limited to the U.S. In 2024, we placed this program on hold and focused on our internship programs.

CommScope has been engaging with U.S. schools for several years to better determine which programs and student organizations to work with in order to attract students to our intern and co-op programs. Given the reduced interns headcount in 2024, we limited our presence at universities during onsite career fairs. We were successful in recruiting student interns and co-ops in the U.S. through job boards and social media advertisements.

In 2024, we welcomed 61 college students to our redesigned internship and co-op program, which provides students with a valuable opportunity to professionally develop and gain experience in their fields of study, including engineering, marketing and IT. The students also participate in workshops, networking events and an executive speaker series. At the end of the program, students receive feedback and career advice. The program also gives us at CommScope a chance to identify high-potential students and prepare employment opportunities after graduation.

**Young Professionals Program**

Dries De Kegel was selected to participate in the 2024 Young Professionals Program and represent the Belgian Electrotechnical Committee to IEC. In October, he attended the 2024 IEC General Meeting and Young Professional Workshop as well as ongoing IEC activities. He also presented a team proposal for the IEC Global Impact Fund at the IEC webinar "Innovating the Future – Young Professionals at the Forefront of the IEC," which attracted a diverse audience from more than 40 countries.

**CommScope’s Diversity & Inclusion Business Network (DIBN)**

CommScope first established the Diversity & Inclusion Business Network (DIBN) in 2020. Since then, it has grown to 1,430 members. Our DIBN network serves as a hub for recognizing and celebrating the unique experiences and viewpoints of our employees from across the globe. It features tailored programming for its members and supports early career professionals through the RISE program, which in 2024, included 270 members.

DIBN members can access a portal to stay informed about upcoming events and take advantage of networking opportunities. The network is overseen by a Leadership Council of 11 employees, led by two co-chairs. The network also has several ambassadors who are responsible for organizing local events. The DIBN is sponsored by Robyn Mingle, CommScope’s Senior Vice President and Chief Human Resources Officer.

**2024 DIBN highlights/priorities**

- Global World Diversity Month conference: Discover the Power of EQ—Over two half-day sessions, all CommScope employees were invited to attend and more than 1,200 participants were introduced to critical insights about emotional intelligence (EQ) and its profound impact on our personal and professional lives. The event featured three insightful keynote speeches by Sarah Golley, a certified behavioral consultant and emotional intelligence coach, as well as interactive panel discussions with CommScope leaders.
- Career Connect Program—60 participants in this mentoring program.
- Delivered three programming events, including:
  - Balancing Work and Life: Strategies for Success
  - Bringing Your Authentic Self to Work
  - Project Management Skills for the Workplace and Beyond
- Organized membership events—Four peer discussions following programming event topics.
- Trained hourly workforce in China and India. More than 2,500 employees trained/participated in 2024, constituting 2,482 training hours with 30 trainers.
- RISE—Monthly local events throughout the year, including practical networking and professional development sessions as well as a meet-and-greet lunch and learn with NASCAR MX drivers.

**Opportunities for all**

In the U.S. and everywhere, CommScope aims to promote equal advancement opportunities for all of our employees. In 2024, CommScope had more than 24,000 employees located in 57 countries and benefited from our workforce’s global diversity. Our international collaboration improves idea generation and problem-solving, which in turn benefits all of our stakeholder groups.

We’re committed to ensuring that we comply with the legal requirements set out in every region and country in which we operate to promote fairness, equity, and create a work environment in which all employees feel valued, included and treated with respect.

Decisions regarding hiring, pay and promotions are based solely on the candidate’s competency and are not influenced by personal characteristics, except when mandated by law.

Creating and maintaining inclusive environments is crucial for fostering a sense of belonging and psychological safety, which in turn can boost employee engagement, productivity and innovation. This approach is essential for retaining diverse talent and ensuring equal access to opportunities. Our annual Pulse Survey measures how well we are performing in relation to employee inclusion, broadly defined as the degree to which employees feel valued, respected and supported within their organization.

Our 2024 Pulse Survey revealed that we scored well in all factors that contribute to inclusion. We are happy to report our employees view CommScope as having an inclusive culture, evidenced by the overall scores in categories related to this topic. All scores are on a scale of 0 – 10.

- Fair treatment: 7.35
- Belonging: 8.23
- Integrating differences: 8.50
- Decision making: 8.40
- Psychological safety: 8.50
- Trust: 8.60

By successfully prioritizing inclusion, CommScope cultivates a culture that values and leverages the unique perspectives and experiences of all employees. We believe that this focus on inclusion can ultimately result in improved business performance.



**Supporting women’s leadership**

In 2024, we remained dedicated to supporting women’s leadership. At our Juarez-Bermudez plant the CREA committee moderated talks on important social and cultural issues, which was attended by the Municipal Women’s Institute.

International Women’s Day’s 2024 theme, “Inspire Inclusion,” was celebrated across our global facilities to honor the accomplishments of women in their communities. Among these celebrations were:

- CommScope’s Betty Arellano from our Juarez, Mexico facility, who gave a presentation on the role women play in the industry, how to prepare for challenges and how to manage them.
- Employees from Delicias, Mexico attended a talk presented by the Delicias Women’s Institute to stop violence against women.
- Women in our Bangalore, India office were honored with grace and empowerment through workshops, awareness sessions and more.
- The CREA committee in Bermudez, Mexico attended the Municipal Women’s Institute to learn about gender violence in a presentation of Myths of Romantic Love.

**EMPOWER HER initiative**

CommScope hosted the U.S. Ambassador to the Czech Republic in Pardubice and used this opportunity to advance women’s empowerment through the EMPOWER HER initiative.

This initiative, a joint effort between the U.S. Department of Commerce/Global Markets and Amchams in Europe, is important to the embassy. We were pleased to confirm CommScope’s commitment to the initiative as the 15th company operating in the Czech Republic to sign a declaration supporting women’s empowerment. This initiative underscores our dedication to fostering an inclusive workplace where all individuals have equal opportunities to thrive.

This participation represents a very real commitment to action and a promise to cultivate an environment where every voice is heard, and every contribution is valued. These actions reaffirm our belief in the importance of collaboration, innovation and diversity in driving meaningful change both within our company and in the broader community.

**The Power of EQ**

All salaried employees were invited to unlock the power of emotional intelligence (EQ) and transform their professional journey. CommScope’s DIBN was proud to sponsor a virtual conference on EQ, where employees were invited to attend one of two half-day events at a time that worked best for them. Over the two-day event, more than 1,200 employees joined in to listen to distinguished speakers and attend interactive workshops. Sessions included:

Three Keynote Sessions with Sarah Golley		
EQ Concepts	An Inner Focus	An External Practice
		
<p><b>The Importance of EQ</b></p> <p>During this plenary sessions, Sarah Golley, a certified behavioral consultant and leadership coach, discussed emotional intelligence and how it crucially impacts our personal and professional lives.</p>	<p><b>Developing Your EQ</b></p> <p>Attendees used insightful case studies and learned practical steps to help acknowledging their influence on others, mastering their emotions and focusing on what can be controlled.</p>	<p><b>Relationship Management EQ</b></p> <p>Participants explored actionable steps and case studies that highlight two emotional intelligence competencies, empathy and straightforwardness.</p>

Breakout Sessions		
Multiple Panel Discussions	Multiple Peer Discussions	
		
<p><b>A Leadership Perspective on EQ</b></p> <p>Attendees heard the unique perspectives about the critical role of EQ in the workplace from diverse leaders across CommScope, including various SVPs, VPs and Directors</p>	<p><b>EQ: More Powerful Than IQ</b></p> <p>Starting with a thought-provoking video, a facilitator led small group discussions with participants where they could reflect on the content, share their ideas and deepen their understanding of EQ.</p>	<p><b>Traits of Emotionally Intelligent People</b></p> <p>Starting with a thought-provoking video, a facilitator led small group discussions with participants where they could reflect on the content, share their ideas and deepen their understanding of EQ.</p>

Innovating for inclusivity

Digital access and inclusion

As a leader in the telecommunications industry, we continue to be committed to expanding access to broadband internet connectivity, and the quality-of-life improvements that such access enables. Reliable connectivity is essential for economic development, career opportunities and other avenues of participation in digital life; however, its availability is not as widespread as it should be, and the digital divide continues to impact those in remote and underserved communities.

The scale and complexity of this challenge has been recognized by governments worldwide, which are now providing vital funding to enable fast rollouts of broadband networks everywhere—particularly in these often-neglected communities.

As a leading manufacturer of the fiber broadband infrastructure that these networks need to close the digital divide, we are dedicated to working with these government bodies—and the service providers who deploy this vital infrastructure—to help make universal broadband access a reality for all.

San Jose’s SmartWAVE

For the last ten years, a collaboration between the City of San José, California, CommScope’s RUCKUS Networks and SmartWAVE has helped drive the Garden City’s smart city vision for safety, sustainability and economic growth.

Commerce, transportation and community are all elements contributing to the positive growth of a city, and all require robust wireless connectivity. Today, thanks to several smart city projects, San José residents are never far away from the RUCKUS technology that connects thousands of people at its schools, convention center, airport and throughout the community.

With a third of students at the city’s East Side Union High School District (ESUHSD) unable to access broadband connectivity to do homework, school leaders were determined to close this access gap. Using a \$2.7 million school bond to fund an extension of the ESUHSD Wi-Fi® network to surrounding neighborhoods with new RUCKUS access points (APs), a RUCKUS SmartZone™ controller and RUCKUS AI™, the city and ESUHSD provided coverage where there had been none, eliminated spotty coverage and enabled smooth video playback and faster download speeds.

Today, thousands of low-income students can fully participate in ESUHSD’s digital curriculum. The school and the city have also expanded the program to seven additional high school attendance areas. Altogether, the city deployed more than 900 medium-density APs and an almost equal number of high-density APs throughout school grounds and surrounding neighborhoods.

Following the success of the ESUHSD project, the city launched an outdoor network to revitalize businesses and encourage people to visit downtown retailers and restaurants. Part of this effort involved deploying a Wi-Fi network using streetlight poles, traffic lights and city building rooftops for mounting RUCKUS APs. Proactive network optimization and troubleshooting with RUCKUS AI has ensured an uninterrupted Wi-Fi experience for all. Now, this network carries terabytes of traffic by tens of thousands of connected community users and generates additional revenue for city services.

Ontario rural broadband services

In 2024, CommScope signed a multi-year deal with Xplor, the largest rural-focused broadband service provider in Canada, to bring new rural broadband services to the province of Ontario. Once complete, the deal will connect over 35,000 homes and businesses to fiber internet as part of the Government of Ontario’s Accelerated High-Speed Internal Program (AHSIP). CommScope will be providing both design and permitting services for the new network.

Once installed, residents in rural communities across eastern, central and southwestern Ontario will be able to enjoy gigabit-speed streaming and downloads, enhanced video calls and improved access to telemedicine services.

Federal Communications Commission (FCC) certification

CommScope’s Comsearch® spectrum management division has been certified by the Federal Communications Commission (FCC) for the commercial deployment of its Automated Frequency Coordination (AFC) system, enabling the shared use of 850 MHz within the 6 GHz spectrum.

The AFC system supports unlicensed 6 GHz standard power and fixed client devices, enhancing service quality by maximizing the available spectrum for improved throughput. This advancement enables high-speed Wi-Fi, smart device connectivity and comprehensive internet coverage. By integrating with RUCKUS Wi-Fi 7 and Wi-Fi 6E APs, these networks can deliver extended range, improved signal strength and enhanced throughput. This development highlights CommScope’s innovation in spectrum access and commitment to regulatory compliance, ensuring efficient spectrum use.

### Build America Buy America

In 2024, CommScope announced plans to expand production of our fiber-optic connectivity product portfolio. This manufacturing expansion will help address the projected increase in demand for Build America Buy America (BABA) Act-compliant products, which are both manufactured and assembled in the United States. Key products such as Fiber Optic Splice Closures (FOSC®), fiber distribution cabinets and connectorized hardened and non-hardened fiber terminals will meet the BABA domestic preference. Our production is planned to meet industry demand.

The expansion of fiber-optic networks has a range of societal benefits, including:

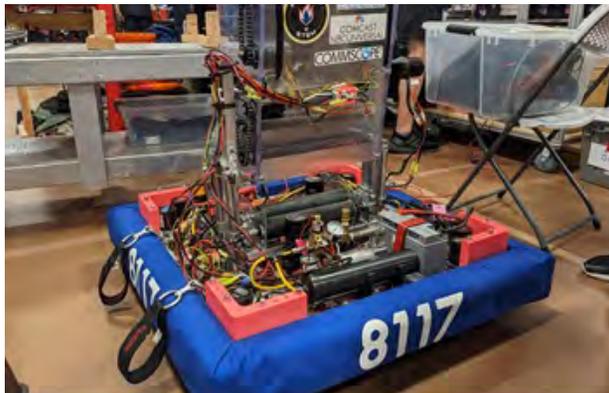
- Better connecting rural communities and underserved areas
- Creating at least 250 CommScope employment opportunities over the next five years—90% of which won't require a college degree
- Bolstering domestic production, contributing to the federal government's initiative of a more national supply chain
- An investment of \$47 million towards expanding fiber-optic production, focusing predominantly on rural applications
- Progress toward fulfilling CommScope's "Broadband for Everyone" initiative

Our new HeliARC™ fiber-optic cables are projected to support 500,000 passed homes a year in fiber-to-the-home (FTTH) deployments. HeliARC is a smaller, lighter cable, enabling faster installation, lower deployment costs and reduced shipping volume. This new technology also contributes to our environmental goals in the form of lower transport emissions.

### Community involvement

CommScope proudly continues to provide corporate funding and product donations, as well as talent and time, to communities throughout the world where its employees live and work to help those in need as well as promoting educational programs for students.

In 2024, we contributed approximately \$620,000 to an array of charitable organizations and causes including the YMCA, Habitat for Humanity, Meals on Wheels and sponsorship of the Easton RoboRovers robotics team. We also donated computers and furniture to assist global communities and charities in need.



The Easton RoboRovers 2023-2024 Bot proudly displaying the CommScope logo.

The passion and commitment of CommScope and its employees to create a positive impact on global communities and help promote social change makes a genuine difference in the lives of others.

### Natural disaster relief

2024 has seen a number of dramatic weather disasters and other tragedies across the world, affecting areas where many of our employees live and work. In response to these unfortunate events, CommScope and its employees donate funding, supplies and their time to help those affected.

### Spotlight—Hurricane Helene:

In response to Hurricane Helene, which affected over a thousand CommScope employees, CommScope launched a matching donation campaign, matching dollar for dollar (up to \$50,000) for employee donations made to the American Red Cross (ARC) and World Central Kitchen (WCK). Approximately \$51,000 was donated to ARC and WCK by CommScope and its employees. Additionally, twenty pallets of water were ordered to be distributed to communities in need in North Carolina.

CommScope also provided the use of one of its trailers and delivered donations dropped off at Bandy's Fire Station in North Carolina to a relief location in Newland, North Carolina. Community volunteers assisted with loading / unloading the donated goods to be distributed to hurricane victims.

### The Frank M. Drendel community service excellence awards

Each year, the Frank M. Drendel Community Service Excellence Awards recognize the most significant community service efforts made by CommScope employees. Multiple awards presented in various categories and include a \$1,000 donation to the winner's charity of choice. 14 employees were selected in 2024 to receive the Frank M. Drendel Community Service Excellence Award. These community service heroes support a wide range of community initiatives which include addressing human rights, assisting those with physical and intellectual disabilities, and delivering hands-on STEM programs for youth.

United Way campaign

In 2024, CommScope renewed our employee donation matching campaign for the U.S. and Mexico United Way campaigns. For every dollar donated by CommScope employees to an eligible United Way organization, CommScope provides a 50% match for up to \$500 in donations per U.S. employee.

This cornerstone of CommScope’s signature charitable activities raised more than \$67,000 in 2024. These valuable funds go to support more than 220 United Way charities, many of which operate in the communities where CommScope employees live and work.

Global CSR contributions

Approximately \$350,000 was donated to a variety of charities to help those in need. These donations included funding for school kits for children, wheelchairs for the disabled, village school infrastructure improvements and the building of a resource center to provide therapy and training to local families.

**Spotlight:** Volunteers from CommScope and Sagara Taluk came together to assemble 5,085 school kits to distribute to children in Sagara, Bengaluru, Chikkaballapur, Kodagu, Tumakuru and Malur.



Other community involvement activities

- Our Goa, India facility volunteered to organize a Blood Donation Camp through Goa Medical College Blood Bank. Our employees donated 62 units of blood. Blood drives also took place at our Juarez, Mexico facilities.
- In April 2024, a group of volunteers representing our Reynosa, Mexico facility visited the orphanage “San Francisco” to celebrate Children’s Day. CommScope employees participated and collaborated with donations to make it happen.

- Employees of our Juarez, Mexico facilities once again voluntarily collected toys to give to children in vulnerable situations. We collected 288 toys, distributing them to children across three different sites.
- Volunteers from Juarez-Bermudez, Mexico also dedicated their time to bringing gifts to 30 interns of the “Good Living” shelter located in Juarez. The volunteers spent time conversing and sharing food and hot drinks with those currently living at the shelter.
- CommScope’s Heinz Mayr, warehouse coordinator in Buchdorf, Germany, organized and coordinated fire brigades in his community to aid disaster relief as the area faced dangerous flooding due to heavy rains.

How our products affect end users and consumers

Telecom technology is always evolving. Recently, there has been significant investment in 10G wired broadband technology. Though this technology is still rolling out, its benefits are becoming increasingly evident. Recent enhancements include greater connection speed, capacity, reliability, reach and efficiency. Today’s networks are seeing more common delivery of multigigabit speeds, network virtualization and automation.

The future of cellular networks is likely to become more integrated with Wi-Fi. To prepare for this, CommScope has developed fiber-optic and wireless solutions designed to connect to buildings and devices both indoors and out. CommScope remains at the forefront of these technological advancements, continually innovating sustainable and responsible products with the aim of improving connectivity for end users.

**Erasing the digital divide**

The Federal Communications Commission’s Rural Digital Opportunity Fund (RDOF) broadband initiative, which is used by telecom providers to improve connectivity to underserved communities, continued to run throughout 2024.

Supporting RDOF’s goal to reduce the digital divide in rural communities across America, CommScope has shipped over two million units of fiber-optic splice closures (FOSC) in the past two years.

Our products also enable those in education to be flexible in their learning, both in-person and online, in real time. This flexibility allows for self-paced learning, making it significantly easier to balance education with personal commitments or challenges faced by students. Lectures can be recorded and stored online to be viewed at a more convenient time. The successful deployment of this technology has assisted many schools and students, and as such, we are committed to further expansion.

**Total rewards**

CommScope recognizes the importance and significance of compensation and benefit offerings to our employees. Therefore, we have established processes that include reviewing global benchmark data and understanding local differences. This allows us to provide a comprehensive suite of rewards, such as incentive plans that recognize both company and individual contributions and health and welfare programs that support overall employee well-being.

**Compensation**

Our compensation plans are designed to align with and support CommScope’s overall business strategy. We emphasize a strategic approach in attracting, engaging, motivating and rewarding our employees.

Our incentive programs are linked to both individual and company performance, reinforcing our pay-for-performance culture. Variable (incentive) pay increases with job level, reflecting the varying levels of influence each job has on short- and long-term results.

Eligibility for the Annual Incentive Plan (AIP) and the Long-Term Incentive Plan (LTIP) is based on job level, market competitiveness and share availability. By linking incentives to both short-term and long-term results, we align employees’ interests with the company’s strategic goals.

**Pay equity**

Equity is important in many areas of our business and pay equity is important in the space of employee rewards. CommScope has several internal processes in place to review employee pay, promotions and pay adjustments to ensure pay is fairly aligned to the role and prevailing wages in the market.

**Benefits**

CommScope’s employee benefits are closely aligned with those in the markets and countries in which we operate. The benefits packages provided by CommScope include medical insurance plans, life/disability and accident insurance coverage, retirement benefits and locally applicable benefits. In previous years, CommScope has made significant progress in harmonizing the benefits we provide across all the countries in which we operate, and further harmonization will be considered throughout 2025.

**Recognition and reward programs**

Award	Description
Annual Incentive Plan (AIP)	Rewards employees for achieving strategic, financial and individual goals. In 2024, 8,409 employees received an AIP bonus.
Employee Financial Incentive Plan (EFIP)	This program covers salaried non-exempt employees (Grade 30 to 41) and certain pre-defined hourly employees who are not on any other bonus plans, based on the achievement of performance objectives.
Long-Term Incentive Plan (LTIP)	An equity-based program to reward and retain employees in key positions.
STAR Awards	Employees receive cash STAR Awards and certificates for unique and exceptional achievements that support CommScope’s values. We awarded more than 4,300 STARs valued at \$940,000 in 2024.
Ascend Awards	Provides a bonus paid over two years to key talent in recognition of their outstanding contributions. In 2024, 137 awards were issued globally.
Vacation Service Awards	All U.S. employees who reached a five-year service anniversary on or after January 1, 2020, received an additional two weeks of vacation for the year for every five-year employment anniversary milestone (e.g., 5th year, 10th year, etc.). In 2024, 752 CommScope U.S. employees received this extra vacation time. Employees become eligible for this benefit on a recurring basis at every five-year milestone (5 years, 10 years, 15 years, etc.).
Frank M. Drendel Community Service Excellence Awards	This annual program is our way of recognizing and rewarding our community service heroes. We select multiple winners and donate \$1,000 to each employee’s designated charity. All community service efforts are eligible, including those from individuals or groups that involve CommScope employees. In 2024, we provided 14 awards.
Inventor Incentive Awards	These awards recognize engineers and technologists who submit patentable inventions on CommScope’s behalf. Each eligible inventor receives monetary compensation at the time of filing and again at issuance. Additionally, Lifetime Achievement Awards may be given, providing further patent compensation. In 2024, approximately 287 employees received more than 714 awards (Q1, Q2 and Q3; Q4 awards will be fulfilled in 2025).
Lifetime Achievement Awards	The Lifetime Achievement Awards honor innovators who accumulate 10 or 25 qualifying inventions, each with at least one qualifying patent grant. So far in 2024, 14 employees received a Lifetime award (Q1, Q2 and Q3; Q4 awards will be fulfilled in 2025).

Employee well-being

CommScope understands that the success of our business is dependent upon the well-being of our employees. Recognizing that well-being encompasses both physical and mental health, we are dedicated to offering a variety of resources to support our employees and their families with our extensive well-being program. The program is provided to all of our employees, and we have expanded the program in 2024 to include non-U.S. employees through our local HR representatives.

There are multiple ways in which we contribute to improving the health and well-being of our employees, including:

- Adopting best practices that can decrease high-risk health factors
- Providing health insurance benefits to reduce the cost of accessing healthcare
- Promoting activities that encourage healthy, productive employment
- Providing education about our programs and services
- Evaluating our success to better address future employees' healthcare needs

Our well-being program, "Good for You," aims to promote healthy decisions and healthy lives of our employees and their families. It includes multiple elements which provide physical, emotional, legal and financial well-being resources.

We use the results of our employee engagement efforts to make informed decisions to organize meaningful activities for employees. One example is our Wellness Wednesday events, which involved 367 U.S. employees who participated in sessions focused on health and financial well-being topics. Globally, 536 employees participated in global Wellness Wednesday events. These programs are managed and administered by a benefits and well-being specialist.

2024 well-being program



**Accolade-provided personalized support** of U.S. employees' and their families' health and benefits needs, including finding a new doctor, resolving claims issues, understanding their benefits and consulting with nurses.



**On-site health clinics** at some manufacturing facilities provide preventive care, disease management, prescriptions and care for chronic conditions like diabetes and hypertension.



**Well-being ambassadors** promote and support healthy living by encouraging employee participation in the well-being program, on-site fitness activities, medical screenings and health coaching services, among other initiatives.



**On-site fitness centers** at most of our locations ensure good employee health and are managed in accordance with the government's guidance on gyms and fitness centers.



**GuidanceResources** is an employee support program, created to assist employees with issues such as bereavement, substance abuse, anxiety and childcare challenges. The program provides information, toolkits and counseling in four main areas: financial guidance, legal assistance, work life balance and counseling.



**Annual vaccines** are available because CommScope partners with third-party service providers to offer on-site flu shots and other vaccines for essential workers in multiple facilities around the world.



**Dario** is a personalized digital care solution that helps people with prediabetes and diabetes on their path to living healthier. Available to U.S. employees, Dario is a no-cost, all-in-one glucometer with test strips and lancets with a mobile app that reviews your health data.



**Legal resources** provide U.S. employees with the means to understand legal topics, whether due to a particular legal challenge or simply to better acquaint themselves with specific laws.



**The 5AM Club in Bangalore, India**, gives CommScope employees a chance to take advantage of mindfulness, exercise and personal growth. We encourage employees to make an early start by sharing their experiences on the 5AM Club platform and fostering wider self-improvement.



**Counseling services** allow all global employees to access up to five free sessions with a certified professional counselor to discuss topics such as parenting, mental health and financial well-being.



**HR Digest Newsletter** supplies tools and resources to help employees navigate their working environment. These tools include forums, events, articles and guidance under the heading of "Live Well, Work Well and Lead Well."



**Accolade 2nd.MD (second opinion program)** offers, at no additional cost, U.S. employees and their dependents with access to medical second opinions for musculoskeletal (MSK) issues such as back, knee, hip, or joint pain if they are enrolled in one of the CommScope UMR medical plans. A second opinion makes a better-informed patient and may help that patient avoid unnecessary procedures like surgery, when an alternative approach may offer a more effective solution.



**Sword Health (physical therapy program)** is a digital physical therapy program designed to help U.S. employees and families covered under our UMR medical plan to overcome their back, joint, or muscle pain at home, and at no additional cost. Combining physical therapists with convenient, easy-to-use technology, Sword has developed an effective alternative physical therapy solution for members ages 13 and up. Sword can help address joint or muscle pain for the back, shoulder, neck, hip, knee, elbow, ankle, wrist and pelvis with this new solution.

A global activity challenge was conducted from July 15, 2024, to September 13, 2024, and included 74 teams worldwide that walked, ran and exercised the equivalent of 128,506 miles between them. To celebrate everyone’s achievement, CommScope donated \$5,000 to the World Central Kitchen.

Some of our well-being activities are regionally focused:

- In Singapore, we provided topic-specific well-being webinars in partnership with Aon.
- Across Australia and New Zealand, we offered well-being centered employee events that included well-being education and employee charitable events.
- India offered several well-being learning events and employee activities, hosted by local CommScope employees and/or Aon.
- In Greater China, we provided many well-being activities that were both career- and personal life-focused.
- In Bangalore, India, we relaunched VIBE, our team responsible for organizing events, cultural celebrations and dynamic team engagement activities.

**Employee health and safety**

Our approach to health, safety and well-being remains proactive. This approach is essential for the successful operation of our business and for the environment in which we work, whether it’s in our facilities, at home or on the move. We are pleased to report that in 2024, our manufacturing, administration, research and development (R&D) facilities, warehouses, and distribution centers operated an occupational health and safety (OHS) management system aligned with the ISO 45001:2018 international standard. 90% of our manufacturing facilities are ISO 45001 certified. The Sales offices have been omitted from the program due to a negligible footprint, headcount and limited resources. Our OHS program within our Environment, Health and Safety (EHS) management system includes all workers in our manufacturing, administration, R&D facilities, warehouses and distribution centers.

Our EHS management system outlines key processes and practices to ensure the safety of all employees. This system sets targets, provides necessary resources, and creates a comprehensive health and safety program. Continual improvement is an integral part of our EHS system and, as such, we are constantly looking for ways to improve the program. Further information related to our EHS management system can be found on our [website](#).

In November 2024, we celebrated 2,000 days without any major accidents or incidents occurring at our Delicias facility in Mexico, demonstrating our continuous commitment to operational safety and dedication of our team to maintaining a safe work environment.

**Safety excellence and safety culture**

Our Safety Excellence Roadmap (SER) guides our commitment to continuously enhancing our safety performance. This internally developed framework focuses on six critical areas of health and safety which have been identified through a comprehensive review of past incidents, regulatory requirements and best practices. By focusing our approach on these areas, we aim to significantly reduce CommScope’s injury rate, an important health and safety KPI. The six key areas of our health and safety approach are:

- Machine safeguarding
- Ergonomics
- Warehouse and powered industrial vehicle (PIV) safety
- Safety culture and leadership
- Occupational health and safety risk
- Compliance management

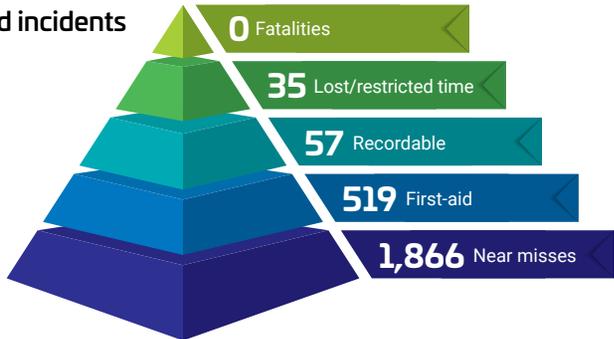
The corporate EHS team conducted its annual verification and goal-setting process, aiding sites in re-establishing new baselines and setting their 2024 year-end objectives. Sites were encouraged to evaluate their current performance levels in the six key areas mentioned above, along with their goals and available resources.

The sites followed a goal-setting process with monthly progress reviews conducted by regional single points of contact from the corporate EHS team. Furthermore, annual objective achievement was verified in early 2025, and sites in scope improved their baseline scores by an average of approximately 9%.

**Reporting near misses and incidents**

CommScope employees utilize the BSI Entropy web-based platform to record incidents, hazards and near misses. Leveraging this third-party platform fosters an open reporting culture, which leads to more hazards being identified and subsequently addressed. In 2024, we witnessed 28.5% fewer reported near misses compared to 2023. There were 2,609 near misses reported for 2023 and 1,866 near misses reported for 2024.

**Work-related incidents**



**Our actions to mitigate significant hazards**

Work-related hazards*	Actions
Overall hazards	249 risk assessments were conducted and reviewed globally at our manufacturing sites and distribution centers to identify and control occupational health and safety risks. Controls to mitigate these hazards are being selected with use of hierarchy of controls. In addition, sites completed the hazard identification survey to help them identify potential gaps in their risk assessment process.
Hazards associated with warehousing/logistics	Warehouse safety program (inclusive of powered industrial vehicle and pedestrian safety) included in the SER.
Hazards associated with operating machinery in manufacturing locations	Machine safeguarding program is included in the SER. The majority of machinery has been assessed for safeguarding exposures and safeguarded as appropriate.
Ergonomics hazards associated with manual material movement (lifting, bending, carrying, etc.)	Ergonomics program is included in the SER. In addition to regional regulatory requirements, Humantech software has been leveraged in most of the sites to identify, assess and reduce ergonomics hazards.
Hot surfaces, exposure to extreme temperatures	Typically associated with machinery operation and machine safeguarding program, and addressed the same way.
Other workplace related hazards	Addressed with variety of controls ranging from preferred engineering solutions to proper training, operating procedures and personal protective equipment.

\* This is a non-exhaustive list of hazards that CommScope identified and managed. The hierarchy of controls principle is embedded in the EHS management system. When sites take actions that address risks, they follow this principle. An example is pedestrian safety risk assessments at all manufacturing/distribution center sites. While these or similar hazards caused some of the injuries, those injuries were primarily minor.

**Worker participation, consultation, and communication on occupational health and safety**

CommScope seeks and solicits consultation and participation from workers at all applicable levels and functions, as well as workers’ representatives when appropriate, in the development, planning, implementation, performance evaluation and actions for improvement of the OHS management system.

Mechanisms, time, training and resources for consultation and participation include:

- Site safety and health committees
- CommAlert, a confidential reporting system
- Near miss reporting through the Entropy tool
- Periodic town hall meetings, which include Q&A
- New employee OHS training
- Periodic OHS refresher training for existing workers
- Periodic communications from CommScope top management and the corporate EHS team

Obstacles and barriers to participation are determined and removed through the following mechanisms; barriers are minimized when they cannot be completely removed:

- CommAlert, a confidential reporting system
- Provision of a local ethics officer (HR site manager)
- Assigning a Corporate Ethics and Compliance Officer to ensure employees are encouraged to provide input and are protected from reprisal
- Ensuring site EHS representatives are fluent in, or have the ability to provide resources and responses in, the language(s) of the workers

**Worker training on occupational health and safety**

To ensure CommScope sites and operations meet the goals of the OHS management system intended outcomes, all employees working under the control of the system shall be competent to do the task(s) that they have been assigned.

Competency is established based on factors including education, training and experience. Therefore, 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.

The competency requirements apply to persons working under the control of CommScope and who can affect its OHS performance or cause a significant OHS impact.

The competence of workers should include the knowledge and skills needed to appropriately address the OHS risks and opportunities associated with their work and workplace. Workers or their representatives may assist in the process of defining the criteria to establish competency for each role.

If a job or task has been determined to be high risk, site EHS representatives shall ensure worker training:

- Is provided in a manner that suits the needs of all workers involved
- Ensures workers achieve the required level of competency
- Is tailored specifically to the high-risk task



The operations of telecommunication companies are responsible for up to 3.9% of global greenhouse gas (GHG) emissions, according to a 2021 survey published by ScienceDirect, with this figure projected to grow without immediate action. With a global footprint spanning more than 150 countries, CommScope recognizes the need to measure and mitigate our environmental impact on a global scale. We are dedicated to cultivating environmental sustainability within our industry by taking proactive steps to reduce our carbon footprint and promote responsible practices within our operations and supply chain.

While we are proud of our market growth and technological achievements, we acknowledge the need for development and improvement. Therefore, we continually seek innovative solutions and enhanced product design and development, adjusting our production, distribution and consumption patterns to reduce the pressure exerted on Earth's finite resources.



### SUSTAINABLE DEVELOPMENT GOALS (SDGS)

In 2015, the U.N. adopted the 2030 Agenda for Sustainable Development in member states, identifying 17 **Sustainable Development Goals** (SDGs) to guide global efforts in safeguarding people and the planet. We've identified those SDGs where our company has the opportunity to make the most substantial impact. The 2025 SDGs Addendum highlights our key contributions towards these goals.

# ENVIRONMENTAL RESPONSIBILITY

Overall, 2024 was a year of success and achievement for CommScope in the pursuit of our environmental KPIs and objectives. As with 2023, 2024 was more representative of pre-COVID-19 pandemic market conditions and, as such, we have continued to index our performance against our 2019 base year.

In 2024, we continued to drive energy efficiency across our products in all business segments. Furthermore, CommScope leaders are at the forefront of developing global standards for network energy efficiency and energy goals. In 2024, approximately 10% of our purchased electricity was delivered by renewable sources. Our overall energy consumption declined by 13% compared to 2023, and by 31% compared to our 2019 base year.

Reduced production levels in 2024 impacted the volumes of waste that could be recycled, reused or eliminated, and therefore we didn't achieve our waste goal. Our increased fiber-optic cable production also contributed to this shortfall. We generated 21% less operational waste compared to 2023 and diverted 82% of nonhazardous waste and e-waste from landfills in 2024.

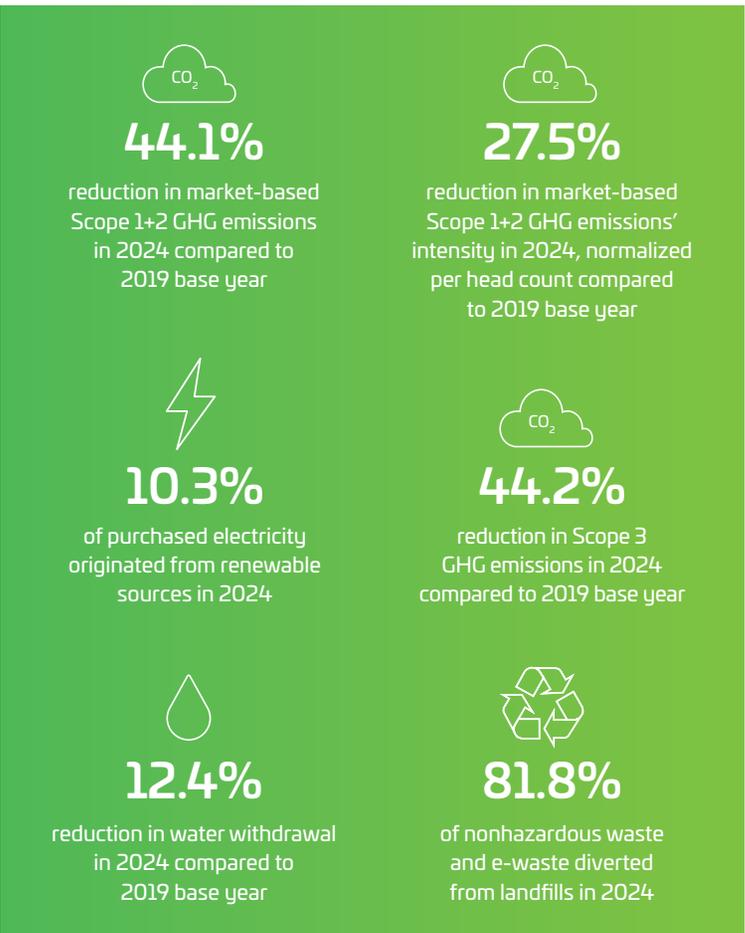
As water scarcity remains a [pressing and growing global issue](#)—by 2050 it is predicted that the global urban population facing water scarcity will have doubled, to include 1.7 – 2.4 billion people worldwide—CommScope is committed to addressing this challenge where we can. In 2024, our water consumption per employee increased by 7% compared to 2023, and by 11% against our 2019 base year. We achieved our goal and improved our water withdrawal normalized by total hours worked by 2%.

Additionally, all in-scope manufacturing facilities retained certification to the ISO 14001:2015 environmental management system standard.

**2024 targets and achievements**

**Our business operations goal:** Reduce the environmental effects of our operations and facilities

Objectives/targets	Progress
Reduce our Scope 1 and 2 GHG emissions by at least 2% by year-end 2024, measured against our 2019 base year	<b>ACHIEVED</b>
Continue to maintain ISO 14001 and ISO 45001 certification at selected facilities	<b>ACHIEVED</b>
Achieve a 2% increase in waste recycled/reused/eliminated over 2023 volumes	Not achieved
At minimum, maintain 2023 water usage performance normalized by total hours worked	<b>ACHIEVED</b>
At minimum, maintain the 2023 EHS incident rate for the company	<b>ACHIEVED</b>



- Recognition**
- Recognized publicly and received accolade for our work to combat the [effects of climate change](#)
  - Achieved a "B" score in the [CDP Climate scorecard](#) scorecard, which indicates that the company is taking coordinated action on climate issues

2024 targets and achievements

**Our sustainable products goal:** Develop solutions that meet our customers’ current and future sustainability requirements

Objectives/targets	Progress
Using our internal life cycle assessment (LCA) capabilities, complete three different product category LCAs. Procure capabilities to internally generate health product declaration (HPD) and create the HPD for copper cables	ACHIEVED
<b>CCS:</b> Develop internal tools for sustainability reporting, complete product LCAs following the LCA roadmap, expand single-use plastic elimination program	ACHIEVED
<b>NICS:</b> Identify product efficiency improvement programs, including innovative and intelligent features to reduce power consumption and energy use in the operational mode	ACHIEVED
<b>ANS:</b> Continue active participation in driving the standards development for network energy efficiency and energy goals, including the European Commission’s Broadband Networking Equipment Code of Conduct and the SCTE’s Energy Management Subcommittee	ACHIEVED
<b>OWN:</b> Leverage our LCAs to increase the use of recycled and recyclable materials in our products and packaging, and propose new refurbishment services to our customers	ACHIEVED

Environmental management system

Our corporate EHS team is tasked with fulfilling CommScope’s EHS sustainability vision by upholding a comprehensive company-wide EHS management system. This system is compliant with the most recent versions of ISO 45001 and ISO 14001 standards. CommScope leverages BSI Entropy™, a web-based platform which provides an integrated suite of tools that provide greater visibility into, and control of, our compliance and operation activities. To drive continuous improvement, we utilize the Plan, Do, Check, Act (PDCA) concept.



Our Executive Sustainability Council (ESC) is responsible for ensuring CommScope’s EHS policy, vision and mission align with the company’s strategic direction. All managers are accountable for driving the implementation and execution of the various requirements and principles across CommScope.

4.2 Reducing impact of our operations

Climate change, energy efficiency and GHG emissions

Reducing the environmental footprint of our products, operations and supply chain is a core element of our sustainable vision. In 2024, progress continued towards these goals by improving product sustainability profiles and reducing our overall GHG footprint. CommScope’s overall market-based GHG emissions in 2024 amounted to 2,059,395 metric tons of carbon dioxide equivalents (CO<sub>2</sub>e), a reduction of 45% against 2023 and a 56% reduction against our 2019 base year.

Climate-related legislation

The Corporate Sustainability Reporting Directive (CSRD) is an EU directive that has global reach and, as such, places significant requirements on CommScope as a global manufacturer. We have been preparing to meet the requirements of CSRD since it came into force and continue to do so. As outlined in the Introduction section of this Report, we have now conducted our double materiality assessment in accordance with CSRD guidance. This will help inform our reporting using the European Sustainability Reporting Standards, ensuring we report on material topics and impacts, risks and opportunities.

We continue to monitor the progress of the U.S. Securities and Exchange Commission (SEC) Climate Disclosure Rule; however, we expect that our existing approach to climate change and emissions reporting will ensure we will be well prepared to meet its likely requirements.

Along with CSRD, the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards (IFRS S1, IFRS S2) offer a second set of standards that will have global reach. Financial markets, stock exchanges and national governments are adopting IFRS Sustainability Standards to underpin their disclosure regulation. These standards utilize the Sustainability Accounting Standards Board (SASB) standards (to which CommScope already aligns our reporting) and align with much of GRI (to which CommScope reporting also aligns), meaning that CommScope is well placed to adopt IFRS standards if required. Further consolidation of global sustainability reporting is offered through IFRS S2, which incorporates the Task Force for Climate Related Financial Disclosures (TCFD) framework and ISSB’s integration of the U.K. Transition Plan Task Force guidance for articulating a company’s preparation for moving to a low carbon economy.

Science-Based Targets (SBTs) project

In the past year, we have been making progress towards reducing our GHG emissions in alignment with our SBTs project in a time of significant organizational restructuring. In January 2024, the Home Networks business segment was sold by CommScope to Vantiva. Due to the Home Network's minimal contribution to our Scope 1 and 2 carbon emissions, the sale did not trigger re-baselining using the threshold criteria set by the Science Based Targets Initiative (SBTi) However, the sale triggered re-baselining of our Scope 3 carbon emissions.

In early 2025, CommScope also sold our OWN and DAS businesses to Amphenol. After analyzing on the impact of this transaction on our total emissions, we have determined that re-baselining will be required to reflect these significant changes to our organizational structure and boundaries. CommScope plans to complete this re-baselining in 2025.

In the past year, we have submitted our commitment to the SBTi, which now can be viewed on their website.

To Work By Bike

CommScope's "To Work by Bike" challenge, a sustainability initiative held at our Brno site, marked its 10th anniversary in 2024. For the past decade, employees at this site have actively participated in the scheme. Each May, employees are encouraged to commute by bike, on foot or by scooter, reducing carbon emissions and promoting active travel.

This year, 49 colleagues from the CommScope Brno plant participated, collectively covering 14,200 kilometers and saving 2,300 kg of carbon emissions during the monthlong event.

2024 Earth Day—Planet vs. Plastics

The World's Earth Day, observed annually on April 22, highlights the impact of human activity on the environment. This event aims to increase awareness of the importance of energy efficiency, promote waste recycling and encourage the use of renewable energy sources, while also emphasizing the need for sustainable development. Entities worldwide are encouraged to organize activities focused on environmental care and maintenance.

To commemorate this day, 120 trees were delivered to CommScope employees in Delicias, Mexico.

At the CommScope facility in Brno, Czech Republic, employees celebrated the occasion by enhancing the company premises through the planting of fruit trees. These trees will provide both shade and a bountiful harvest of sweet fruit during the summer months.

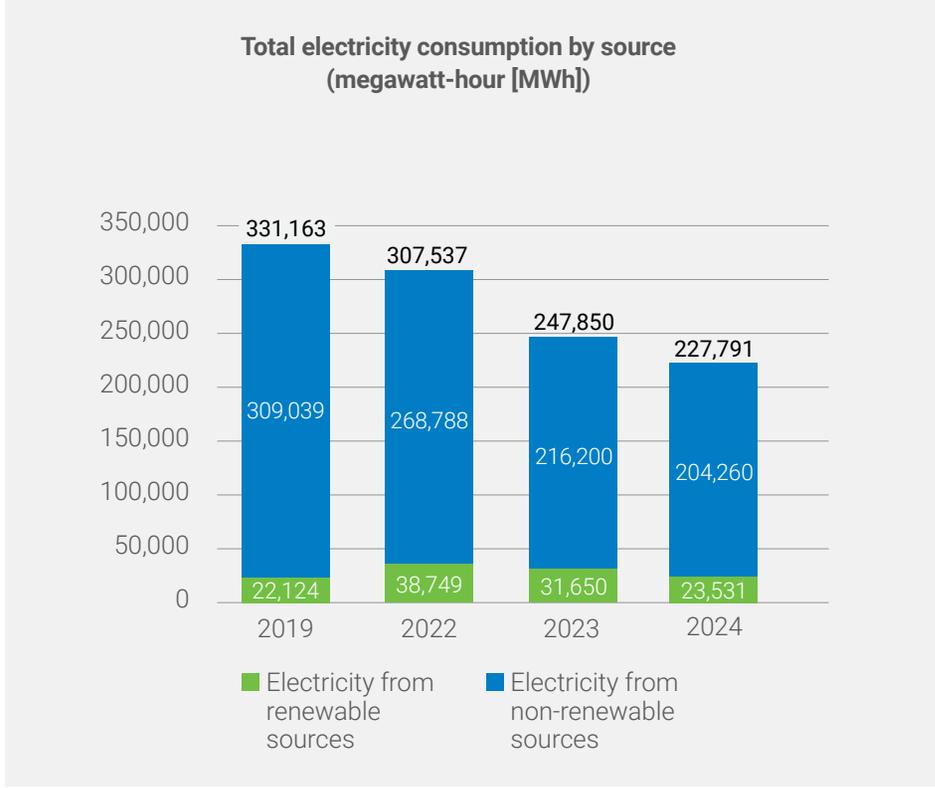
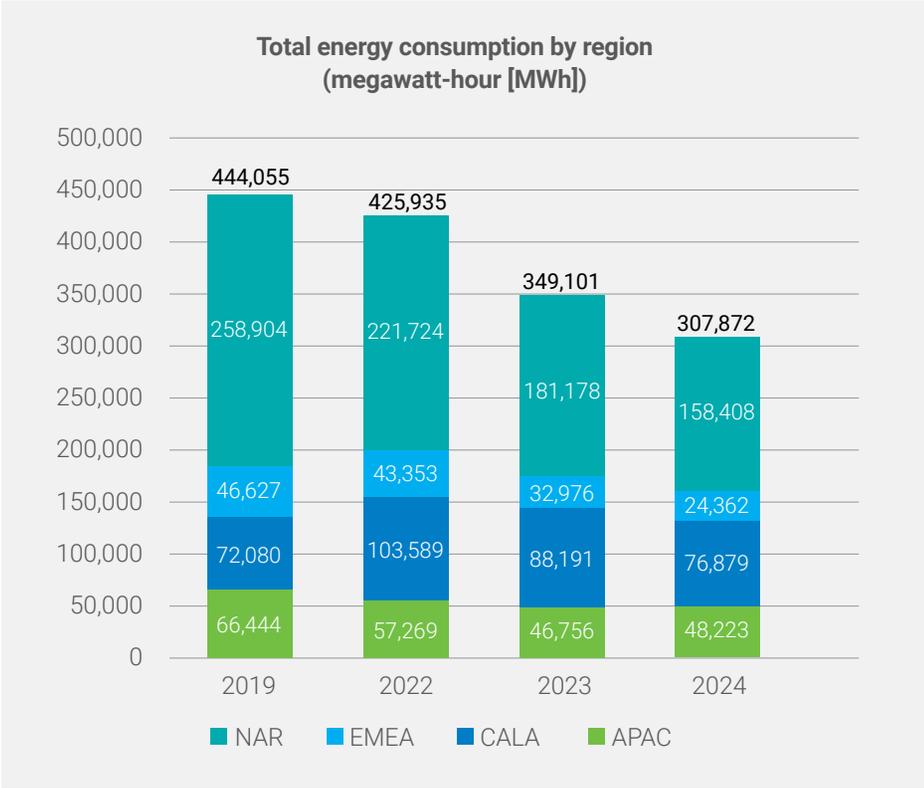
CommScope employees at our Juarez-Praderas and Juarez-Bermudez sites in Mexico participated in the annual "Let's Plant Today" volunteering event, resulting in the planting of over 50 trees in a public park in Juarez, Mexico. CommScope will continue to ensure optimal care for these newly planted trees through our partnership with United Way, with a contribution to the installation of an irrigation system.



Reducing energy and GHG emissions in our operations

Energy

Overall, CommScope achieved significant global energy consumption reduction in 2024, using 307,872 MWh compared to 349,101 MWh used in 2023—a 13.4% reduction year over year, driven largely by reduced production and facility portfolio changes. Compared to our 2019 base year, we reduced energy consumption by 30.7%.



Total energy consumption between 2023 and 2024 decreased by 13.4%. Significant reductions occurred in EMEA, CALA and NAR regions, whilst energy consumption slightly increased in APAC. Our total energy consumption has also decreased by 30.7% between our 2019 base year and 2024.

During 2024, 10.3% of the electricity consumed by CommScope was generated from renewable sources. This is a 6.4% increase compared to our 2019 base year. In 2024, the purchase of renewable energy decreased by 25.7% compared to 2023.

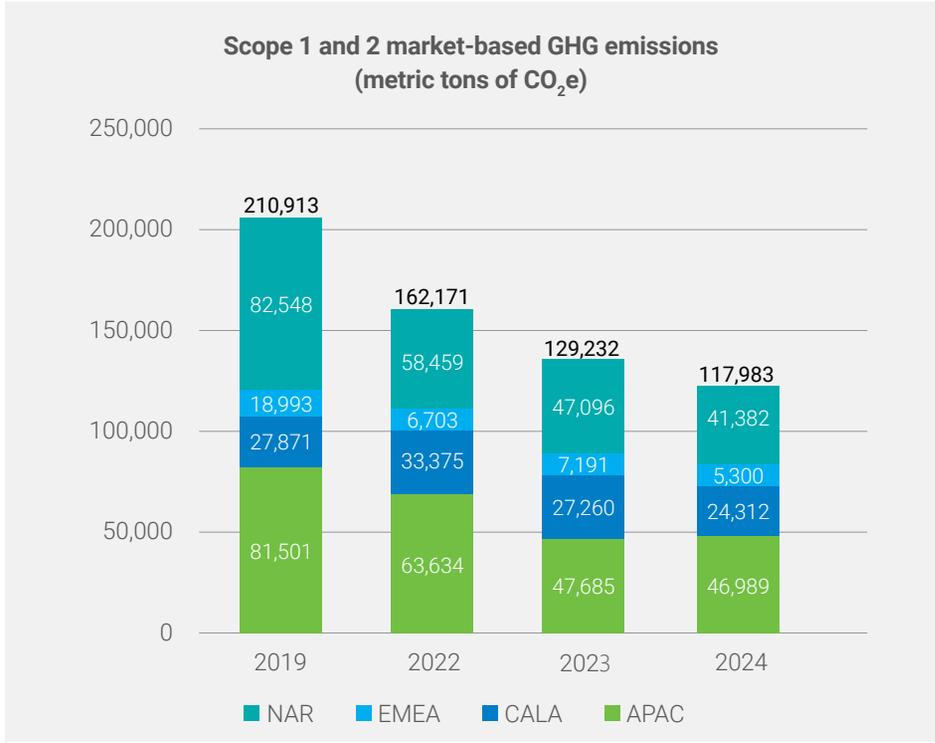
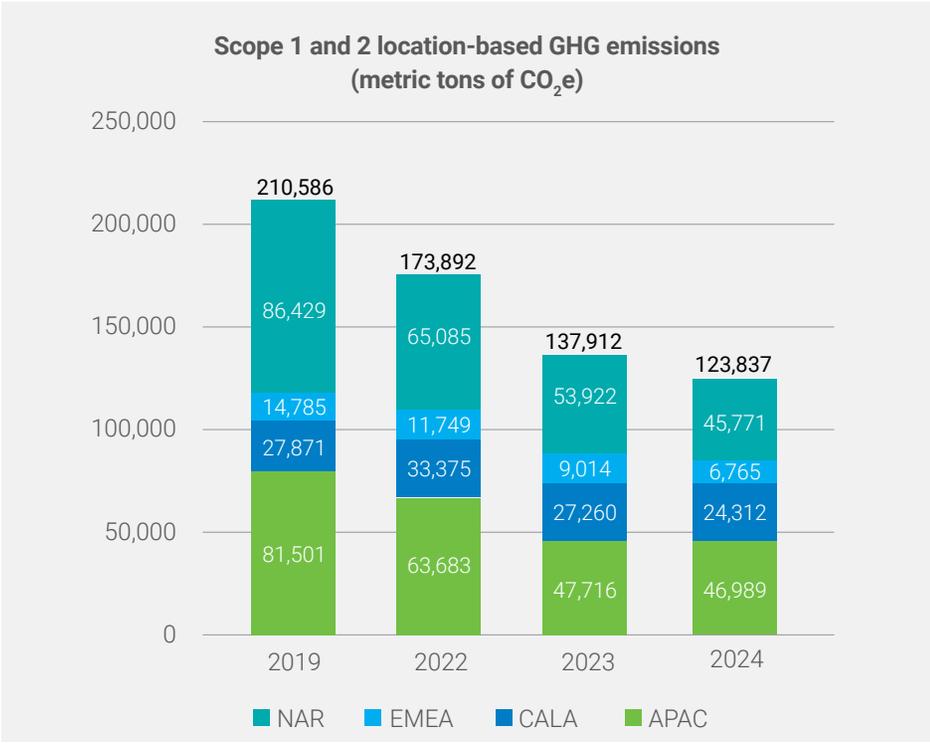
Our U.S. operations are the greatest consumers, accounting for 158,408 MWh in 2024, representing 51% of our global energy use. This higher consumption is explained by the larger number of employees, offices and sites, including manufacturing and R&D facilities, based in the U.S., compared to the other regions.

**GHG emissions**

In 2024, our Scope 1 (direct) GHG contributed to 1.5% of our total carbon footprint. Our Scope 2 (indirect) market-based GHG emissions, from the purchased electricity and heat, accounted for 3.2% of our total carbon footprint. The remainder of our total emissions, 95.3%, arose from Scope 3 (indirect). The Scope 3 categories, as defined by the Greenhouse Gas Protocol, which we have captured in our carbon footprint are:

- **Upstream activities:** purchased goods and services, capital goods, fuel and energy related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, upstream leased assets
- **Downstream activities:** downstream transportation and distribution, use of sold products, end-of-life treatment of sold products, downstream leased assets, investments

Our energy consumption is linked to our Scope 1 and 2 GHG emissions. However, as CommScope operates in several different regions, the electricity generation grid mixes vary. As a result, the proportion of emissions generated in each region varies relative to energy consumption.



The sum of our Scope 1 and 2 location-based emissions in 2024 was 123,837 metric tons of CO<sub>2</sub>e. This is a 41.2% reduction against our 2019 base year and a subsequent decrease of our 2023 Scope 1 and 2 location-based emissions of 10.2%. Emissions decreased across all regions between 2023 and 2024, with reductions of 2% in APAC, 11% in CALA, 25% in EMEA and 15% in NAR. The overall reduction in emissions is attributed to improved energy efficiency measures implemented across various sites globally. Additionally, a reduction in production output throughout the business has played a significant role in contributing to this improvement.

Our combined Scope 1 and 2 (market-based) emissions in 2024 equate to 117,983 metric tons of CO<sub>2</sub>e, which was an 8.7% reduction against 2023 and a 44.1% reduction against our 2019 base year. Scope 1 and 2 market-based emissions decreased all regions between 2023 and 2024.

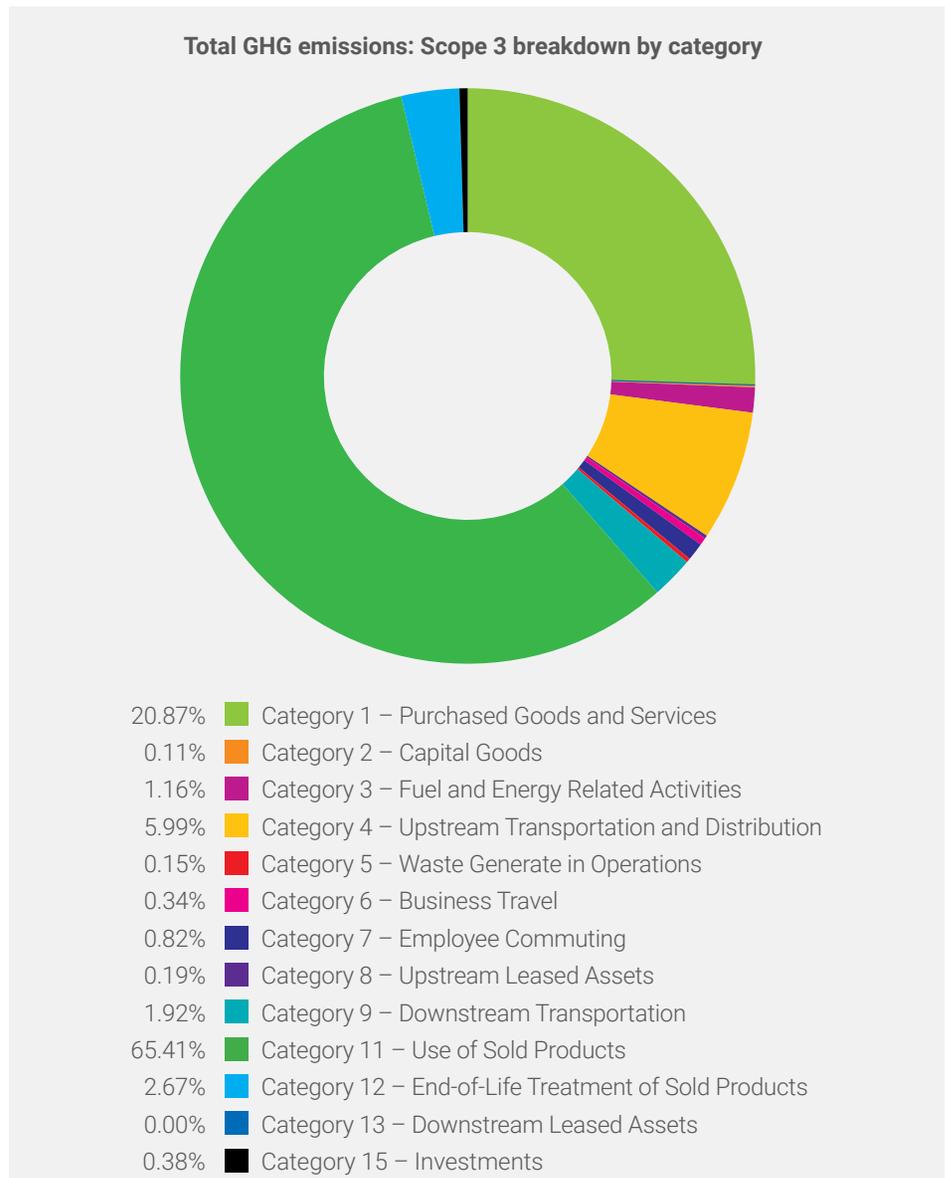


Due to the [divestiture of the Home Networks business](#) in January 2024, our Scope 3 GHG emissions decreased significantly. This event reached our 5% materiality threshold that triggered the Scope 3 recalculation process of our base year. In 2025, due to the [divestiture of our OWN and DAS businesses](#), our Scope 1, 2 and 3 GHG emissions are likely to decrease. This is mainly due to the high emissions which occur during the “use phase” of their products.

CommScope continues to enhance our reporting processes and data calculations to account for business structure changes, such as acquisitions and divestitures, changing emission factors, improved data accuracy and corrections made during review. As a result, historical data may differ from previously reported values. We are committed to standardizing our measurement systems and metrics.

CommScope Scope 3 (indirect) GHG emissions accounted for 95.3% of our total carbon footprint in 2024, with Category 11 (Use of Sold Products) and Category 1 (Purchased Goods and Services) being the most significant.

We recognize that same Scope 3 GHG emissions sit outside our direct operations but we have the opportunity to influence these through our operational behavior.



2024 energy conservation and GHG emissions reduction measures

CommScope has implemented multiple energy conservation and energy efficiency measures at our facilities around the world. The most significant emissions savings recorded in 2024 include:

- Goa, India**—Saved 434,800 kWh; 292 metric tons of CO<sub>2</sub>e release avoided; equivalent to 1,197,196 km driven by an average gasoline-powered passenger vehicle
- Insulation line and extruder controls changed from DC to AC, resulting in a reduction in electricity consumption equating to 27.1 metric tons of CO<sub>2</sub>e in 2024.
  - Process improvements (including reduced heat loss in the oven and wash plant, increased loading density of paint system and installed auto sequential start-up of paint system) saved 4.2 metric tons of CO<sub>2</sub>e.

- Horsham, PA**—915,820 kWh saved; 560 metric tons of CO<sub>2</sub>e release avoided; equivalent to 2,294,456 km driven by an average gasoline-powered passenger vehicle
- Scheduled rooftop units (RTUs) to power down during unoccupied hours in Building 2 and 3
  - Shut down various variable air volume (VAV) boxes in Buildings 1 – 3
  - Fixed various issues with ten VAVs in Buildings 1 – 4
  - Reset static pressure in Building 1
  - Setback the temperature of three VAVs during occupied hours for winter in Building 1
  - Setback temperature setpoints in Building 2 – 4
  - Fixed variable VAV temperature in Building 2
  - Adjusted VAV heating setpoint from 76° F to 68° F for summer season in Building 2
  - Setback VAV temperature during weekend day hours in Building 3
  - Building 1 and 4 delamping

- Lowell, MA**—190,488 kWh saved; 84 metric tons of CO<sub>2</sub>e release avoided; equivalent to 344,614 km driven by an average gasoline-powered passenger vehicle
- Running one condenser water pump during free cooling instead of two throughout the campus
  - Fixing air handling unit (AHU) 3’s cooling control valve leak at Tower 3
  - Fixing outside air damper programming issue to run during occupied hours at Tower 2
  - Reducing heating setpoints from 74° F to 72° F for 4 VAVs that were heating excessively throughout the campus
  - Fixing or replacing five computer room air conditioning (CRAC) unit’s cooling control valves at Tower 2
  - Optimizing AHUs in various ways, including fixing failed starter
  - Changing five VAV setpoints
  - Installing cooling tower variable frequency drive (VFD)
  - Fixing AHU static pressure reading issue

- Suwanee, GA**—62,840 kWh saved; 41 metric tons of CO<sub>2</sub>e avoided; equivalent to 166,805 km driven by an average gasoline-powered passenger vehicle
- Fixing economizer on several rooftop units (RTUs)
  - Resetting static pressure for several RTUs

Equivalent distances were calculated from energy consumption values using the [U.S. Environmental Protection Agency \(EPA\) Greenhouse Gas Equivalencies Calculator](#).

**Renewable electricity contracts**

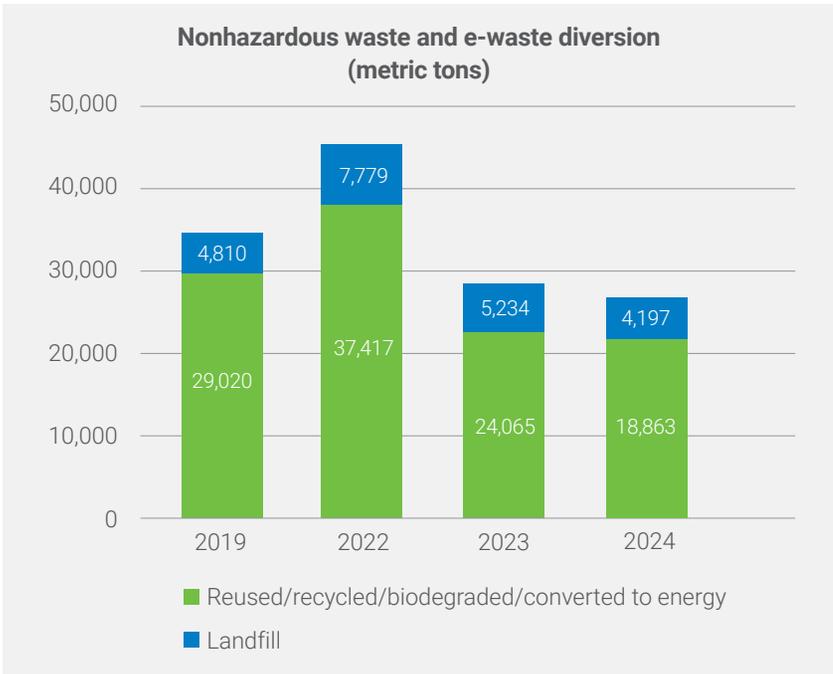
- Santa Ana, CA, U.S.—Purchased 352,150 kWh of renewable electricity in 2024, saving 178 metric tons of CO<sub>2</sub>e; equivalent to 727,901 km driven; renewable energy source: wind and/or solar.
- Lisle, IL, U.S.—Purchased 4,295,573 kWh of renewable electricity in 2024, saving 3,786 metric tons of CO<sub>2</sub>e; equivalent to 15,516,199 km driven; renewable energy source: wind.
- Horsham, PA, U.S.—Purchased 5,572,043 kWh of renewable electricity in 2024, saving 3,406 metric tons of CO<sub>2</sub>e; equivalent to 13,959,958 km driven; renewable energy source: renewables mix.
- Euless, TX, U.S.—Purchased 927,143 kWh of renewable electricity in 2024, saving 530 metric tons of CO<sub>2</sub>e; equivalent to 2,170,546 km driven; renewable energy source: wind.
- Mission, TX, U.S.—Purchased 285,801 kWh of renewable electricity in 2024, saving 163 metric tons of CO<sub>2</sub>e; equivalent to 669,093 km driven; renewable energy source: wind and/or solar.
- Richardson, TX, U.S.—Purchased 1,244,318 kWh of renewable electricity in 2024, saving 711 metric tons of CO<sub>2</sub>e; equivalent to 2,913,090 km driven; renewable energy source: wind.
- Bray, Ireland—Purchased 7,779,726 kWh of renewable electricity in 2024, saving 5,227 metric tons of CO<sub>2</sub>e; equivalent to 21,421,003 km driven; renewable energy source: renewables mix.
- Cork, Ireland—Purchased 908,476 kWh of renewable electricity in 2024, saving 610 metric tons of CO<sub>2</sub>e; equivalent to 2,501,434 km driven; renewable energy source: renewables mix.
- Limerick, Ireland—Purchased 130,960 kWh of renewable electricity in 2024, saving 88 metric tons of CO<sub>2</sub>e; equivalent to 360,590 km driven; renewable energy source: renewables mix.
- Bodelwyddan, U.K.—Purchased 1,946,168 kWh of renewable electricity in 2024, saving 1,308 metric tons of CO<sub>2</sub>e; equivalent to 5,358,655 km driven; renewable energy source: renewables mix.
- Malton, U.K.—Purchased 88,539 kWh of renewable electricity in 2024, saving 59.5 metric tons of CO<sub>2</sub>e; equivalent to 243,787 km driven; renewable energy source: renewables mix.

Equivalent distances were calculated from energy consumption values using the [U.S. Environmental Protection Agency \(EPA\) Greenhouse Gas Equivalencies Calculator](#).

**Waste management**

Minimizing the quantity of waste we generate, and ensuring that waste we do generate is responsibly treated, is crucial to our commitment to sustainability and environmental stewardship. During our manufacturing processes, we operate a safe waste management system that both diverts nonhazardous waste from landfill and preserves the value of materials for recycling. We monitor our waste metrics using categories of waste diversion and waste disposition to quantify our annual progress. Throughout 2024, we further expanded our recovery and recycling efforts, reduced our disposal costs and decreased our reliance on natural resources.

In 2024, we successfully diverted 81.8% of nonhazardous waste and e-waste from our operations from landfill globally. This was accomplished through improvements in our product designs and manufacturing processes, as well as reusing materials, recycling waste and converting waste to energy. However, the increased production of fiber-optic cables poses a challenge for CommScope and other telecommunication providers due to the difficulties associated with reuse, resulting in an increased quantity of nonhazardous scrap metal.



In 2024, CommScope produced 22,761 metric tons of nonhazardous waste, a decrease of 21.3% compared to 2023 and a 31.9% in/decrease from our 2019 base year. In 2024, CommScope also generated 298 metric tons of e-waste, which is a 23% decrease compared to 2023. The total of 18,863 metric tons of nonhazardous waste and e-waste were diverted from landfills and 4,197 metric tons of nonhazardous waste were disposed in landfills in 2024.

Pollution Prevention (PRC-000025) defines the processes and minimum mandatory requirements by which waste and recyclable materials are managed by CommScope. Each facility maintains a Waste Management and Recycling program to ensure proper handling, storage and disposal of waste and recycled materials, and facilitates proper transfer of waste and recycled materials to licensed third-party contractors for adequate recycling or ultimate disposal. CommScope facilities and operations complete waste contractor assessment at each contract renewal or at least every three years. This includes completion of a relevant assessment questionnaire (hazardous waste contractor, nonhazardous waste contractor, and others) and a site visit to the waste contractor to validate the compliance with the applicable CommScope and legal requirements. The completed assessment is reviewed by a member of our corporate EHS team.

The following elements are included in the facility Waste Management and Recycling program:

- Applicable legislation identification
- Waste and recycled materials identification
- Third party waste contractors identification for waste handling and disposal
- Determination of final disposition activity or treatment method and the contractor responsible for each waste stream identified
- Waste minimization through efficient operation, maintenance and source reduction
- Periodic assessment of facility’s waste reduction efforts and identification of new opportunities for waste reduction and recycling
- Process to monitor and track waste and recycled materials including category, weight, volume, cost, cost avoidance, recovery, the entity to whom it was shipped for reuse, recycling, treatment, disposal and the certifications received from waste/scrap recycling, treatment, disposal or destruction. (Waste and recycling data must be entered in the Entropy tool and invoice data validated against internal records and/or waste transfer notes)
- Process to identify trends in waste generation and recycling
- Facility communication on waste and recycled materials data and trends
- Periodic reporting to local authorities/agencies as required by the applicable legislation

**2024 total weight of hazardous waste by disposal method (metric tons)**

Disposal method	Onsite	Offsite
Reuse	-	-
Recycling (excluding e-waste)	-	118
Recycling (e-waste)	-	298
Incineration with energy recovery	-	47
Incineration without energy recovery	-	-
Landfill	-	429
Other	-	198

**2024 total weight of nonhazardous waste by disposal method (metric tons)**

Disposal method	Onsite	Offsite
Reuse	-	-
Recycling	-	16,794
Incineration with energy recovery	-	1,534
Incineration without energy recovery	-	119
Biodegradation	-	100
Landfill	-	4,078
Other	-	136

The nonhazardous waste recycled includes paper, cardboard, drinking cans, steel, copper, aluminum, brass, cables, fiber-optic cable, fluorinated ethylene propylene (FEP), polyethylene (PE), polystyrene (PS), polyvinyl chloride (PVC), polyvinylidene fluoride (PVDF), wood, wooden crates, wooden pallets, wooden reels and other materials.

**Managing chemical risk in our operations**

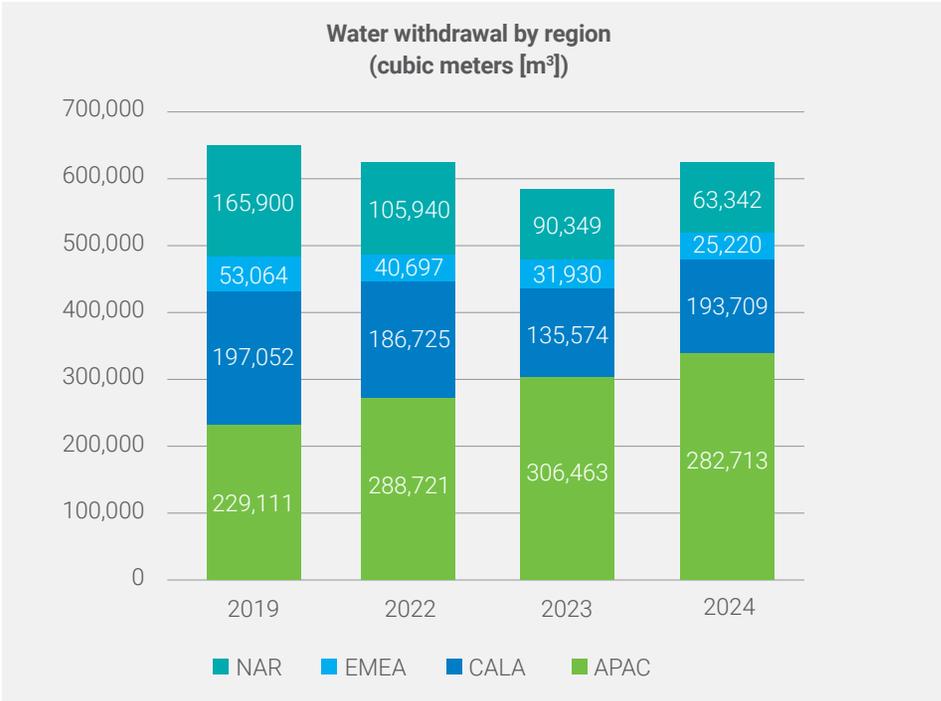
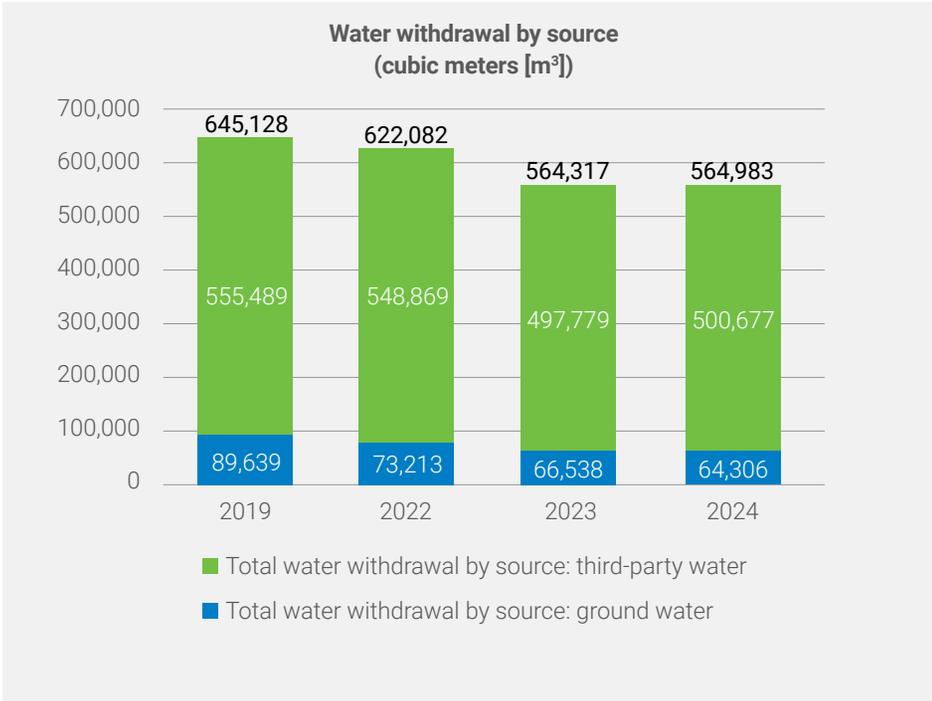
In 2024, CommScope reported no incidents of significant spills or releases at any of our manufacturing sites. We believe this record is a result of our exceptional precautions, implemented to avoid adverse environmental impacts and to mitigate chemical risks.

All our facilities worldwide have established comprehensive measures to avoid spills and releases, such as clear identification of chemicals, safe storage, handling, movement, use, recycling and reuse and disposal procedures. All cleanup materials and spill kits are regularly maintained to mitigate any potential emergency events quickly on our production sites. Facility managers are also responsible for training on-site emergency response teams and communicating with the local authorities.

**Responsible water management**

Water scarcity is becoming a more prevalent issue as its demand increases and supply decreases. As such, efficient water management is of the utmost importance to CommScope. In 2024, our water withdrawal increased by 0.1% against 2023 and decreased by 12.4% compared to our 2019 base year. We remain committed to enhancing water efficiency within our operations and manufacturing processes and avoiding the contamination of water supplies.

To fulfill our commitments, we use the World Resource Institute (WRI) Aqueduct online tool, [Aqueduct Water Risk Atlas](#). In 2024, CommScope utilized this tool to verify current water risks at our manufacturing sites. Based on the Aqueduct Water Risk Atlas overall risk levels and scores, we have identified nine facilities as high risk (score 3 – 4), two facilities as medium-high risk (score 2 – 3), six facilities as low-medium risk (score 1 – 2) and one facility as low risk (score 0 – 1). We identified no change from the prior year.



In 2024, our total water withdrawal globally was 564,983 m<sup>3</sup>, which is a 12.4% reduction compared to our 2019 base year. We decreased groundwater withdrawal by 28.3% and reduced third-party water withdrawal by 9.9% against the 2019 base year. Our total global water withdrawal increased by 0.1% from 2023, our water withdrawal per employee (FTE) increased from 21.0 m<sup>3</sup> in 2023 to 22.5 m<sup>3</sup> in 2024.

2024 total water withdrawal from all areas with water stress (megaliters [MI])

Manufacturing facility	Overall water risk	Water stress risk	Groundwater	Third-party water
Bray, Ireland	low-medium	low-medium	-	2.74
Brno, Czech Republic	low-medium	medium-high	-	6.67
Buchdorf, Germany	low-medium	medium-high	-	0.86
Catawba, NC, U.S.	medium-high	medium-high	-	15.70
Claremont, NC, U.S.	medium-high	medium-high	-	34.70
Delicias, Mexico	high	extremely high	-	21.21
Eules, TX, U.S.	low-medium	medium-high	-	2.41
Goa, India	high	low-medium	53.76	-
Juarez-Bermudez, Mexico	high	extremely high	-	41.76
Juarez-Praderas, Mexico	high	extremely high	-	25.66
Malton, Great Britain	low-medium	low	-	0.39
Rhyl, Great Britain	low	low	-	4.53
Pineville, NC, U.S.	low-medium	high	-	*
Reynosa, Mexico	high	extremely high	-	22.64
Santa Ana, CA, U.S.	high	extremely high	-	*
Suzhou CSA, China	high	extremely high	-	42.28
Suzhou CSC, China	high	extremely high	-	96.81
Tijuana, Mexico	high	high	-	15.22

\* water withdrawal data not available for this site, no sub-meter installed to track water withdrawal for our operations only. Water withdrawal fee included in the lease payment.

We don't utilize surface water, seawater or produced water in our operations.

**Bray, Ireland — a DC for Bees Ambassador**

As a DC for Bees ambassador, our role to the community is to champion biodiversity, in particular the plight of bees. Did you know bees are essential to pollination, food supply, our ecosystem health and so much more?

In May 2022 and in partnership with Host in Ireland, CommScope planted an orchard on our manufacturing site in Bray as a pledge to support our pollinators across Ireland. Fast forward two years and as part of the Buffet for Bees initiative we can proudly say we have helped plant "1 million bulbs" in the community.



**Biodiversity**

The CSRD compliant Double Materiality Assessment which we conducted in 2024 determined that biodiversity was not a material topic to CommScope from either a financial or impact assessment perspective. As such, further disclosures related to biodiversity are not required. However, we will continue to monitor our biodiversity impact and any new reporting obligations which may arise.

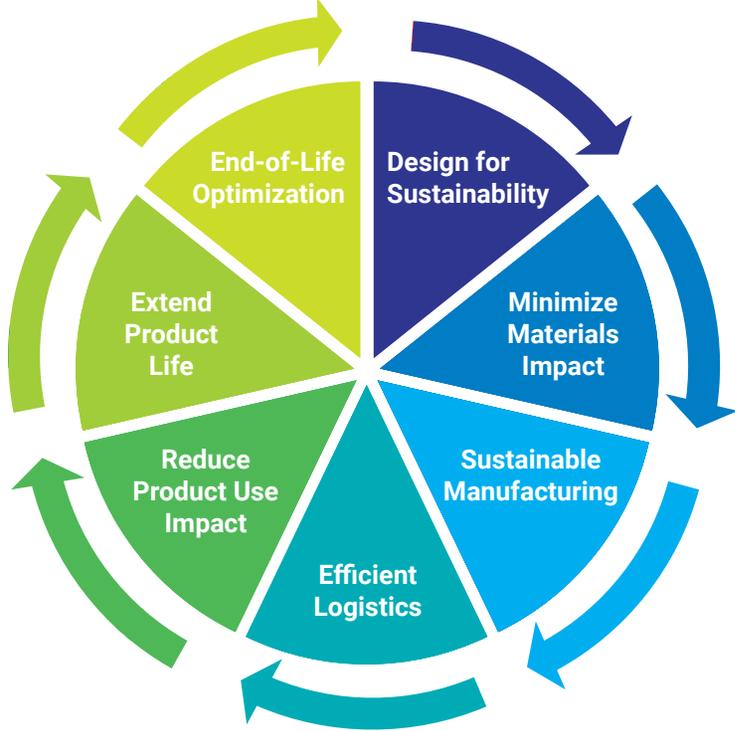
We last monitored our biodiversity impact in 2023, using the [online Key Biodiversity Areas \(KBA\) Data tool](#), to reassess the biodiversity risk among our facilities. The scope of this assessment included our manufacturing facilities and sites worldwide, excluding small sales offices with the aim of determining whether these sites with the biggest potential environmental impacts, such as manufacturing, are located in key biodiversity areas. The assessments found that no CommScope manufacturing sites are located in an environmentally sensitive area. No further assessments were conducted in 2024 as no significant changes occurred to our current manufacturing facilities which may affect biodiversity, and no further large manufacturing facilities were built or purchased.

Circular economy thinking and product life cycle design approach

Environmental responsibility and the circular economy model of consumption are interconnected. The implementation of circular economy principles is a key component in helping the EU achieve its goal of carbon neutrality by 2050, in addition to the reduction of biodiversity loss. For the principles of a circular economy to be effective, they must be adopted globally across all industries, rather than by a single individual or organization.

CommScope is dedicated to reducing our environmental impact within our operations and products by complying with European and international standards that help protect our natural environment, and by considering circular economy principles throughout the lifecycle of our products.

CommScope’s life cycle design approach – embedding sustainable thinking in our products



How CommScope products are driving improvements in sustainability across the IT sector

A 2023 survey of CommScope customers revealed four key areas where imVision AIM showed a significant impact on network performance and sustainability: lowering energy consumption; decreasing CO2 emissions; maximizing the use of the existing cabling; and reducing non-recyclable waste. Refer to our 2024 Sustainability Report for detailed sustainability benefits.

CommScope utilized findings from this 2023 sustainability study of imVision AIM to contribute to the development of the ISO/IEC 14763-5 standard, titled “Information technology – Implementation and operation of customer premises cabling – Part 5: Sustainability.” This standard, currently in the Final Draft phase, emphasizes the importance of using AIM systems to maximize the sustainability of cabling systems. Key points include:

- **Cabling design selection:** ISO/IEC 18598-compliant AIM systems enhance the utility and lifespan of cabling infrastructure by supporting flexible, accessible installation practices. This reduces the need for additional cabling and minimizes environmental impact.
- **Waste reduction:** AIM systems help reduce waste materials during installation and operation by maximizing the use of existing cables and outlets, thus decreasing the need for new materials and minimizing environmental impact.
- **Energy efficiency:** AIM systems optimize energy consumption of cabling infrastructure and associated IT equipment, aligning with sustainability goals to reduce carbon dioxide emissions.
- **Installation practices:** AIM systems ensure ease of availability and updating of documented records, facilitating sustainable installation practices.
- **Operation:** AIM systems automate updates and support sustainable management processes for cabling systems, ensuring ongoing sustainability.
- **Maintenance:** AIM systems simplify cable identification and can eliminate the need for cable tags, further reducing waste and supporting sustainable maintenance practices.

**Design for sustainability**

*Designing products that will have a minimal impact on the environment*

CommScope considers sustainability at the earliest stage of the product design process, where the greatest opportunities for innovation exist. Using this approach, we can limit the impact our products have on the environment during their development, use phase, and end-of-life treatment, both in terms of GHG emissions and resource consumption. We can also embed more circular thinking regarding extending the life of our products, for example through modular design that allows for maintenance and upgrades, and for reuse and recycling.

**Assessing impacts across the life cycle of our products**

In conjunction with our ongoing commitment to environmental transparency, we have expanded our life cycle assessment (LCA) program. LCA is a methodology for assessing the environmental impact over the course of the entire product's life cycle, from manufacture to disposal, comprising various aspects including energy use, emissions and waste output, as well as the depletion of natural resources. The environmental outputs of an LCA are reported through detailed and verified Environmental Product Declarations (EPDs).

To meet this commitment, CommScope has trained internal resources to create LCAs for different products with a life cycle assessment tool. We have completed LCAs for three large CCS product lines, covering numerous part numbers, and are in the process of creating LCA reports for two additional large CCS product lines by the mid-2025. As a result, we are confident we can provide our customers with accurate carbon footprint data and identify GHG emission hotspots within our products and supply chain to inform targeted GHG emission reduction measures in the coming years.

We are partnering with standards organization ASTM, which will critically review the LCA reports we generate. This will help us quickly publish robust verified EPDs for our product lines. Verified EPDs can help support the material categories for green building systems, such as the Leadership in Energy and Environmental Design (LEED) and the Building Research Establishment Environmental Assessment Method (BREEAM). Additionally, they ensure we comply with regulatory requirements for material transparency and are an important tool for helping us in understanding how we can meet our SBTs.

The corporate team also produced an internal white paper based on the EPD/LCA study conducted over the last two years on the copper cable and fiber cable products. The paper reviews different sections of the EPD's and LCA data and identifies major areas for carbon footprint reduction for the discussed product families. CommScope also made these documents available for our customers in our external [website](#).

CommScope also utilizes the CIBSE TM65 Embodied Carbon Calculation Methodology to calculate embodied carbon in building products. This calculation methodology underscores the importance of assessing the embodied carbon of products associated with building engineering systems and aims to enhance knowledge and inform decisions based on whole life carbon. CommScope has applied this methodology to evaluate hundreds of our products. This assessment has enabled customers to gain insight into their CommScope-built infrastructure and its embodied carbon footprint.

In addition to the corporate LCA procedure, our Product Compliance team created a Health Product Declaration (HPD) procedure that will be used by all business units. HPDs provide detailed information about the health and environmental impacts of products used in the building industry. They act as a transparent tool, revealing the makeup of building materials to ensure safety, sustainability and well-being in built environments.

CommScope is part of the Health Product Declaration Collaborative (the leading open standard for evaluating and reporting product chemistry in building materials) and we have internal experts supporting the business. This internal team had created HPDs for the copper cable product families and FIBERGUIDE® product family in 2024 and are working towards creating the same for fiber cable product portfolio by the end of the first quarter in 2025.

**Product compliance and hazardous substances**

CommScope has a corporate Product Sustainability and Compliance team that manages a Restricted Substance list in addition to a specification which lays down the requirements for hazardous substances in all materials we purchase from our suppliers and contract manufacturers. By utilizing a substance list, our team monitors our compliance with customer requirements, as well as laws and regulations involving the restriction of specific manufacturing substances and products.

All our products continue to comply with the EU's Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS), WEEE and Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) legislation. These regulations govern the recovery of recycled waste electrical equipment and ensure that we are kept accountable for monitoring the amount of hazardous chemicals in our electronic manufacturing.

All CommScope customers have access to our online tool, which is hosted on the CommScope [website](#), to generate product compliance certificates for REACH and RoHS. These certificates are based on the products they purchase and can be obtained through a self-service website. Customers enter the product numbers to access their reports.

Our dedicated corporate Product Compliance team has been continuously monitoring global developments of restrictions in the use of perfluoroalkyl and polyfluoroalkyl substances (PFAS). The U.S. EPA, individual U.S. states, EU Chemicals Agency (ECHA), OECD and others are all working to qualify and quantify risks associated with PFAS. CommScope's business units are working on identifying major applications of PFAS in our products. In 2024, our ANS business segment incorporated a new PFAS process to help identify environmentally damaging plastic components in our products. CommScope is also working on obtaining information from suppliers for our high-risk fluoropolymers. A multi-functional team was formed to ensure CommScope is complying with the Toxic Substances Control Act (TSCA) reporting requirements announced at the end of 2023.

**Minimize materials impact**

*Using responsibly sourced materials that are compliant with all regulations*

During the product development phase CommScope takes several steps to ensure that materials used are responsibly sourced and are compliant with all relevant legislation. Further information on our approach to responsible sourcing can be found in section 2.3 of this report.

As outlined in our LCA section, we consider the carbon impact of the materials we use to construct our products. Where possible we also design for re-use, recycle and re-manufacture to ensure that we minimize the use of materials over the lifetime of the product by extending product life.

**Resource efficiency**

Resource efficiency is a crucial aspect of circularity, offering several environmental benefits, whilst enhancing industry competitiveness, creating jobs, stimulating innovation and supporting related sectors like recycling and resource recovery. This approach ensures the economy maintains secure supplies of essential resources.

CommScope is committed to reducing the raw materials used in our products to directly reduce our resource consumption and mitigate our carbon footprint. To ensure progress, we have implemented programs across all business segments to improve the resource efficiency of our products.

**Eliminating single-use plastics (SUPs)**

Eliminating our use of SUPs remains a fundamental part of our sustainability ambition and we will continue to work on our packaging and product design across all business segments, as well as with our customers, to achieve this goal.

We maintain our commitment to use eco-packaging for several of our products, including copper jacks, patch panels, patch cords and faceplates. Furthermore, to meet North American and European regulatory requirements, we have discontinued the use of plastic wrapping for cables.

In 2024, the Inside Plant Fiber portion of our CCS business segment made further strides towards eliminating SUPs from the packaging of its products. Initiatives introduced in 2024 include savings related to copper panels, G2 cassettes and a subset of pre-terminated products. The total estimated quantity of SUPs eliminated from these improvements amount to over 11,600 kg a year. This reduction, combined with the removal of nearly 70,000 single-use plastic bags from switching the packaging of copper faceplates and jacks to eco-packaging in 2023, demonstrate our continuous efforts to reducing the environmental impacts of our products.

**Sustainable manufacturing**

*Reducing environmental impact of our operations*

Sustainable manufacturing involves creating products through economically sound processes that minimize negative environmental impacts, conserve energy and enhance safety for employees and communities. We acknowledge that our global manufacturing footprint can have detrimental impacts on the environment, and we endeavor to monitor and manage our resource use and efficiency. We continuously reassess how our plants and products utilize electricity, water, natural gas and other finite resources.

Our operational sustainability efforts, programs, goals and progress are detailed in section 4.1 and 4.2 of this report. Our supplier responsibility program, initiatives, goals and progress are detailed in section 2.3 of this report.

**Efficient logistics**

*Reducing transportation in relation to carbon footprint*

The transportation impact of both, the upstream delivery of raw materials and the downstream delivery of products to customers, was responsible for 7.91% of our Scope 3 GHG emissions in 2024. To minimize these impacts as far as possible, CommScope have been assessing the potential for several logistics focused efficiency improvements.

In 2024, we reduced our reliance on air shipping, which consequently led to 42,422 metric tons of CO<sub>2</sub>e emissions saved compared to 2023.

The divestiture of our OWN and DAS business segments which occurred in January 2025 will alter our Scope 3 emissions profile, which in turn creates different decarbonization challenges for CommScope. Large emission reductions through improved product efficiency will likely become more difficult to achieve as our remaining business segments provide goods and service which have lower use-phase emissions associated with them. We will continue to drive emission reductions through our remaining business segments through constant innovations in lower carbon product design as well as in packaging and logistics improvements.



Minimizing the effects of our packaging and logistics

From extraction and processing of raw materials to the operational life of the solution, CommScope products can have an environmental impact throughout their life cycle. Through continued innovation and evolution of the design of our products, we are trying to minimize these impacts. For example, evaluating alternative ways to package and distribute our products.

CommScope’s legacy business-to-business (B2B) packaging consists of 95% brown boxes and reels (corrugated and chipboard), monomer plastic bags (mainly polyethylene), wooden pallets, cradles and wooden reels (the latter destined for bulk cable products). We design these to be easily separated for recycling purposes and, in many cases, our corrugated and chipboard boxes and reels contain recycled content. The B2B market represents about 95% of our business and, approximately 5% of our products are destined for the business-to-consumer market.

As part of our unwavering commitment to sustainability, we continually innovate to reduce our environmental footprint while delivering value to our customers. Through creative design, strategic partnerships (for example, with carriers who have themselves set emission reduction targets), and the adoption of cutting-edge materials, we have achieved meaningful progress across multiple packaging initiatives.

CommScope is committed to continuously improving the sustainability of our packaging and logistics. This has been done through the development of various initiatives.

CCS reduces packaging and logistics impacts

In 2024, the Broadband portion of our CCS business segment made significant progress in reducing the environmental impacts of packaging and logistics. Most notably, CCS developed an EcoPak solution for bulk cables and removed unnecessary foam and plastics from the packaging of products. CCS also removed wooden crates in favor of cardboard packaging where possible and are currently in the process of calculating the carbon savings of this change.

Our CCS business segment has made significant progress toward increasing the sustainability of its packaging in 2024:

- **Supplier collaboration:** Our partnerships with bag suppliers focus on developing advanced, sustainable plastic films that maintain strength and performance while reducing their environmental footprint.
- **Circular economy at the Brno facility:** At our Brno, Czech Republic facility, we revamped the packaging used for accessories and ship-alongs, introducing a bag film with at least 30% post-consumer recycled (PCR) content. This shift aligns perfectly with our circular economy mindset, reducing dependency on virgin materials and eliminating 4.2 tons of virgin LDPE annually.

- **Pioneering change in Reynosa:** In Reynosa, Mexico we piloted high-demand bag production using a minimum of 30% post-industrial recycled (PIR) LDPE. This forward-thinking initiative successfully replaced 14.2 tons of virgin LDPE, further underscoring our commitment to waste reduction and resource efficiency.

Beyond reducing plastic usage, we are actively replacing traditional packaging materials with eco-friendly alternatives to meet customer expectations and exceed environmental standards.

- **U.K. initiative for plastic-free packaging:** In a trailblazing effort for a major U.K. customer, we introduced fully plastic-free, single-use packaging for connectorized fiber cable assemblies. This move eliminates over 1.9 tons of LDPE every year, demonstrating our leadership in delivering innovative, sustainable solutions.
- **Patch panel packaging transformation:** By transitioning from plastic LDPE packaging to kraft envelopes and kraft paper bubble wrap, we achieved a sustainable breakthrough. This conversion impacted 186 saleable goods, with the top 75% of sales accounting for an impressive reduction of over 4.5 tons of plastic annually.
- **G2 cassette improvement:** Our popular G2 modules are shipped in a molded PET clamshell enclosure. We have qualified a replacement E-Flute carton that, when fully implemented, will save over 5 tons of plastic annually and reduce the CO2e emissions by over 57% compared to PET. This will fully implement in Q1 of 2025.
- **Reel recycling program:** As part of CommScope’s steadfast commitment to sustainability, the CCS segment re-established the U.S.-specific reel recycling program in 2024. This program focuses on minimizing waste and promoting circularity within our operations and customer interactions. The updated program offers wood reel recycling services for our CommScope outdoor cable customers, enabling the return of used wooden reels for recycling and repurpose. In 2024, our partners collected 39 metric tons of nailed wood reels, 68 metric tons of steel reels and 6 metric tons of composite reels. 84% of collected reels were reused.

OWN reduces packaging and logistics impacts

Our OWN business segment made further progress in 2024 by rethinking its packaging and logistics to reduce environmental impact. Examples of these measures implemented by OWN include:

- **OWN fiber cables protection:** Replaced corrugated PVC tubing with foam tubing for carton pack applications for WMC-PTC-PK0XX Fiber cables, reducing emissions by 14 metric tons of CO2e per 1,000 meters of cable shipped to customers.
- **OWN coaxial cables protection:** A redesign of the connector protection (via thickness reduction) using plastic for the LDF4 and FSJ4 product families allowed a savings of 40 kg of CO2e per 1,000 units of cable manufactured.

- **OWN IS cables support:** Redesigned cable supports, replacing 2.62 kg of steel with 0.8 kg of plastic, resulting in 3.3 metric tons of CO<sub>2</sub>e saved per 1,000 units of cable support manufactured.

The following measures were implemented by the RF filter products within the OWN business segment:

**Full carton:** As part of this effort, we have introduced a robust full carton box as an alternative to expanded polyethylene foam (EPE). This innovative packaging solution is a more environmentally responsible choice, offering significant benefits despite higher costs. The full carton box is recyclable and contributes to a substantial 70% reduction in greenhouse gas emissions, saving an average of 377 kg of CO<sub>2</sub>e for every 1,000 filters shipped.

**Molded fibers:** Molded fibers have been introduced as a sustainable, cost-effective alternative to EPE; this solution uses recyclable materials and requires less labor than the full carton. Molded fiber parts are made from 100% recycled carton, contributing to a 57% reduction in greenhouse gas emissions. Additionally, this solution delivers significant carbon savings, with 210 kg of CO<sub>2</sub>e saved for every 1,000 filters shipped.

**Folded cardboard:** CommScope is developing a folded cardboard solution to eliminate package foam. This simple wrap-around packaging offers material savings compared to existing packaging and improves palletization. The benefits include a 61% reduction in GHG emissions, saving 350 kg of CO<sub>2</sub>e for every 1,000 filters shipped.

**Corrugated cardboard waste reduction: innovation in design**

At our Juarez-Praderas, Mexico plant, a redesign of box construction has enabled a 30% reduction in raw material usage. This single yet impactful initiative has translated into an annual reduction of 280 metric tons of paper waste—a significant contribution to reducing deforestation and conserving natural resources. By optimizing resources, we not only lower our environmental impact but also pass on tangible sustainability benefits to our customers.

**Reduce product use impact**

*Improving energy efficiency of our products*

As most of the emissions associated with our products will occur during their 'use phase', ensuring our products are as energy efficient as possible has remained a top priority for CommScope. Our business segments are dedicated to continuously creating innovative solutions to further reducing the energy consumption during the use of our products by customers.

Several of our products and services have been designed to be deployed across shared infrastructure, thus reducing the quantity of hardware that must be produced, transported, installed and maintained. Some examples of this approach are:

- ANS amplifiers: DOCSIS® 3.1 RF amplifiers models shipped in 2024 saved consumers nearly 20 million kWh in just their first year of service. The savings arise from a near 10% energy consumption reduction compared to the previous DOCSIS® 3.0 model.
- The OWN business segment created a remote solution which simplifies powering off-grid cell sites through combining multiple renewable energy sources and advanced battery-based storage capabilities for a self-contained, low maintenance, greener solution. PowerShift® intelligent power management is also deployable as part of this solution as AC is not always readily available and can be expensive and time consuming to implement. It enables mobile network operators to provide reliable, green power 24/7 to even the most remote sites. Once installed, the theoretical carbon release savings of a PowerShift unit one operational will be 48 metric tons of CO<sub>2</sub>e a year, compared to a solution using a conventional diesel generator only.
- CommScope remains dedicated to the promotion of sustainable networks, and addressing the challenges faced by mobile network operators (MNOs). This year, our OWN business segment launched SEED™; a high-efficiency base station antenna (BSA) technology designed to help MNOs to better balance power consumption with network performance. SEED BSAs offer MNOs the flexibility to address either the coverage gaps by increasing coverage areas up to 15%, whether at the cell edge or within buildings, or alternately to achieve up to a 15% reduction in energy consumption. This innovative technology improves operating efficiency of networks, which reduces environmental impact and helps MNOs in pursue their net-zero goals.
- Another example of improving our product energy efficiency is in our imVision® automated infrastructure management (AIM) solution, produced by our CCS business segment. imVision AIM maintains a precise connectivity database that tracks the records of network infrastructure and provides an ongoing evaluation tool to promote energy efficiency of that infrastructure. Its ability to automate processes, support remote administration and mitigate risk enables network managers to minimize the environmental impact of their cabling infrastructure throughout its life cycle.

**Extend product life**

*Extending product life, designing for easier repair and refurbishment*

Extending the 'use phase' of products reduces the frequency in which replacements are required, thereby contributing to the conservation of resource and avoidance

of waste. The lifespan of our products can be extended through enhanced design and exploring maintenance and repair opportunities, which is in alignment with the principles of the circular economy model.

**RUCKUS product repairs**

CommScope’s RUCKUS Networks has a reverse operations team dedicated to supporting warranty and service contract replacement units for its install base. With 113 spares warehouses across 30 countries, we ensure continued, robust support for our customers. Return Material Authorization (RMA) is provided when customers have entitled support for hardware replacement. Over the past three years, we have averaged 22,506 parts replaced annually on RMA shipments. Approximately 80% of these, or 18,000 parts, are refurbished or repaired units, while the remaining 20% are new products required for customs clearance in certain countries. The average RMA replacement rate by region is 47% in the Americas, 17% in EMEA and 36% in APAC. Defective returns are reviewed to plan for future RMA demand, with parts being repaired up to three times before being scrapped. In-warranty units are prioritized to meet forecasted RMA demand, followed by out-of-warranty units. Excess defective units are scrapped through contracted vendors GER or SIMS, ensuring compliance with local and government disposal procedures. Repairs are shipped using the most economical methods, whether by ground, air freight, or ocean, depending on the location of the defective units and repair facilities.

**OWN refurbishment service for the BSA products**

In 2024, CommScope’s OWN business launched refurbishment service for the BSA products. We offer to European customers the possibility to test their decommissioned antennas in our facility in Agrate, Italy to ensure they are still working within specifications jointly defined. If the antennas pass the tests they are shipped back and can be re-used in a location where the latest technology is not needed. If some antennas fail the tests they are sent to a recycling partner. By doing so, we extend the life of the products and close the loop of the circular economy.

**End-of-life optimization**

*Minimizing impact of products at the end of life through re-use, recycling or disposal*

The circular economy model outlines how the environmental impacts of products can be minimized after their ‘use phase’. Multiple opportunities exist to achieve this, for example reusing or recycling the product and/or its components, or if this isn’t possible through responsible disposal. The product end of life is considered in CommScope’s lifecycle design approach.

**WEEE recycling**

CommScope is a leading manufacturer of communication technology and network infrastructure and, as such, our management of waste electrical equipment is an essential component of our waste management system. In accordance with the EU’s Waste Electrical and Electronic Equipment (WEEE) Directive and implementing regulations, when customers purchase new electrical equipment from us, they are entitled to:

- Return old electrical equipment for recycling, on a one-for-one, like-for-like basis; however, this varies depending on the country.
- Send the new equipment back for recycling when it ultimately becomes waste.

Detailed information is available on our [website](#) for customers and recyclers/ treatment facilities.

**Improved energy efficiency in networking: RUCKUS Networks**

CommScope’s RUCKUS Networks has been at the forefront of product energy efficiency improvements in a time when demands on our networks have been growing exponentially. Innovative ICX® switches optimize energy use, enabling our clients to scale their networks without a significant increase in energy consumption. This reduces both operating costs and the environmental impact of their networks, contributing to their sustainability goals as well as ours. ICX switches save energy through:

- Power over Ethernet (PoE) optimization, which reduces the need for separate power supplies and thereby eliminates the inefficiencies of running multiple cables and power outlets. ICX switches can also be turned off by administrators during non-working hours, leading to further savings.
- Dynamic power scaling, which automatically adjusts the power supplied to different components based on network traffic and usage. These real-time adjustments contribute to minimized power waste.
- Energy-efficient Ethernet, which enables Ethernet ports to enter a low-power idle state when no data is being transmitted. Reducing power consumption during times of inactivity minimizes energy use without impacting network availability or reliability.
- Advanced power management, which enables network administrators to monitor and control power usage across multiple switches from a central location. Administrators can use this information to create energy saving policies, schedule power-down events and track usage trends.

# APPENDIX

A.1.1 About this report

This Sustainability Report, published annually, details CommScope's efforts to operate the business ethically and with integrity; protect the environment; maintain the health, safety and well-being of our workforce; and support the communities in which we operate. We developed the 2025 Sustainability Report according to the reporting standards from the GRI, SASB, and Accountability's AA1000 Series of Standards. We solicited input from employees, executives and key stakeholders, including customers and investors, to identify and include the most relevant and material sustainability topics relating to our business activities and KPIs.

CommScope has reported in accordance with the GRI Standards for the period Jan. 1, 2024 - Dec. 31, 2024.

The Sustainability Report Addendums:

- 2025 GRI Content Index
2025 SASB Index
2025 SDGs

Contact point for feedback, thoughts and questions: sustainability@commscope.com

A.1.2 Reporting boundary

This report covers CommScope's consolidated global business, including all wholly owned and controlled subsidiaries. The economic, ethics and governance, environmental and social KPIs presented pertain to the entire company. The environmental, health and safety KPIs relate to our manufacturing, administration and research and development (R&D) facilities, along with our distribution centers. These facilities are in Argentina, Australia, Belgium, Brazil, China, Colombia, the Czech Republic, Germany, India, Ireland, Italy, Japan, Mexico, Singapore, Spain, the U.K. and the U.S. Unless otherwise noted, all information and data in this report pertains to activities that transpired between Jan. 1, 2024, and Dec. 31, 2024. All KPIs are reported at the end of the reporting period. In 2024, CommScope had operational control in 67 facilities worldwide, including our manufacturing, administration, R&D facilities and distribution centers. 10 sites have closed, consolidated or relocated as part of CommScope's ongoing real estate consolidation effort. 11 facilities conveyed to Vantiva with the sale of our HOME business and additional 2 facilities were divided between CommScope and Vantiva.

In 2024, our business structure consisted of four business segments, each with multiple respective business units, as follows: Cable Connectivity Solutions (CCS), Outdoor Wireless Networks (OWN), Networking Indoor Cellular and Security Solutions (NICS), and Access Networks Solutions (ANS). We apply a general management model in our segments. CommScope sold its HOME business segment to Vantiva in January 2024. In July 2024, CommScope announced the intention to sell its Outdoor Wireless Networks (OWN) segment as well as the Distributed Antenna Systems (DAS) business unit of its NICS segment to Amphenol Corporation – this transaction was closed on Feb. 3, 2025.

A.1.3 Calculation of carbon emissions, water and waste

Our GHG emissions data collection and calculation process is aligned with The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), and our reporting is in accordance with the requirements of the GRI Standards (2021). We follow the GHG Protocol's "operational control approach" to emissions, accounting to set the boundary of our operations and to categorize our emissions into Scopes 1, 2 and 3:

- Scope 1: Direct emissions from combustion of fuels, refrigerants and process gases at facilities where we manage the respective fuel bills or manually track non-invoiced fuel usage in the BSI Entropy tool.
Scope 2: Indirect emissions associated with the consumption of electricity and district heating at facilities where we manage the utility bills.
Scope 3: Indirect emissions associated with 12 relevant categories:
- upstream activities: purchased goods and services, capital goods, fuel and energy related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, upstream leased assets
- downstream activities: downstream transportation and distribution, use of sold products, end-of-life treatment of sold products, downstream leased assets, investments

We've included all Kyoto Protocol gases in our calculations, and we took location-based emissions factors from the Emissions & Generation Resource Integrated Database (eGRID) and the International Energy Agency (IEA). We sourced market-based emissions factors from our energy suppliers, where we procure 100% renewable energy or use Green-e® Residual Mix Emissions Rates for the U.S. deregulated markets. For European countries, we sourced residual emissions factors from the Association of Issuing Bodies (AIB). We completed calculations of Scope 1 and 2 emissions using energy consumption data from our bills, as well as data provided by facilities through the BSI Entropy tool. We calculated Scope 3 with 13 relevant categories using data from our company systems (e.g. SAP, Concur, Entropy) and data provided by HR based on completed surveys. Waste data includes sites where we manage waste (diverted from and sent to landfills) directly. Water data includes sites where we manage the water bills or track data in the BSI Entropy tool. Historical data often varies from previously reported values. We refine our reporting process and data so that we consider the impact of business structure changes, including acquisitions and divestitures, changing emission factors, improved data accuracy and errors we correct during review. We'll continue standardizing our measurement systems and metrics.



A.1.4 Rebaselining

In line with the GHG Protocol and SBTi, CommScope applies a 5% materiality threshold that triggers the recalculation process of our base year and/ or targets for Scope 1 and 2 and 5% for Scope 3. Significant changes in company structure and activities that may impact the materiality threshold include acquisitions, divestitures, mergers, insourcing or outsourcing, shifts in product or services offerings.

**New sites (including integrations):** If we add sites, we collect historical data back to the base year. If historical data isn't available, we use the first 12 months of actual data to fill in gaps before the first month of actuals back to 2018.

**Base year:** 2019 is the earliest year when legacy CommScope and legacy ARRIS have the most reliable and complete data sets. For that reason, we've used 2019 as our new base year, following the GHG Protocol that states: "Companies should choose as a base year the earliest relevant point in time for which they have reliable data." We can report as far back as 2018 using estimates to fill in missing data, however.

**Missing data:** We use the first 12 months of actual data to fill in gaps before the first month of actuals. We estimate missing data by taking the same month's data from the previous year or the average of the monthly data available.

A.1.5 Emission factor sources for 2024

Location-based emission factor sources

U.S.—eGRID region emission factors:

- 2019 source: eGRID2018
- 2020 source: eGRID2019
- 2021 source: eGRID2020
- 2022 source: eGRID2020
- 2023 source: eGRID2021
- 2024 source: eGRID2022

International—IEA country-specific emission factors:

- 2019: 2017 IEA Factors
- 2020: 2018 IEA Factors
- 2021: 2019 IEA Factors
- 2022: 2020 IEA Factors
- 2023: 2021 IEA Factors
- 2024: 2022 IEA Factors

Market-based emission factor sources

U.S. —Green-e residual emission factors:

- 2019 source: Green-e 2017
- 2020 source: Green-e 2018
- 2021 source: Green-e 2019
- 2022 source: Green-e 2020
- 2023 source: Green-e 2021
- 2024 source: Green-e 2022

Europe—AIB country-specific emission factors:

- 2019: 2018 AIB Factors
- 2020: 2019 AIB Factors
- 2021: 2020 AIB Factors
- 2022: 2021 AIB Factors
- 2023: 2022 AIB Factors
- 2024: 2023 AIB Factors

International—IEA country-specific emission factors:

- 2019: 2017 IEA Factors
- 2020: 2018 IEA Factors
- 2021: 2019 IEA Factors
- 2022: 2020 IEA Factors
- 2023: 2021 IEA Factors
- 2024: 2022 IEA Factors

Scope 3 emission factor sources

- 2019: 2017 IEA Factors, 2018 EPA GHG Emission Factors Hub, 2019 DEFRA conversion factors
- 2020: 2018 IEA Factors, 2020 EPA GHG Emission Factors Hub, 2020 DEFRA conversion factors
- 2021: 2019 IEA Factors, 2021 EPA GHG Emission Factors Hub, 2021 DEFRA conversion factors
- 2022: 2020 IEA Factors, 2022 EPA GHG Emission Factors Hub, 2022 DEFRA conversion factors
- 2023: 2021 IEA Factors, 2023 EPA GHG Emission Factors Hub, 2023 DEFRA conversion factors
- 2024: 2022 IEA Factors, 2024 EPA GHG Emission Factors Hub, 2024 DEFRA conversion factors
- 2019-2024: CBECS 2018 Data—Table C14
- 2019-2024: 2024 IEA Life Cycle Upstream Emission Factors
- 2019-2024: EPA USEEIO - Supply Chain GHG Emission Factors for US Industries and Commodities (v1.0: 2019-2022, v1.2: 2023, v1.3: 2024)

A.2.1 Operations data

Category	KPI	2019		2022		2023		2024	
		GJ	MWh	GJ	MWh	GJ	MWh	GJ	MWh
<b>Energy</b>	<b>Total energy consumption, gigajoule [GJ] / megawatt hour [MWh]</b>	<b>1,598,609</b>	<b>444,056</b>	<b>1,533,371</b>	<b>425,935</b>	<b>1,256,769</b>	<b>349,101</b>	<b>1,108,343</b>	<b>307,872</b>
Energy	- Connectivity and Cable Solutions (CCS), gigajoule [GJ] / megawatt hour [MWh]	1,004,726	279,089	1,054,809	293,001	856,603	237,944	790,554	219,597
Energy	- Outdoor Wireless Networks (OWN), gigajoule [GJ] / megawatt hour [MWh]	174,568	48,491	149,137	41,427	122,275	33,965	121,412	33,725
Energy	- Networking, Intelligent Cellular and Security Solutions (NICS), gigajoule [GJ] / megawatt hour [MWh]	130,419	36,227	103,802	28,834	69,907	19,418	66,912	18,587
Energy	- Access Network Solutions (ANS), gigajoule [GJ] / megawatt hour [MWh]	48,262	13,406	72,039	20,011	67,933	18,870	34,341	9,539
Energy	- Home Networks (HN), gigajoule [GJ] / megawatt hour [MWh]	123,765	34,379	120,608	33,502	114,433	31,787	0	0
Energy	- Corporate, gigajoule [GJ] / megawatt hour [MWh]	116,869	32,463	32,976	9,160	25,617	7,116	95,124	26,423
Energy	Total fuel consumption from nonrenewable sources, gigajoule [GJ] / megawatt hour [MWh]	404,079	112,244	425,084	118,078	363,542	100,983	287,248	79,791
Energy	- Natural gas, gigajoule [GJ] / megawatt hour [MWh]	235,673	65,465	254,699	70,749	219,780	61,050	153,636	42,676
Energy	- Gasoline, gigajoule [GJ] / megawatt hour [MWh]	2,376	660	3,951	1,098	2,912	809	10,276	2,854
Energy	- Diesel, gigajoule [GJ] / megawatt hour [MWh]	110,585	30,718	102,629	28,508	85,017	23,616	80,918	22,477
Energy	- Propane, gigajoule [GJ] / megawatt hour [MWh]	7,449	2,069	7,918	2,200	5,141	1,428	5,373	1,492
Energy	- LPG, gigajoule [GJ] / megawatt hour [MWh]	27,463	7,628	34,011	9,447	30,514	8,476	21,566	5,990
Energy	- LNG, gigajoule [GJ] / megawatt hour [MWh]	101	28	-	-	-	-	-	-
Energy	- Jet fuel, gigajoule [GJ] / megawatt hour [MWh]	20,227	5,619	21,849	6,069	20,156	5,599	15,480	4,300
Energy	- Process gases (e.g. methane, acetylene, butane, isobutane, methylacetylene-propadiene propane), gigajoule [GJ] / megawatt hour [MWh]	205	57	27	8	23	6	-	-
Energy	Total fuel consumption from renewable sources, gigajoule [GJ] / megawatt hour [MWh]	0	0	0	0	0	0	0	0
Energy	Indirect energy usage, gigajoule [GJ] / megawatt hour [MWh]	1,194,530	331,813	1,108,287	307,856	893,227	248,118	821,095	228,081
Energy	- Electricity consumption, gigajoule [GJ] / megawatt hour [MWh]	1,192,193	331,163	1,107,135	307,536	892,266	247,851	820,051	227,791
Energy	- Heating consumption, gigajoule [GJ] / megawatt hour [MWh]	2,337	649	1,151	320	961	267	1,043	290
Energy	- Cooling consumption, gigajoule [GJ] / megawatt hour [MWh]	0	0	0	0	0	0	0	0
Energy	- Steam consumption, gigajoule [GJ] / megawatt hour [MWh]	0	0	0	0	0	0	0	0
Energy	Electricity from renewable sources, gigajoule [GJ] / megawatt hour [MWh]	79,646	22,124	139,496	38,749	113,942	31,650	84,712	23,531
Energy	Electricity from nonrenewable sources, gigajoule [GJ] / megawatt hour [MWh]	1,112,547	309,039	967,640	268,788	778,324	216,200	735,340	204,260
Energy	Renewable electricity share of total electricity, percent	6.68%		12.60%		12.77%		10.33%	
Energy	Emissions avoided due to purchased renewable electricity, metric tons of CO <sub>2</sub> e	8,855		16,365		12,431		9,378	
Energy Intensity	Total energy use normalized per \$ million annual turnover, gigajoule/\$1M [GJ/\$1M]	\$191.56	\$53.21	\$166.17	\$46.16	\$179.56	\$49.88	\$202.55	\$56.26

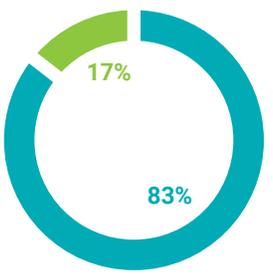
Category	KPI	2019	2022	2023	2024
<b>GHG Emissions</b>	<b>Total GHG emissions: Scope 1, metric tons of CO<sub>2</sub>e</b>	<b>72,675</b>	<b>60,621</b>	<b>43,231</b>	<b>38,175</b>
GHG Emissions	Total GHG emissions: Scope 1 breakdown by business segment				
GHG Emissions	- Connectivity and Cable Solutions (CCS), metric tons of CO <sub>2</sub> e	22,692	24,379	18,956	15,757
GHG Emissions	- Outdoor Wireless Networks (OWN), metric tons of CO <sub>2</sub> e	17,644	15,114	9,063	19,758
GHG Emissions	- Networking, Intelligent Cellular and Security Solutions (NICS), metric tons of CO <sub>2</sub> e	27,506	18,266	12,922	1,032
GHG Emissions	- Access Network Solutions (ANS), metric tons of CO <sub>2</sub> e	1,242	492	445	230
GHG Emissions	- Home Networks (HN), metric tons of CO <sub>2</sub> e	1,122	688	419	0
GHG Emissions	- Corporate, metric tons of CO <sub>2</sub> e	2,469	1,682	1,425	1,399
GHG Emissions	Total GHG emissions: Scope 1 breakdown by type of source				
GHG Emissions	- Stationary combustion, metric tons of CO <sub>2</sub> e	13,012	14,210	12,362	8,717
GHG Emissions	- Mobile combustion, metric tons of CO <sub>2</sub> e	10,299	10,209	8,467	8,150
GHG Emissions	- Process emissions, metric tons of CO <sub>2</sub> e	41,209	30,084	19,246	18,639
GHG Emissions	- Fugitive emissions, metric tons of CO <sub>2</sub> e	8,155	6,118	3,156	2,669
<b>GHG Emissions</b>	<b>Total GHG emissions: Scope 2 (location-based), metric tons of CO<sub>2</sub>e</b>	<b>137,911</b>	<b>113,272</b>	<b>94,680</b>	<b>85,662</b>
GHG Emissions	Total GHG emissions: Scope 2 (location-based) breakdown by business segment				
GHG Emissions	- Connectivity and Cable Solutions (CCS), metric tons of CO <sub>2</sub> e	77,789	67,863	54,499	52,518
GHG Emissions	- Outdoor Wireless Networks (OWN), metric tons of CO <sub>2</sub> e	19,880	15,406	12,865	13,529
GHG Emissions	- Networking, Intelligent Cellular and Security Solutions (NICS), metric tons of CO <sub>2</sub> e	11,587	9,233	7,695	8,189
GHG Emissions	- Access Network Solutions (ANS), metric tons of CO <sub>2</sub> e	7,062	6,823	6,562	2,838
GHG Emissions	- Home Networks (HN), metric tons of CO <sub>2</sub> e	17,673	13,000	12,556	0
GHG Emissions	- Corporate, metric tons of CO <sub>2</sub> e	3,921	946	503	8,588
GHG Emissions	Total GHG emissions: Scope 2 (location-based) breakdown by type of source				
GHG Emissions	- electricity, metric tons of CO <sub>2</sub> e	137,764	113,199	94,620	85,596
GHG Emissions	- heating, metric tons of CO <sub>2</sub> e	147	72	60	66
<b>GHG Emissions</b>	<b>Total GHG emissions: Scope 2 (market-based), metric tons of CO<sub>2</sub>e</b>	<b>138,239</b>	<b>101,550</b>	<b>86,002</b>	<b>79,808</b>
GHG Emissions	Total GHG emissions: Scope 2 (market-based) breakdown by business segment				
GHG Emissions	- Connectivity and Cable Solutions (CCS), metric tons of CO <sub>2</sub> e	83,626	62,871	53,011	50,760
GHG Emissions	- Outdoor Wireless Networks (OWN), metric tons of CO <sub>2</sub> e	20,275	14,837	12,297	13,045
GHG Emissions	- Networking, Intelligent Cellular and Security Solutions (NICS), metric tons of CO <sub>2</sub> e	12,362	9,224	7,057	8,213
GHG Emissions	- Access Network Solutions (ANS), metric tons of CO <sub>2</sub> e	7,337	6,781	6,557	2,808
GHG Emissions	- Home Networks (HN), metric tons of CO <sub>2</sub> e	10,496	7,290	6,821	0
GHG Emissions	- Corporate, metric tons of CO <sub>2</sub> e	4,143	549	259	4,981
GHG Emissions	Total GHG emissions: Scope 2 (market-based) breakdown by type of source				
GHG Emissions	- electricity, metric tons of CO <sub>2</sub> e	138,092	101,478	85,941	79,742
GHG Emissions	- heating, metric tons of CO <sub>2</sub> e	147	72	60	66
<b>GHG Emissions</b>	<b>Total GHG emissions: Scope 1 and 2 GHG emissions (location-based), metric tons of CO<sub>2</sub>e</b>	<b>210,586</b>	<b>173,893</b>	<b>137,911</b>	<b>123,837</b>
<b>GHG Emissions</b>	<b>Total GHG emissions: Scope 1 and 2 GHG emissions (market based), metric tons of CO<sub>2</sub>e</b>	<b>210,913</b>	<b>162,171</b>	<b>129,233</b>	<b>117,984</b>

Category	KPI	2019	2022	2023	2024
<b>GHG Emissions</b>	<b>Total GHG emissions: Scope 3 GHG Emissions, metric tons of CO<sub>2</sub>e</b>	<b>4,250,493</b>	<b>4,842,406</b>	<b>3,351,297</b>	<b>2,372,245</b>
GHG Emissions	Total GHG emissions: Scope 3 breakdown by business segment				
GHG Emissions	- Connectivity and Cable Solutions (CCS), metric tons of CO <sub>2</sub> e	939,138	924,682	570,994	388,542
GHG Emissions	- Outdoor Wireless Networks (OWN), metric tons of CO <sub>2</sub> e	466,829	514,727	262,278	271,640
GHG Emissions	- Networking, Intelligent Cellular and Security Solutions (NICS), metric tons of CO <sub>2</sub> e	525,510	309,955	374,016	304,340
GHG Emissions	- Access Network Solutions (ANS), metric tons of CO <sub>2</sub> e	1,582,783	2,574,479	1,873,808	1,181,959
GHG Emissions	- Corporate, metric tons of CO <sub>2</sub> e	736,232	518,563	270,201	225,765
GHG Emissions	Total GHG emissions: Scope 3 breakdown by category				
GHG Emissions	- Category 1 - Purchased Goods and Services, metric tons of CO <sub>2</sub> e	1,489,626	1,128,456	759,884	495,096
GHG Emissions	- Category 2 - Capital Goods, metric tons of CO <sub>2</sub> e	15,327	10,251	6,571	2,538
GHG Emissions	- Category 3 - Fuel and Energy Related Activities, metric tons of CO <sub>2</sub> e	40,927	35,109	30,103	27,412
GHG Emissions	- Category 4 - Upstream Transportation and Distribution, metric tons of CO <sub>2</sub> e	167,562	383,438	174,286	142,148
GHG Emissions	- Category 5 - Waste Generate in Operations, metric tons of CO <sub>2</sub> e	5,955	6,087	3,794	3,445
GHG Emissions	- Category 6 - Business Travel, metric tons of CO <sub>2</sub> e	20,643	12,748	7,862	8,166
GHG Emissions	- Category 7 - Employee Commuting, metric tons of CO <sub>2</sub> e	38,740	23,945	19,042	19,360
GHG Emissions	- Category 8 - Upstream Leased Assets, metric tons of CO <sub>2</sub> e	6,458	5,893	4,090	4,603
GHG Emissions	- Category 9 - Downstream Transportation, metric tons of CO <sub>2</sub> e	24,174	122,698	55,770	45,486
GHG Emissions	- Category 11 - Use of Sold Products, metric tons of CO <sub>2</sub> e	2,316,194	3,038,127	2,189,491	1,551,710
GHG Emissions	- Category 12 - End-of-Life Treatment of Sold Products, metric tons of CO <sub>2</sub> e	123,971	75,617	100,403	63,354
GHG Emissions	- Category 13 - Downstream Leased Assets, metric tons of CO <sub>2</sub> e	925	39	0	0
GHG Emissions	- Category 15 - Investments, metric tons of CO <sub>2</sub> e	N/A	N/A	N/A	8,927
GHG Emissions	Total GHG emissions: Scope 3 - Upstream GHG Emissions	1,785,229	1,605,927	1,005,632	702,768
GHG Emissions	Total GHG emissions: Scope 3 - Downstream GHG Emissions	2,465,264	3,236,480	2,345,664	1,669,477
<b>GHG Emissions</b>	<b>Total GHG emissions: Scope 1, Scope 2 location-based, Scope 3, metric tons of CO<sub>2</sub>e</b>	<b>4,461,079</b>	<b>5,016,299</b>	<b>3,489,208</b>	<b>2,496,082</b>
<b>GHG Emissions</b>	<b>Total GHG emissions: Scope 1, Scope 2 market-based, Scope 3, metric tons of CO<sub>2</sub>e</b>	<b>4,461,406</b>	<b>5,004,577</b>	<b>3,480,529</b>	<b>2,490,228</b>
GHG Emissions	Scope 2 emissions from primary data, percent	98%	96%	99%	99%
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (location-based) normalized per \$ million annual turnover, metric tons of CO <sub>2</sub> e/\$1M	41.25	31.38	32.00	22.63
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (market-based) normalized per \$ million annual turnover, metric tons of CO <sub>2</sub> e/\$1M	24.81	17.32	18.72	21.56
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (location-based) per employee (FTE), metric tons of CO <sub>2</sub> e/FTE	10.79	8.42	8.35	4.94
GHG Emissions Intensity	Total Scope 1 and 2 GHG emissions (market-based) per employee (FTE), metric tons of CO <sub>2</sub> e/FTE	6.49	4.65	4.88	4.70

Category	KPI	2019	2022	2023	2024
Water	Total water withdrawal, megaliter [MI]	645	622	564	565
Water	Total water withdrawal by source: ground water, megaliter [MI]	90	73	67	64
Water	Total water withdrawal by source: third-party water, megaliter [MI]	555	549	498	501
Water	Total water withdrawal, cubic meter [m <sup>3</sup> ]	645,128	622,083	564,316	564,983
Water	Total water withdrawal by source: ground water, cubic meter [m <sup>3</sup> ]	89,639	73,213	66,538	64,306
Water	Total water withdrawal by source: third-party water, cubic meter [m <sup>3</sup> ]	555,489	548,869	497,779	500,677
Water Intensity	Total water withdrawal normalized per \$ million annual turnover, cubic meter/\$1M [m <sup>3</sup> /\$1M]	77.31	67.41	80.63	103.25
Water Intensity	Total water withdrawal normalized per employee, cubic meter/FTE [m <sup>3</sup> /FTE]	20.22	18.10	21.03	22.53
Waste	Total operational waste generated, metric tons	33,436	46,294	30,025	23,852
Waste	Total non-hazardous waste, metric tons	33,436	44,759	28,914	22,761
Waste	Total hazardous waste, metric tons	not reported	1,097	726	792
Waste	Total e-Waste, metric tons	393	437	385	298
Waste	Total non-hazardous waste recycled, metric tons	28,627	36,980	23,680	18,564
Waste	Total non-hazardous waste sent to landfill, metric tons	4,810	7,779	5,234	4,197
Waste	Total non-hazardous waste recycled - beneficial reuse of waste, percent	86%	83%	82%	82%
Waste Intensity	Total waste normalized per employee, kilogram per employee [kg/FTE]	not reported	1,347	1,119	951
Category	KPI	2019	2022	2023	2024
Percent real estate portfolio covered by GHG reporting	Report Coverage	91%	91%	92%	92%
Percent real estate portfolio covered by water reporting	Report Coverage	77%	84%	87%	83%
Percent real estate portfolio covered by waste reporting	Report Coverage	65%	59%	71%	70%
Number of environmental projects implemented	Environmental Projects	23	20	19	10
Annual energy avoided	Environmental Projects, gigajoule [GJ]/year	6,435	3,319	1,351	4,209
Total estimated annual CO <sub>2</sub> e savings	Environmental Projects, metric tons of CO <sub>2</sub> e/year	669	217	116	347

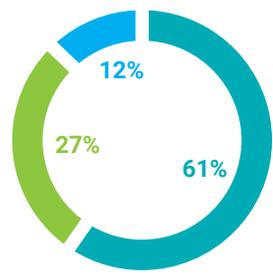
A.2.3 Human capital

Total headcount by employment contract



■ Temporary ■ Permanent

Total headcount by region



■ Americas ■ APAC ■ EMEA

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

Headcount information by gender

Employment type	Male	Female	Not disclosed	Total
Permanent/regular	12,700* (61%)	8,000* (39%)	-	20,700*
Temporary	2,800* (64%)	1,500* (36%)	-	4,300*
Full-time**	13,100* (52%)	8,800* (35%)	3,000* (12%)	25,000*
Part-time**	50* (<1%)	50* (<1%)		
Non-guaranteed hours	-	-	-	0
<b>Total headcount</b>	<b>15,500* (62%)</b>	<b>9,500* (38%)</b>	-	<b>25,000*</b>

\* Rounded figures  
 \*\* In mid-2023, CommScope moved to a new tool (Employee Central) which only tracks information for employees with direct employment relationship with CommScope.

Headcount information by region

Employment type	APAC	EMEA	Americas	Not disclosed	Total
Permanent/regular	5,500* (27%)	2,100* (10%)	13,100* (63%)	-	20,700*
Temporary	1,300* (31%)	800* (18%)	2,200* (51%)	-	4,300*
Full-time**	5,500* (22%)	2,200* (9%)	14,200* (57%)	3,000* (12%)	25,000*
Part-time**	0* (<1%)	100* (<1%)	0* (<1%)		
Non-guaranteed hours	-	-	-	-	0
<b>Total headcount</b>	<b>6,800* (27%)</b>	<b>2,900* (12%)</b>	<b>15,300* (61%)</b>	-	<b>25,000*</b>

\* Rounded figures  
 \*\* In mid-2023, CommScope moved to a new tool (Employee Central) which only tracks information for employees with direct employment relationship with CommScope.

**Permanent/regular employee:** employee with a contract for an indeterminate period for full-time or part-time work.

**Temporary employee:** employee with a contract for a limited period that ends when the specific time period expires. This category includes internal temporary employees having a direct employment relationship with CommScope and external temporary employees who are engaged through third parties e.g. labor agencies.

**Full-time employee:** employee whose working hours per week, month or year are defined according to national law and practices regarding working time.

**Part-time employee:** employee whose working hours per week, month or year are less than the number of working hours for full-time employee.

**Non-guaranteed hours employee:** employee who is not guaranteed a minimum or fixed number of working hours per day, week, or month, but who may need to make themselves available for work as required. CommScope doesn't employ this category of employees.

A.2.4 Collective bargaining agreements

Country	Headcount	% of headcount
Belgium	160*	91%
Brazil	70*	70%
China	2,040*	83%
Czech Republic	770*	95%
France	50*	100%
Germany	220*	96%
India	10*	<1%
Ireland	140*	66%
Italy	190*	100%
Mexico	930*	9%
Spain	180*	100%
Total	4,780*	19%

\* Rounded figures

CommScope is committed to providing a positive work environment, treating our employees with dignity and providing an open-door policy. While we respect our employees’ rights to form and join trade unions, to bargain collectively and to engage in peaceful assembly—as well as the right of employees to refrain from such activities, in accordance with local laws—we also believe our employees, our company and our customers are best-served when managers and employees deal openly and directly with each other, without fear of discrimination, reprisal, intimidation or harassment.

A.2.5 Employee turnover by region

Region	Permanent/regular	Temporary
APAC	21.6%	139.1%
CALA	13.4%	66.1%
EMEA	21.5%	40.6%
Greater China	13.6%	0.0%
NAR	20.0%	370.1%
<b>Total</b>	<b>16.8%</b>	<b>82.9%</b>

Employee turnover rate includes employees who leave the organization voluntarily or due to dismissal, retirement or death in service.

A.2.6 Average hours of training per employee

CommScope tracks online learning hours in its digital learning platform, THRIVE@CommScope; however, because of a decentralized approach instructor-led learning experiences, and discretionary learning pursued by individuals, segments, and departments, these are not formally tracked for salaried employees. Technical and developmental training for hourly employees is tracked by manufacturing facilities. Below are learning hours tracked by employee category in 2024.

Salaried employees

Developmental training	Number of courses
Learning hours	13,145
Course completions	81,545
Content views	140,633
Total views	220,544
Total searches	12,383
User-created learning content	860
Most popular search term	Excel
uLEAD levels completed	187
uLEAD program completions	42

Average hours of training per salaried employee: 1.83

Hourly employees

Significant location of operation	Training hours	Average hours of training per employee
Bray, Ireland	764	10.76
Brno, Czech Republic	1,571	2.55
Catawba, NC, U.S.	15,982	37.43
Claremont, NC, U.S.	15,626	30.52
Delicias, Mexico	64,477	35.54
Eules, TX, U.S.	not available	not available
Goa, India	113,767	11.33
Juarez-Bermudez, Mexico	454,724	139.31
Juarez-Praderas, Mexico	42,996	25.58
Malton, UK	353	19.61
Bodelwyddan (Rhyl), UK	1,202	10.10
Pineville, NC, U.S.	not available	not available
Reynosa, Mexico	139,226	126.34
Santa Ana, CA, U.S.	not available	not available
Suzhou CSA, China	9,766	27.78
Suzhou CSC, China	7,020	11.57
Tijuana, Mexico	23,611	18.72

Hourly employees

Region for significant locations of operation	Training hours	Average hours of training per employee
Americas	756,642	75.21
APAC	130,535	11.87
EMEA	3,890	4.73

**Significant location of operation:** a CommScope manufacturing facility

**Salaried employee:** a direct employee of CommScope, permanent or temporary, who received a fixed amount of pay regardless of how many hours they work each week.

**Hourly employee:** a direct employee of CommScope, permanent or temporary, who is paid an hourly wage.

A.2.7 Percentage of employees receiving regular performance and career development reviews

Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.

Employees not in scope of regular performance and career development review:

- hourly paid permanent/regular employees (~12,900\*)
- salaried employees and hourly paid external temporary employees (~3,000\*)

Employees in scope of regular performance and career development review:

- salaried permanent/regular and internal temporary employees (~9,100\*)

Employment type	Male	Female	Not disclosed	Total
Permanent/regular	99.4%**	99.1%**	-	99.3%**
Temporary	50.0%**	75.0%**	-	61.1%**
Full-time**	99.3%**	99.1%**	-	99.2%**
Part-time**	98.1%**	95.4%**	-	96.6%**
Non-guaranteed hours	-	-	-	-
<b>Total headcount</b>	<b>68%</b>	<b>25%</b>	<b>7%***</b>	<b>9,100*</b>

\* Rounded figures

\*\* Calculation completed for the records available in the CommScope system for the 2024 performance review cycle.

\*\*\* Employees records removed from the system after the employment termination and separation from CommScope during the 2024 performance review cycle.

CommScope's performance management cycle timeline in 2024



A.2.8 Employee data

Category	By gender		By age group			
	Female	Male	<30	30-50	>50	Not disclosed
Board of Directors (BOD)	10%	90%	0%	20%	80%	0%
Management Team	17%	83%	0%	33%	67%	0%
Total Head Count	38%	62%	20%	50%	18%	12%

\* Employee diversity by age is tracked for CommScope's permanent/regular employees and internal temporary employees. In mid-2023, CommScope moved to a new tool (Employee Central) which only tracks information for employees with direct employment relationship with CommScope. Other tools/applications are used by various regions/countries for managing information about external temporary employees, these don't include age tracking only a confirmation that workers are above the legal minimum age.

**Child:** Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.

**Young Worker:** Any person over the age of Child and under the age of 18.

**Minimum Age:** Except where local law requires a different age (older or younger), 17 years of age for any employment with CommScope other than participation in an Apprenticeship Program. For participation in an Apprenticeship Program with CommScope, 16 years of age.

A.2.9 Work-related incidents, injuries and statistics

Total work-related injury and ill-health KPIs for all employees (permanent, temporary)

Incident type	Number	Rate
Fatality	0	0.00
Recordable lost time incident with lost time exceeding 180 days or high-consequence injury	5	0.02
Recordable incident (with lost time and without lost time)	57	0.24
Days away (lost and restricted)	1,749	7.47
Number of hours worked	46,819,636	-

Work-related injury KPIs for all employees (permanent, temporary)

Incident type	Number	Rate
Fatalities as a result of work-related injury	0	0.00
Recordable lost time injury with lost time exceeding 180 days or high-consequence injury	5	0.02
Recordable work-related injuries (with lost time and without lost time)	57	0.24

Main type of work-related injuries

Injury type (top 3)	Number	Percentage
Sprain/strain	25	46%
Cut/laceration	13	24%
Bruise/contusion	8	15%

- The work-related hazards that pose a risk of high consequence injury—slip/trip/fall, struck by objects, ergonomics: posture or body movement, caught in or between, cut/stab/puncture.
- Which of these hazards have caused or contributed to cases of high-consequence injuries during the reporting period—slip/trip/fall (3 cases), caught in or between (1 case), ergonomics, posture or body movement (1 case).
- How these hazards have been determined—facilities conduct regular safety hazards identification and risk assessment at workplace as per the applicable regulatory requirements and ISO 45001 requirements. The available methodology at a corporate level is our common generic employee risk assessment, where work-related hazards that pose a risk of injury are identified. For recordable and lost-time incidents, the root cause investigation triggers a review of risk assessment.
- Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls—ranging from barriers, guards, operating procedures, education, trainings, to PPE.

Work-related ill health KPIs for all employees (permanent, temporary)

Incident type	Number	Percentage
Fatalities as a result of work-related ill health	0	0.00
Recordable work-related ill health cases	0	0.00

Main type of work-related ill-health

Ill-health type (all)	Number	Percentage
None	0	0%

- The work-related hazards that pose a risk of ill health—extreme temperatures (heat/cold), noise, nontoxic chemical substances.
- Which of these hazards have caused or contributed to cases of ill health during the reporting period—zero work-related ill-health cases occurred in 2024.
- How these hazards have been determined—facilities conduct regular industrial hygiene monitoring at workplace as per the applicable regulatory requirements (including industrial hygiene, noise surveys etc.) where work-related hazards that pose a risk of ill health are identified. The available methodology at a corporate level is our common generic employee risk assessment, where work-related hazards that pose a risk of ill health are identified with other safety hazards. For recordable and lost-time incidents, the root cause investigation triggers a review of risk assessment.
- Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls—ranging from barriers, exhaust systems, ventilation controls, operating procedures, education, trainings, to PPE.

CommScope EHS management system definitions

- Fatality death:** Due to work-related incident.
- Recordable incident:** Incident in which injury/illness requires more than first aid treatment. The treatment may begin with first aid but then requires more advanced care.
- High-consequence injury:** injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.
- Lost workday(s):** Any days an employee is unable to work because of a workplace injury. Lost workdays are counted within the calendar year, which includes weekends, holidays, company shutdowns, etc., regardless of whether the employee is required to work any of these days. Subsequent days after the injury date qualify as lost time injury cases.
- Restricted workday(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 workdays are counted within the calendar year, which includes weekends, holidays, company shutdowns, etc., regardless of whether the employee is required to work any of these days. Subsequent days after the injury date qualify as restricted/lost time injury cases.
- Injury rate:** Injury rate is calculated by multiplying the number of recordable cases by 200,000, and then dividing by the number of total hours worked at the company. Injury rate calculation includes fatalities as a result of work-related injury, high-consequence work-related injuries and recordable work-related injuries.



Priority	Goal	2025 objective/target is to:
<b>Governance and Ethics</b> 	Drive corporate responsibility and sustainability in the business	<ul style="list-style-type: none"> <li>• Publish a 3rd-party assured Sustainability Report aligned with the GRI and SASB standards including SDGs and drive compliance with the new global legislation including EU CSRD</li> <li>• Reinforce the Ethics and Compliance training program, targeting a completion rate of more than 95%</li> <li>• Reduce GHG emissions across our operations through analysis and, ultimately, adoption of externally approved science-based GHG reduction targets (Scope 1, 2 and 3)</li> </ul>
<b>Our People</b> 	Leverage a collaborative, enabled and agile workforce to deliver business innovation and top quartile performance	<ul style="list-style-type: none"> <li>• Activate our purpose, vision, values and CommScope NEXT strategy to drive engagement, innovation and growth</li> <li>• Drive positive talent and business outcomes through leadership, culture and positive employee experiences</li> <li>• Reinforce an inclusive culture that thrives on innovation and learning to adapt, grow and win</li> <li>• Provide meaningful well-being support to enable our employees to flourish in all ways</li> <li>• Serve as positive community citizens</li> </ul>
<b>Sustainable Products</b> 	Develop solutions that meet our customers' current and future sustainability requirements	<ul style="list-style-type: none"> <li>• Product Compliance: Using our internal LCA capabilities, complete 3 different product category LCAs, complete 3 different product category HPDs. Complete assessment of LCA automation tool.</li> <li>• (ANS) – Continue active participation in driving the standards development for network energy efficiency and energy goals; including the European Commission's Broadband Networking Equipment Code of Conduct and the SCTE's Energy Management Subcommittee</li> <li>• (CCS)– Complete product LCAs for 4 product families), expand the application of the single-use plastic (SUP) elimination program, and target 100% Green energy in EMEA manufacturing sites. Develop internal tools for sustainability reporting:                             <ul style="list-style-type: none"> <li>- Align Scope 3 metrics with Emission Reduction Plans</li> <li>- Increase sustainability data quality for key suppliers</li> <li>- Improve data and streamline data extraction from SAP for faster reporting</li> </ul> </li> <li>• (NICS) – Identify product efficiency improvement programs, including innovative and intelligent features to reduce power consumption and energy use in the operational mode</li> </ul>
<b>Responsible Supply Chain</b> 	Source responsibly and minimize our supply chain risks	<ul style="list-style-type: none"> <li>• Complete the annual sustainability assessments for 100% in-scope suppliers</li> <li>• Ensure 100% of "High Risk" suppliers complete a CR audit</li> <li>• Ensure 100% of CommScope facilities are not rated as "High Risk" during the annual RBA risk assessment review</li> <li>• Engage all major Cat 1 – Purchased goods and services suppliers to reduce GHG emissions</li> <li>• Maintain RBA membership and manage supplier sustainability using RBA's risk-based approach</li> </ul>
<b>Our Business Operations</b> 	Reduce the environmental impact of our operations and facilities	<ul style="list-style-type: none"> <li>• Reduce our Scope 1 and 2 GHG emissions by at least 2% by year-end 2025 (Target will be superseded by our SBTs once approved.)</li> <li>• Continue to maintain ISO14001 and ISO45001 certification at selected facilities</li> <li>• Utilizing BRE (Beneficial Reuse) calculation – improve overall percentage recycled/reused verses disposed</li> <li>• At a minimum, maintain 2024 water usage performance normalized by total hours worked</li> <li>• At a minimum, maintain the 2025 EHS incident rate for the company below industry standard (0.9)</li> </ul>

Each quarter in 2024, CommScope conducted outreach across all business segments to evaluate any potential ethical risk, including corruption. This quarterly outreach included on average 2,000 employees receiving the Period Executive Disclosure Questionnaire (based on their job level and job function) and four Executive Leadership Team (ELT) members being interviewed. We identified no significant risks or incidents regarding corruption.

Separately, CommScope didn't identify any significant noncompliance with environmental, social, and economic laws and/or regulations in 2024. No significant fines were issued during the reporting period. CommScope received no administrative complaints regarding privacy or data protection in 2024.

**A.4.1 Screening suppliers and identifying significant risk for incidents of forced or compulsory labor and child labor**

In 2024, 202 suppliers were screened across environmental and social criteria. This included 100% of new suppliers. Following the completion of the 2024 audit process, a total of 4% of suppliers were identified as high risk. For active high-risk suppliers, we have completed follow-up audits in 2024 or have planned follow-up audit in 2025. The audit process identified four findings in the freely chosen employment category—two priority, one major and one minor. The identified deficiencies were formally documented in corrective action plans by the respective suppliers. RBA guidelines recommend that priority findings are rectified within 30 days, major findings in 180 days and minor findings in 270 days. The suppliers have taken corrective actions to address these findings and follow-up audits confirmed that the appropriate action was been taken to address all freely chosen employment findings. There were no reported incidents of child labor, forced labor, slavery or human trafficking found.

The following measures were taken during the reporting period to support the elimination of child labor, forced or compulsory labor:

- |   |   |
|---|---|
| <p><b>Company policies</b></p> <ul style="list-style-type: none"> <li>• Labor Policy</li> <li>• Child Labor Policy</li> <li>• Code of Ethics and Business Conduct</li> <li>• Supplier Code of Conduct</li> </ul> <p><b>Risk assessments</b></p> <ul style="list-style-type: none"> <li>• Company level</li> <li>• Manufacturing facilities</li> </ul> | <p><b>Internal audits—manufacturing facilities</b></p> <p><b>Grievance mechanism</b></p> <p><b>Responsible sourcing program</b></p> <p><b>Supplier selection and evaluation program</b></p> <p>This program includes supplier risk assessments (including Supplier Sustainability Survey) and on-site audits.</p> |
|---|---|

**A.4.2 Negative environmental impact in the supply chain and actions taken**

CommScope's definition of "significant impact" aligns with the RBA's "priority" classification.

- a) 202 suppliers were assessed for environmental impacts including 100% of new suppliers.
- b) We identified one supplier as having significant actual and potential negative environmental impact.
- c) We identified significant actual and potential negative environmental impacts in the supply chain in 2024. Overall, there was one significant (priority) finding, ten major and nine minor findings. The top three environmental findings identified are related to:
  - i. Solid waste management
  - ii. Chemical management
  - iii. Water management

CommScope's suppliers have taken corrective actions to address these findings.
- d) One assessed supplier had significant actual and potential negative impacts.
- e) No existing supplier relationships were terminated due to the assessments.

**A.4.3 Negative social impacts in the supply chain and actions taken**

CommScope's definition of "significant impact" aligns with the RBA's "priority" classification.

- a) 202 suppliers were assessed for social impacts including 100% of new suppliers.
- b) Seven suppliers were identified as having significant actual and potential negative social impacts.
- c) Overall, there were nine significant (priority) findings from the five categories (Labor, Health and Safety, Environment, Ethics, Management System) in 2024:
  - i. Freely chosen employment (2)
  - ii. Occupational health and safety (2)
  - iii. Working hours (2)
  - iv. Emergency preparedness (1)
  - v. Disclosure of information (1)
  - vi. Solid waste management (1)

CommScope's suppliers have taken corrective actions to address these findings.
- d) We identified 3% of assessed suppliers as having significant actual and potential negative impacts, and both parties agreed upon improvements.
- e) No existing supplier relationships were terminated due to the assessments.



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

- 1. Building Industry Consulting Service International, Inc. (BICSI)
- 2. Broadband Forum
- 3. Fiber Broadband Association
- 5. Conference Board’s Product Stewardship & Regulatory Affairs (PSRA) Council
- 6. European Committee for Electrotechnical Standardization (CENELEC)
- 7. International Electrotechnical Commission (IEC)
- 8. International Electronics Manufacturing Initiative (ENEMI)
- 9. International Organization for Standardization (ISO)
- 10. International Special Committee on Radio Interference (CISPR)
- 11. International Telecommunication Union (ITU)
- 12. International Telecommunication Union – Telecommunications Sector (ITU-T)
- 13. International Wire and Cable Symposium (IWCS) Cable and Connectivity Industry Forum
- 14. Institute of Electrical and Electronics Engineers (IEEE)
- 15. Next Generation Mobile Networks Alliance (NGMN)
- 16. Open Radio Access Network Alliance (O-RAN)
- 17. Responsible Business Alliance (RBA)
- 18. Responsible Mineral Initiative (RMI)
- 19. Society of Cable Telecommunications Engineers (SCTE)
- 20. Sycabel (professional union of manufacturers of electrical and communication wires and cables)
- 21. The Sustainability Committee of the fiber to the home (FTTH) Council Europe
- 22. Thinkstep – BOMcheck
- 23. Telecommunications Industry Association (TIA)
- 24. Telecommunications Industry Association (TIA) – Quest Forum
- 25. Wi-Fi Alliance (WFA)
- 26. Wireless Broadband Alliance (WBA)
- 27. WInnForum

A.6 Assurance statement

To: The Stakeholders of CommScope

Independent assurance statement by JLL EMEA Sustainability Consulting (“JLL”) to the stakeholders of CommScope concerning the information presented in its 2025 Sustainability Report – Investing In Our Future, for the period Jan. 1, 2024 and Dec. 31, 2024.

Scope of Work

CommScope engaged JLL to provide independent assurance of its 2025 Sustainability Report. The engagement was Type-1 moderate assurance in accordance with the AA1000AS v3 standard which consisted of:

A. Evaluation of CommScope’s adherence to the AA1000 AccountAbility Principles (AA1000AP 2018) of Inclusivity, Materiality, Responsiveness, and Impact.

Responsibility

The management of CommScope is responsible for the completion of the 2025 Sustainability Report and all statements contained therein. JLL’s responsibility was to complete the assurance process as per the methodology detailed below, prepare this assurance statement and to provide a report on its findings for the management of CommScope.

Methodology

JLL undertook the following assurance activities:

- Interviewed several key stakeholders including Damien O’Sullivan - Sr. Director, Corporate Responsibility and Sustainability and Zuzana Robb (formerly Pospechova) - Director,

Corporate Responsibility about CommScope’s adherence to the AA1000AP principles, in relation to the organization’s strategy and reporting, and the preparation of the 2025 Sustainability Report.

- Reviewed internal and publicly available documentation relating to the principles of Inclusivity, Materiality, Responsiveness, and Impact and drew upon information gathered in 2025 through eight interviews conducted with CommScope stakeholders.
- Reviewed the approach to sustainability reporting and conducted a qualitative review in line with the requirements of AA1000AS.

Level of Assurance and Limitations

JLL provided a moderate level of assurance in line with the requirements of AA1000AS, which included a desktop review and evidence gathering from internal and external sources. The verification did not include financial data or other information not related to sustainability. Inherent limitations exist in all assurance engagements, due to the limited nature of testing; and the procedures carried out vary in nature, timing and extent. Responsibility and Sustainability (CRS) program was provided and reviewed.

The scope of AA1000 Assurance is limited based on the amount of interaction and information provided. Material from relevant stakeholders supporting CommScope’s Corporate Responsibility and Sustainability (CRS) program was provided and reviewed.

The scope of our testing was limited to the 2024 reporting period (Jan. 1, 2024 to Dec. 31, 2024) only.

**Evaluation of CommScope’s adherence to the AA1000 Accountability Principles (AA1000AP) of Inclusivity, Materiality, Responsiveness, and Impact**

Based on the scope of work described above, nothing has come to our attention to suggest that CommScope did not adhere to the criteria defined under the principles of Inclusivity, Materiality, Responsiveness, and Impact in relation to its 2025 sustainability disclosure.

**Inclusivity – How the organization engages with stakeholders and enables their participation in identifying issues and finding solutions.**

CommScope has identified customers, shareholders, investors, the board, executives, internal subject matter experts, employees, suppliers, local communities, regulatory authorities, and industry associations as its key stakeholder groups. Stakeholder engagement occurs through various channels including events, web resources, town hall meetings, reports, audits, and surveys. CommScope’s robust governance structure enables internal engagement and two-way sharing of information. The Executive Sustainability Council, including members from the Executive Leadership Team (ELT), meet at least annually to discuss CRS updates. CommScope’s ELT engages employees through site visits, town hall meetings, emails, round-table events, and the annual Pulse Survey, which gathers insights into employee engagement, inclusion, and experience with company values, to identify strengths and areas for improvement in relation to employee satisfaction. Furthermore, employee development programs like CommScope University and THRIVE@CommScope support professional training and business development participation, to ensure that the necessary competencies and resources are available for stakeholder engagement. In 2019, CommScope conducted a materiality assessment involving key stakeholders, to identify material sustainability topics which were used to structure CommScope’s strategy and 2025 Sustainability Report. In 2024, CommScope conducted a double materiality assessment (DMA) facilitating further stakeholder engagement on sustainability related issues. The DMA involved mapping CommScope’s value chain, identifying and engaging with stakeholders through workshops, surveys, interviews, and research. The resulting materiality matrix will form the basis of CommScope’s future strategy and reporting. As Responsible Supply Chain is high on the list of topics material to CommScope, suppliers are engaged via sustainability assessments, on-site audits, and training to assess performance and gather feedback. This demonstrates a formal strategy for ongoing engagement and communication with a relevant stakeholder group. Additionally, CommScope actively communicates with investors regarding sustainability initiatives and goals. CommScope also sets clear objectives for stakeholder interactions, with outputs used to facilitate understanding and improvements. For example, CommScope’s “interested party matrix” process, as part of its Environment, Health and Safety (EHS) program, is informed by local communities as well as employees to support the sustainability of CommScope’s operational practices.

**Materiality – How the organization determines the relevance and significance of an issue to itself and to its stakeholders.**

CommScope’s most recent publicly available materiality assessment was conducted in 2019. A broad range of stakeholders were consulted via surveys, interviews, and desk-based research. They identified topics such as Equal, Diverse and Inclusive Workforce; Human Rights; Data Security and Privacy; Responsible Procurement; Greenhouse Gas (GHG) Emissions; and Energy Efficiency of Products as material impact areas. These were consolidated into CommScope’s five CRS priorities: Governance and Ethics; Our Business Operations; Sustainable Products; Responsible Supply Chain; and Our People. These CRS priorities define the strategic pillars of CommScope’s sustainability program and guide

ongoing actions. This process demonstrates how the materiality assessment is integrated across the organization and embedded in into CommScope’s strategy and internal policies and procedures. CommScope’s 2019 materiality assessment also considered the evolving sustainability, macroeconomic, geopolitical, and regulatory contexts by evaluating trends from regulatory authorities and industry associations, and the opinions of non-governmental organizations. During 2024, in further response to evolving industry expectations surrounding the Corporate Sustainability Reporting Directive (CSRD), CommScope conducted a DMA. This has been used to evaluate the financial impact of sustainability issues on CommScope, and CommScope’s impact on the environment and society. The assessment, based on European Sustainability Reporting Standards (ESRS) and company and sector-specific topics, followed a five-phase process: Preparation; Identification; Evaluation; Assessment; and Consolidation to provide a holistic understanding of risks, opportunities, and impacts. The DMA results were presented in a materiality matrix, which identified climate change; circular economy; consumers and end-users; further governance topics; and business conduct as key focus areas for CommScope. These findings will inform CommScope’s objectives, goals, and long-term sustainability strategy, as well as its 2026 Sustainability Report. Following the DMA, CommScope plans to conduct a gap analysis against applicable ESRS standards and establish working groups to address identified gaps. As with the 2019 assessment, this demonstrates that the materiality assessment is integrated across the organization. The establishment of working groups evidence that the necessary competencies and resources to apply the results of the materiality assessment are in place. CommScope will review its materiality assessment at least annually, to evaluate the impact of significant business changes on material topics and determine whether a complete reassessment is required. The board of directors is responsible for CommScope’s CRS strategy, reviewing material topics and related initiatives. Annual objectives are set for each CRS topic, with progress tracked using key performance indicators. Through this comprehensive approach, CommScope has a mechanism to determine that sustainability efforts remain aligned with stakeholder expectations and evolving business contexts.

**Responsiveness – How the organization responds to stakeholder issues affecting sustainability through its performance, actions, decisions and communication.**

CommScope has a strong sustainability governance structure in place to develop responses to material topics and communicate these to stakeholders across the organization. The board of directors continues to hold ultimate responsibility for CRS policies and practices, with the board committees, comprising of the Audit Committee, the Nominating and Corporate Governance Committee, and the Compensation Committee overseeing, monitoring and guiding procedures and processes. Additionally, the Executive Sustainability Council provides strategic oversight and executive support for CommScope’s sustainability program. Further to this, in 2024, the EHS team was moved under the CRS team, reporting to Damien O’Sullivan, Sr. Director of Corporate Responsibility and Sustainability, serving to streamline operations and improve the organization’s ability to respond to EHS and CRS matters. This restructuring demonstrates CommScope’s continued adherence to implementing a process for developing responses related to material topics. Business response is facilitated by a dedicated sustainability team including sustainability leads, who engage with relevant departments to embed sustainability-related considerations within day-to-day operating practices and procedures. Operational restructuring of the business resulted in one business being sold in early 2024 and two businesses being sold in early 2025. The sale of the Home Networks business triggered a re-baselining of scope 3 carbon emissions as it had a considerable impact on category 11 emissions. CommScope will further re-baseline its scope 1, 2 and 3 following the sale of the Outdoor Wireless Network (OWN) and Distributed Antennas Systems (DAS) businesses. This re-baselining will enable CommScope to continue conducting meaningful emissions reporting to its stakeholders.



The Company further illustrated its efforts to report to stakeholders in a comprehensive, accurate and timely way, using suitable reporting principles, frameworks and guidelines as evidenced through the publication of its 2025 Sustainability Report and the delivery of EHS, supplier responsibility and ethics and compliance policies throughout 2024. A key policy amongst CommScope's wide-ranging publicly available documents is its 2024 Conflict Minerals Policy, which was updated to include extended minerals as identified by the Responsible Minerals Initiative (RMI), consolidating sourcing procedures into a single document. This signifies CommScope's accountability for responsible mineral sourcing and communicating this to stakeholders. CommScope continues to report in accordance with industry recognized standards and frameworks including Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB), to ensure its response to sustainability issues is clearly communicated and understood by its stakeholders.

**Impact – How the organization monitors and measures the effects of its behavior and performance on the economy, the environment, and society**

CommScope tracks and communicates its progress in relation to key impact areas through annual objectives and targets related to each material CRS topic. Ongoing performance is reported monthly by CommScope's Corporate Responsibility and Sustainability team to the ELT's sustainability representative and reported at least annually to the board. In 2024, CommScope gained industry recognition for its comprehensive environmental reporting and social programs. This was evidenced through obtaining an EcoVadis "Gold" Sustainability rating. The use of industry recognized rating systems provides evidence of an established process used to understand, measure, evaluate and manage impact and performance in a way that is credible, clear and understandable as well as replicable. CommScope regularly discloses impacts and performance within its annual sustainability report. Performance is disclosed against key impact areas covering governance, social responsibility and environmental responsibility. Impact is represented by a wide range of sources including the Company's products and services. In 2024, the organization completed three product category Life Cycle Assessments (LCAs) and increased the use of recycled materials in products and packaging. The comprehensive measurement and evaluation of impacts are also demonstrated through CommScope's social responsibility metrics, evidenced through its 2024 Pulse Survey, which revealed staff view CommScope as having an inclusive culture. Further to this, the Company achieved 100% staff engagement in its Ethics and Compliance training, exceeding its 95% completion target, and it received acknowledgement for its Employee Assistance Program (EAP). CommScope reports social and environmental impacts using qualitative, quantitative and monetized measurement, for example through disclosure of contribution to charitable organizations. Measuring, evaluating and managing the organization's impacts can also be seen through CommScope's use of the SAYARI Graph risk management tool. This initiative employs 70 risk identifiers including forced labor and export controls to improve supply chain management. In further efforts to show its accountability, CommScope is guided by a number of ISO standards and resources, such as the ISO 45001:2018-aligned occupational health and safety management system and the ISO 14001:2015-aligned environmental management system.

**Observations & Recommendations**

- CommScope has identified key stakeholder groups and implemented diverse engagement mechanisms. This approach enables the company to effectively pinpoint issues and develop targeted solutions across its operations. To further improve alignment with the AA1000 Principles CommScope may consider setting metrics to measure the effectiveness, outcomes, and impact of engagement with all key stakeholders.
- In 2024, CommScope conducted a DMA. This assessment will serve as the foundation for the 2026 Sustainability Report and inform long-term sustainability strategy. The company

is committed to annual reviews of its materiality assessment, ensuring alignment between business unit responses and overarching strategic objectives.

- CommScope's robust governance structures and integrated processes facilitate the identification, management, and response to key material topics, as well as performance tracking. The 2024 integration of the EHS organization into CommScope's CRS team has optimized operational efficiency and strategic alignment.

The above findings and additional observations and recommendations are presented to the management of CommScope in a more detailed management report.

**Independence of Assurance**

Due to our expertise and experience with non-financial information, sustainability management and reporting, we have the competencies required to conduct this independent assurance engagement. This engagement was overseen by an AccountAbility Certified Sustainability Assurance Practitioner (CSAP). We are bound by the JLL Code of Ethics and JLL's internal management procedures. JLL's Code of Ethics sets out our ethical operating conditions and guides our actions and behaviors internally and externally to ensure we are doing business with integrity. JLL has also established a business management system, documented and maintained in accordance with the requirements of the International Standard for Quality Management Systems – ISO 9001:2015. We are independent as defined by AA1000AS v3. Whilst other JLL divisions provide managing agent and consultancy services to CommScope, EMEA Sustainability Consulting has not been involved in the delivery of these other services for CommScope and we do not consider that there is any conflict of interest between these services and this verification engagement.

JLL EMEA Sustainability Consulting  
Jones Lang LaSalle Limited  
30 Warwick Street, London, UK



[www.jll.com](http://www.jll.com)

The information compiled in this document and any opinions expressed herein are given in good faith but are derived from a number of sources and, as such, are liable to change. Jones Lang LaSalle Limited gives no warranty, either express or implied, as to the accuracy or completeness of any information or opinion or projection set forth herein. Jones Lang LaSalle shall not, in any circumstances, be under any liability for any direct or consequential loss or damage of any nature whatsoever, and howsoever arising, whether sustained by the organization/person for whom this report has been prepared or its/his servants or agents, or any third party, including without limitation, loss of profit or other revenues, loss of business, costs, expenses, charges levied by professional or other advisers, fines, penalties, damages (including interests and costs) that may be awarded to or agreed with any third party in respect of any claim or action.

## 2025 SUSTAINABILITY REPORT

# 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](https://commscope.com)

**COMMSCOPE®**

[commscope.com](https://commscope.com)

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

© 2025 CommScope, LLC. All rights reserved.

Unless otherwise noted, all trademarks identified by © or ™ are registered trademarks, respectively, of CommScope, Inc. This document is for planning purposes only and is not intended to modify or supplement any specifications or warranties relating to CommScope products or services. CommScope is committed to the highest standards of business integrity and environmental sustainability with a number of CommScope's facilities across the globe certified in accordance with international standards, including ISO9001, TL9000, ISO14001 and ISO45001. Further information regarding CommScope's commitment can be found at [www.commscope.com/Corporate-Responsibility-and-Sustainability](https://www.commscope.com/Corporate-Responsibility-and-Sustainability).

IR-120092-EN (05/25)