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Corporate Social Responsibility Report

2021

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Letter from Our Chief Executive Officer

I am proud to share our inaugural Corporate Social Responsibility (CSR) Report. High standards of ethical integrity set the foundation for our CSR efforts as we work to be part of the long-term solution to create a more just, equitable and sustainable world.

Working closely together, our team has accomplished amazing things, including excellent 2021 financial results and strategic progress, and numerous CSR successes.

Harmonic is a focused technology company with a unique global footprint. As such, we are committed to reducing our own energy consumption, helping our customers reduce energy and emissions through our products and solutions, and being part of the global effort to address climate change. We are also committed to working with suppliers that provide safe working conditions, treat their workers with dignity and respect, and follow environmentally friendly practices.

Harmonic’s dedicated and talented global team is committed to our customers, our business, our communities and each other. A key part of our human capital management strategy is creating a safe, welcoming and inclusive environment where our employees can grow and thrive.

Working closely together, our team has accomplished amazing things, including excellent 2021 financial results and strategic progress, and numerous CSR successes, described in more detail in this report. Some of these include:

- Setting up an Environmental, Social and Governance (ESG) Advisory Committee composed of senior managers from across our corporate functions;
- Reducing energy consumption by 22% between 2019 and 2021, which also led to a Scope 2 greenhouse gas emissions reduction;
- Recycling 100% of our electronic waste;
- Driving a strategic plan to champion diversity, equity and inclusion at Harmonic and in our communities;
- Completing a global pay equity analysis and utilizing a compensation analytics platform to support ongoing fairness in our compensation practices; and
- Planting seeds for the future through Harmonic initiatives in different regions that engage under-resourced and diverse youth in technology.

We view CSR as a long-term journey, and Harmonic will continue to identify and integrate CSR principles and best practices into its day-to-day business to effect positive change.

2022 has brought the eruption of war in Ukraine, and our priority has been the safety and well-being of our remarkably resilient Ukrainian colleagues and their families. As the crisis evolves, we continue to provide support and assistance through our local partner, GlobalLogic, and we have also matched employee donations to humanitarian organizations working in the region.

As we refine and evolve our CSR action plans and corporate programs, our aim is to make an even bigger difference in the communities where we live and work in the coming years, and to make the world better for everyone. I look forward to reporting on our progress through future updates.



Best regards,
Patrick Harshman
President and Chief Executive Officer,
Harmonic

SMARTER. FASTER. SIMPLER SOLUTIONS

About Harmonic

Harmonic Inc. is a leading global provider of video streaming services and cable access solutions. For the past 25 years, we have been at the forefront of industry innovations, delivering smarter, faster and simpler solutions for video, cable and media companies.

Our versatile and high-performance Video delivery software- and cloud-based solutions and services enable media companies and service providers to deliver next-generation video streaming and broadcast services. With Harmonic, customers can efficiently create, prepare, playout and deliver a full range of broadcast and over-the-top (OTT) video services. Our Video solutions are delivered through shipment of our products, software licenses or as Software-as-a-Service (SaaS) subscriptions.

Harmonic revolutionized cable access networking via the industry’s first virtualized solution, enabling operators to more flexibly deploy gigabit internet service to consumers’ homes and mobile devices. With our market-leading CableOS® Cloud-Native Core Platform, operators can deliver next-gen broadband to consumers with increased business agility and sustainability while improving the subscriber experience.



Incorporated
1995



Headquarters:
San Jose
California



\$507M
2021 Net Revenue



1,276¹
Employees



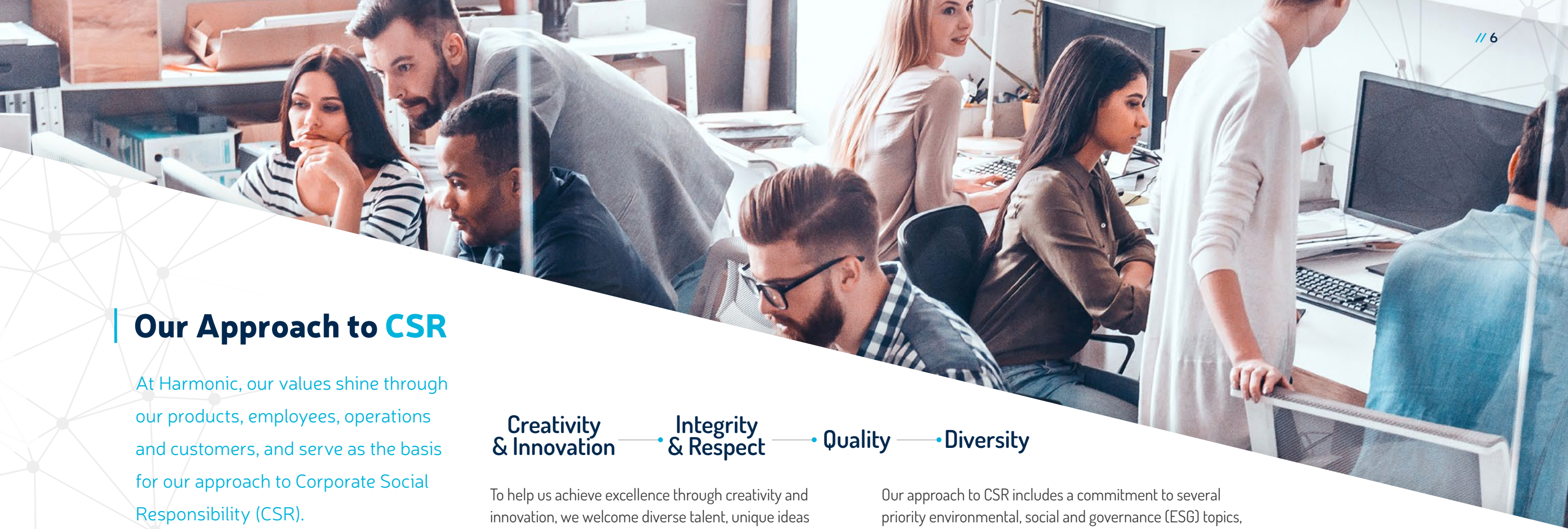
5,000
Global Media
Company Clients



22
Global Offices

1. As of December, 31, 2021.





| Our Approach to CSR

At Harmonic, our values shine through our products, employees, operations and customers, and serve as the basis for our approach to Corporate Social Responsibility (CSR).

Creativity & Innovation — Integrity & Respect — Quality — Diversity

To help us achieve excellence through creativity and innovation, we welcome diverse talent, unique ideas and different skill sets and perspectives. We build our relationships on the fundamentals of integrity and respect, acting with honesty and transparency. We also listen to feedback from stakeholders to improve our governance processes, products, customer service and CSR policies and programs.

With our values top of mind, we are committed to delivering a corporate culture that **honors our principles**; fosters a culture of **diversity, equity and inclusion**; and promotes **sustainable operations** to benefit the environment and the lives of our stakeholders.

Our approach to CSR includes a commitment to several priority environmental, social and governance (ESG) topics, including:

- governance and ethics
- human capital management
- supply chain partnerships
- environmental responsibility

We work to embed our ESG commitments, described in more detail in this report, into our operating structure and measure our progress to continue to improve.

BOARD OF DIRECTORS



ESG Oversight

Our Board of Directors is directly involved in the consideration and oversight of ESG matters. The Corporate Governance and Nominating Committee conducts a comprehensive review of Harmonic’s ethics and governance practices and performance, as well as aspects related to diversity, equity and inclusion; human capital management; and environmental performance. The full Board receives updates on ESG topics from executive management on a regular basis.

We have an ESG Advisory Committee co-chaired by our General Counsel and Senior Vice President of Human Resources and our Senior Vice President of Operations and IT. The ESG Advisory Committee is composed of senior managers from across our corporate functions, including human resources, operations, legal, facilities and procurement.

The ESG Advisory Committee is responsible for assessing ESG risks and opportunities, identifying best practices and management initiatives to address these risks and opportunities, and disseminating those practices into implementation tasks and guidance throughout the Company. In addition, the ESG Advisory Committee is responsible for providing updates on ESG performance to our executive management team, our Board and external stakeholders through public disclosures.

Stakeholder Engagement

We believe that the expectations of our stakeholders, including customers, employees, investors and people in the communities where we operate, must be acknowledged and addressed through our ESG commitments. We engage with these stakeholders on a regular basis to solicit feedback on our ESG commitments, CSR initiatives and supporting disclosures.

Key ESG Policies

- [Code of Business Conduct and Ethics](#)
- [Supplier Code of Conduct](#)
- [Partner Code of Conduct](#)
- [Human Rights and Labor Practices Policy](#)
- [Environmental Responsibility & Sustainability Policy](#)
- [Conflict Minerals Policy](#)



2021

• ESG Highlights²



“We are a values-driven organization, and diversity and respect have always been key to our success. As discussions about CSR topics became more frequent with our employees, investors and customers—many of whom are CSR leaders themselves—we knew we needed to bring forward and highlight the work Harmonic teams are doing across the globe to positively impact people and the planet. From our focus on energy efficiency and reducing waste, to empowering our talented and diverse team to grow and thrive, to operating with integrity, I am proud of what we have accomplished so far and excited to continue this important work.”

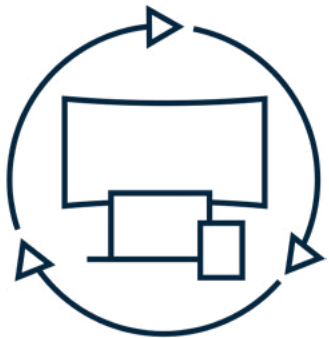
Timothy Chu

General Counsel, SVP of Human Resources, and Corporate Secretary, Harmonic



22%

reduction in energy consumption between 2019 and 2021 at our three main sites



100%

of electronic waste recycled



11,500+

hours of employee and contractor learning through our Owl Stars program



22.8%

of electricity from renewable sources

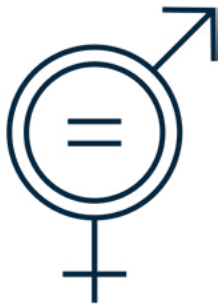


100%

of employees completed Code of Business Conduct and Ethics training

19%

of global employees self-identify as women



44%

Board Director gender diversity

pay equity

analysis applied globally

2. Data is calendar year 2021 and includes Harmonic's three main locations (San Jose, CA; Rennes, FR; and Caesarea, IL) unless otherwise specified.



Environmental Responsibility

We are committed to providing our customers with environmentally friendly products and solutions, improving our own environmental performance and being part of the global effort to address climate change.

Our Approach to Sustainability

Environmental responsibility is increasingly important to our employees, customers and investors, and we have identified three priority areas: energy, greenhouse gas emissions and waste.

Our approach is documented in our [Environmental Responsibility & Sustainability Policy](#), which applies to our employees, suppliers and partners. The Policy describes our commitments to reducing environmental impacts, particularly energy usage and carbon emissions, while seeking more environmentally friendly alternatives in our supplied products. We are also planning training programs to raise environmental awareness among our employees. Harmonic is committed to complying with applicable environmental regulations and has published an [Environmental Compliance Statement](#), as well as a [Conflict Minerals Policy](#) and [2021 Conflict Minerals Report](#).

Minimizing Energy Consumption

We work to reduce energy usage at our offices and operations by focusing on heating and cooling, lighting and on-site data center efficiencies. In 2021, we consumed 47,692 gigajoules of total energy at our main sites in San Jose (California), Rennes (France), and Caesarea, (Israel).

22% reduction in energy consumption between 2019 and 2021 at our three main sites

LED lighting is used throughout most of our sites and on-site data centers are set to higher temperatures and utilize ‘free air cooling’ where possible. As an example, in San Jose, we use economizers to bring in cold external air, saving energy associated with cooling. Our Rennes location uses heat pumps to regulate the temperature of the building, and heat removed from the water used to cool the technical rooms is utilized to heat the rest of the building.

We also use public cloud providers such as Amazon Web Services, Microsoft Azure and Google Cloud, which are much more energy efficient than onsite data centers, for both customer solutions and various internal applications.

In 2020, we moved our U.S. headquarters in San Jose, downsizing from 143,000 square feet (sf) of office space to 65,000 sf, due to the globalization of our workforce beyond Silicon Valley and our focus on remote and flexible work. This move has contributed to the reduction in our energy usage. We also utilize renewable energy sources whenever practical and available, particularly at our San Jose office.

22.8% of electricity is from renewable sources



Helping Customers Reduce Energy and Emissions Through Our Products and Solutions

Video Customers

In our Video business, Harmonic’s VOS®360 Software-as-a-Service (SaaS) platforms provide both streaming and channel origination and distribution services in a public cloud environment. Compared to purchasing and maintaining dedicated equipment, our customers can significantly lower the resource and energy usage, and carbon emissions, of their video delivery operations when they adopt our SaaS solutions. Moving to the cloud allows our customers to scale their video operations quickly and elastically, and use resources only as needed based on demand. By using our SaaS solutions, our customers leverage the greater efficiency of public clouds enabled by dynamic provisioning, multi-tenancy, high server utilization and advanced data center operations.

Our software-based video processing appliances continue to increase in efficiency, performance and density, allowing our customers to process and encode video streams using less CPU resources without any reduction in video quality. For example, one of our large U.S. customers noted a **10-20% reduction in CPU usage**, with a corresponding reduction in power consumption, during the testing of our dynamic frame rate encoding technology.

Cable Access Customers

In our Cable Access business, our CableOS software-based cable access solutions, which can be deployed based on a centralized, distributed access, or hybrid architecture, can drastically reduce the energy consumption, carbon emissions and physical footprint of our customers’ facilities, compared to traditional solutions.

For example, one of our Tier 1 customers saw a **70% decrease in power consumption** at one of their sites where our CableOS solution had been deployed when compared to the power consumption of the legacy system our solution had replaced. The customer experienced a **20-to-1 reduction** in rack units of equipment.



Reducing Emissions

As we focus on reducing electricity consumption at our offices and facilities, we are also reducing emissions. In 2021, our Scope 2 emissions³ were 4,057 metric tons of carbon dioxide equivalent (tCO₂e), an 11% reduction compared to 2019.

We have replaced a significant amount of business travel with videoconferencing and continue to offer work-from-home flexibility and hybrid work policies at key locations. We have also minimized service-, support- and maintenance-related travel through real-time monitoring of our customers' network elements with our remote diagnostic and repair capabilities. When employees commute, we encourage more efficient transportation modes, such as public transportation, bicycles, and electric or electric-hybrid vehicles. In France, we subsidize 50% of the cost of public transportation and provide financial incentives to employees who bike to work. In Israel, we provide incentives for employees to lease electric vehicles, and at our San Jose headquarters, we installed numerous EV chargers for employee use. These efforts have contributed to an 88% reduction in our business travel-related Scope 3 emissions since 2019.

Carbon emissions associated with transporting and shipping our products to customers around the world is a large source of our Scope 3 emissions. We have begun investigating and assessing lower impact freight options, including rail and more sea shipments, whenever possible, and are developing strategies to reduce these emissions. Our Scope 1 emissions are limited to controlled vehicles, as we do not own any buildings or facilities. We provide additional metrics in the [Performance Data Table](#) on page 30.

3. Scope 2 emissions resulting from purchased electricity.

GREENHOUSE GAS EMISSIONS



631 tCO₂e

Scope 1: Direct emissions from owned/controlled operations. Harmonic does not own any facilities.



4,057 tCO₂e
↓ 11% FROM 2019

Scope 2: Indirect emissions from purchased electricity.



7,439 tCO₂e

Scope 3: Indirect emissions from Harmonic's value chain, including product transportation, business travel and packaging.



Waste

We strive to reduce waste across our operations. Our main focus has been on recycling initiatives—from paper to electronics. Harmonic is committed to recycling or reusing materials whenever practicable, particularly consumables at our site operations and in our packaging. Our Global Waste Management Process specifies how waste is identified and managed following industry standards. Our products are designed to meet Restriction of Hazardous Substances (RoHS) and Waste Electrical and Electronic Equipment (WEEE) regulations.

100% of electronic waste recycled

We recycle all of our electronic waste (e-waste) and have a Take-Back Program that allows customers to send back end-of-life products to be properly recycled. Many of our large customers recycle their own e-waste. We have reduced waste by reusing and recycling suppliers packaging materials for end customer shipments.

We ask our suppliers to ship materials in bulk and lean packaging to reduce space, weight, cost, and emissions. We also provide reusable and recyclable packaging materials whenever practical, and as of 2021, 97.5% of Harmonic packaging materials are recyclable. More than 11% of product packaging from our suppliers are made from recycled materials and we continue to work with our vendors to increase the recyclable materials in their packaging. **For more information on supply chain sustainability, read [page 26](#).**

Water

We believe the right to water is a basic human right and support the use of sustainable water sources. Water is not used directly in the operations of our products and is not a primary component in the manufacturing, transportation or installation of our products. While water is not a primary factor in our operations, we seek to reduce the relatively small amount of water used in our facilities and operations, primarily in office break rooms and restrooms, where possible.



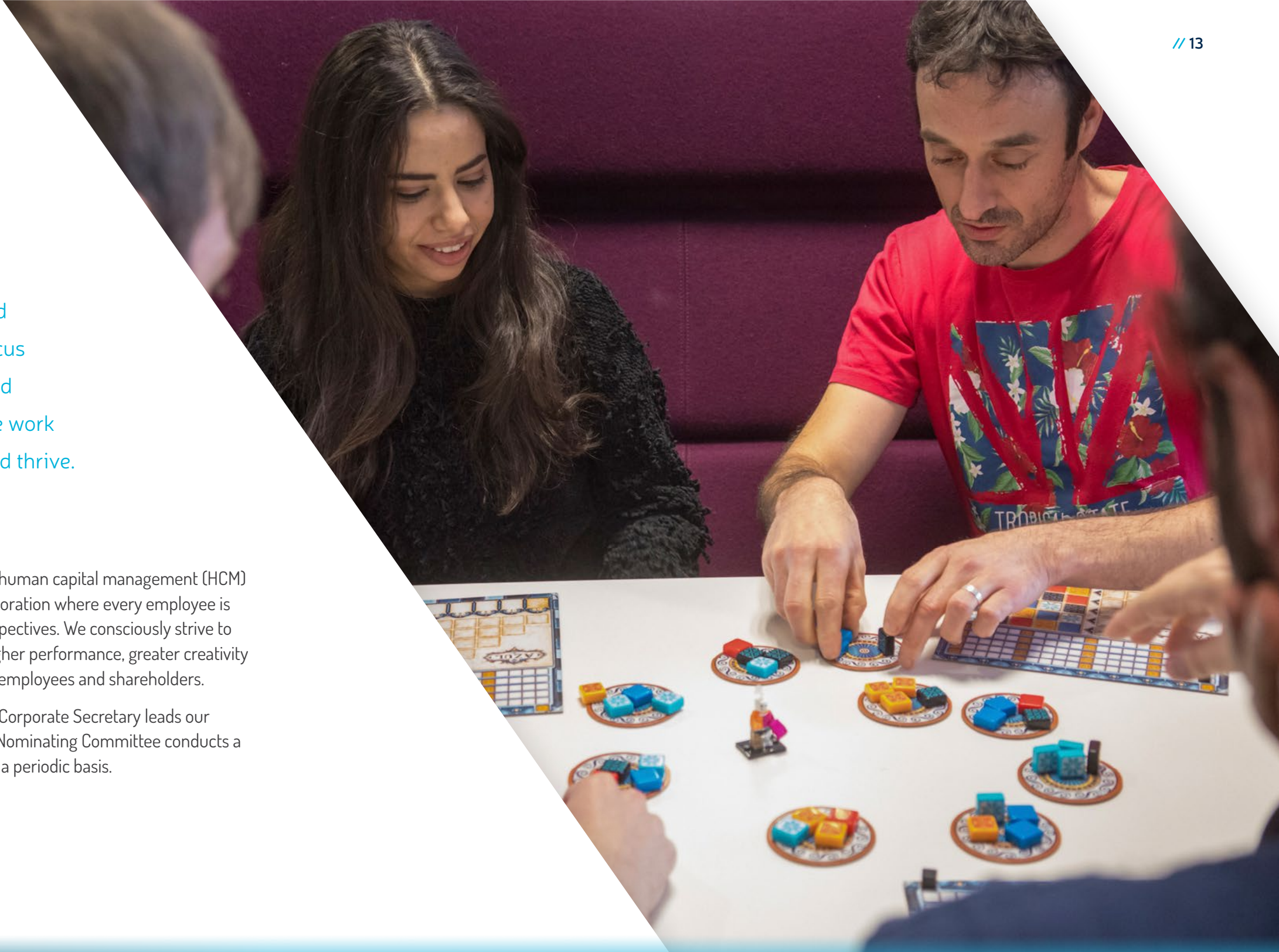
Our People

We value our passionate, innovative and diverse employees. At Harmonic, we focus on attracting and retaining top talent and creating a safe, welcoming and inclusive work environment where employees grow and thrive.

Human Capital Management

Our distributed and diverse team is the focus of our human capital management (HCM) strategy. We foster a culture of teamwork and collaboration where every employee is valued and respected for their experiences and perspectives. We consciously strive to create an inclusive work environment that drives higher performance, greater creativity and innovative outcomes for our business partners, employees and shareholders.

Our General Counsel, SVP of Human Resources and Corporate Secretary leads our HCM programs, and the Corporate Governance and Nominating Committee conducts a comprehensive review of aspects related to HCM on a periodic basis.



Talent Development

We invest in tools and systems that help our employees develop, grow and be recognized for their achievements. We use in-house performance management and goal setting tools to help us evaluate and manage talent. The tools help us to identify top talent and develop high potential employees, while flagging critical resources needed for our long-term business success.



Employees and contractors spent 11,500+ hours learning through Owl Stars.

Harmonic partnered with Udemy to create the Harmonic Owl Stars on-demand learning program. Through Owl Stars, we offer employees more than 3,500 online courses from global instructors and industry experts. In 2021, more than 1,600 employees and contractors spent 11,500 hours learning through Udemy video courses. The most popular courses included those on Kubernetes, Python and networking fundamentals, and courses on Linux, Ansible, Docker, Excel and Leadership Skills also topped the list of enrolled employees.

In addition to on-demand learning, we provide in-person product, technical and management training and coaching in various locations. These external trainings cover specific needs, ranging from leadership development to learning languages to communications and presentation skills. We offer our employees financial support for accredited undergraduate and graduate-level degree programs or professional accreditation related to employees' work fields through our Educational Assistance Program.

In France, we provide government-required personal training and skills development. Training is provided by accredited external subject matter experts and focuses on technology developments in our industry. Feedback from employees that attend our seminars, which are often oversubscribed, has been consistently positive, with a number of participants noting that our offerings provide an excellent platform for career development and skills enhancement.

We have a culture of promoting from within, and move employees across teams, functions and geographic borders to support their growth. As an example, in 2021, we sponsored the global mobility of 20+ employees from our Hong Kong office to our newly opened Research & Development (R&D) center in Vancouver.



ABOVE // In France, 12 colleagues signed up to mentor and support new hires as they eased into their roles through our Buddy Program. Nicolas Debomy, who participated in the program said, "I had the opportunity to enjoy the Buddy Program as a newcomer and then to be a Mentor myself. This program offers a smart and warm integration into the Harmonic family and to the super Harmonic journey."

Employee Engagement

Our values guide our Company culture and work environments. We achieve excellence through our **creativity and innovation**; build our relationships on the fundamentals of **integrity and respect**; strive to deliver the highest **quality** in every aspect of our business; and value and embrace **diversity**.

We regularly conduct employee pulse surveys to measure employee engagement and satisfaction and use survey feedback to influence our people strategy and policies. Our survey response rates have continued to be strong, with 60-65% of employees participating in the two 2021 surveys.

Our overall satisfaction score from the two 2021 pulse surveys averaged **87%**, with most respondents reporting high engagement and satisfaction in their roles, their management and Company leadership.

Our offices host team building events, virtual game nights, sports events, in-person lunches, virtual breakfasts and more, to provide time for employees to connect and have fun.

We are proud to report that in 2021, we maintained industry-leading low employee turnover rates of 9.4% total turnover and 6.8% voluntary turnover (per Radford, in 2021, the global technology industry total turnover was 13.4% and voluntary turnover was 9.6%).



Employee Health, Safety and Well-Being

Harmonic complies with all applicable health and safety laws and regulations in all countries where we operate. In addition, our internal guidelines and directives take precedence over locally applicable laws and regulations whenever they exceed local requirements. We engage with our employees, contractors, partners and customers to maintain a healthy and safe workplace for our personnel, and 100% of our operational sites have conducted a detailed health and safety risk assessment.

Harmonic has a productive, effective and agile workforce that works across time zones to deliver results. Due to this, we continue to offer a flexible hybrid working model, providing employees with options to work from home. Working arrangements are made between the functional line manager and their team members, and our desired working pattern is to make use of our office facilities, where available, on an average of three days per week. We strive to provide all employees, whether working remotely or in our office facilities, with the tools and equipment required to efficiently conduct their roles.

In addition to a flexible working model, our employees have access to a variety of benefits that encourage healthy habits, both professionally and personally. Some of our locations offer on-site or virtual fitness classes from time to time. All employees have access to tips and workshops regarding work-life balance and well-being throughout the year, and our entire workforce was offered a free rest day in May of 2022 and 2021 (following two free global rest days provided in 2020).

Fair Working Conditions

The Harmonic **Code of Business Conduct and Ethics** establishes expectations for a harassment-free and safe workplace. Harmonic is committed to working conditions and labor practices that inspire trust and respect, empower our people to do their best work, and do not infringe in any way on the inherent dignity of our employees and personnel. We prohibit all abuse, harassment and other unprofessional conduct, and any discrimination during employment or hiring on the basis of gender, race, color, national origin, ancestry, citizenship, religion, age, physical or mental disability,

medical condition, genetic information, pregnancy, sexual orientation, gender identity or gender expression, veteran status, marital status or any other legally protected status.

In 2020, our Board also approved a **Human Rights and Labor Practices Policy**. This policy commits Harmonic to prevent any forced labor in our operations and clearly states our commitment to fair practices in hiring and termination, as well as adhering to fair wage practices. Our employees in France are represented by labor unions and an employee works council, and all of our employees outside of France have the right to freedom of association.



DISABILITY CONFIDENT COMMITTED

Harmonic UK has been awarded the Disability Confident Committed certification from the UK Government. Disability Confident is creating a movement of change by encouraging employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people. At Harmonic, this will mean taking more action to incorporate digital accessibility and reviewing our hiring processes to confirm disabled candidates are given equal opportunities to join Harmonic.



Benefits

We believe we offer competitive compensation and comprehensive benefits packages in each of our locations around the globe, and we conduct regular reviews to remain on market with our value proposition. Harmonic applies a pay approach based on market-based pay for a specific job level, referencing market-specific compensation data for technology companies. Other factors taken into consideration when determining compensation are unique knowledge and skills, performance and experience. All employees are entitled to an annual review of salary.

Harmonic offers private medical insurance to all employees, except in countries where medical care provision is sufficiently covered through statutory contributions via payroll. In addition, we offer incentive bonuses, equity awards, a worldwide Employee Stock Purchase Plan and supplementary pension plans (or in the case of the U.S., a 401(k) defined contribution retirement plan) to all employees, except in countries where

statutory contributions provide sufficient provision for a comfortable retirement. Subject to employee need, in certain jurisdictions, Harmonic offers childcare allowances or childcare vouchers consistent with local market practices. In 2021, we broadly distributed discretionary bonuses to employees that were not eligible to participate in one of the Company’s formal incentive plans, as we have done in prior years, and we continue to consider these types of discretionary bonus payments from time to time, subject to the Company’s financial performance. We offer rewards and recognition programs, including regular spot bonus awards to recognize employee contributions, patent incentive awards, employee referral bonuses and various functional recognition awards. **Read more in our [2022 Proxy Statement](#) and [2021 Annual Report](#).**



“Harmonic is a global company spread across different geographies where people of different colors, religions, cultures and backgrounds come together to build great products. Diversity is an essential factor to bring in different points of view to cater to different markets. For this, it’s important that everyone feels equal and respected, irrespective of their background. I have been with Harmonic for almost eight years, and I am grateful that I have been provided with equal learning and growth opportunities. DEI is a great initiative by the Company and provides a platform to make a difference in the world.”

Swathi Balakrishna

Product Manager, Back Office and Infrastructure, Head Office

Diversity, Equity and Inclusion

Building an inclusive workforce is critical to the growth and innovation of our business. A diverse and supported workforce allows Harmonic to adapt and evolve to changing professional realities, and enables us to deliver sustained shareholder value. Therefore, we invest in diversity, equity and inclusion (DEI) initiatives across the Company.

We work to increase gender, racial, ethnic and nationality diversity to promote the collaboration of cultures and backgrounds. We have a global Inclusive Recruitment Policy, are deliberate in bringing in diverse candidates when recruiting and post our jobs on numerous diverse websites. In North America, we partnered with Portland Women in Tech on networking and educational mentorship programs; with the National Action Council for Minorities in Engineering (NACME), which provides scholarships, student grants and a jobs board; and started a small internship program for college students from underrepresented groups and Historically Black Colleges and Universities (HBCUs), that has been expanded in 2022.

To help us build a foundation for a more inclusive culture, Unconscious Bias training was mandated during 2021 across the Company. All Harmonic employees and contractors have now completed the training, and all new hires are required to complete the training course when onboarding. Furthermore, to provide a consistent onboarding experience for new hires, and to foster global inclusivity and easy-to-access tools for all our employees, regardless of function or location, an internal knowledge sharing platform was created, called STEP (Starter Training and Employee Portal).

Our employees are the true leaders in promoting DEI. Our Regional DEI Working Groups, based in our Israel and France Harmonic offices and virtually in APAC, the U.S. and elsewhere in EMEA, have volunteered to be our DEI ambassadors and to support DEI initiatives and awareness raising inside and outside of the office. In 2021, we successfully launched a quarterly Company-wide DEI Newsletter, called “Harmony,” with the aim of educating and engaging our employees in our various DEI initiatives. Learn more about how employees support refugees with the Kodiko program in France, engage under-resourced youth through the Harmonic SEEDS program in Israel and more in the [Community Impact](#) section of this report.

STANDING UP FOR RACIAL JUSTICE

We have publicly stated our values regarding racial equity and justice by joining more than one hundred other Silicon Valley companies and organizations in an [open letter](#). Through this letter we pledged united action to eradicate racism including:

- increasing DEI awareness within our own Company, such as the Unconscious Bias training, completed by all employees, and the Harmony DEI quarterly newsletter;
- providing transparency with our DEI data, such as the metrics included in our Performance Data Table on [page 31](#); and
- broadening opportunities for our communities, such as the initiatives included in the [Community Impact](#) section of this report.

Gender Equity

Harmonic collaborates with community groups to introduce girls to Science, Technology, Engineering and Mathematics (STEM). We also support several organizations that encourage women to pursue careers in technology and engineering. Additionally, we focus on hiring women into technical roles.

In parallel with the annual salary review process, Harmonic applies pay equity analysis globally using the Syndio pay equity compensation analytics platform, to confirm that pay principles are fair and equitable without any discrimination to any employee or groups of employees. In 2021, our comprehensive analysis did not reveal any pay equity problems or issues requiring remediation.

In France, where companies like Harmonic are legally obligated to address gender pay inequality, we need to annually measure on a 100-point scale the following five indicators: gender pay gaps within age groups and job categories, rates of salary increases, proportion of salary increases following maternity leave, and the number and sex of employees receiving the highest remuneration. In 2021, Harmonic France scored 93 points out of 100, which was well above the minimum passing score of 75.



“I have been with Harmonic for six years and am grateful to be part of a global company that values diversity and inclusion. The teams instill a positive culture, make sure individual voices are being heard and respected, set up fun activities and emphasize personal growth. I couldn’t be prouder to be part of the fantastic Harmonic team!

Sonia Chan

Senior SW Development Engineer, Hong Kong



19% of global employees self-identified as women



27% of women at Harmonic hold senior level positions



39% of U.S. employees self-identified as racially/ethnically diverse



37.5% of U.S. new hires self-identified as racially/ethnically diverse

Additional DEI metrics are provided in the [Performance Data Table](#) of this report.



CELEBRATING WOMEN’S ACHIEVEMENTS

On International Women’s Day in 2021 and 2022, Harmonic responded to the call to action. Many Harmonic teams and individuals raised their hands in solidarity with the #ChooseToChallenge movement and posed to #BreaktheBias. We also celebrated International Women in Engineering Day by recognizing the talent and contributions of Harmonic women engineers throughout the Company and by highlighting our ongoing global drive to bring more women and diverse talent into Harmonic.

Community Impact

As a global business with a local focus, Harmonic understands the important role we play in our communities.

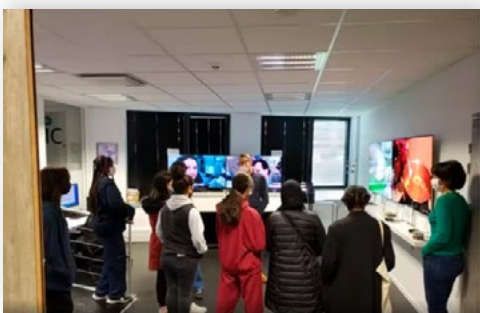
Volunteering and Philanthropy

We not only provide competitive and fulfilling jobs that ultimately contribute to vibrant economies, we support the communities where employees live and work. Our community engagement efforts focus on causes that are important to our employees and initiatives where we can utilize our skill sets. As a result, our giving generally focuses on education—with an emphasis on reaching girls, women, under-resourced and underrepresented groups in STEM—as well as refugee support, hunger relief and community health. The following stories showcase our community impact efforts across the globe.

INSPIRING FEMALE STUDENTS TO CHOOSE STEM CAREERS



In February 2022, Harmonic France participated as a partner in the Ada Lovelace Challenge—a programming competition for female high school students. This challenge is designed to encourage and inspire young women and girls to pursue STEM careers. In addition to offering financial support and Harmonic-branded audio sets as prizes for the winners, Lila Huguenel, Video Codec Senior Engineer in our Rennes office, was part of the jury team. In the post-challenge survey, nearly 100% of the girls that participated reported that the challenge increased their interest in software activities.



In March 2022, we welcomed girls participating in the Wi-Filles Program to our Rennes office. This unique program works to engage middle and high school girls from under-resourced districts in digital studies and tech careers. The program focuses on providing the girls with technical skills, introducing them to the wealth of STEM career possibilities and breaking the stereotypes keeping women out of STEM careers.



Five Harmonic France volunteers also showed their dedication to gender diversity by volunteering to serve as mentors for “Elles Bougent” (Women in Action). Elles Bougent’s mission is to increase gender diversity in tech by hosting job fairs, industrial site visits, tech challenges and events held in high schools. Harmonic volunteers plan to present at schools and will support a Hackathon challenge in 2022.



PLANTING SEEDS FOR THE DIVERSE TECH INDUSTRY OF THE FUTURE



In October 2021, Harmonic employees in Israel launched Harmonic SEEDs, a new volunteer program with the motto “Planting seeds for the future.”

The goal of the program is to engage with under-resourced and diverse youth, expose them to the high-tech world, and encourage them to pursue tech learning and careers. Harmonic partnered with educational nonprofit Taasiyeda, which connected us to a local high school near our Caesarea office. Together, we developed an annual plan, which includes Harmonic volunteers offering skills workshops, technology panels, office tours, a mini Hackathon and more. In December 2021, the Israel team welcomed 30 female high school students to the office where employee volunteers discussed the latest video and cable access technologies, including machine learning AI. The students reported being fascinated by the information provided and described the event as “a great and powerful experience.”

PROVIDING REFUGEE SUPPORT



In 2021, four Harmonic France employees participated in Kodiko’s refugee support program. Kodiko helps refugees find jobs and professionally integrate by matching them to mentors. Over six-months, refugees practice French, learn about local employment codes, and begin to build a professional network, while their mentors benefit from the intercultural experience and exposure to diversity. Watch [this video](#) about Isra, a Sudanese refugee, and her mentor, Carine Somnard from our Rennes office. Our participation in this rewarding program has continued in 2022 with additional volunteers.

PROVIDING BASIC NEEDS



Harmonic employees around the globe dedicate their time to providing basic needs to their local communities. In North America, Harmonic supported Family Giving Tree in its annual Back to School Drive, providing 66 backpacks full of essential school equipment and 33 essential health kits to children who could not afford one. In the UK, employees collected food for the local food bank in Farnborough. And in Israel, 45 employees and neighbors participated in a blood drive. In 2020, in connection with our corporate relocation in San Jose, CA, we donated office furniture, including tables, desks, chairs and monitors, valued at \$182,000, to Second Harvest of Silicon Valley.

Harmonic Hong Kong has supported the community by participating in Food Angel’s volunteer programme—A Day with Food Angel. Food Angel rescues edible surplus food from different sectors of the food industry that would otherwise be disposed of, turns them into nutritious meals and distributes them to communities in need. Food Angel rescues 45 tons of edible food each week, producing over 17,000 nutritious meals on a daily basis. Our volunteers prepare hot meals in the Food Angel kitchen for distribution to the local community centers.



Governance and Ethics

Our Code of Business Conduct guides our operations as we embrace a high standard of ethics and strong governance practices.

Corporate Governance

Our [Corporate Governance Guidelines](#) set forth the key functions of the Board, as well as principles regarding Board structure and composition, conflicts of interest, Board operations and meetings, Board interaction with management and third-parties, Board committees, Director compensation and stock ownership. The Board has an Audit Committee, a Compensation Committee and a Corporate Governance and Nominating Committee. Our Corporate Governance Guidelines are reviewed at least annually by the Corporate Governance and Nominating Committee, and changes are recommended to our Board for approval as appropriate. For more details on [ESG Oversight](#), please read page 7.

Each of our Board Directors brings knowledge of our industry, unique experience, skills and a reputation for integrity, honesty and adherence to high ethical standards.

89% Board Director Independence

As of June 9, 2022, our Board is composed of nine Directors, eight of whom are independent. We separate the roles of Chief Executive Officer and Chairman of the Board, and all three of our Board committees are made up of entirely independent Directors. In 2021, Dan Whalen joined the Board, bringing both senior management experience and extensive knowledge of the broadband and video industries. In 2022, we welcomed Sophia Kim to our Board, who brings digital media expertise and many years of executive and strategic leadership at innovative technology companies.

Board Diversity

While the Corporate Governance and Nominating Committee does not have a formal policy with respect to diversity, the Committee seeks nominees with a broad diversity of experiences, professions, skills, geographic representation and backgrounds, including racial, ethnic and gender diversity, and considers relevant legal requirements relating to diversity. As of June 9, 2022, four Directors self-identified as women.

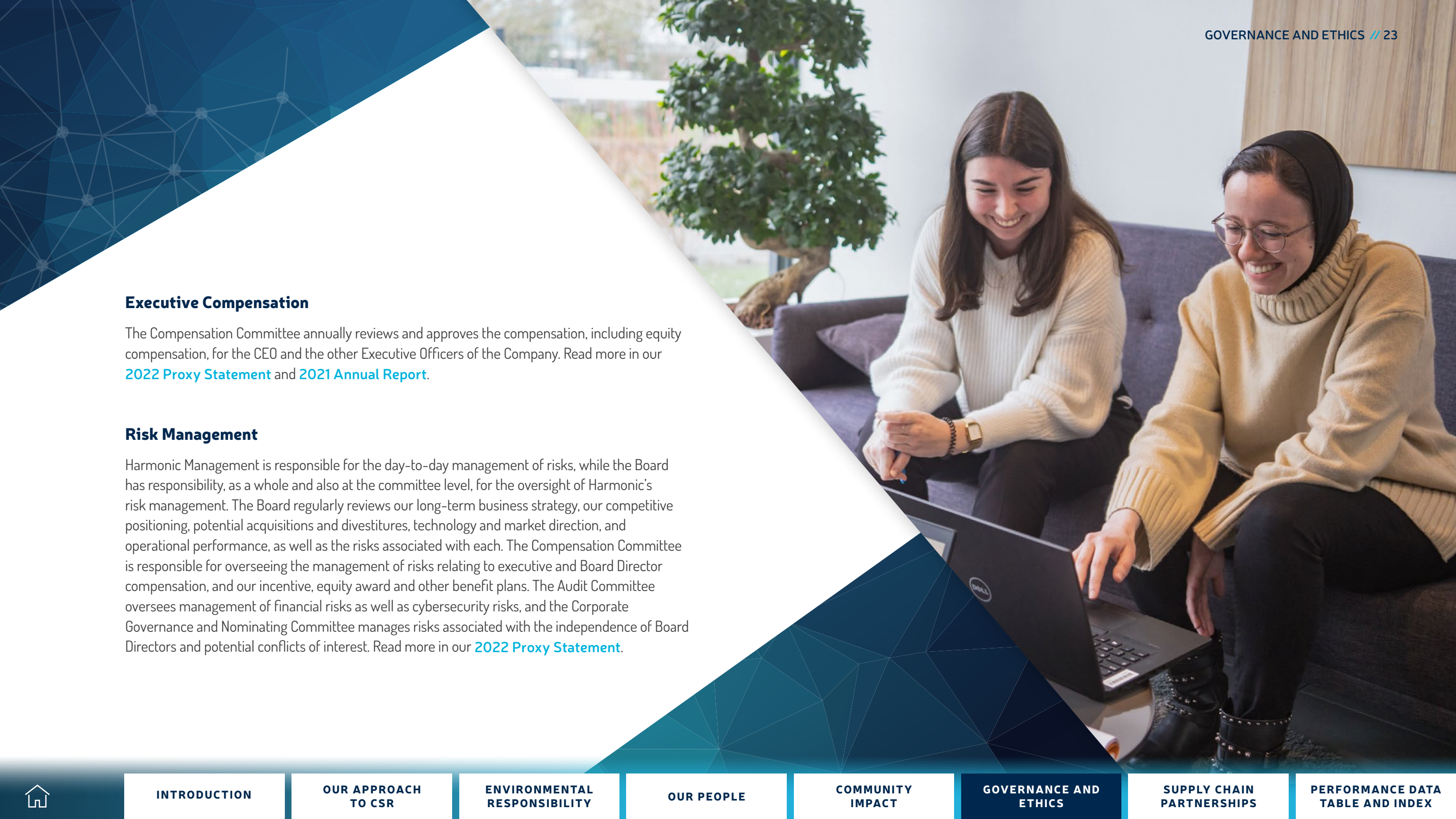
44% Board Directors self-identify as women

Executive Compensation

The Compensation Committee annually reviews and approves the compensation, including equity compensation, for the CEO and the other Executive Officers of the Company. Read more in our [2022 Proxy Statement](#) and [2021 Annual Report](#).

Risk Management

Harmonic Management is responsible for the day-to-day management of risks, while the Board has responsibility, as a whole and also at the committee level, for the oversight of Harmonic’s risk management. The Board regularly reviews our long-term business strategy, our competitive positioning, potential acquisitions and divestitures, technology and market direction, and operational performance, as well as the risks associated with each. The Compensation Committee is responsible for overseeing the management of risks relating to executive and Board Director compensation, and our incentive, equity award and other benefit plans. The Audit Committee oversees management of financial risks as well as cybersecurity risks, and the Corporate Governance and Nominating Committee manages risks associated with the independence of Board Directors and potential conflicts of interest. Read more in our [2022 Proxy Statement](#).





Ethics

We are committed to high standards of ethical integrity. Our approach to ethical standards is documented in our publicly available [Code of Business Conduct and Ethics](#) (the “CBCE”), which applies to all of Harmonic’s employees, officers, Directors, consultants, contractors and agents. We also have a public [Supplier Code of Conduct](#) and [Partner Code of Conduct](#), described in more detail in the [Supply Chain Partnerships](#) section of this report.

The CBCE provide rules of practice on ethical conduct and anti-corruption, conflicts of interest, compliance and communications. The CBCE sets the expectation that all Harmonic personnel and business partners live up to our commitments to Act in Good Faith, Act Ethically and Comply with the Law. In 2021, we had zero reported violations of our CBCE.

Annual CBCE training and acknowledgment is mandatory and new hire onboarding also includes CBCE training and acknowledgment. Additional mandatory employee compliance training includes modules on our insider trading policy, anti-corruption, IT/Cybersecurity and unconscious bias training. Our CBCE, Supplier and Partner Codes, and Whistleblower Policy all provide for procedures for reporting potential violations internally or through an anonymous whistleblower hotline.

100% of employees completed Code of Conduct and Ethics training



Cybersecurity and Data Privacy

Cybersecurity is critical to our business operations and service offerings, and we regularly review and invest in our corporate infrastructure and product security capabilities. The Audit Committee oversees Harmonic’s cybersecurity controls and performance through quarterly updates from executive management and reviews of governance processes, security-related programs, performance data, potential or realized security breach information, audit and validation results, and controls to help mitigate cybersecurity risks.

At the executive management level, cybersecurity is overseen by Harmonic’s Senior Vice President of Operations and IT. In addition, Harmonic management works closely with the Audit Committee to regularly evaluate, benchmark and update our cybersecurity efforts to follow best practices and respond to emerging regulatory requirements. Our Security Operation Center monitors network and system threats and vulnerabilities, and a third-party IT and cybersecurity audit and assessment is planned for 2022.

We have established a multi-year cybersecurity action roadmap and our cybersecurity program includes controls to help protect the confidentiality of data and the integrity of assets, such as security monitoring and alerts to identify internal and external threats, data and source code access management systems, mandatory employee training and regular communications to increase cybersecurity threat awareness, and incident response processes to respond to any potential security breaches as quickly as possible. At the product level, we use third-party security and vulnerability testing on our software and SaaS products. We have also recently initiated third-party risk management assessments for IT and cybersecurity providers in our supply chain.

We provide cybersecurity training for both new hires and existing employees, focused on phishing schemes, malware protections, physical device security, malicious links and security awareness. We also provide periodic Company-wide IT security alerts and reminders, and remote employees use a virtual private network (VPN). Employees in certain higher-risk functions receive more frequent training and reminders.

As a business-to-business company, we handle limited amounts of personally identifiable information. Though data privacy protection is not a critical issue for our business, it is included in our Code of Business Conduct and Ethics, and our [Privacy Notice](#) discusses the physical, administrative and technical safeguards that we have implemented to help protect personal information from unauthorized access, use or disclosure. Information is accessed only by authorized staff who are instructed to handle personal information with confidentiality, and we utilize firewalls, multiple factor access and standard industry security measures. Employees are required to follow our Acceptable Use Policy, which outlines proper use and handling of devices, information and IT systems. We also contractually require that our suppliers protect such information from unauthorized access, use and disclosure.

Supply Chain Partnerships

We work with suppliers committed to product excellence, ethical labor practices and environmentally friendly practices.

Harmonic relies on third-party contract manufacturers to assemble and produce our hardware products, and we utilize approximately 200 suppliers located across the world to provide the necessary components and materials to manufacture these products. Our primary contract manufacturing partner is Plexus Corp. Plexus buys electronic components, circuit boards, enclosures, power supply units and other components and materials from various suppliers and manages the day-to-day supplier relationships. Harmonic evaluates and selects key suppliers used by Plexus for Harmonic products.

We also directly purchase non-custom OEM products and related accessories from primarily large companies, such as servers from HPE that we sell to our customers loaded with Harmonic software, or networking switches from other companies that are sold to our customers as part of an overall solution system.

Supply Chain Management

We qualify new suppliers through our ISO supplier assessment process. We conduct technical risk assessment and qualification, including onsite visits and capability testing. For existing suppliers, onsite and virtual audits are performed periodically, with more frequent audits based on risk assessments or issues or concerns that may arise. These audits include health and safety reviews. We also conduct quarterly business reviews with key suppliers and employ self-assessment surveys. In addition to our own ISO 9001 certification, our key suppliers are ISO 9001 compliant. Most of our key suppliers, including Plexus and HPE, are large U.S. public companies that are part of the Responsible Business Alliance (RBA) and have their own comprehensive codes of conduct.

We conduct technical and quality training when onboarding a new supplier, launching new products and in connection with major product changes.

In 2022, we began preparing to roll out responsible supply chain training for Harmonic's global procurement team. The training will focus on supplier selection, qualification and management using Harmonic's and the RBA's ESG principles.

Responsible Supply Chain Efforts

In addition to the expectations for our suppliers and partners set forth in the Supplier Code of Conduct and Business Partner Code of Conduct, Harmonic has identified several performance expectations for key suppliers, including conflict mineral identification, health and safety, cybersecurity and environmental performance of products. Although the supply chain for our hardware products is highly consolidated, making changes in performance more challenging, we continue to work with our key suppliers around these topics.

We are committed to working with suppliers that provide safe working conditions, treat their workers with dignity and respect, and follow environmentally friendly practices. We extend our ethical standards to our suppliers and their employees through our [Supplier Code of Conduct](#), and to our reseller, distributor and service provider partners and their employees through our [Business Partner Code of Conduct](#).

Our Supplier Code of Conduct requires our suppliers to adopt and adhere to the social, environmental and ethical industry standards set forth in the [Responsible Business Alliance \(RBA\) Code of Conduct](#) (formerly known as the Electronic Industry Citizenship Code of Conduct). Our Business Partner Code of Conduct emphasizes ethical and legal compliance in all business practices, and strict adherence to ethical labor and employment rules and principles.

MAINTAINING CONTINUITY DURING COVID-19 DISRUPTIONS

As COVID-19 impacts affected global supply chains, we took a proactive approach to mitigate supply chain disruption. We collaborated closely with customers to align supply and demand, buffered inventory, sourced components and materials ahead of time, and secured second source back-up suppliers. We invested in more manufacturing capacity to create redundancy in case of shutdowns due to COVID-19 protocols, as well as in additional transportation and logistics capacity and options. We also mobilized our R&D, Supply Chain and Quality teams to validate alternative components and products to further mitigate supply chain disruptions. Due to these efforts, we have been successful in fulfilling our commitments to our customers and growing our global business.





Responsible Supply Chain Efforts

Environmental

In our [Environmental Responsibility & Sustainability Policy](#), we specify that we evaluate the environmental impact of any equipment or supplies we intend to purchase and favor more environmentally friendly and efficient products wherever practicable. Our key suppliers are 14001 compliant, including our main contract manufacturing partner Plexus, which states that all of its electronics manufacturing facilities globally are certified to ISO 14001.

We have also worked with our suppliers to reduce the environmental impact of our supply chain and improve product packaging in many ways. We have collected and analyzed freight and shipping emissions data to determine potential reduction actions. We have asked our suppliers to ship materials in bulk packaging and to use lean packaging to reduce space, weight, freight cost and the associated energy and emissions. We have developed our own lean packaging as well and, when appropriate, we reduce waste by reusing and recycling suppliers' packaging materials when shipping products to end customers.

Human Rights and Labor Practices

In 2020, our Board approved a Human Rights and Labor Practices Policy. The policy commits Harmonic to prevent any forced labor in our operations. Looking forward, Harmonic intends to further promulgate these expectations and to condemn all forced or coercive labor practices throughout our value chain. We require suppliers and partners, including contract manufacturers, to adhere to the principles set forth in our [Human Rights and Labor Practices Policy](#). Additionally, our Supplier Code of Conduct includes clauses on our expectations for labor practices, working conditions and workplace safety. While we do not have a formal supplier diversity policy, we purposefully source from suppliers in different regions around the world.

Conflict Minerals

Harmonic has a [Conflict Minerals Policy](#) in place and has filed a [2021 Conflict Minerals Report](#) with the SEC. We rely on source information provided by our suppliers in the Responsible Minerals Initiative survey template. Information regarding conflict minerals is available for at least 50% of the suppliers for our hardware products.



About this Report

This inaugural CSR report marks our initial step towards improving the transparency of our CSR progress and commitments.

This report primarily covers calendar year 2021 activities, with early 2022 initiatives included as relevant. Performance metrics include our three main locations—San Jose, CA, Rennes, FR, and Caesarea, IL—and cover the calendar year ending 12/31/21, unless otherwise noted. The report was developed using the recommended disclosures of the Sustainability Accounting Standards Board (SASB) Standards and we have provided a **SASB Index** on page 32.

The activities and performance detailed in this report refer to Harmonic Inc.'s global operations, unless otherwise stated. "Harmonic," "we," "us," "our" and "the Company" refer to Harmonic, Inc. and its affiliates.

We welcome your questions about this report and Harmonic's CSR efforts via email to CSR@harmonicinc.com.

Performance Data Table

Greenhouse Gas Emissions (Metric tons of carbon dioxide equivalent (tCO2e))	2021	2020	2019
Total Scope 1 and 2 ⁴	4,688	Not Reported	Not Reported
Scope 1 (controlled vehicles only, Harmonic does not own any facilities)	631	Not Reported	Not Reported
Scope 2 (purchased electricity, heating and cooling)	4,057	4,156	4,561
Scope 3 Emissions ⁵			
Transportation – freight ⁶	6,950	2,807	3,820
Business travel	399	687	3,336
Packaging	90	Not Reported	Not Reported
Energy Consumption ⁷	2021	2020	2019
Total energy consumption (gigajoules)	47,692	50,746	61,255
Electricity from renewable sources (percent)	22.8%	25.6%	29.8%
Waste ⁸	2021	2020	2019
Total operational waste generated (metric tons)	33.8	Not Reported	Not Reported
Total operational waste generated (not including e-waste) (metric tons)	24.3	Not Reported	Not Reported
Total electronic waste (e-waste) generated (metric tons)	9.5	Not Reported	Not Reported
Total operational waste generated (not including e-waste) sent to landfill (metric tons)	8.9	Not Reported	Not Reported
Total operational waste generated (not including e-waste) recycled (metric tons)	15.4	Not Reported	Not Reported
Waste diversion rate (not including e-waste) (percent)	63.37%	Not Reported	Not Reported
Electronic waste recycled (percent)	100%	Not Reported	Not Reported

Governance and Ethics	2021			2020			2019		
Incidents reported through whistleblowing procedure (number)	0			0			0		
Employees who completed Code of Business Conduct training (percent)	100%			100%			100%		
Nonconformance in third-party audits	No significant or material issues identified in ISO 9001 audits.			No significant or material issues identified in ISO 9001 audits.			No significant or material issues identified in ISO 9001 audits.		
Supply Chain	2021			2020			2019		
Suppliers by geographic region ⁹	N.A.	EMEA	APAC	N.A.	EMEA	APAC	N.A.	EMEA	APAC
	8	6	2	8	6	3	8	6	3
	7 of 16 are Responsible Business Alliance (RBA) members			8 of 17 are RBA members			8 of 17 are RBA members		
Number of in-person supplier audits conducted ¹⁰	0			0			10		

4. Scope 1 and 2 GHG emissions data are provided for Harmonic’s three main locations: San Jose, CA; Rennes, France; and Caesarea, Israel. These three locations make up approximately 50% of Harmonic’s operations.

5. Scope 3 transportation and packaging related GHG emissions are provided for Harmonic’s three main locations: San Jose, CA; Rennes, France; and Caesarea, Israel. Scope 3 business travel related GHG emissions are provided for all of our sites located in the U.S., EMEA, and APAC regions.

6. Transportation – Freight data provided for 95.1% of freight suppliers (by spend) in 2021.

7. Energy consumption data are provided for Harmonic’s three main locations: San Jose, CA; Rennes, France; and Caesarea, Israel.

8. Waste performance data are provided for our Rennes, FR and San Jose, CA locations only.

9. Includes Tier 1 suppliers, which account for approximately 90% of our product-related supplier spending in each of the listed years; geographic region is based on the headquarters of the supplier.

10. In-person supplier audits were paused in 2020 and 2021 due to COVID-19 safety protocols.



Performance Data Table

Global Workforce	2021		2020		2019	
	Women	Men	Women	Men	Women	Men
Total Workforce (#)	238	1029	218	951	217	955
Total Workforce (%)	19%	81%	19%	81%	18.5%	81.5%
Leadership (#, including VPs, SVPs, CEO)	5	47	5	42	3	41
Leadership (% ,including VPs, SVPs, CEO)	9.6%	90.4%	10.6%	89.4%	6.8%	93.2%
Board of Directors (#)	3	5	3	4	3	4
Board of Directors (%)	38%	62%	43%	57%	43%	57%
Global new hires that identified as women (%)	18.3%		22.3%		20%	
Racial / Ethnic diversity (U.S. Workforce)	2021		2020		2019	
	Number	Percent	Number	Percent	Number	Percent
Asian	105	27.9%	106	29.4%	113	31.1%
Black or African American	10	2.7%	8	2.2%	9	2.5%
Hispanic or Latino	28	7.4%	25	6.9%	21	5.8%
Native American or Alaskan Native	2	0.5%	1	0.3%	1	0.3%
Native Hawaiian or Other Pacific Islander	2	0.5%	1	0.3%	2	0.6%
White	230	61.0%	220	60.9%	217	59.8%
U.S. new hires that identified as racially/ ethnically diverse (%)	37.5%		41.9%		38.2%	

Employee Regional Split	2021		2020		2019	
Total Global Employees	1267		1169		1172	
	Number	Percent	Number	Percent	Number	Percent
North America	405	32.0%	371	31.7%	370	31.6%
EMEA	642	50.7%	577	49.4%	582	49.7%
APAC	198	15.6%	200	17.1%	201	17.2%
Latin America	22	1.7%	21	1.8%	19	1.6%
Additional Workforce Metrics	2021		2020		2019	
Permanent contracts	1261		1165		1170	
Fixed Term contracts	6		4		2	
Turnover - Total (%)	9.4%		10.7%		11.5%	
Turnover - Voluntary (%)	6.8%		6.8%		8.1%	
Employees covered by collective bargaining agreements (%)	28%		28%		28%	
Total employee and contractor training hours through Owl Stars (#)	11,570		Program began in 2021		Program began in 2021	





Sustainability Accounting Standards Board (SASB) Standards Index

The SASB Standards, now part of the Value Reporting Foundation, are a set of standards to guide the disclosure of sustainability information by companies to their investors. The following Index maps our disclosures to certain SASB indicators in the Hardware industry, with additional indicators from the Software & IT industry included where relevant.

Topic	Accounting Metrics	2021 Report Location/Response	SASB Code
Product Security	Description of approach to identifying and addressing data security risks in products	See Cybersecurity and Data Privacy, page 25 .	TC-HW-230a.1
Data Security	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	See Cybersecurity and Data Privacy, page 25 .	TC-SI-230a.1
Managing Systemic Risks from Technology Disruptions	Description of business continuity risks related to disruptions of operations	Business continuity risks are described in our 2021 Annual Report .	TC-SI-550a.2
Employee Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	See Performance Data Table, page 31 for U.S. racial and ethnic representation metrics.	TC-HW-330a.1 TC-SI-330a.3
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	Through our human capital strategy, we purposefully employ a globally distributed team working across many geographic locations. We continue to see below-industry average turnover across our organization.	TC-SI-330a.1
Recruiting & Managing a Global, Diverse & Skilled Workforce	Employee engagement as a percentage	We conduct all-employee pulse surveys every six months, with each survey emphasizing different employee engagement topics. We do not currently track employee engagement as a quantitative metric.	TC-SI-330a.2
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	We do not currently have the data available to calculate this metric.	TC-HW-410a.1
Product Lifecycle Management	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Harmonic is not aware of any products that fall within the scope of EPEAT or equivalent registration.	TC-HW-410a.2
Product Lifecycle Management	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	Not applicable.	TC-HW-410a.3
Product Lifecycle Management	Weight of end-of-life products, and e-waste recovered, percentage recycled	Weight of end of life products: Not applicable.	TC-HW-410a.4
		E-waste recovered: We have a product take back program, however most of our large customers typically recycle e-waste themselves.	
		Percentage recycled: 100%	





Sustainability Accounting Standards Board (SASB) Standards Index

Topic	Accounting Metrics	2021 Report Location/Response	SASB Code
Environmental Footprint of Hardware Infrastructure	1 Total energy consumed (GJ)	1 51,795.32 GJ	TC-SI-130a.1
	2 percentage grid electricity, and	2 100%	
	3 percentage renewable	3 22.6%	
Environmental Footprint of Hardware Infrastructure	Discussion of the integration of environmental considerations into strategic planning for data center needs	Onsite data centers are optimized to manage cooling and we set temperatures to higher than average to save energy. We also outsource data centers to cloud-based systems from Microsoft Azure, Amazon Web Services and Google Cloud that all claim to be carbon neutral.	TC-SI-130a.3
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Harmonic complies with the Conflict Minerals provisions of the U.S. Dodd-Frank Act. We work to eliminate irresponsibly sourced tin, tantalum, tungsten and gold Conflict Minerals from our products.	TC-HW-440a.1



FORWARD LOOKING STATEMENTS

Certain statements contained in this communication may be deemed forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended (the “Securities Act”), and Section 21E of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), including, without limitation, statements regarding our expectations, beliefs, intentions or strategies regarding the future. In some cases, you can identify forward-looking statements by terminology such as, “may,” “will,” “should,” “expects,” “plans,” “anticipates,” “could,” “believes,” “intends,” “estimates,” “predicts,” “potential,” or “continue” or the negative of these terms or other comparable terminology.

These forward-looking statements include, but are not limited to, statements regarding:

- the impact of the COVID-19 pandemic on our operations, supply chain, and personnel, on commercial activity in the markets in which we operate and worldwide and regional economies, and on our results of operations;
- expected demand for and benefits of our products and services; and
- our ESG-related plans and initiatives.

These statements are subject to known and unknown risks, uncertainties and other factors, any of which may cause our actual results to differ materially from those implied by the forward-looking statements. Important factors that may cause actual results to differ from expectations include those discussed in “Risk Factors” in our [2021 Annual Report](#) on Form 10-K. All forward-looking statements included in this communication are based on information available to us on the date thereof, and we assume no obligation to update any such forward-looking statements.





To learn more, visit www.harmonicinc.com.