

UK Gender Pay Gap Report 2022

CommScope Connectivity
UK Limited



At CommScope, we push the boundaries of communications technology to create the world's most advanced networks.

Across the globe, our people and solutions are redefining connectivity, solving today's challenges, and driving the innovation that will meet the needs of what's next.

For more than 45 years, our global team of more than 30,000 employees, innovators, and technologists have empowered customers to anticipate what's next and push the boundaries of what's possible.

CommScope's global headquarters is located in Hickory, North Carolina, USA. The company's products are sold in 190 countries. It has over 100 established manufacturing, administration, and research & development (R&D) facilities and distribution centers around the world, including Australia, Argentina, Belgium, Brazil, China, Colombia, Czech Republic, France, Germany, India, Ireland, Israel, Italy, Japan, Mexico, Singapore, Spain, Sweden, United Kingdom, and the United States.

Statutory Declaration

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Alisdair More
VP, International Controller



"At CommScope, we value the unique perspectives and contributions of all our employees. We know our diversity makes us stronger. Women in CommScope play an equal and critical role in designing, manufacturing, and delivering the highest quality products our customers rely on every day. In our company, we are committed to taking proactive measures to attract and hire diverse talent across CommScope and upholding a fair and equitable work experience for all."

Robyn Mingle

SVP, Chief Human Resources Officer

Managing the Gender Pay Gap

Our people make CommScope the trusted partner that our customers, suppliers, and distributors can rely on.

We strive to create and sustain a culture that values the unique perspective and contributions of all current and future employees. We foster a dynamic and inclusive workplace for all that embraces our diverse populations and experiences. We know our diversity makes us stronger. Women play an equal role in inventing broadband networks and solutions & managing functions that are making a difference in the industry today.



CommScope is an Equal Opportunity Employer.

Win as one team

Always together, never alone. Part of what makes us unique is our diverse set of experiences and perspectives, which provide a uniquely strong support system. We work together, across borders and boundaries, toward a singular goal—to win. We strive to attract, retain and develop a strong and diverse global workforce.

The CommScope Diversity & Inclusion Business Network (DIBN)

CommScope has a Diversity & Inclusion Business Network (DIBN). It was created to appreciate one another's differences, provide opportunities, promote creativity and innovation, learn and lead, offer business skills development and networking, and support our communities. We have over 1,800 members, with global ambassadors and a leadership council that keep the conversation going and advocate for change in our company and in the communities where we live and work. Diversity is more than just race and gender – it's about the whole set of experiences, backgrounds, beliefs, and belief systems that make us who we are.

The DIBN strategy aims to:

- Provide business-relevant development and networking opportunities for all employees.
- Cultivate the growth and development of all members while focusing on female leaders and early-career professionals.
- Engage in community science, technology, engineering, and mathematics (STEM) efforts to support the next generation of technologists.
- Help leaders fuel collaboration by harnessing diversity as we innovate for our customers' success.
- Collaborate across CommScope to embed a diversity and inclusion focus in our business and organization strategies.

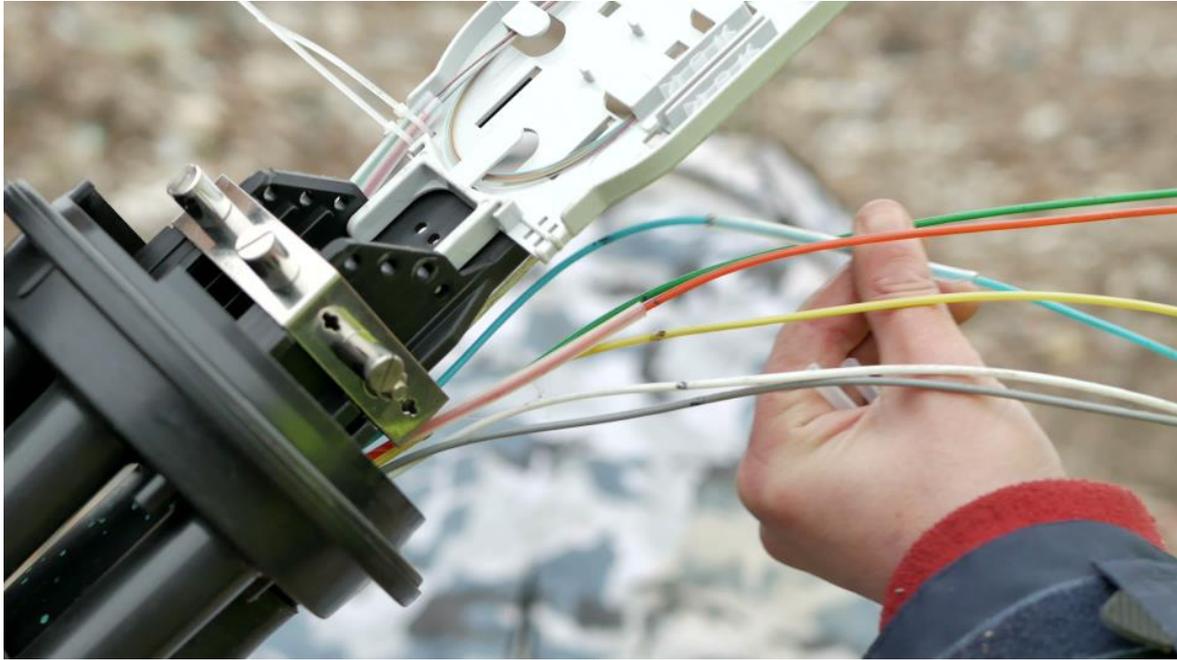
Future skills and employment

CommScope has an Early Career strategy aimed at recruiting individuals for Internships, Co-Ops, and our brand-new 2-year Graduate Rotational programs. As we grow the business, we continually look to hire the next generation of top talent. We believe that by offering internships and co-ops that provide meaningful, practical, and engaging work, we are building our pipeline for our next inventors, creators, analysts, and leaders. The Graduate Rotational program will build upon the success of our original strategy but provide new graduates with an amazing opportunity, exposure, and professional development while impacting the company.

In 2022, we had over 200 participants enrolled in our university relations and early careers programs across the globe, with an additional 18 in our new Graduate Rotational program. These programs encompassed Sales, Finance, Supply Chain, Engineering, Technology fields, and other core business functions.

CommScope Connectivity UK Limited is the single entity among all the CommScope UK entities, which meets the requirements for gender pay gap reporting based on the number of relevant employees.

- CommScope Connectivity UK Limited is a UK entity, including production employees in Denbighshire. CommScope Connectivity UK Limited employees represent 0.5% of CommScope’s worldwide employee population.
- Due to the demographics and tenure of the population, CommScope Connectivity UK Limited’s employee population has a significantly higher proportion of male employees.
- Male employees represent 79% of the entity, with female employees making up the remaining 21% across CommScope Connectivity UK Limited.



What is the UK's Gender Pay Gap Law?

- Under UK legislation, from 5th April 2017, all UK employers with 250 employees or more in one entity are required to report their gender pay gap annually. This is the first year CommScope Connectivity UK Limited has reported its Gender Pay Gap.
- For purposes of this annual reporting, UK law defines how employers must calculate the gender pay gap. It is defined as the difference between the mean and median hourly pay of men and women across the entire relevant employer, expressed as a percentage of men's earnings. The UK Gender Pay Gap reporting does not account for individual qualifications or job grade/level differences.
- The gender pay gap is not the same as equal pay. Both highlight the disparity of pay that women receive in the workplace but are two different things. Under the Equality Act 2010, men and women performing equal work must receive equal pay.



Gender Pay Gap Figures

What needs to be reported?¹

1. Mean Difference in Hourly Pay
2. Median Difference in Hourly Pay
3. Proportion of Males and Females in Hourly Pay Quartiles
4. Mean Difference in Bonus Pay
5. Median Difference in Bonus Pay
6. Proportion of Males and Females Receiving Bonus Pay

¹ Per the regulations, the pay gaps and quartiles figures are based on the pay data as of the snapshot date of 5 April 2022. The bonus pay gaps and participation figures are based on bonuses paid over the 12 months prior to the snapshot date; 6 April 2021 - 5 April 2022.

Defining Pay Gap Figures

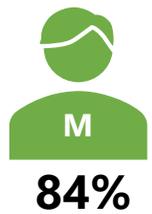
- **Mean** (also known as average) involves adding up the hourly pay or bonus pay of all the employees and dividing the result by the number of employees in the list.
- **Median** is the middle value of hourly pay or bonus pay of all the employees when ranked.
- **Proportion of Males and Females in each Quartile** is the distribution of full-pay relevant male and female employees in each quartile. It is calculated by sorting the hourly pay rates in the order of highest to lowest paid and then dividing it into four equal parts ('quarters').
- **Proportion of Male and Female Receiving Bonus Pay** is the distribution of bonus payments made to men and women relevant employees in the 12 months that ended on the snapshot date.

All figures are calculated in compliance with the UK Gender Pay Gap reporting requirements. Gender Pay Gap is different than equal pay as the pay gap figures do not account for individual qualifications or job grade/level differences.

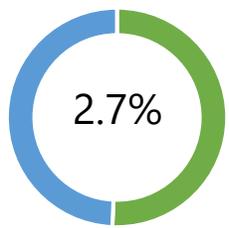
Gender Pay Gap Figures for CommScope Connectivity, UK Limited

These figures have been calculated in compliance with the UK Gender Pay Gap reporting requirements. It does not account for individual qualifications or job grade/level differences.

Proportion of Males and Females Receiving Bonus²

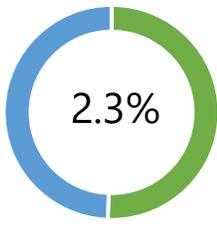


Mean Hourly Pay Gap¹



■ Male ■ Female

Median Hourly Pay Gap¹



■ Male ■ Female

Mean Bonus Pay Gap²



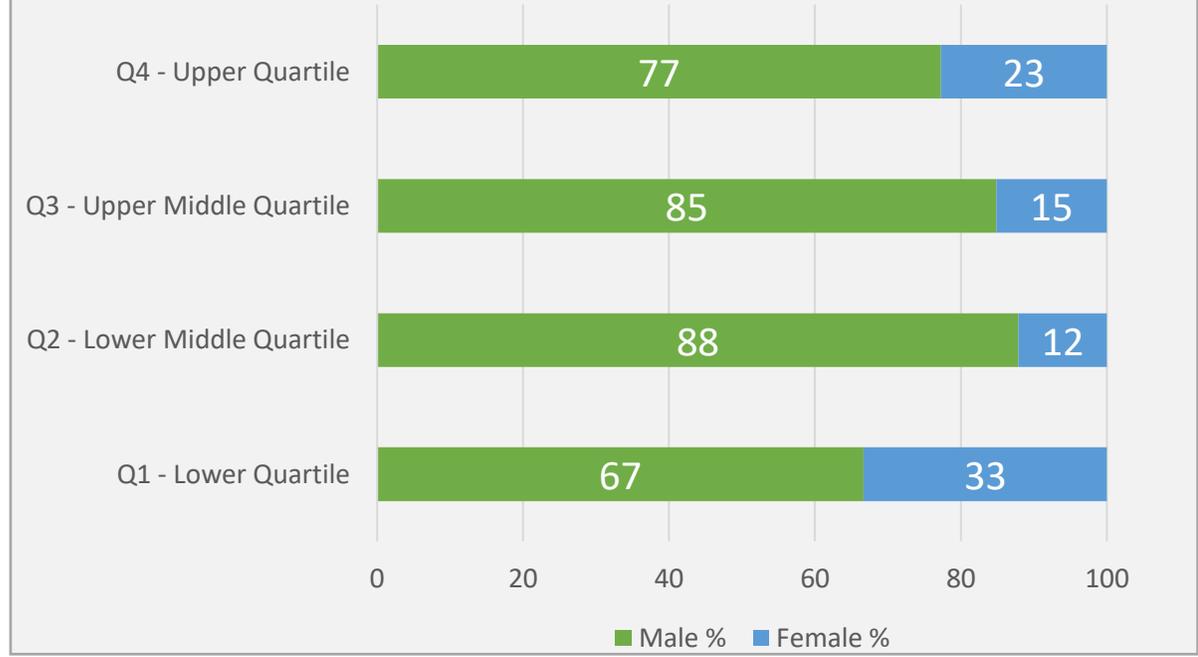
■ Male ■ Female

Median Bonus Pay Gap²



■ Male ■ Female

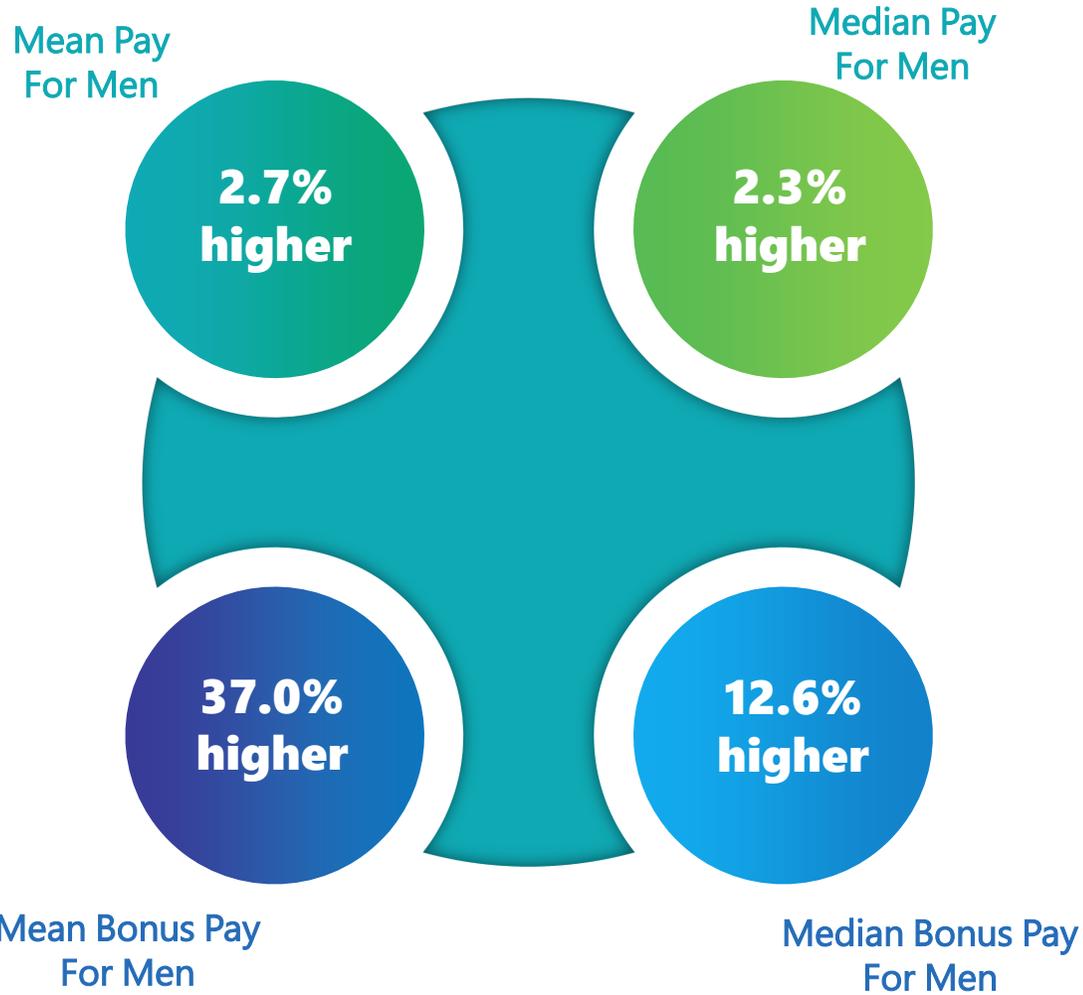
Proportion of Male and Female in Hourly Pay Quartiles¹



¹Based on relevant pay at snapshot date 5 April 2022 for 274 employees (males=215; females=59).
²Based on relevant bonus pay for the period 6 April 2021 to 5 April 2022.

Gender Pay Gap

These figures have been calculated in compliance with the UK Gender Pay Gap reporting requirements. It does not account for individual qualifications or job grade/level differences.



Gender Pay Gap

According to ONS census data from 2021*, there is just 26% female representation in UK Manufacturing. The CommScope Connectivity UK Ltd entity is predominantly comprised of manufacturing jobs, and therefore the relevant population is typical of UK manufacturing, with 79% males and 21% females.

Despite this, our data shows only a small pay gap, which further analysis indicates could result from having a higher number of women represented in higher earning jobs.

*[Employment and employee types - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Bonus Pay Gap

CommScope employees are eligible to participate in the company corporate bonus or sales incentive plan. Some employees may not be eligible for a bonus during the reporting period as they may have had an employment start date after the bonus plan year close. However, they will be entitled to participate in the plan the next year.

As the representation of females in higher-paid jobs with higher bonus targets increases over time, the bonus pay gap will decrease with the goal of being eliminated.

Managing the Gender Pay Gap

Attracting and Retaining Talent

We empower employees to act, seize opportunities and push what's possible. Continuous improvement helps us develop our team with the most vital talent we can find. Our hiring managers focus on people to help grow the company organically while sustaining our culture of idea generation, exploration, and teamwork.

We have work to do to shift the demographics in our company to ensure long-term success for CommScope and our people. For example, our Diversity & Inclusion Business Network in the UK is active in STEM programs to help encourage young female students to explore careers in technology, thus strengthening our future pipeline of talent.

CommScope leadership regularly reviews our organizational talent pool with a targeted focus on promoting female leaders at higher levels.

We've implemented a new tool that gives a score that helps recruiters identify candidates using appropriate language deemed more friendly to a particular gender, ethnicity, and age and highlights where a job description may be more aligned to a specific demographic. In addition, our recruiters are working with hiring managers to include diverse candidates consistently in the interview process.

Post-COVID-19, we continue to run a successful and diverse internship program with plans to expand further in 2023. The attraction strategies adopted will ensure we continue to build upon the success to date and improve our current gender ratio and pay gap.

Globally, we are seeking an increased focus on hiring more female and diverse candidates across different functional roles, such as program development, software, and product development.



Managing the Gender Pay Gap

Global Gender Pay Equity

CommScope has multiple approaches to ensuring competitive, equitable pay and comprehensive benefits, including regional benchmarking. We also offer recognition and rewards programs.

Pay Equity

To help ensure that we continue to deliver insights and ingenuity for a fast-changing marketplace, it's essential that we pay employees competitively and equitably. Globally, we sustain our pay-for-performance compensation philosophy, regularly completing pay equity assessments to calculate the results of our pay practices. We compensate employees equitably, relative to experience and performance, regardless of gender, nationality, or disability. In 2019, we continued our global pay equity assessment to tangibly measure the results of our pay practices. Following the acquisition of ARRIS, we conducted an assessment covering 27,000 employees globally. We found that 99% of the employees were paid equitably in comparison to their gender-opposite peers. We promptly corrected any significant discrepancies identified.

Compensation

CommScope's compensation plans and programs:

- Attract and retain skilled, high-performing individuals;
- Pay base salaries that are competitive in our industry and the local markets in each country where we operate; and
- Provide short- and long-term incentives (when appropriate) tied to superior employee and company performance.

The proportion of total rewards aligned with variable (incentive) pay increases with job level and reflects the job level's influence on short- and long-term results. Eligibility for the Annual Incentive Plan (AIP) and Long-Term Incentive Plan (LTIP) are based on the job level and market competitiveness.



Managing the Gender Pay Gap

Benefits

We provide comprehensive market-aligned benefits at a country level, reviewing annually to validate against proprietary market data. Benefits typically include medical plans, life/disability and accident coverage, retirement benefits, and locally applicable benefits.



Recognition and Reward Programs

In order to retain and attract employees, CommScope recognizes and rewards employees in the organization for their talent, skills, and hard work.

Award	Description
STAR Awards	Employees receive cash STAR Awards and certificates for unique and exceptional achievements that support CommScope's values.
Innovators in Action	Innovators in Action recognizes and rewards our best innovators, celebrates their accomplishments, shares their knowledge, and inspires collaboration. The program includes semi-annual and annual ceremonies and top innovator meetings.
Inventor Incentive Awards	These awards recognize engineers and technologists who submit patentable inventions on CommScope's behalf. Each winner receives a Lifetime Achievement Award, which supplements the patent compensation.
Lifetime Achievement Awards	The Lifetime Achievement Awards recognize innovators who accumulate 10, and later 25, qualifying inventions with at least one qualifying patent grant for each invention. Employees also receive awards retrospectively for previous inventions.



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