

# INVESTING IN OUR FUTURE

2025 Sustainability Report

**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.



**Chuck Treadway**  
President and Chief Executive Officer

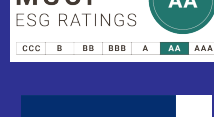
## Business Highlights



**CommScope achieved a Gold Sustainability rating from EcoVadis for the eighth consecutive year.** CommScope was included among the top 5% performers evaluated by EcoVadis, a global leader in monitoring, benchmarking and enabling sustainability in supply chains.

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**



Maintained a rating of AA (on a scale of AAA-CCC) in the Morgan Stanley Capital International (MSCI) ESG Ratings assessment



Maintained the ISS ESG Prime status awarded by Institutional Shareholder Services (ISS) for our environmental and social performance

## Corporate Responsibility and Sustainability Strategic Priorities

Following our **materiality assessment**, we categorized our material sustainability topics into five material topic groups. These pillars then became the basis for our updated Corporate Responsibility and Sustainability (CR&S) strategy and for setting our strategic priorities, objectives and targets.

Our key priorities are designed to address the most pressing CR&S challenges, risks, and opportunities facing the business, our stakeholders and our industry while also contributing to significant business benefit across our entire value chain.

**Ethics & Governance**  
Drive Corporate Responsibility and Sustainability in the business

**Our Business Operations**  
Reduce the environmental impact of our operations and facilities

**Sustainable Products**  
Develop solutions that meet our customers' current and future sustainability requirements

**Responsible Supply Chain**  
Source responsibly and minimize supply chain risks

**Our People**  
Leverage a collaboration enabled and agile workforce to deliver business innovation

## ENVIRONMENTAL PROGRESS

The operations of telecommunication companies are responsible for up to 39% 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.

90%  
of CommScope's manufacturing facilities certified according to the ISO14001:2015 standard

44.1%  
reduction in market-based Scope 1 + 2 Greenhouse Gas (GHG) emissions compared to 2019 base year

44.2%  
reduction in Scope 3 Greenhouse Gas (GHG) emissions compared to 2019 base year

### ADDITIONAL ACHIEVEMENTS

- Expanded our life cycles assessment (LCA) program and published environmental product declarations (EPDs) on our website
- Continued to ensure our products meet global regulations including RoHS, WEEE and REACH regulations
- Continued to focus on eliminating single-use plastics (SUP) across all business segments
- Continued to reduce packaging through redesign and use post-consumer recycled (PCR) content and/or post-industrial (PIR) content in our packaging
- Continued to support the Society of Cable Telecommunication Engineers (SCTE) Energy goals in order to help our Access Network and Edge Facility products achieve greater energy reductions
- Awarded a "B" score in the 2024 CDP Climate scorecard, which indicates that the company is taking coordinated action on climate issues

10.3%  
of purchased electricity originated from renewable sources in 2024

12.4%  
reduction in water withdrawal compared to 2019 base year

81.8%  
of nonhazardous waste and e-waste diverted from landfill in 2024

27.5%  
reduction in market-based Scope 1+2 GHG emissions' intensity in 2024, normalized per head count compared to 2019 base year

## 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.

To commemorate this day:

- 120 trees were delivered to CommScope employees in Delicias, Mexico.
- Employees at the CommScope facility in Brno, Czech Republic enhanced the company premises by 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.



## SOCIAL PROGRESS

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.

90%  
of CommScope's manufacturing facilities certified according to the ISO45001:2018 standard

73.3%  
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

~\$620K  
donated to charitable organizations

**TOTAL WORKFORCE ~25,000**

27% 61% 12%

AMERICAS  
APAC  
EMEA

62% 38%

### ADDITIONAL ACHIEVEMENTS

- Awarded the Jaime Bermúdez Cuarón 2024 Medal, which recognizes companies and collaborators who have excelled in their careers in the telecommunications industry.
- Recognized for 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 site, second year for our Juarez-Praderas site and first year for our Delicias site.

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

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

270  
RISE for early-in career talent has 270 members

1,400  
Diversity & Inclusion Business Network (DIBN) members

## GOVERNANCE PROGRESS

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 regulations, ensuring we create lasting value for our stakeholders, customers and society whilst continuing to strengthen the resilience of our business.

202  
sustainability assessments and audits in our supply chain

95%  
of CommScope's manufacturing and R&D facilities certified according to the ISO9001 and/or TL9000 standards

100%  
of targeted employees completed the annual Ethics and Compliance training

### ADDITIONAL ACHIEVEMENTS

- Maintained the Morgan Stanley Capital International (MSCI) ESG rating of AA (on a scale of AAA-CCC) throughout 2024
- Maintained our Institutional Shareholder Services group (ISS) "Prime" status, awarded by ISS for our environmental and social performance
- Achieved a "Medium Risk" rating in Yahoo Finance's sustainability scorecard, based on the ESG data provided by Sustainalytics
- Reported climate-related risks and opportunities using the CDP platform which is committed to aligning with the Task Force on Climate-Related Disclosures (TCFD) recommendations
- Updated our Responsible Minerals Sourcing Policy to include extended minerals along with the conflict minerals
- Expanded our conflict minerals due diligence program to include extended minerals with clear expectations communicated to our supply chain

Continued supply chain engagement to communicate about supplier sustainability requirements

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

18  
Responsible Business Alliance (RBA) assessments completed by all CommScope's manufacturing facilities

100%  
of in-scope suppliers responded to our conflict mineral Responsible Country of Origin (RCOI) inquiry

To learn more, view our comprehensive

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