

HARMONIC ENVIRONMENTAL RESPONSIBILITY AND SUSTAINABILITY POLICY

Harmonic is committed to reducing the environmental impact of its business and participating in reducing the environmental impact of its value chain. We endeavour to:

Policy Aims

- Meet or exceed all relevant regulatory requirements;
- Reduce our environmental impact and continuously improve our sustainability performance;
- Reduce the Scope 1, 2 and 3 greenhouse gas (GHG) emissions of our business;
- Incorporate environmental factors into business decisions;
- Increase employee awareness and training;

Products and Services

- Invest in innovations to reduce the environmental impact throughout the lifecycle of our products and solutions, including reduced power consumption of our products;
- Minimize service-, support- and maintenance-related travel through real-time monitoring of our customers' network elements and our remote diagnostic and repair capabilities;
- Use general purpose (reuseable) compute platforms to host on-premise solutions;
- Lead the video workflow industry to the greater energy efficiency and flexibility of on-demand SaaS-based solutions;
- Coordinate with our customers to manage the end-of-life of our products;
- Incorporate environmental considerations in the development of our products and services.

Energy Consumption and Facilities

- Utilize renewable energy sources for our facilities whenever practicable;
- Continually seek to increase energy efficiency and reduce the amount of energy we use in our facilities and operations;
- Reduce our office space needs wherever practicable;
- Improve heating and cooling temperature management at our facilities to reduce our energy consumption;
- Consider energy consumption and efficiency when purchasing new equipment.

Procurement

- Include environmental and other applicable sustainable procurement criteria when purchasing equipment, supplies and services;
- Favor products and services with low or the lowest environmental impact;
- Use local labor and materials whenever practicable.

Resources and waste

- Minimize use of paper in our offices and raise awareness of waste sorting at our facilities;
- Reduce product packaging;

- Seek to buy recycled and recyclable products and supplies;
- Reuse or recycle, including electronics;
- Utilize only licensed firms for waste disposal and recycling;
- Reduce the use of water at our facilities;
- Support the use of sustainable water sources, availability of safe drinking water, and protection of both ecosystems and communities through proper sanitation – we believe the right to water is a basic human right;

Transportation

- Minimize air freight shipment of products;
- Significantly reduce unnecessary business travel through video conferencing, virtual product demonstrations and on-line product and technical training;
- Reduce employee commuting through work-from-home initiatives;
- Encourage and accommodate the use of public transportation, bicycles and carpooling;
- Support electric vehicles through Company charging stations and other initiatives;

Culture

- Involve all Harmonic employees in the implementation of this Policy, to maximize its impact;
- Provide employees with environmental impact and awareness training and related activities;
- Update this Policy regularly in consultation with employees and other stakeholders;

Targets

- Achieve the following science-based GHG reduction targets (to be reviewed regularly):

	Base Year	2030	2050	Scenario alignment and method
Scope 1 & 2	2022	Reduce 45% Scope 1: reduce 75% Scope 2: reduce 35%	Net Zero	1.5°C Absolute reduction
Scope 3	Science-based plan by 2026 (SBTi)			

- Achieve 100% waste sorting at our facilities.

Governance and Compliance

The Corporate Governance and Nominating Committee of Harmonic’s Board of Directors has oversight responsibility for the company’s ESG matters, and regularly reviews compliance with the principles set forth in this Policy and metrics associated with this Policy. This Policy is global and applies to all Harmonic entities. We encourage our employees to report concerns regarding any action or condition that may be unsafe, inconsistent with this Policy or in violation of applicable law. We also require our suppliers and partners, including contract manufacturers, to conform to the principles set forth in this Policy through our Supplier Code of Conduct, and submitting to assessments upon request.

Updated: August 2024