

HARMONIC ENVIRONMENTAL RESPONSIBILITY AND SUSTAINABILITY POLICY

Harmonic is committed to being an environmentally responsible and sustainable business. We endeavour to:

Policy Aims

- Meet or exceed all relevant regulatory requirements;
- Reduce environmental impact and improve sustainability performance;
- Reduce greenhouse gas (GHG) emissions of our business operations and customers;
- Incorporate environmental factors into business decisions; and
- Increase employee awareness and training.

Products and Services

- Invest in innovations in our solutions, which significantly reduce the power needs, and associated GHG emissions, of our customers.
- 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 (reusable) 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.

Energy and Water

- Utilize renewable energy sources for our facilities whenever practicable.
- Continually seek to reduce the amount of energy and water we use in our facilities and operations.
- Reduce our office space needs wherever practicable.
- Set heating and cooling temperatures at our facilities with energy consumption in mind.
- Consider energy consumption and efficiency when purchasing new equipment.
- 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.

Equipment and Supplies

- Evaluate the environmental impact of any equipment or supplies we intend to purchase.
- Favor more environmentally friendly and efficient products wherever practicable.
- Reuse and recycle whenever practicable, including electronics, metals and plastics.

Paper

- Minimize use of paper in our offices.
- Reduce packaging whenever practicable.
- Seek to buy recycled and recyclable paper products.
- Reuse or recycle all paper whenever practicable.

Transportation

- Significantly reduce unnecessary business travel through video conferencing, virtual product demonstrations and on-line product and technical training.
- Reduce employee commuting through our work-from-home initiatives.
- Encourage and accommodate the use of public transportation or bicycles.
- Support EV, hybrid and other 'green' vehicles through, e.g., Company charging stations.

Maintenance and cleaning

- Utilize environmentally-friendly cleaning supplies and practices at our facilities.
- Utilize only licensed firms for waste disposal and recycling.
- Prioritize sustainability and minimizing environmental impact when refurbishing offices.

Culture

- Involve all Harmonic employees in the implementation of this Policy, to maximize impact.
- Update this Policy regularly in consultation with employees and other stakeholders.
- Use local labor and materials whenever practicable.

Compliance

Harmonic's Board of Directors regularly reviews compliance with the principles set forth in this Policy and metrics associated with this Policy. 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.