

# SUSTAINABLE DEVELOPMENT GOALS (SDGs)

In 2015, the U.N. adopted the 2030 Agenda for Sustainable Development in member states, providing 17 Sustainable Development Goals (SDGs) that offer a global framework to protect people and the planet. According to the [Sustainable Development Goals Report 2022](#), cascading and combined crises threaten the 2030 Agenda. Multiple crises, dominated by COVID-19, climate change, and conflicts, are creating spin-off impacts on food and nutrition, health, education, the environment, and peace and security, and affecting all the SDGs. The report details the reversal of years of progress in eradicating poverty and hunger, improving health and education, providing basic services, and much more. It also points out areas that need urgent action to save the SDGs and deliver meaningful progress for people and the planet by 2030.

We’ve worked to align our reporting and prioritize our contribution to the SDGs by mapping them against our [2023 Sustainability Report](#). We’ve identified the SDGs where our company has the greatest opportunity to influence progress. Our most significant contributions are shown below.

	 1 NO POVERTY	 3 GOOD HEALTH AND WELL-BEING	 4 QUALITY EDUCATION	 5 GENDER EQUALITY	 6 CLEAN WATER AND SANITATION	 7 AFFORDABLE AND CLEAN ENERGY	 8 DECENT WORK AND ECONOMIC GROWTH	 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	 11 SUSTAINABLE CITIES AND COMMUNITIES	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	 13 CLIMATE ACTION	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
CommScope’s Engagement	Commitment	Major Focus	Major Focus	Major Focus	Commitment	Major Focus	Major Focus	Major Focus	Commitment	Major Focus	Major Focus	Commitment
Product Energy Efficiency Improvement						■		■			■	
Single-use Plastics Removal										■		
Operational Energy and GHG Emissions Reduction						■					■	
Circular Economy and Resource Efficiency Focus										■		
Waste and Water Management Program					■					■		
Product Content and Hazardous Substances									■			
Product Innovation for Inclusivity	■		■					■	■			■
Community Involvement Programs	■	■	■	■			■		■			■
Employee Health and Safety Program		■					■					
Employee Well-being Program		■					■					
Diversity, Equity and Inclusion Programs			■	■			■					■
Employee Training and Development Program			■				■					
Ethics Business Practices Program										■		
Business Integrity and Whistleblower Program												■
Data Security and Privacy Programs								■				
Supplier Responsibility Program		■					■			■		■

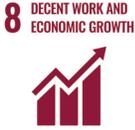
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 <p><b>1 NO POVERTY</b></p>	End poverty in all its forms everywhere	<p>Our philanthropic activities generated more than \$780,000 in donations for charitable causes across the world, including disaster relief, educational charities and support for disadvantaged communities. We focused on community organizations, children, veterans and the disadvantaged.</p> <p>We donated \$187,000 to educational charities, including targeted support for girls and underprivileged children in India. We also provided support for digital inclusion organizations such as \$3,000 to the Sahana Charitable Trust to support disabled people into office-based employment. We also supported NASEF in the U.S., which helps to foster an interest in Science, Technology, Engineering, Arts and Math (STEAM) amongst young people using e-sports.</p> <p>In 2022, World Central Kitchen received \$146,000, thanks to CommScope’s employees and the company’s matching contribution. The organization addresses food insecurity issues among Ukrainian refugees.</p>	3.3
 <p><b>3 GOOD HEALTH AND WELL-BEING</b></p>	Ensure healthy lives and promote well-being for all at all ages	<p>We implemented regulatory environmental health and safety compliance across all CommScope locations globally, including manufacturing, administration, research and design and virtual employees. Our Safety Excellence Culture and Roadmap (SER) drive safety performance and narrow the focus of safety management and accountability. In 2022, we revamped our SER framework, incorporating additional tools and management system elements, as well as returning to in-person inspections at our manufacturing sites. 90% of all CommScope manufacturing facilities are certified according to the ISO45001:2018 Standard (Occupational health and safety management systems).</p> <p>We also expanded our “Good for You” well-being program in 2022, to support employees returning to the office post-pandemic. The Wellness Challenge, delivered through our training platform THRIVE@CommScope, supported employees to develop and maintain healthy habits in the five key wellbeing areas: sleep, hydration, exercise, healthy eating, and gratitude. Initiatives such as GuidanceResources support employees and their families with financial, legal, work and personal counseling.</p> <p>The Flex@Work program, which was developed in 2021 and expanded and refined in 2022, allows CommScope employees to do their best work in a location that makes sense for the business, our customers and themselves. As the world of work has changed, Flex@Work defines a flexible way of working that enhances employees’ well-being and engagement.</p>	3.2 3.5
 <p><b>4 QUALITY EDUCATION</b></p>	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<p>CommScope provides educational support through contributions of equipment and infrastructure to schools and colleges while also hosting our own early careers programs to develop skills for young people.</p> <p>We work with primary and higher education institutions to identify and implement solutions that improve connectivity, create smart campuses and prepare the next generation of dynamic learning. CommScope engaged in multiple programs in India to support education of children in underprivileged communities.</p> <p>We have training programs and platforms such as CommScope University, CommScope Infrastructure, and THRIVE@CommScope, which provide our employees with educational assistance for career and personal development. In 2022, we offered uLEAD, a self-led leadership development program available through the THRIVE@CommScope platform. We also developed GM Accelerate, a comprehensive leadership development program that’s a cornerstone of CommScope NEXT University.</p> <p>We also focus on future skills and employment by offering an early-career strategy for interns and graduates that covers our core business functions. This includes initiatives such as our Fresh Out program, Early Careers program and employee scholarship program. In 2022, our new Graduate Rotational Program (GRP) and Fresh Out Sales Program went live, to help early-career candidates gain cross-functional experience and tackle challenging and business-critical projects. We also expanded participation in our internship and co-op programs with nearly 170 participants globally.</p> <p>We execute an ethics and compliance training program to convey corporate values to employees throughout the world.</p>	2.2 3.2 3.3

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 <p><b>5 GENDER EQUALITY</b></p>	Achieve gender equality and empower all women and girls	<p>We launched our Diversity &amp; Inclusion Business Network (DIBN) to create a workplace that better embraces our diversity in 2020. By the end of 2022, the network comprised over 1,800 global employees. One of the group’s main goals is to focus on female leaders and early-career professionals. The DIBN also includes to RISE network, which specifically supports early career professionals. This initiative unites CommScope’s early-career professionals by providing a platform for collaboration, connection and development. In February 2022, CommScope joined the CEO Action for Diversity &amp; Inclusion coalition, amplifying our commitment to advance these principles in the workplace.</p> <p>The company regularly conducts global pay equity reviews under our pay-for-performance compensation philosophy, which helps ensure equitable pay, regardless of gender, nationality or disability.</p> <p>Through our Supplier Diversity program, we promote mutually beneficial relationships with small businesses and those owned by minorities, women and veterans.</p>	<p>2.3</p> <p>3.3</p> <p>3.4</p>
 <p><b>6 CLEAN WATER AND SANITATION</b></p>	Ensure availability and sustainable management of water and sanitation for all	<p>We have supported communities in tackling contaminated water to ensure they have access to clean water at all times and that long-term contamination issues are resolved. We received the MIRIA Clean Water Corporate Partner award for this work.</p> <p>We also developed a site context questionnaire, which helped us to determine site-specific water metrics for driving improvement in 2022, as well helping set our target to decrease impact on water resources for each in-scope site (normalized by total hours worked) by 2% compared to 2021. We met this target as well as reducing our water withdrawal by 10.3% per employee compared to our 2019 baseline.</p> <p>To support our ambitions, we use the Aqueduct online tool, Aqueduct Water Risk Atlas, which maps and analyzes current and future water risks across locations. In 2022, we utilized this tool to evaluate current water risks at our manufacturing facilities. Based on the Aqueduct Water Risk Atlas risk levels, we have identified: 6 facilities as high risk (3-4), 8 facilities as medium-high risk (2-3), 6 facilities as low-medium risk (1-2) and 3 facilities as low risk (0-1).</p>	<p>4.1</p> <p>4.3</p>
 <p><b>7 AFFORDABLE AND CLEAN ENERGY</b></p>	Affordable and clean energy	<p>As part of our continued commitment to showing leadership in energy efficiency, we are helping to set the global industry network standards. This includes the European Commission’s Broadband Networking Equipment Code of Conduct and the Society of Cable Communication Engineers (SCTE) Energy Management Subcommittee.</p> <p>Energy efficiency is embedded in our product design process, with all business units creating more energy efficient products. In our Home Networks (HN) business segment, we continue to meet the requirements of relevant set-top boxes (STB) and small network products (SNE) energy efficiency voluntary agreements in the U.S. and Canada. In 2022, more than 99% of applicable HN product shipments complied with the relevant U.S. and Canadian STB or SNE energy efficiency voluntary agreement—exceeding the 90% target.</p> <p>Operationally we have introduced a number of energy saving measures across global sites, resulting in the avoidance of 778,019 kWh and 274 metric tons of CO<sub>2</sub>e. By increasing our proportion of renewable energy purchased year on year through renewables contracts, we are facilitating the wider deployment of renewable generation to the grid. 12.5% of our purchased electricity originated from renewable sources in 2022.</p>	<p>4.1</p> <p>4.2</p>

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 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	<p>Sustainable economic growth will require societies to create the conditions that allow people to have quality jobs</p>	<p>Our “Good for You” program provides employees with physical, emotional and financial well-being resources. Our annual Pulse surveys gauge how our employees feel about CommScope, their work and our progress. After reviewing these results, we implement actions to enhance the work environment and staff creativity. CommScope upholds a robust Supplier Code of Conduct that includes laws relating to ethics, anti-corruption, modern slavery, human trafficking, occupational health and safety and labor practices. Our Total Rewards program continued to grow in 2022, and we harmonized benefits in more than 8 countries, meaning that harmonization is complete or in progress across our global operations. Our benefits programs typically include medical, life/disability, accident coverage and retirement. These help to ensure all employees are protected and valued. We also rolled out our Flex@Work hybrid working program across more countries.</p>	<p>2.3 3.2 3.3 3.4 3.5</p>
 <p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>Build resilient infrastructure, promote sustainable industrialization and foster innovation</p>	<p>We’ve contributed to this SDG goal by deploying mobile Wi-Fi hubs and networks, RUCKUS® infrastructure, and providing schools with computers and telecommunications infrastructure, and through our involvement with the U.S. Federal Communications Commission’s Rural Digital Opportunity Fund (RDOF) broadband initiative. Through this program, we have sold over 50,000 miles of cable in 2022, bundled with our connectivity solutions portfolio, helping underserved communities to bridge the broadband gap.</p> <p>Our approach to circular and energy efficient design is ensuring the infrastructure platforms are more sustainable and more energy efficient. Modular design, for example, simplifies repair processes and ensures products last longer before needing to be fully replaced.</p>	<p>3.3 4.2 4.3</p>
 <p><b>11</b> SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<p>CommScope’s wireless and fiber-optic solutions for smart cities connect buildings, cell towers, equipment, people and other devices throughout cities and within commercial buildings and venues. We’ve deployed our RUCKUS outdoor access points to hundreds of sites in the U.S., providing essential connectivity. In 2021, we earned a Declare label by verifying two Red List Free cables, CS34P-IO and CS44P-IO, by the International Living Future Institute (ILFI). We are pursuing more products that are Red List free so that our customers have healthier option for their built spaces.</p> <p>Our network infrastructure is designed to promote accessibility for all, simplifying networks and improving reliability and adaptability.</p> <p>Our environmental practices, such as energy efficiency, water efficiency and circular design, are all reducing the environmental impact of urban areas.</p>	<p>3.3 4.2 4.3</p>
 <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Ensure sustainable consumption and production patterns</p>	<p>We comply with the Conflict Minerals provisions in the Dodd-Frank Act and avoid the use of conflict minerals by sourcing materials only from environmentally and socially responsible suppliers.</p> <p>We reduced our environmental footprint, designing products that use post-consumer recycled (PCR) plastics rather than virgin materials, redesigning packaging and eliminating single-use plastics (SUPs). We continue to focus on product life cycle assessment to provide more transparency for our customers.</p> <p>CommScope’s site consolidation and decommissioning strategy maximizes relationships with sustainable vendors to recycle, relocate and repurpose furniture, fixtures, electronics and other materials for significant landfill diversion. Our commitment to reducing resource consumption and creating a more circular economy has led to the re-deployment and reuse of equipment and materials. From site decommissioning and consolidation activities alone, we diverted 87 metric tons of materials from landfills, recycled/refurbished 98% of electronics, and supported our local communities/non-profits with surplus computer and material donations. We also diverted 82.8% of nonhazardous waste and e-waste, generated by our operations, from landfills globally in 2022.</p>	<p>2.3 4.3</p>

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<p><b>13</b> CLIMATE ACTION</p> 	<p>Take urgent action to combat climate change and its effects</p>	<p>We pursue reductions in our greenhouse gas (GHG) emissions, and we’re establishing ambitious and longer-term emission reduction targets to align with limiting global temperature increase to 1.5°C in accordance with the Science Based Targets Initiative (SBTi) guidelines. We achieved our 2% Scope 1 and 2 GHG emissions reduction target in 2022 (reducing 22.2% market-based Scope 1 and 2 compared to our 2019 baseline). Measures included site specific energy reduction measures totaling 274 metrics tons of CO<sub>2</sub>e reductions and 12.5% of our electricity being purchased from renewable sources.</p> <p>Actions taken to reduce Scope 1 and 2 GHG emissions:</p> <ol style="list-style-type: none"> <li>1. Site specific energy improvements and energy reduction activities via the Profit Improvement Plan (PIP) and ISO14001 programs             <ol style="list-style-type: none"> <li>1.1 Installing and commissioning solar panels at Manaus, Brazil</li> <li>1.2 Reducing our reliance on the blowing agent C318 in cable production with a view toward introducing an alternative agent with a much lower global warming potential (GWP)</li> <li>1.3 Adjusting compressors and compressed-air system settings</li> <li>1.4 Optimizing manufacturing and facility equipment setup</li> <li>1.5 Replacing aging lighting systems with LEDs and installing light sensors</li> <li>1.6 Replacing high-GWP air-conditioning refrigerants with better alternatives</li> <li>1.7 Enforcing workplace rules to:                 <ol style="list-style-type: none"> <li>1.7.1 Turn off lights in all vacated areas</li> <li>1.7.2 Turn off TV screens and lights when leaving meeting rooms</li> <li>1.7.3 Turn off computers when leaving the office</li> <li>1.7.4 Turn off nonessential lab equipment, including cable modems and environmental chambers, that aren’t required for remote site use</li> </ol> </li> </ol> </li> <li>2. CommScope’s ongoing real estate consolidation efforts</li> <li>3. Use of energy efficiency management systems (Intellicommand) at suitable sites</li> <li>4. Renegotiation of green energy in deregulated supply regions</li> </ol> <p>Actions taken to reduce Scope 3 GHG emissions:</p> <ol style="list-style-type: none"> <li>1. Utilizing platforms and tools for videoconferencing/web-meetings to minimize business travel</li> <li>2. Utilizing online learning/training programs to minimize business travel</li> <li>3. Optimizing and improving our logistics and transportation management             <ol style="list-style-type: none"> <li>3.1 Local sourcing of raw materials and parts/components</li> <li>3.2 Coordination and consolidation of orders’ shipments (one and/or multiple customers)</li> <li>3.3 Maximizing use of the entire volume of shipping</li> <li>3.4 Consolidation and localization of distribution centers worldwide</li> <li>3.5 Working with transportation partners (3PLs) on shipment methods – maximizing the use of the most environmentally friendly transport modes (e.g. ship, train)</li> </ol> </li> </ol> <p>We also continue to prioritize the energy efficiency of products—over 99% of applicable set-top boxes (STB) and small network products (SNE) shipments complied with the relevant U.S. and Canadian STB or SNE energy efficiency voluntary agreement—and the promotion and education of these activities for our customers and employees.</p>	<p>4.1 4.2</p>

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 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>Promote just, peaceful and inclusive societies</p>	<p>We pride ourselves on our contribution to digital access and inclusion. Our infrastructure developments and donations create more inclusive societies with equal access to opportunities.</p> <p>We also support local communities that are recovering from humanitarian crises and natural disasters. In 2022, CommScope offered a 50% donation match, raising money for local non-profit organizations in the United Way network (U.S.). The total amount raised in this campaign was approximately \$110,000. In 2022, World Central Kitchen received \$146,000, thanks to CommScope’s employees and the company’s matching contribution. The organization addresses food insecurity issues among Ukrainian refugees. In total, we donated \$187,000 to educational charities, including targeted support for girls and underprivileged children in India. We also provided support for digital inclusion organizations such as \$3,000 to the Sahana Charitable Trust to support disabled people into office-based employment. We also supported NASEF in the U.S., which helps to foster an interest in Science, Technology, Engineering, Arts and Math (STEAM) amongst young people using e-sports.</p> <p>CommScope’s DIBN program facilitates celebrations of Pride Month, Black History Month, Hispanic Heritage Month, Juneteenth, International Women’s Day and many more. We also introduced a Culture and Celebration Awareness Calendar to promote awareness of various cultural celebrations.</p>	<p>3.3</p>