

A large, stylized, light blue graphic of the year "2023" in a rounded, sans-serif font, positioned in the bottom left corner of the page.

2023

The title of the report, "Corporate Social Responsibility Interim Update", displayed in a bold, sans-serif font. The words "Corporate", "Social", and "Responsibility" are in dark blue, while "Interim Update" is in a lighter blue. A vertical blue line is positioned to the left of the text.

**Corporate
Social
Responsibility
Interim Update**

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Purpose

Harmonic embraces creativity and innovation by cultivating a diverse team, fostering fresh perspectives and encouraging new ideas. We build strong relationships through **integrity and respect** while acting with **honesty and transparency**. We welcome feedback from stakeholders and measure our **progress** to continuously improve our Corporate Social Responsibility (CSR) policies and programs.

This Interim Update serves as an extension of our [2022 CSR Report](#) by showcasing our CSR-related progress and initiatives in 2023.

At Harmonic, we support the Sustainable Development Goals (SDGs) adopted by the United Nations that pertain to our sustainable business activities and various volunteering initiatives. The SDGs embody a balanced development between social, economic and environmental sustainability.

In each section, this report shows icons of the SDGs that Harmonic supports through its actions and initiatives.

- Harmonic embraces creativity and innovation by cultivating a diverse team, fostering fresh perspectives and encouraging new ideas.



Harmonic supports the Sustainable Development Goals



| 2023 Recognition of our CSR Achievements



EcoVadis

Our latest EcoVadis assessment highlighted our **commitment** to continuous CSR **improvement**. We were once again awarded a bronze medal in 2023, confirming our overall standing in the top 50% of companies in the four areas assessed – Environment, Labor and Human Rights, Ethics and Sustainable Procurement – and the top 28% for Ethics.



NAB Show – Excellence in Sustainability Award

At the 2023 NAB Show, we were recognized for the significant **energy savings** made possible by our cOS™ Broadband Platform with the Excellence in Sustainability Award.



Our People

Employee Engagement Survey Highlights

We regularly conduct employee pulse surveys to measure **employee engagement and satisfaction** and use survey feedback to influence our workplace strategies and policies. Our survey response rate has continued to be strong, with 69% of employees participating in the 2023 review. Our overall satisfaction score was 81%, which was an 11% increase over 2022.

Our surveys serve as a valuable tool for empowering managers to foster enhanced **dialogue** with team members, enabling more frequent and meaningful conversations centered around engagement. Feedback shared is confidential, encouraging all employees to openly share their experiences and provide honest feedback regarding their Harmonic work environment.



84%

Participants agree that their managers communicate effectively and value their perspectives

Working Conditions

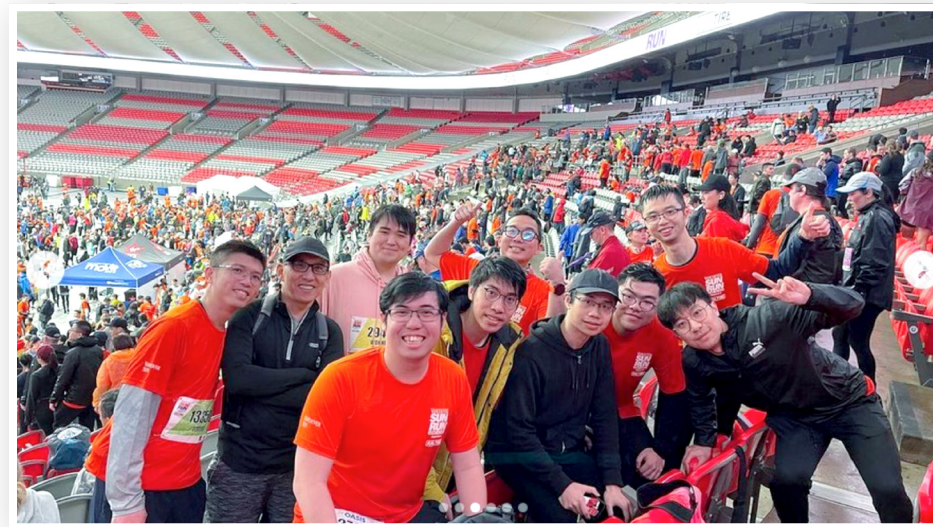
We are committed to **talent development**, ensuring **fair working conditions**, rigorously applying our **Human Rights and Labor Practices Policy**, and addressing and maintaining **employee health, safety and well-being**.

Mental health care was one of the themes of a 2023 Harmonic Cares awareness initiative. Our Hong Kong office was commended as a Mental Health Friendly Workplace Organization along with other participating Hong Kong-based organizations who also committed to the **Charter Statement**: “We value and pledge to promote a mental health-friendly workplace environment”.

Furthermore, Harmonic provided WorkWell Webinars for Asia Pacific employees, including tips to improve physical, mental and cognitive health, from “Adopting a Healthy Lifestyle” to “The Thriving Workplace for Women”.

Sports also promote mental and physical well-being, and we support our employees’ participation in numerous sporting events, such as the Vancouver Sun Run.

Read our [2022 CSR Report](#) for more information.





Our People



Diversity, Equity and Inclusion

Diversity, Equity and Inclusion (DEI) is one of the core underpinnings of our global business. Activities that **celebrate inclusivity** and **diversity** are carried out through the year.

In November 2023, to create awareness of disability in employment, an awareness communication campaign in France was held as part of European Disability Employment Week.

The mandatory gender pay equality index for our France employees improved year-over-year, to a score of 87 out of 100 points. It is made up of five indicators, among them the gender pay gap (which has decreased in 2023 and is the lowest since 2018) and the promotion rate (which is higher among women than men).

Refer to Performance Data Tables at [page 17](#).

Towards Gender Equality – New Spain Equality Plan

Harmonic has demonstrated a **strong commitment to gender equality** by implementing an Equality Plan in Spain. This plan, developed in collaboration with Amaltea Academy, is a dynamic framework with a four-year lifespan, after which the objectives may be reassessed and expanded upon in subsequent iterations of the plan.

To date, several key actions in the Equality Plan have been executed, including:

- mandatory gender equality training for all Harmonic staff members; and
- specialized training for current and prospective middle managers to prevent gender bias during recruitment and interviewing processes.

In addition to the formal Equality Plan, we have adopted several supplementary measures in Spain to **support female employees** in balancing their professional and personal lives, as well as to safeguard their health. These measures include flexible work arrangements for new mothers, temporary shift adjustments for women employees with children during the summer months, a salary program that enables employees to cover kindergarten costs tax-free until the child turns three and assistance for pregnant employees experiencing health issues, including medical examinations and necessary workplace accommodations. Through these comprehensive efforts, Harmonic is actively working toward addressing gender disparities and enhancing the overall well-being of employees.



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PERFORMANCE DATA TABLE AND INDEX



Community Impact – Harmonic Cares

Over the past year, we have had the privilege to contribute to various causes worldwide. We have highlighted a few of our initiatives that embody our core values of compassion, inclusion and support.



NAB Community and Social Impact Award

Our global commitment to making a **positive impact on the communities where we live and work** were recognized with the 2024 NAB Community and Social Impact Award.

This award honors projects or practices that benefit local communities, promote social responsibility and improve the well-being of employees, stakeholders and society.

From promoting gender equality to uplifting disempowered people, we are dedicated to **fostering a culture of volunteerism and social engagement** that enriches the lives of our employees and creates a lasting impact on the world around us.



INDIA

Breaking Barriers with Educational Sponsorship for Girls

Harmonic Cares is deeply committed to **supporting girls' school education** in India. This initiative has been transformative for young girls in Mumbai and Delhi facing educational barriers due to financial hardships.

The endeavor originated when Harmonic team members in India observed the challenges faced by the daughters of the office gardener and housekeeping staff, both of whom couldn't afford schooling for their daughters. Harmonic Cares intervened to sponsor three school-age girls, providing comprehensive financial support for their education, including essentials such as books, stationery and clothing. This initiative, which began in 2023, extends beyond immediate aid, instilling hope and **opening doors to long-term opportunities**.

The impact of such initiatives is profound, as educating young girls leads to **economic stability, upward mobility** and improved **health and well-being**. By empowering these girls through education, Harmonic Cares is helping to break the cycle of exclusion and dependence, paving the way for a brighter future not only for the girls themselves but also for their families and future generations.





Community Impact – Harmonic Cares



SINGAPORE Giving Back to Our Community: Volunteering at a Food Bank

As part of our ongoing commitment to community service, our Harmonic Singapore team participated in a volunteering event at **Food Bank Singapore**. Food Bank Singapore plays a **vital role in sourcing food** for its network of beneficiary organizations, ensuring that resources reach those in need through various relief efforts such as community pantries, emergency food rations delivery, and daily meal programs.

HONG KONG We Are Food Angels

Harmonic Hong Kong was one of the supporting partners who participated in Food Angel's first World Food Rescue Week 2024.

The campaign successfully collected a total of 53 tons of rescued food, which was used to assist in the production of 240,000 hearty meals and food packs for those in need across Hong Kong. Our employees were requested to make donations, and 40kg of food came from our caring employees in the Harmonic Hong Kong office.

SAN JOSE AND BEAVERTON Giving of Ourselves: Park Cleanup, Charity Run & Blood Donation

The Harmonic San Jose team showed its **support and commitment to the local community** through various activities in 2023. They once again served as a Corporate Sponsor for the Bloom Energy & Tarana Wireless Stars and Strides **Charity Run**, a charitable walk/run aimed to honor and support Santa Clara County's frontline hospital and healthcare workers and the communities they serve. All proceeds benefited the Valley Medical Center Foundation, a community-driven nonprofit organization that raises funds in support of Santa Clara Valley's most vital public healthcare institution.



In the summer, our San Jose team organized a successful blood donation drive in partnership with the Stanford Blood Center. Employees in other offices and remote workers also participated in the **blood donation** through their local communities.

Teams of our San Jose and Beaverton employees rolled up their sleeves and participated in park beautification activities in their neighborhoods, spending hours weeding, spreading mulch and collecting trash.





Community Impact – Harmonic Cares

UNITED KINGDOM

Inspiring and engaging teenagers with Rise Academy

Harmonic was an **official bronze level sponsor** of the Rise Academy 2023 second Summer School at the Global Academy in London. The Harmonic team had a fantastic time meeting over 400 students, aged 12 to 18 years old, and **inspiring** them through various **workshops** to get involved in the broadcast and media industry.



400

students had the opportunity to engage with the Harmonic team



UNITED KINGDOM & APAC

Renewed support for RISE Women in Business and a new initiative

Throughout 2023, Harmonic maintained its relationship with RISE – Women in Business by continuing to support the RISE **mentoring program** and sponsoring one of the 14 awards at the annual RISE recognition ceremony in London. This event celebrates outstanding talent, skills, expertise and achievement across broadcast technology and services.





Community Impact – Harmonic Cares

FRANCE Empowering Future Female Leaders in STEM



In France, Harmonic Cares' dedication to fostering **gender diversity in science, technology, engineering and math** (STEM) fields is exemplified by its partnerships with organizations like Girls on the Move (“Elles Bougent”) and Girls and Math (“Filles et Maths”).

Through these collaborations, volunteers from Harmonic’s Rennes office actively engage with high schoolers, inspiring young girls at school to pursue technical careers and engineering.

Girls on the Move specifically aims to attract more young girls to the tech sector by organizing interactions with women engineers. These meetings are designed to spark interest in **tech vocations** by sharing personal experiences and insights into the industry. The organization

promotes scientific and technical professions to female students, demonstrating that these predominantly male-occupied roles are indeed accessible to women. This allows the students to **envision** themselves in such careers and understand the opportunities available to them.

Similarly, **Girls and Math** encourages girls to continue studying mathematics and sciences. Through partnering with these organizations, Harmonic Cares plays a crucial role in empowering young women, providing them with **role models** and illustrating the potential for a fulfilling career in the tech industry. These partnerships facilitate informal interactions, allowing the girls to ask questions and engage directly with professionals, further demystifying the tech field and promoting an **inclusive environment**.

Both initiatives challenge prevailing gender stereotypes and advocate for greater diversity in scientific and technical disciplines, thereby empowering young girls to consider futures in areas traditionally dominated by men.

ISRAEL Planting seeds for the future

Pursuing our local Seeds Project in 2023 — a volunteer program to **boost technical studies and inspire youth to pursue careers in technology** — we chose two schools near our Caesarea office and created an annual plan of gatherings and lessons with our employees and volunteers. This plan includes visits from our employees in those schools to teach youth technological knowledge and skills, as well as visits with the students in our Caesarea office.



The Seeds initiative engages under-resourced and diverse youth, exposing them to the high-tech world and encouraging technology learning and careers.





Ethics and Governance

Code of Business Conduct and Ethics

Our [Code of Business Conduct and Ethics](#) steadily guides our operations as we embrace a **high standard of ethics** and **strong governance practices** putting us in the top 28% of assessed companies for Ethics pursuant by EcoVadis.

We continue to perform a mandatory **annual acknowledgement** of and training on our Code of Business Conduct and Ethics for all employees and contractors. No violation of this Code was reported in 2023.

Visit our [website](#) and read our complete [2022 CSR Report](#) for more information on CSR at Harmonic





Environmental Responsibility – Reporting

Carbon footprint

Harmonic’s overall carbon footprint decreased by 7% in 2023 compared to 2022, as we endeavor to achieve our 1.5°C GHG targets set forth in our [Environmental Impact and Sustainability Policy](#).

Our greenhouse gas (GHG) emissions intensity, calculated as metric tons of GHG emissions per metric ton of goods sold, also decreased by 7% in 2023 compared to 2022.

Our calculations are based on the GHG Protocol methodology, which is currently the most commonly used and accepted methodology to calculate GHG emissions.

Approximately 90% of our overall carbon footprint related to the manufacture, use and end-of-life of our products and was determined using activity data and an average emission factor.

Approximately 6% of our overall carbon footprint related to Scope 1 and Scope 2 activities, and certain Scope 3 categories – namely transportation and distribution, travel, commuting, waste, packaging and digital usage – and was determined using activity data and specific emissions factors.

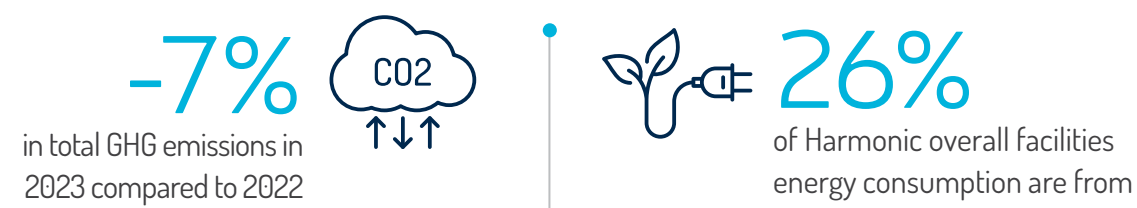
The remaining emissions amount (4% of our 2023 carbon footprint) was determined using a spend-based method.

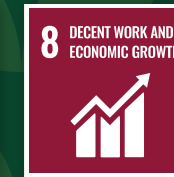
Our complete carbon footprint is available at [page 19](#).

CSR assessments

Environment is one of the four pillars of the independent EcoVadis assessment. In 2023, we improved our score on this pillar by 10 points thanks to the continuous refinement of our assessment methodology and more comprehensive reporting of our GHG emissions, which now includes all relevant Scope 3 categories in addition to Scope 1 and 2 activities.

As a participant in [CDP](#), a not-for-profit charity that aims to unlock environmental action through a comprehensive global disclosure system, we currently maintain our “C” score in the Climate Change assessment, denoting an Awareness level.





Houji Solar Cooker Project is certified to contribute to these three SDG's.

Environmental Responsibility – Contribution to carbon neutrality

We took a step further in reducing our GHG emissions with a contribution to carbon neutrality. This has taken the form of **carbon credits** for GHG emissions where we have already implemented reduction measures so that these **emissions are minimized**:

- **Business travel:** use of low-carbon train journeys,
- **Upstream distribution:** use of ocean freight, and
- **End-of-life of our products:** recyclable products.

In total, we removed 1,010 tons of GHG from the atmosphere with these Verified Emission Reductions (VERs).

We elected to direct them to the Houji Solar Cooker Project in China, a Gold Standard certified initiative. It involves the distribution of 50,000 solar cookers to rural households in Zhenping County, Henan Province, that mainly use coal-fired stoves for water boiling and cooking. The project activity will enable the households to efficiently substitute solar energy for the fossil fuel (coal) used in daily cooking and water boiling, avoiding both GHG emissions and air pollution, which represents a high risk for the health of the residents.



Gold Standard Certified Project

Houji Solar Cooker Project is a Gold Standard Certified Project, which ensures the integrity of the climate impact of the associated carbon credits.





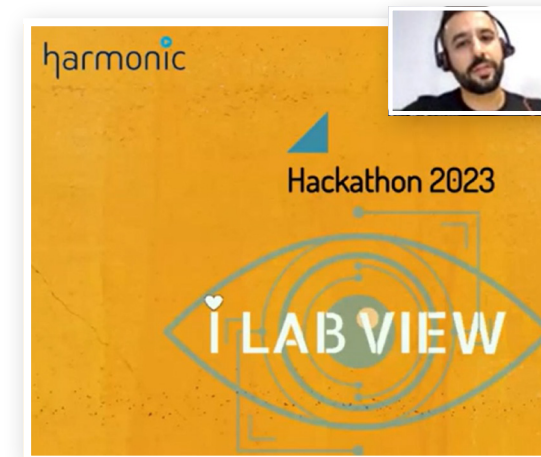
Environmental Responsibility – Awareness actions

Our environmental concerns are also embodied in awareness actions and useful tools.

Our Environmental **Newsletter** gathers news from Harmonic focused on environmental impact. The latest newsletter focused on waste, with every Harmonic site implementing a waste policy based on local instructions.

Awareness on climate change was implemented through “Climate Fresk” **workshops** in France, both on-site and online. A workshop was proposed every two months.

In our Hong-Kong office, the implementation of the **Energy Saving Charter**, signed in 2022, is followed up with a quiz to reinforce employees’ commitment.



After an impressive -27% between December 2021 and December 2022 obtained thanks to the tools developed by the Harmonic team, the consumption of the server rooms on the Rennes site decreased by 19% between 2022 and 2023.

Just like the internal development of integrated lights-out (ILO) tools to remotely switch on-off the servers in our labs in 2022, other initiatives have come from our employees. During our 2023 Video Hackathon, one of our R&D teams developed a tool to monitor unused servers in our labs to lower energy consumption.

Our Rennes office participated in a two-week low-carbon mobility challenge in October 2023. Harmonic ended up 15th out of 260 companies, saving 740kg of CO2 thanks to using bicycles and public transportation.

We also organized a 2023 Bike Challenge in our Rennes office. Employee enthusiasm was high, with 45 regular bike-commuters (+75% compared to 2022) and 52,000 kilometers (32,300 miles) travelled overall.





Environmental Responsibility – Products

Video products

Harmonic’s industry-leading XOS Advanced Media Processor now offers a complete playout-to-delivery feature set, simplifying video streaming, distribution and broadcast workflows. The expanded XOS solution lowers costs and **reduces energy consumption** while streamlining operations for headend and edge applications by combining broadcast-grade playout and extensive media processing features on a single software-based appliance.



Broadband products

Sustainability innovations for **optimized power management** is a priority for our Broadband business.

At the **2023 ANGA COM Conference**, Harmonic unveiled its **patented adaptive power-saving technology**, VBias, which is compatible with the company’s Oyster and Ripple Remote PHY nodes. Leveraging our market-leading vCMTS software and Pebble Remote PHY device deployed in outdoor nodes, operators can **intelligently lower power consumption** across their inside and outside plant footprint. Our VBias feature allows broadband operators to manually adjust the output power of a node in response to the network configuration, saving up to 15% power consumption.

Our energy reduction innovations were recognized by two industry awards in 2023:



NAB Show:
Sustainability in Product or Service Award for our cOS® Broadband Platform



The Business Concept CSR Excellence Awards 2023: Most Energy-Efficient Broadband Solutions Provider – USA





Supply Chain

Ocean Freight

We opt for ocean freight over air freight whenever possible, as ocean freight emits up to 85 times less CO2e. In 2023, we shipped more **than double our products by ocean** than in 2022, which factors into the reduction of our GHG emissions related to freight by 18%.



-18%
freight-related GHG emissions in 2023 compared to 2022

CSR Supplier Questionnaire

As part of raising awareness on CSR among our supply chain, we have implemented a **CSR Supplier Questionnaire**, which was sent to our current suppliers and added to our New Supplier Process. By spend, received answers cover 57% of our current suppliers.



84%
of answers to our annual Conflict Minerals survey

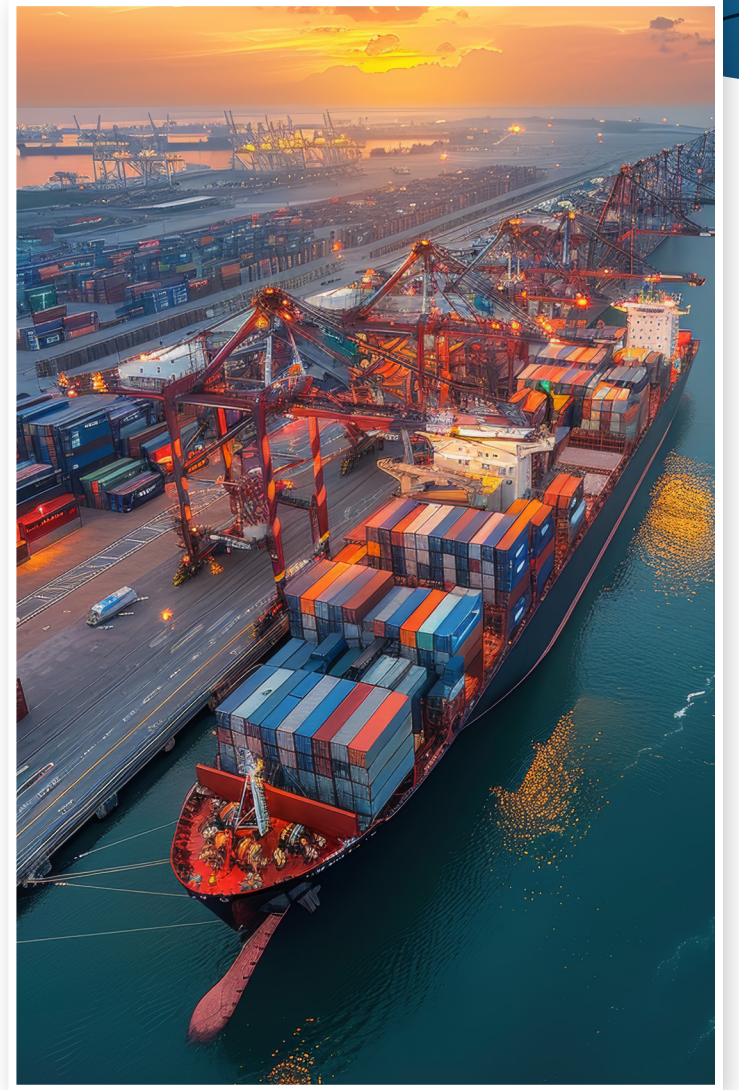
CDP Supplier Engagement Rating

In addition to our CDP Climate Change assessment, we were rated “B-“ by CDP in the Supplier Engagement Rating (**SER**). This corresponds to a “Management” level rating, and this score not only puts Harmonic above the average of our sector but also higher than North American companies. Management refers to taking coordinated action on supplier engagement issues, and the rating considers Governance, Scope 3 emissions, Targets, Supplier Engagement and overall CDP Climate Change score.

Conflict Minerals

We conducted our annual Conflict Minerals survey, and we have disclosed the related 2023 **Conflict Minerals Report**. 84% of our suppliers answered the survey, a consistent participation rate.

Refer to Performance Data Tables at [page 18](#).



Performance Data Tables – Social

Global Workforce	2023		2022		2021	
	Women	Men	Women	Men	Women	Men
Total Workforce (number)	273	1,086	265	1,075	238	1,029
Total Workforce (percent)	20.1%	79.9%	19.8%	80.2%	18.8%	81.2%
Leadership (number, including VPs, SVPs, CEO)	5	49	5	47	5	47
Leadership (percent, including VPs, SVPs, CEO)	9.3%	90.7%	9.6%	90.4%	9.6%	90.4%
Board of Directors (number)	4	3	4	4	3	5
Board of Directors (percent)	57.1%	42.9%	50%	50%	37.5%	62.5%
Global new hires that self-identified as women (percent)	22.7%		25.8%		18.3%	
Racial / Ethnic diversity (U.S. Workforce)	2023		2022		2021	
	Number	Percent	Number	Percent	Number	Percent
Asian	109	28.3%	106	28.5%	105	27.9%
Black or African American	12	3.1%	13	3.5%	10	2.7%
Hispanic or Latino	37	9.6%	30	8.1%	28	7.4%
Native American or Alaskan Native	2	0.5%	1	0.3%	2	0.5%
Native Hawaiian or Other Pacific Islander	2	0.5%	2	0.5%	2	0.5%
White	223	58.0%	220	59.1%	230	61.0%
U.S. new hires that self-identified as racially/ethnically diverse (percent)	36.6%		46.5%		37.5%	
U.S. employees that self-identified as racially/ethnically diverse (percent)	42.1%		41.2%		39%	

1. A new performance management tool was implemented for 2023; it went live in June 2024 and performance review period covered 2023 and the first half of 2024.

2. The decrease in number of hours was caused by a change in training platform.

Employee Regional Split	2023		2022		2021	
	Number	Percent	Number	Percent	Number	Percent
North America	450	33.1%	430	32.1%	405	32.0%
EMEA	716	52.7%	706	52.7%	642	50.7%
APAC	163	12.0%	172	12.8%	198	15.6%
Latin America	30	2.2%	32	2.4%	22	1.7%
Additional Workforce Metrics	2023		2022		2021	
Permanent contracts (number)	1,352		1,336		1,261	
Fixed Term contracts (number)	7		4		6	
Turnover – Total (percent)	8.5%		12.4%		9.4%	
Turnover – Voluntary (percent)	4.9%		7.4%		27.7%	
Employees covered by collective bargaining agreements (percent)	29.7%		29%		28%	
Employees who are represented in formal joint management-worker health & safety committees (percent)	23.0%		23.2%		22.4%	
Employees who received regular performance and career development reviews (percent)	82.0% ¹		70.0%		70.0%	
Total employee and contractor training hours through online training (number)	5,840 ²		9,674		11,570	
Accident frequency rate	0		0		N/A	
Accident severity rate	0		0		N/A	



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Performance Data Tables – Supply chain, Governance and Ethics

Supply Chain	2023			2022			2021		
	North America (NA)	Europe & Middle East Asia (EMEA)	Asia Pacific (APAC)	N.A.	EMEA	APAC	N.A.	EMEA	APAC
Suppliers by geographic region (number) ³	4	1	0	5	2	1	8	6	2
	5 of 5 are Responsible Business Alliance (RBA) members			4 of 8 are RBA members.			7 of 16 are RBA members.		
Conflict Minerals responses from suppliers (percent)	84%			85%			82%		
Supplier diversity: Minority Owned Business, Women Owned Business, Small Business Enterprise (percent of spend) ⁴	13.2%			11.1%			18.8%		
Buyers who received a training on sustainable procurement (percent)	100%			-			-		
Supplier audits conducted (number) ⁵	1 virtual audit			0			0		
Targeted suppliers that have gone through a CSR assessment (e.g. questionnaire) (percent of spend)	Initiated in 2024								
Governance and Ethics	2023			2022			2021		
Incidents reported through whistleblowing procedure (number)	0			0			0		
Employees who completed Code of Business Conduct training (percent)	98%			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.		

3. 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.

4. Percentage of "Not Classified" suppliers regarding Diversity Status: 27.9% in 2023 - 24.8% in 2022 - 27.2% in 2021.

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



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Performance Data Tables – Environment

Greenhouse Gas Emissions ⁶ (Metric tons of carbon dioxide equivalent (tCO ₂ e))	2023	2022	2021
Total Scope 1 and 2	6,290	5,670	5,410
Total Scope 1	930	1,190	780
Controlled vehicles	640	890	640
Gas (heating)	290	300	140
Scope 2 - Location-based	5,360	4,480	4,630
Total Scope 3 Emissions	277,180	300,740	211,850
Total Scope 3 Upstream	77,370	76,470	49,440
Purchased goods and services ⁷	66,410	66,120	40,240
Capital goods ⁸	2,640	1,860	3,160
Upstream transportation and distribution	4,050	4,870	3,950
Business travel	2,520	1,960	590
Employee commuting ⁹	1,750	1,660	1,500
Total Scope 3 Downstream	199,810	224,270	162,410
Downstream transportation and distribution	2,390	3,020	3,340
Waste	70	90	70
Use of sold products	196,740	220,550	158,650
End-of-life treatment of sold products	610	610	350
Additional GHG Emissions data	2023	2022	2021
GHG Emissions Intensity ¹⁰ Variation (percent)	-7%	-24%	N/A

6. GHG emissions were calculated using the GHG Protocol methodology. Operational control was used to set organizational boundaries. Scope 3 categories that are not reported were identified as non-relevant for Harmonic. Data are provided for all sites, rounded to the nearest ten, and based on activity data unless otherwise specified. Changes in historic emissions compared to previous CSR Report are due to updates in emissions factors and/or extrapolation of data to sites and/or rounding numbers and/or data correction.

7. Spend-based method (Extended Input-Output (EIO) method), except for packaging, goods purchased to be sold and digital usage (activity data).

8. Spend-based method (Extended Input-Output (EIO) method).

9. Including emissions from remote work.

10. Metric tons of GHG emissions per metric tons of goods sold. Compared to previous year.

Energy Consumption	2023	2022	2021
Total energy consumption (gigajoules)	69,440	68,200	63,700
Total electricity consumption (gigajoules)	58,640	54,280	54,190
Total gas consumption (gigajoules)	2,900	2,980	1,490
Total fuel consumption of vehicles (gigajoules)	7,900	11,020	7,970
Renewable energy (percent) - location-based - facilities	25.6%	27.0%	25.3%
Water – Direct Usage (cubic meters)	2023	2022	2021
Water withdrawal	4,810	3,880	3,460
Water discharge	4,500	3,560	3,110
Water consumption	310	320	360
Waste	2023	2022	2021
Total operational waste generated (metric tons)	130	150	110
Total operational waste generated (not including e-waste) (metric tons)	100	130	90
Total electronic waste (e-waste) generated (metric tons)	20	20	20
Total operational waste generated (not including e-waste) sent to landfill (metric tons)	20	30	20
Total operational waste generated (not including e-waste) recycled (metric tons)	80	100	70
Waste diversion rate (not including e-waste) (percent)	77.3%	77.9%	73.7%
Electronic waste recycled (percent)	100%	100%	100%

Sustainability Accounting Standards Board (SASB) Standards Index

The SASB Standards 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	2023 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 28 of our 2022 CSR Report.	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 28 of our 2022 CSR Report.	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 2023 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 17 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-average industry 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 E-waste recovered: We have a product take-back program. However most of our large customers typically recycle e-waste themselves. Percentage recycled: 100%	TC-HW-410a.4
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed (GJ), (2) percentage grid electricity, and (3) percentage renewable	(1) 61,600 GJ (2) 100% (3) 26%	TC-SI-130a.1
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:

- 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 [2023 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.



PURPOSE

CSR ACHIEVEMENTS

OUR PEOPLE

COMMUNITY
IMPACT

ETHICS AND
GOVERNANCE

ENVIRONMENTAL
RESPONSIBILITY

SUPPLY CHAIN

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TABLE AND INDEX



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