



2025

**CORPORATE
RESPONSIBILITY REPORT**

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ABOUT THIS REPORT

This Corporate Responsibility Report was published in April 2026. Unless otherwise noted, this report covers Broadcom’s fiscal year ended November 2, 2025 (referred to herein as 2025).

We intend to continue to report on our corporate responsibility programs and initiatives annually. For additional information, visit Broadcom’s **Corporate Responsibility** page.

To provide feedback or obtain additional information about this report and Broadcom’s corporate responsibility program, please contact **corporate.responsibility@broadcom.com**.

The information in this report is subject to change, and we will not necessarily disclose such changes. The information may be updated, amended, supplemented, or otherwise altered by subsequent reports or filings.

REPORTING GUIDELINES AND CONTENT

We prepared this report using the Global Reporting Initiative (GRI) Sustainability Reporting Standards (core option), the Sustainability Accounting Standards Board (SASB) Semiconductors and Software and IT Services Industry Standards, the Greenhouse Gas Protocol and the framework developed by the Task Force on Climate-Related Financial Disclosures (TCFD).

INTERPRETATION

When we use the terms “Broadcom,” “we,” “us,” “our” and the “company,” we mean Broadcom Inc., a Delaware corporation, and its subsidiaries, taken as a whole, unless the context otherwise indicates.

The terms “material,” “materiality” and “priority” as used in this report and in the corporate responsibility priorities assessment are different from those terms as used in the context of filings with the U.S. Securities and Exchange Commission (SEC), Delaware General Corporation Law or any other regulatory framework.

The discussion of topics included in this report and our other corporate responsibility disclosures should not be read as implying that such topics are “material” for any regulatory reporting purposes.

We currently do not believe that our corporate responsibility priorities or initiatives are material to our financial results and results of operations, except to the extent referenced in our Annual Report on Form 10-K and subsequent 10-Q filings. Certain terminology used in this report, such as “impacts,” “risks” and “targets” may differ from the terminology used in legal reporting frameworks. Any reference in this report to sustainable activities should not be interpreted as an indication of the classification of such activity under any legal classification framework.



LETTER FROM OUR CEO

At Broadcom, we create high-performance semiconductor and infrastructure software solutions that power the critical technologies of today and the future. Our innovative products continue to play an essential role in people's daily lives, connecting homes, communities and businesses around the world.

Our 2025 Corporate Responsibility Report highlights the work we have done in 2025 to ensure that we remain a responsible partner to our customers, suppliers, employees and the communities in which we work and live.

We are proud of the recognition we received in 2025, including TIME naming Broadcom as one of the World's Best Companies for our outstanding revenue growth, employee satisfaction and corporate responsibility initiatives. In addition, Newsweek named Broadcom one of America's Most Responsible Companies and America's Most Trustworthy Companies, while Fortune listed Broadcom as one of America's Most Innovative Companies. These awards reflect the dedicated efforts of our employees, the strength of our business, and the ongoing innovation in our products.

Our talented and engaged employees are the key to our success. According to our 2025 Ethical Culture Survey of employees, 95.2% say Broadcom is a great place to work and 95.8% say they are proud to work at Broadcom.

We continue to make progress reducing our Scope 1 and Scope 2 greenhouse gas (GHG) emissions, and our Scope 1 and Scope 2 GHG emissions in 2025 were 40% less than our 2021 baseline emissions. In addition, we are pleased to report that we received limited assurance of our 2025 Scope 1 and Scope 2 GHG emissions inventory.

As we build the world's leading infrastructure technology company, we strive to support our customers, suppliers, employees and communities through responsible innovation.



Hock E. Tan
President and Chief Executive Officer
Broadcom Inc.



CORPORATE RESPONSIBILITY AT BROADCOM

ABOUT BROADCOM

Broadcom Inc. is a technology leader that designs, develops and supplies semiconductors and infrastructure software for global organizations' complex, mission-critical needs. Broadcom combines long-term R&D investment and strong execution to deliver the best technology.

Our more than 60-year history of innovation dates back to our diverse origins from AT&T/Bell Labs, Lucent and Hewlett-Packard Company, and has evolved through acquisitions, including LSI Corporation, Broadcom Corporation, Brocade Communications Systems, Inc., CA, Inc., Symantec Enterprise Security, and VMware, Inc. ("VMware").

Our culture of technological innovation continues today due to the strategic vision and leadership of our executives and the contributions of our talented and dedicated employees.

We take pride in our highly efficient operating model. We strive to maximize value for our stockholders while providing flexibility in how we invest our resources.

Our disciplined management, operating and acquisition strategies have allowed us to increase our dividend every year since we began paying dividends in fiscal 2011.

2025 FINANCIAL HIGHLIGHTS

\$63.9B

in net revenue, up 24% from 2024

\$623M

in capital expenditures

\$11.0B

investment in research and development

\$11.1B

in cash dividends



BROADCOM AT A GLANCE*



33,000
Employees



18,900
R&D Employees



115
Global Sites



10
Manufacturing Facilities



AVGO
Nasdaq Global Select Market

*As of the end of fiscal 2025.

2025 CORPORATE RESPONSIBILITY HIGHLIGHTS

EcoVadis 2025 - Silver Medal

Recognized for scoring in the top 15% of companies assessed by EcoVadis in the past 12 months

Valid through August 2026



Newsweek - America's Most Responsible Companies 2025

Recognized for our efforts to fulfill our corporate responsibility throughout America



Newsweek - America's Greatest Workplaces 2025

Recognized for our workplace culture and employee benefits, training and career progression



Forbes - Most Trusted Companies in America 2025

Recognized for strong financial performance, positive public sentiment and employee, customer and investor trust



TIME - World's Best Companies 2025

Recognized for our outstanding revenue growth, employee satisfaction surveys and corporate responsibility initiatives



USA Today - America's Climate Leaders 2025

Recognized for our reduction of GHG emissions over the past few years



Fortune - America's Most Innovative Companies 2025

Recognized for our dedication to product and process innovation as well as our innovative culture



Newsweek - Most Trustworthy Companies in America 2025

Recognized for the trust that our employees, customers, and investors place in us



Newsweek - America's Greatest Companies 2025

Recognized for our strong financial, workforce, innovation and sustainability performance



Engineering Scholarships

Provided engineering scholarships to Colorado State University, Pennsylvania State University, San Jose State University, Kutztown University and University Science Malaysia



Newsweek - America's Best Cybersecurity Companies 2025

Recognized for our cybersecurity solutions, proactive risk management framework and a culture of cyber awareness



Forbes - America's Best Employers for Veterans 2025

Recognized for our commitment to supporting veterans in the workplace



GOVERNANCE OF CORPORATE RESPONSIBILITY MATTERS

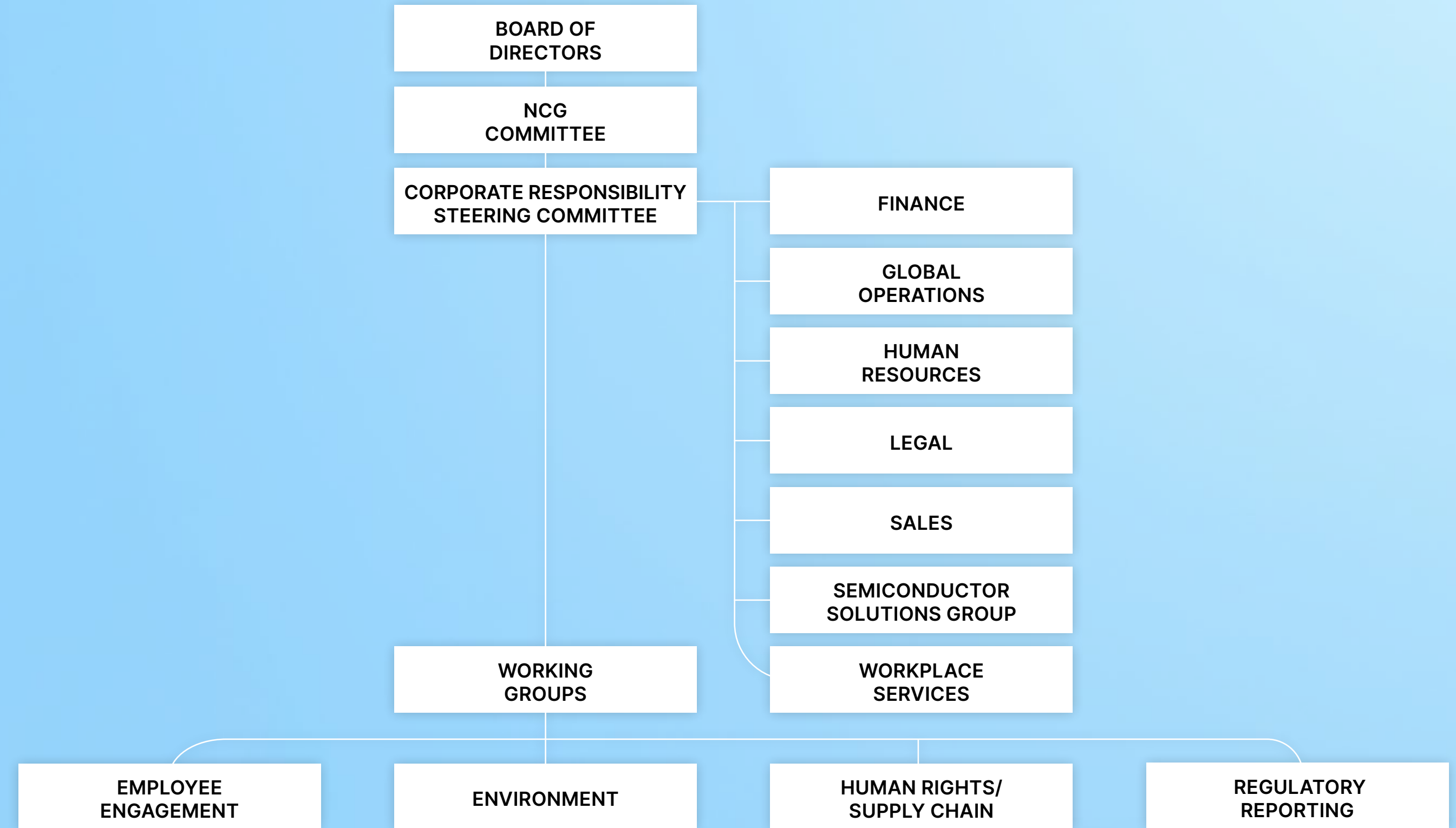
Oversight of our corporate responsibility initiatives at Broadcom starts at the top with our Board of Directors (Board) and executives.

Our Board, through its Nominating and Corporate Governance Committee (NCG Committee), oversees our corporate responsibility program and initiatives.

The NCG Committee receives quarterly updates from our executives on corporate responsibility matters, including stakeholder feedback and regulatory developments, and regularly updates the Board. Our Board is engaged in the review of our Corporate Responsibility Report.

Our Corporate Responsibility Steering Committee is led by the President of our Semiconductor Solutions Group, who reports to our President and Chief Executive Officer (CEO). Our Corporate Responsibility Steering Committee also includes our Chief Financial Officer (CFO), Chief Legal and Corporate Affairs Officer, and senior leaders in Global Operations, Human Resources, Legal, Sales and Workplace Services.

The Corporate Responsibility Steering Committee is responsible for leading our corporate responsibility strategy and engaging with our working groups who manage our corporate responsibility initiatives across Broadcom. The Corporate Responsibility Steering Committee receives updates from our working groups on a quarterly basis.



STAKEHOLDER ENGAGEMENT

We recognize the importance of regularly engaging with our stakeholders to understand their concerns and to help us identify and prioritize our corporate responsibility focus areas.

Our CEO and CFO engage with our stockholders throughout the year, and our Board participates in our annual stockholder engagement efforts.



COMMUNITIES & ORGANIZATIONS

Approximately \$7.6 million in matching employee charitable donations

STEM education and digital literacy, including the responsible use of AI, through the Broadcom Foundation

Industry association participation and representation

STOCKHOLDERS

Annual stockholder engagement program

One-on-one meetings with stockholders on corporate responsibility topics

CUSTOMERS

Quarterly business reviews, including updates on corporate responsibility initiatives

Respond to inquiries related to product regulatory compliance, supply chain and environmental initiatives

Respond to customer CDP and EcoVadis requests

Product education and trainings

PUBLIC POLICY

Policy engagement and outreach with government officials

Discussions with industry peers and stakeholder organizations

Participate in U.S. government-led public-private initiatives

SUPPLIERS

Survey significant global suppliers on human rights

Supplier audits

Supplier engagement on environmental matters and human rights

Supplier human rights trainings

WORKFORCE

Quarterly CEO “coffee talks”

Business unit “all hands” meetings

Annual Employee Ethical Culture Survey

Quarterly newsletters



2025 CORPORATE RESPONSIBILITY PRIORITIES

Our corporate responsibility priorities are validated annually by our Corporate Responsibility Steering Committee and reviewed by our Board.

Our 2025 corporate responsibility priorities were based on a wide range of inputs, including:

- Feedback from our Corporate Responsibility Steering Committee
- Our 2025 business priorities
- Our risks and opportunities
- Global reporting guidelines, including GRI, SASB and TCFD
- Pending and current regulatory requirements
- Market trends and standards in the semiconductor and software industries
- Engagement with our stakeholders, including our investors, customers, senior leadership, employees and subject matter experts

ENVIRONMENT



Energy use and efficiency



GHG emissions reduction



Water stewardship



Waste management and reduction of hazardous materials

PEOPLE



Employee engagement



Talent recruitment, development and retention



Employee health and safety



Human rights/supply chain

OUR BUSINESS



Ethics and integrity



Corporate governance



Cybersecurity and data privacy



Product quality



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



The United Nations (UN) Sustainable Development Goals (SDGs) seek to address the most pressing social and environmental issues facing our global community.

We believe technology has the power to transform lives and that our category-leading technologies have an important role to play in achieving the SDGs. Here are the SDGs that we feel our 2025 corporate responsibility priorities could best address.



ENVIRONMENT

Energy use and efficiency



GHG emissions reduction target



Water stewardship



Waste management and reduction of hazardous materials



PEOPLE

Employee engagement



Talent recruitment, development and retention



Employee health and safety



Human rights/supply chain



OUR BUSINESS

Ethics and integrity



Corporate governance



Cybersecurity and data privacy



Product quality



PRODUCTS

We design, develop and supply a broad range of semiconductors and infrastructure software for global organizations' complex, mission-critical needs.

Our commitment to research and development (R&D) drives our technology leadership, competitive advantage and performance differentiation. We estimate that more than 99% of all internet traffic crosses through one or more of our technologies.

Our semiconductor solutions products are the backbone of scalable AI systems. We continue to meet the growing demand for custom AI accelerators and networking solutions that are increasingly power-efficient without sacrificing performance.

Our infrastructure software solutions help global enterprises address complex IT infrastructure challenges and optimize their private and hybrid cloud environments.



At Broadcom, we develop and deliver core fundamental infrastructure technology to serve the ever-changing needs of our customers. Our products are constantly evolving to:



RESPONSIBLE INNOVATION – FOCUSING ON POWER AND PERFORMANCE

Broadcom helps enable open, scalable and power-efficient AI infrastructure with innovative AI networking, compute and optical technologies. With the new era of AI, our customers are building out and modernizing their data centers to support the training and utilization of AI. This increased demand will continue to require companies to expend much more energy than before. As a result, power efficiency is increasingly critical for Broadcom's customers, and Broadcom continues to focus on providing them power-efficient technologies.

RESPONSIBLE USE OF AI

We are committed to using AI responsibly at Broadcom. We established a cross-functional governance process designed to ensure that any AI-related tools used in our business have appropriate guardrails in place to address issues such as privacy, IP and regulatory compliance concerns. Our Generative AI Policy, which is designed to ensure compliance with industry standards and any applicable laws and regulations, requires that all uses of generative AI at Broadcom are approved by a cross-functional team comprised of leaders from various teams, including security, privacy, legal and business management.

Efficiently Powering Large AI Networks

In 2025, Broadcom delivered the world's first 102.4 Terabits per second switching capacity in a single chip – our Tomahawk® 6 switch series. Tomahawk 6's architecture enables unified networks for scale-up and scale-out AI training and inference. Tomahawk 6 was designed to meet the demands of AI clusters with more than one million XPU's and combines high bandwidth, power efficiency and adaptive routing features.

Broadcom also started shipping Tomahawk® 6 – Davisson (TH6-Davisson), the company's third-generation Co-Packaged Optics (CPO) Ethernet switch, in 2025. TH6-Davisson was the industry's first to deliver 102.4 terabits per second of optically enabled switching capacity and was designed to enable demanding AI clusters with scale-up and scale-out clusters. Our engineers designed TH6-Davisson with power efficiency in mind, reducing optical interconnect power consumption by 70% compared to traditional pluggable solutions by integrating TSMC's optical engines with advanced substrate-level multichip packaging.



Tomahawk® 6

Optical Networking in the Age of AI

Broadcom is committed to developing cutting-edge, open, scalable and power-efficient optical networking solutions to support AI infrastructure. In 2025, Broadcom introduced our Sian3 product, a 3nm 200G/lane digital signal processor (DSP), which delivered the industry's lowest energy consumption with enhanced performance for 800G and 1.6T optical transceivers over our system management facility (SMF). Our 400G network interface cards (NICs) are an industry-leading 400G PCIe Ethernet NIC that connects to linear pluggable optics modules to enable scalable AI networks with high performance and power efficiency.

CPO Switches for AI Scale-Up and Scale-Out Networks

In 2025, Broadcom launched its third-generation 200G per lane CPO product line. This product line is designed to deliver the lowest power and highest bandwidth density optical interconnects so that our customers can continue to satisfy the growing demand for AI-driven products. Broadcom also committed to developing the fourth-generation 400G/lane solution, solidifying our culture of innovation.

Broadcom Quantum Laboratory at Caltech

Broadcom is committed to innovation. In 2023, we announced a multi-year partnership with Caltech that aims to drive innovation in the quantum computing area, which has the potential to transform information processing and energy storage. In 2025, we held our second Caltech-Broadcom Tech Symposium, which was filled with afternoon laboratory tours, breakout sessions and a series of Tech Talks highlighting the latest progress and challenges in AI, quantum research and technology.



Responsible Data Sovereignty for AI Environments

Our VMware Private AI product balances the AI-driven benefits our customers seek with the data privacy and compliance elements they need. Our platform allows governments — and companies who want to ensure that their data is subject to the privacy and governance laws in their local jurisdictions — to use our private cloud platform to run their AI workloads. This brings the added benefits of having a local control plane, meaning that it will continue to operate even when fully disconnected from the Internet.

PRODUCT STEWARDSHIP

Broadcom is committed to the highest quality standards and continuously improving the effectiveness of our quality management system, processes and products to enhance value for our customers, stockholders and employees. We aim to provide products that meet legal requirements and are safe for their intended markets and applications, as required by our **Product Safety and Regulations Policy** and **Quality Policy**.

Broadcom advocates for interoperable standards like IEEE-based Ethernet technology, as it is the core technology for data center connectivity. We believe these open standards, and the ability of multiple companies to create devices that interoperate with each other, drive the innovation that is essential in the rapidly developing AI infrastructure space. As a result, we also collaborate with major industry associations, such as IEEE, to develop and advance new standards that our customers and the entire industry can use going forward.

ISO CERTIFICATION

Our quality management system and processes are aligned with the requirements of International Organization for Standardization (ISO) 9001, and we choose suppliers with quality management systems of equal rigor. We expect our suppliers and partners to comply with our **Suppliers and Partners Quality System Requirements**.

In addition to a number of our sites being ISO 9001 certified, we also have an ISO 9001 certificate for the management system of our design and development of cybersecurity, enterprise, hybrid cloud and payment security software. Certain of our cloud services information security management systems, including VMware Cloud on AWS, Symantec Secure Access Cloud and CloudHealth, have ISO 27001 certifications.

For more information, please refer to our certificates: **ISO 27000 certificates** and **ISO 9001 certificates** for our software solutions, **ISO 9001 site-specific certificates** and **International Automotive Task Force (IATF) 16949 certificate** for our semiconductor solutions.

ENVIRONMENT

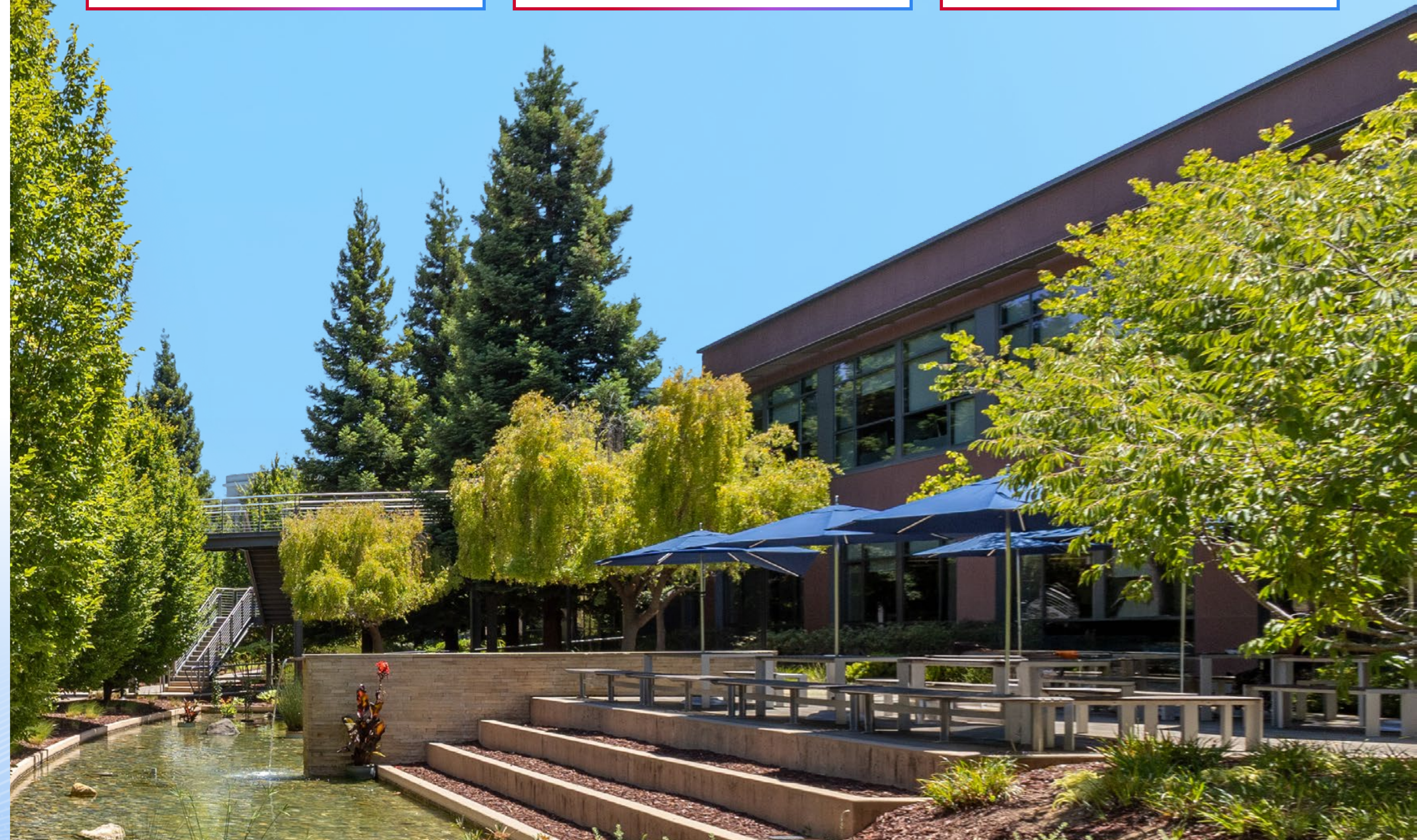
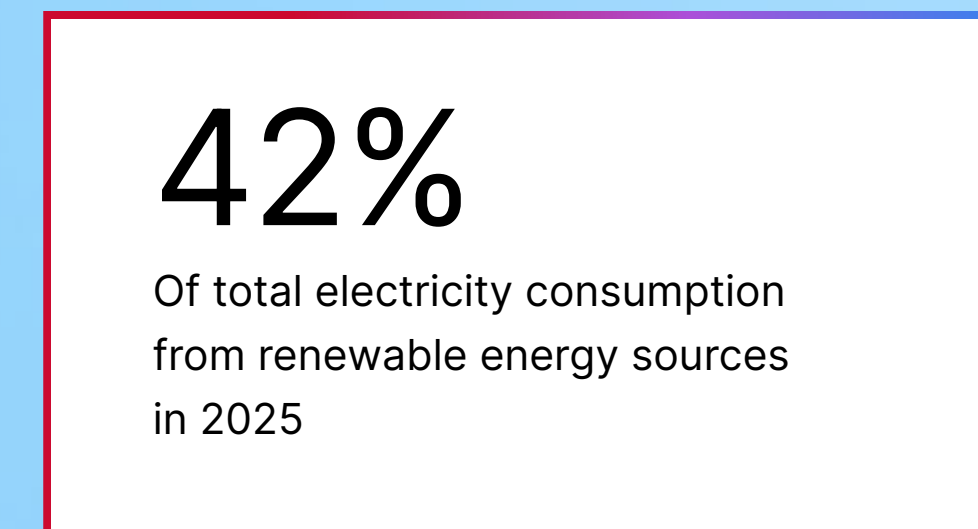
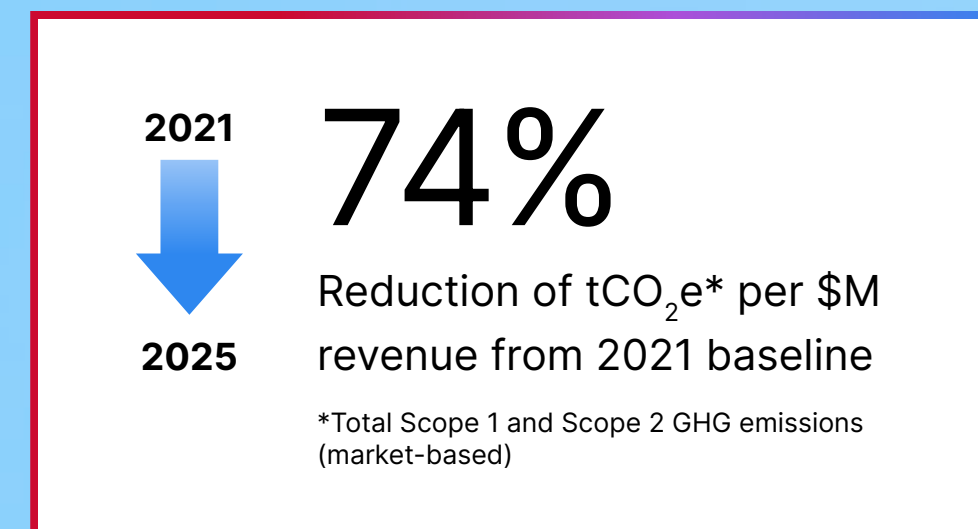
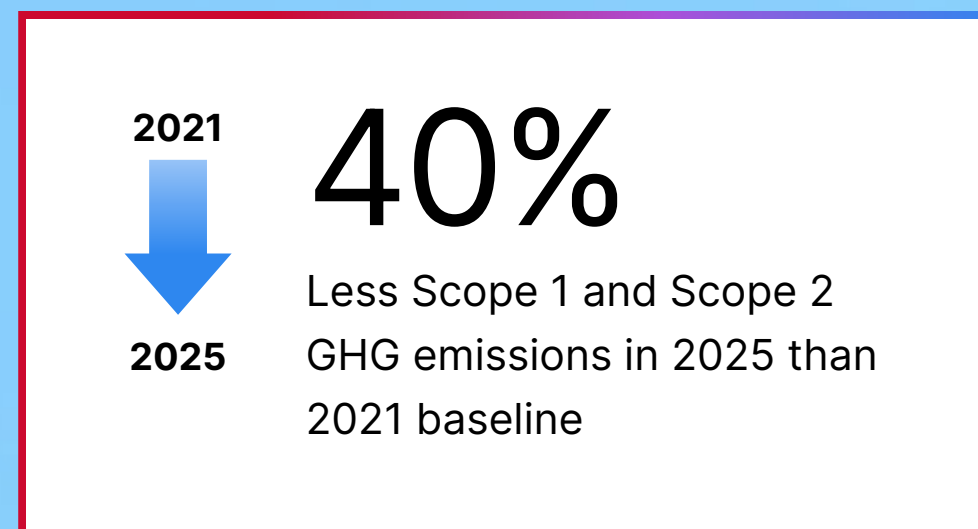
At Broadcom, we seek to manage our business in a responsible manner that considers the environmental impact of both our direct operations and our supply chain.

PROGRESS IN 2025

In 2021, we committed to reduce our Scope 1 and Scope 2 GHG emissions by 38% by 2030 from our 2021 baseline and as of 2025, are on track to meet this goal.

This is a science-based commitment that is in line with the UN Paris Agreement goal to limit global warming to 1.5°C above pre-industrial levels and is aligned with a Net Zero trajectory by 2050.

Because Broadcom's 2023 acquisition of VMware was significant and transformative, we have recalculated our 2021 baseline GHG emissions to include VMware's 2021 GHG emissions. Accordingly, our 2025 GHG emissions inventory and our progress towards our goals are inclusive of VMware's GHG emissions.



SCIENCE-BASED TARGETS AND PATH TO NET ZERO

We acknowledge the importance of working together to make meaningful progress to mitigate climate-related risks. This includes addressing GHG emissions from our own operations and from our value chain.

Our Board and management carefully evaluate our climate-related risks, opportunities, targets and overall strategy as appropriate. Accordingly, we have reaffirmed our science-based goal of reducing our Scope 1 and Scope 2 GHG emissions by 38% by 2030, inclusive of VMware's GHG emissions, and continue to work diligently towards this goal. We reduced our 2025 Scope 1 and Scope 2 GHG emissions by 40% compared to our 2021 baseline.

We have not committed to a Net Zero goal at this time because we are in the process of evaluating how we can achieve a Net Zero goal in a way that would be in the best interests of our stockholders and our communities.

Reaching Net Zero, particularly in the semiconductor industry, will be an incredibly challenging task. Most of our GHG emissions are outside of our direct operations, and as a result, it will require us to address GHG emissions stemming from our upstream manufacturers, as well as GHG emissions stemming from the use of our products by consumers.

As a result, we believe it is in the best interests of our stockholders and communities that we currently focus on understanding where we can make the biggest impact on our Scope 1 and Scope 2 GHG emissions inventory.

We continue to work diligently to analyze our entire Scope 3 GHG inventory, which requires us to calculate or estimate data for thousands of our products. In addition, we continue to carefully evaluate a science-based Scope 3 GHG emissions reduction target.

We believe that targets must be set thoughtfully because once set, they could impact our strategy and decisions for decades to come. Regardless of any stated targets, we continue to evaluate our GHG inventory and determine how we can continue to make meaningful progress in reducing our Scope 1, Scope 2 and Scope 3 GHG emissions.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

We leverage the framework developed by the TCFD to communicate our approach to assessing and addressing climate-related risks and opportunities through the lens of governance, strategy, risk management, and metrics and targets.

We have an integrated, collaborative and cross-functional approach to addressing climate change. Employees from our Global Operations, Workplace Services, Legal, Government Affairs, Sales, Finance, and manufacturing and product divisions work together on climate-related activities, initiatives and policies. Our Corporate Responsibility Steering Committee reviews climate-related impacts, risks, opportunities and related strategies on an annual basis.

We describe our overall risk management processes in our **2026 Proxy Statement** and our climate-related risks and opportunities in this report, in the "Risk Factors" section of our **Annual Report on Form 10-K** and in our CDP questionnaire as applicable.

We also conducted our first climate-related scenario analysis aligned with TCFD.

A more detailed mapping of our climate disclosures aligned with the recommendations of TCFD, GRI and the SASB is included in the Appendix.





ENVIRONMENTAL FOCUS AREAS

Energy use and efficiency, GHG emissions reductions, water management and waste management represent our priority environmental focus areas, both directly at our manufacturing facilities and indirectly through our outsourced manufacturing activities. We monitor our environmental data and continuously look to make progress on our environmental initiatives.

We have implemented a global **Environment and Sustainability Policy**, which requires that we:

- Ensure our products and operations comply with applicable environmental legislation and other related compliance obligations
- Operate and continually improve an environmental management system that strives to align with our business practices and set objectives that enhance environmental performance
- Conduct our operations in a manner that supports recycling, conservation of resources, prevention of pollution and protection of the environment
- Inform our suppliers, partners and contractors of our environmental expectations and encourage them to adopt environmental management practices
- Promote responsible environmental practices within our organization
- Publicly communicate our environmental priorities and performance annually
- Responsibly manage the use of hazardous substances in our operations and products

We have an environmental management system that is aligned with ISO 14001 and guides our efforts to achieve the expectations set forth in our **Environment and Sustainability Policy**.

ISO 14001 Certifications

Our Penang, Malaysia facility and multiple Singapore sites have had ISO 14001 certifications since 2006. Our Charlotte, North Carolina manufacturing facility has also maintained ISO 14001 certification since 2006.

Responsible Initiatives in Sofia, Bulgaria

Broadcom's office in Sofia, Bulgaria achieved WELL Certification™ at a Platinum level, a certification that recognizes our efforts to encourage the well-being of our employees through our office design. The WELL Certification™ takes into consideration features such as our air quality and ventilation design, pollution infiltration management, drinking water quality and water management, ergonomic workstations, sound impact noise management, and hazardous materials management. In addition, the office is equipped with a building management system that allows us to optimize and control the lighting, temperature and power consumption of the office.

Our Sofia office uses 100% renewable energy from solar and hydroelectric sources.

Responsible Design in India

Broadcom's office in Pune, India is LEED Platinum Certified. This office has been thoughtfully designed with environmental features in mind, including:

- Water-efficient plumbing fixtures
- Efficient lighting systems
- Advanced energy metering system

One of Broadcom's offices in Bangalore, India was awarded a LEED V4 Platinum Certification in 2023. When designing this office, our Workplace Services team similarly looked at various environmental considerations and consciously chose design features to operationally drive environmental responsibility. Our interior office space at our other Pune, India office was also awarded a LEED Platinum Certification in 2014.



Fort Collins Manufacturing Facility

Our Fort Collins, Colorado facility is our largest manufacturing facility. We are proud that our Fort Collins facility continues to be recognized for its commitment to environmental responsibility. We have been a Gold-Level Member of the State of Colorado Department of Public Health and Environment's Colorado Green Business Network since 2010, and in 2025, we were recognized for being a Gold Leader for 15 years.



Reduction of Scope 1 GHG Emissions at Fort Collins

Our Fort Collins facility was an early adopter of point-of-use abatement units and began installing them in 2008. We completed our initial wave of installation efforts in 2023, and we continue to adapt abatement technology with changing manufacturing needs. This decades-long project underscores our commitment to reduce our Scope 1 GHG emissions at our largest manufacturing facility. In addition to the abatement units, our Fort Collins facility is working on electrification of one of their natural gas-fired units and we have replaced certain refrigerants with higher global warming potential to those that create less emissions.

Environmental Responsibility at Fort Collins

Our Fort Collins facility routinely reviews the efficiency of equipment, technologies and processes to reduce energy and water consumption and GHG emissions. We continued or completed several long-term or ongoing environmental projects in 2025, including:

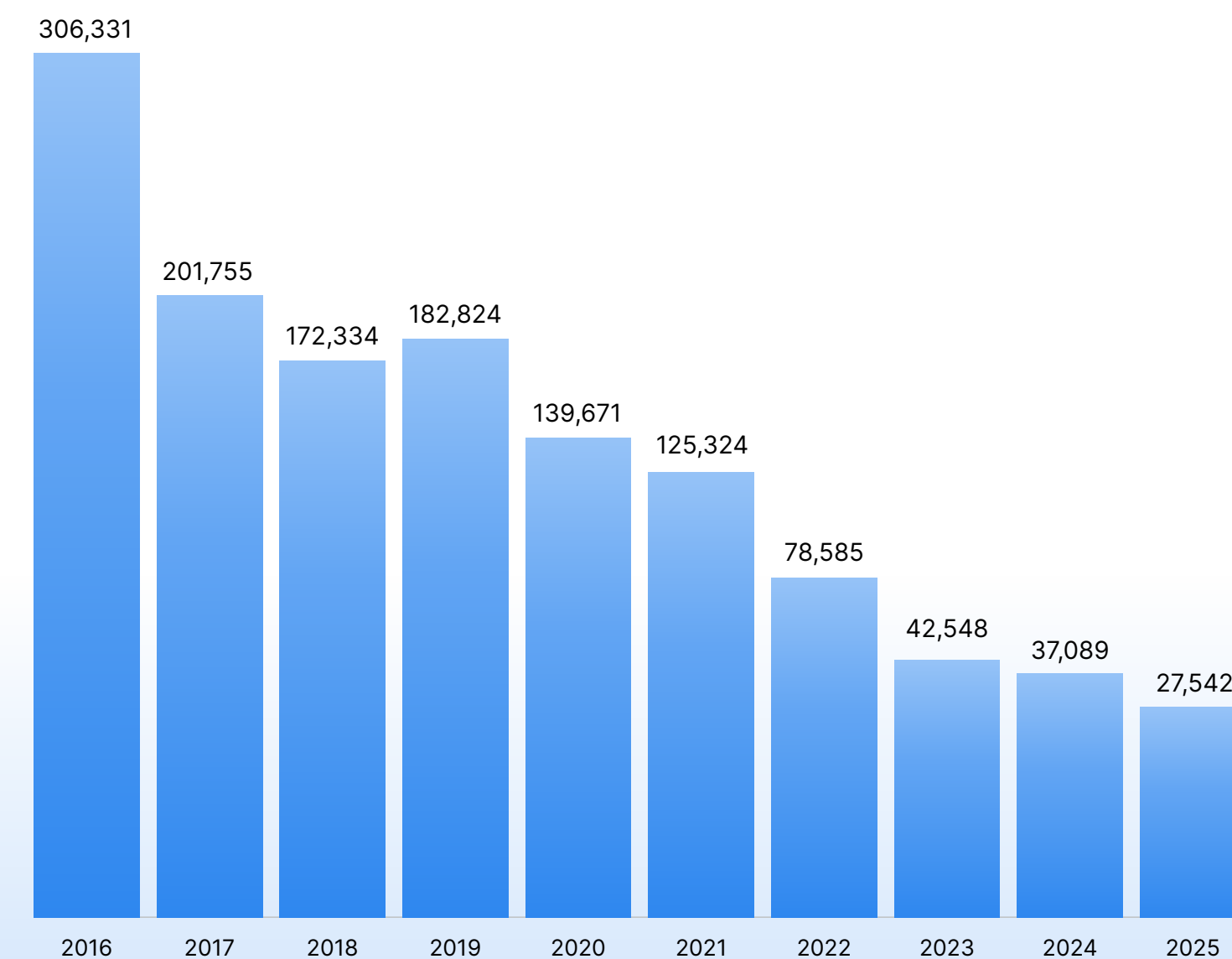
- Extending the life of a 30-year-old chiller unit, thereby significantly increasing its reliability and power efficiency, saving approximately 151,000 kWh of electricity per year and successfully avoided sending the chiller to landfill waste
- Replacing approximately 7,200 fluorescent light tubes last year with LEDs, saving approximately 176,000 kWh of electricity per year. Approximately 80% of the lights have been converted to LEDs
- Decommissioning over 15 air handlers due to consolidation of certain fab equipment, saving approximately 1,600,000 kWh of electricity per year previously consumed by fan motors and heating/cooling

91%

Decrease in Scope 1 GHG emissions at Fort Collins Manufacturing Facility in 2025 since 2016

SCOPE 1 GHG EMISSIONS* (tCO₂e)

Fort Collins Facility Scope 1 GHG Emissions 2016 – 2025



*Fort Collins facility Scope 1 GHG emissions from 2023 onwards are calculated for Broadcom's fiscal year period. Prior years' data is calculated on a calendar year basis.

ENERGY SAVINGS AND EMISSIONS REDUCTION PROJECTS

We have ongoing energy efficiency improvement and GHG emissions reduction projects throughout our global facilities.

In 2025, we implemented various projects, including the following:

- Our Singapore-Depot manufacturing facility replaced wax mounting for ECBU backlap with thermal tape and PVA, which is estimated to reduce solvent usage by approximately 60% per month
- Our Munich, Germany office improved the thermal isolation of the HVAC pipes on its terrace, reducing energy losses during the heating and cooling process
- Our Penang, Malaysia office replaced an existing air dryer with a more energy-efficient air dryer, saving approximately 130,000 kWh annually
- Our Sofia, Bulgaria office replaced their existing network switches with more energy-efficient switches to lower energy consumption

GLOBAL ENERGY AND EMISSIONS

We calculate GHG emissions associated with our electricity, natural gas, fuel, refrigerant, perfluorocarbons (PFCs) and other process gas consumption for our global facilities and operations where we have operational control. PFCs and other process gases, including hydrofluorocarbons (HFCs), nitrogen trifluoride, sulfur hexafluoride, fluorinated heat transfer fluids and nitrous oxide, are required for certain tools in the semiconductor manufacturing process.

Electricity usage at our facilities (including colocation data centers (COLOs)) accounts for approximately 79% of our total energy consumption and approximately 75% of our Scope 1 and Scope 2 GHG emissions (market-based).

Our second largest source of GHG emissions is PFCs, which are used in processing equipment at our manufacturing facilities, and account for approximately 9% of our Scope 1 and Scope 2 GHG emissions (market-based).

We obtained independent limited assurance from an independent auditor, Apex Companies LLC, for our 2025 Scope 1 and Scope 2 GHG emissions inventory. More information about the limited assurance is provided on our [Corporate Responsibility](#) webpage.

30.6%

Decrease in total energy consumed per million dollars of revenue in 2025 compared to 2024

The following table summarizes our fuel and energy consumption for our global facilities in 2025.

FUEL AND ENERGY CONSUMPTION*		(kWh)
Electricity		507,830,959
Natural Gas		120,231,448
Other Fuels		12,452,685
Total Energy Consumption		640,515,091
Total Energy per Million Dollars of Revenue		10,026 kWh/\$M

* See Environmental Metrics in the Appendix for more information on the calculation methodology.

The following table summarizes our Scope 1 and Scope 2 GHG emissions for our global facilities in 2025:

SCOPE 1 AND SCOPE 2 GHG EMISSIONS*		(tCO ₂ e)
Scope 1		
PFCs and Process Gas		16,440
Natural Gas		21,789
Refrigerants		2,853
Other Fuels		3,086
Total Scope 1 Emissions		44,167
Scope 2		
Total Scope 2 Emissions (location-based)		204,014
Total Scope 2 Emissions (market-based)		135,985
Scope 1 and 2		
Total Scope 1 and 2 Emissions (location-based)		248,182
Total Scope 1 and 2 Emissions (market-based)		180,152
Total Scope 1 and 2 Emissions (market-based) per million dollars of revenue		2.8 tCO₂e/\$M

* See Environmental Metrics in the Appendix for more information on the calculation methodology.

Carbon Neutral Energy Powering Our HQ

Our corporate headquarters in Palo Alto, California uses 100% carbon neutral energy purchased from the City of Palo Alto Utilities. In addition, many of our buildings in our corporate headquarters have been designed and built to a LEED Gold certification.

Powering Data Centers with Renewable Energy

Our main data center, managed by Switch in Las Vegas, uses 100% renewable energy and uses a patented cooling system designed to minimize the use of water. Our other U.S.-based data center also uses 100% renewable energy. As part of the VMware integration, we moved the majority of VMware’s U.S. COLO operations to our main Switch data center in Las Vegas and consolidated our European COLOs into a data center that also uses 100% renewable energy.



SCOPE 3 GHG EMISSIONS

The following table discloses our relevant Scope 3 GHG emissions categories that we have calculated for 2025.

SCOPE 3 GHG EMISSIONS*	(tCO ₂ e)
Purchased Goods and Services	2,716,442
Capital Goods	51,813
Fuel- and Energy-Related Activities	27,646
Upstream Transportation	34,730
Waste Generated in Operations	6,653
Business Travel	17,123
Employee Commuting	21,436
Upstream Leased Assets	827
Downstream Transportation and Distribution	16,463
Processing of Sold Products	13,812
End-of-life Treatment of Sold Products	764
Investments	1,936

*See Environmental Metrics in the Appendix for more information on the calculation methodology.



Supplier Sustainability Engagement

We focus on maintaining an efficient global supply chain and a variable, low-cost operating model. Accordingly, we outsource a majority of our manufacturing operations to trusted third-party suppliers and foundries.

We expect our suppliers to comply with our **Supplier Environmental and Social Responsibility Code of Conduct** (Supplier Code) by establishing their own GHG emissions reduction goals and by seeking to minimize their energy consumption and environmental impact.

In 2025, we engaged with our suppliers representing more than 74% of our 2025 supply chain spend regarding renewable energy and GHG emissions reduction targets and initiatives.

Our suppliers representing more than 96% of our 2025 supply chain spend have set GHG emissions reduction targets. Our suppliers representing more than 86% of our 2025 supply chain spend also have renewable energy-related initiatives, such as building on-site solar photovoltaic power generation systems at their sites or purchasing renewable energy credits (RECs).

WATER STEWARDSHIP

We recognize that water scarcity and quality are challenges that many communities encounter around the world, and we strive to use water responsibly in our operations.

Water Use in Our Supply Chain

Semiconductor manufacturing uses a significant amount of water. We operate a primarily outsourced manufacturing model, with the vast majority of our semiconductor wafer manufacturing performed by third-party foundries. Our top suppliers have implemented water conservation and water shortage adaptation measures. They continue to practice water conservation and use reclaimed water during their manufacturing processes.

Our **Supplier Code**, which is aligned with the RBA Code of Conduct, outlines our expectations on our suppliers' water management programs. Our suppliers are expected to:

- Implement a water management program that documents, characterizes, and monitors water sources, use and discharge
- Seek opportunities to conserve water
- Control channels of contamination

Our suppliers representing more than 86% of our 2025 supply chain spend implemented water recycling or reuse projects such as expanding the reuse of graywater from treated wastewater or building additional water recycling facilities.

Water Use in Our Operations

We regularly monitor our own water use at facilities where we have operational control and make efforts to conserve and use it efficiently in our facilities. Water is monitored and managed locally, taking into account the facility type, location and local water contexts. We continue to implement various technologies to reduce water consumption.

Fort Collins Manufacturing Facility

Our Fort Collins facility is the primary driver of our water consumption. Our Fort Collins facility actively monitors its water consumption and evaluates its water efficiency efforts. It continues to invest in substantial improvements to conserve, recycle and reclaim water used at its facility, such as the following:

- Our Fort Collins facility is building out an industrial heat pump in one of its main fab buildings, which we expect will lower both our natural gas and water usage compared to traditional boiler systems.
- It also continues to focus on maintenance and investigate improvement efforts with its water reuse systems in the house scrubbers to ensure the usability of the reuse water in our manufacturing processes.
- For the fall 2025 and spring 2026 semesters, we partnered with Colorado State University engineering students on a senior design capstone project to evaluate ultra-pure water reuse opportunities in our fab. These students will present their findings at the end of the spring 2026 semester during Colorado State University's Engineering Days exhibition.

Charlotte Manufacturing Facility

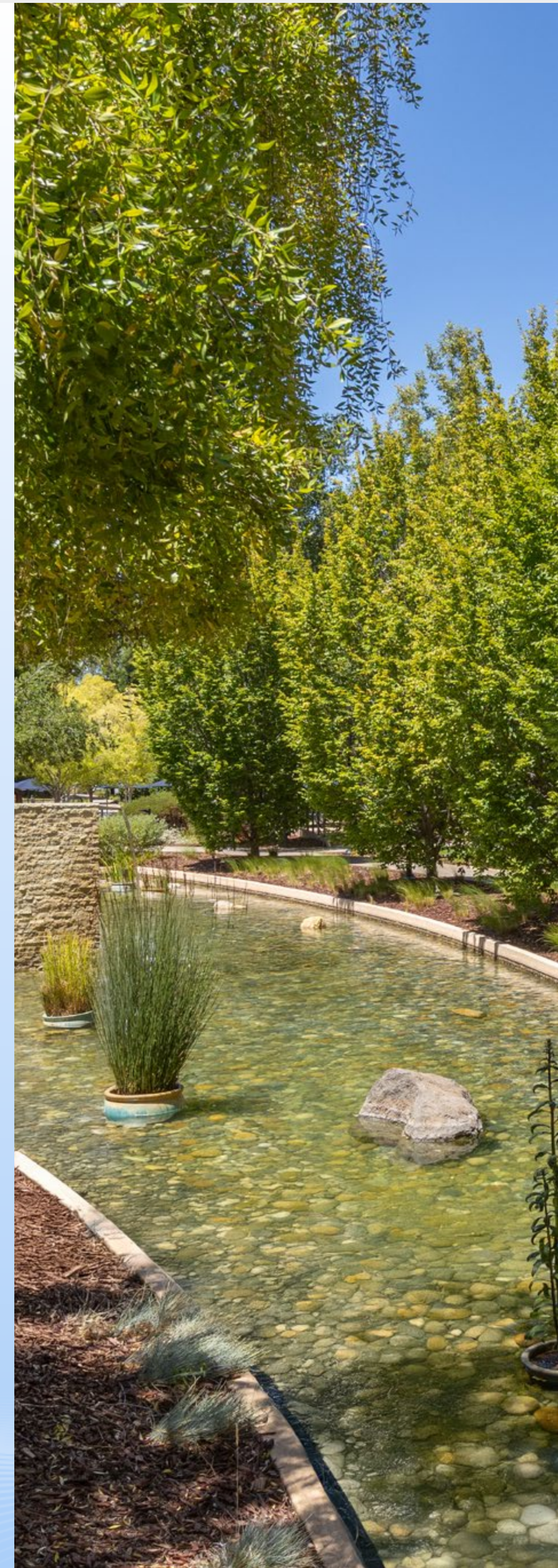
Our Charlotte, North Carolina facility maintains an ISO 14001-registered environmental management system. Our Charlotte facility continues to look for ways to further improve its water usage efficiency, including installing new closed-loop water circulation units to eliminate water consumption in a process area, resulting in 900,000 gallons of annual water savings, and an upgraded reverse osmosis system with increased efficiency. Since 2023, these initiatives have resulted in over 30% overall reduction in site water consumption. This was recognized by the local water management agency, and we received an Environmental Excellence Award for Water Conservation.

WATER (Gallons)

2025

Total Water Withdrawn* **527,014,144**

* Water withdrawals based on actual data where available. Where actual data was not available, water withdrawals were estimated using facility averages and square footage intensity factors by facility type.



WASTE MANAGEMENT

We actively monitor hazardous waste and industrial process waste streams at our global manufacturing facilities. The following table summarizes our waste data in 2025.

NON-HAZARDOUS WASTE ¹ (Short Tons)	
GLOBAL OFFICES AND MANUFACTURING FACILITIES	
Total Waste Generated	14,709
Total Waste Diverted from Landfill	6,989
Diversion Rate	48%

HAZARDOUS WASTE AND INDUSTRIAL PROCESS WASTE (Short Tons)	
GLOBAL MANUFACTURING FACILITIES²	
Incineration (with Heat Recovery)	1,293
Incineration (without Heat Recovery)	86
Sent to Landfill/Surface Impoundment	14
Other Disposal Operations	3,690
Total	5,083

E-SCRAP WASTE (Short Tons)	
GLOBAL MANUFACTURING FACILITIES	
E-scrap³	1,477

¹ This data is based on reported and estimated data from all global offices and manufacturing facilities. The diversion rate is based on waste with known disposal methods.

² This data is based on reported and estimated data from all global manufacturing facilities.

³ E-scrap data is presented separately for visibility into e-scrap waste generation at all global offices and manufacturing facilities.

E-waste Recycling

We partner with third-party service providers to decommission and recycle all of our e-waste. In 2025, we recycled approximately 1,477 short tons of e-waste from our facilities globally. To celebrate Earth Day 2025, we sponsored an e-waste recycling initiative at a number of our global sites and collected approximately 10 metric tons of e-waste as part of this initiative. Our Fort Collins facility also held a recycling event in October and collected over 3,800 pounds of personal electronics, as well as paper materials and batteries.

Hazardous Materials and Waste Management at Fort Collins

Our manufacturing processes and finished products at the Fort Collins facility involve certain substances classified as hazardous under various regulations and standards. Our Fort Collins facility mitigates risks to our employees, customers and the environment by prioritizing chemical reduction, utilizing alternative substances if available, implementing robust engineering controls, and enforcing safety protocols. It also works closely with its waste handling and disposal contractors to regularly review its processes to minimize the amount of hazardous chemicals used and to prepare its waste for safe, regulated disposal.

Recycling Solvents at Fort Collins

Our Fort Collins facility is our largest manufacturing facility, and as a result, it is our single largest waste producer. As part of our waste reduction program, our Fort Collins facility recycles and reuses certain chemical solvents on-site using distillation units. In 2025, our Fort Collins facility recycled over 750,000 gallons of solvents.

Reducing Cafeteria Waste in the U.S.

Broadcom partners with Sodexo's Good Eating Company at many of our U.S. cafeterias, where there are various composting, recycling and community-related program efforts at these sites. Our California sites have integrated programs for food donations and cooking oil recycling, as well as composting and recycling. Surplus organics from our Draper, Utah and Duluth, Georgia sites are redirected to agricultural schools or local chicken farms.

Elimination of Hazardous Substances

The elimination of hazardous substances from products is a global initiative. We offer a broad portfolio of RoHS-compliant products. Our efforts are outlined in our **Product Material Environmental Specifications** and **General Specification for the Environment**.

WORKFORCE

At Broadcom, we believe that our workforce is the key to our success. Having a talented and engaged workforce makes us a strong, resilient and innovative company. At the end of 2025, Broadcom had approximately 33,000 employees in 34 countries around the world.

Our culture is at the heart of our employees' experience and allows us to recruit and retain our highly skilled and dedicated workforce. We encourage our employees to push for excellence and innovation, and we reward and support them for giving their best.

In 2025, we were recognized as one of America's Greatest Workplaces by Newsweek. This award reflects the opportunities, support and growth potential that we provide to our employees and our supportive and engaged workplace culture.



EMPLOYEE ENGAGEMENT

We measure our employees' engagement by our voluntary attrition rate and feedback through our annual Employee Ethical Culture Survey.

We use this important feedback to continuously improve and foster a supportive, collaborative environment where our employees feel their contributions are valued.

In our 2025 Employee Ethical Culture Survey

95.2%

Say Broadcom is a great place to work

95.8%

Say they are proud to work at Broadcom

4.1%

Our global voluntary attrition rate in 2025 was approximately 4.1%, which is below the technology industry benchmark

(AON, 2025 Salary Increase and Turnover Study — First Edition, May 2025)



Engaging Innovative Talent

To strengthen our culture of innovation, we spotlight various Broadcom employees and how they overcame challenges to deliver innovative solutions for our customers.

In August 2025, we highlighted the lifelong journey of curiosity of our global product engineering leader for our VMware Cloud Foundation (VCF) Division's AI & Advanced Services team. A formative experience tinkering with buffers on a robot at an internship led her down the path of robotics research. Throughout her career, she focused on helping customers solve problems, including the adoption of automation frameworks – and this focus on customers eventually led her to her passion of embedding Kubernetes into VMware vSphere. Today, her team is looking at what our enterprise customers need to manage AI workloads on private cloud and using that feedback to shape the AI future of VCF. She represents the spirit of innovation that is reflected in our products.

“At Broadcom, innovation is directly tied to the business. If you’re working on something new, it’s going to market, solving customer problems. That’s incredibly motivating.”

DIRECTOR PRODUCT ENGINEERING, AI, VCF DIVISION

BROADCOM EMPLOYEE CONNECTIONS

Broadcom is a global company that employs people of many different perspectives, backgrounds, nationalities, ethnicities, cultures, faiths and beliefs. We recognize that our strength is in our workforce. Our goal is to create a workplace that empowers our employees and fosters a culture of innovation.

Toolkits to Strengthen Engagement

Our Manager Toolkits provide our leaders and managers with practical guidance and resources in hiring, retaining and supporting our talented team members. By integrating these toolkits into our operational framework, we are taking steps to create a workplace where our workforce can connect with each other.

We have separately developed a Mentorship Toolkit for any of our employees to use. The Mentorship Toolkit provides a framework for employee mentors and mentees to stay connected, develop professionally, transfer knowledge and continuously improve our processes to deliver innovative and critical products to our customers.

Broadcom Leadership Talks

We host Leadership Talks featuring Broadcom executives and other industry and community leaders. These Leadership Talks provide a forum for leaders and our employees to share their experiences and discuss their leadership journeys and professional experiences within Broadcom and our communities. Our speakers help educate and inspire our employees to build a strong and engaged company culture.

In celebration of the second anniversary of Broadcom's 2023 acquisition of VMware, Krish Prasad (Senior Vice President and General Manager, VMware Cloud Foundation Division) spoke to our employees about his personal and professional leadership journey, including what it was like to lead his team through the transformational acquisition integration process and his vision for VCF in the future.

M&A

Over the past ten years, Broadcom has acquired large companies and complex businesses. With each acquisition, Broadcom has shown experience and understanding when integrating workforces from our acquired companies and businesses.

Our CEO personally leads our integration planning efforts and is responsible for the successful integration of our acquisitions. Our executives from many different groups, such as Human Resources, Finance, Legal, Global Technology Organization, Global Operations and Workplace Services, work closely with our CEO to ensure a smooth and efficient transition after closing acquisitions.

We are proud that many talented employees from our acquisitions, including LSI, Broadcom Corporation, Brocade, CA Technologies, Symantec Enterprise Security and VMware, continue to work and thrive at Broadcom.

For the employees who join us from acquisitions, we provide them with training and assistance so that they can quickly integrate into Broadcom and be part of the Broadcom team from "day one." We also look for ways to create professional opportunities and growth for these talented employees.

Currently, 66% of our executives and general managers who lead business units within Broadcom joined us through acquisitions. These leaders play an important role during the integration and transition process ensuring employee morale is maintained and voluntary attrition is limited so we can continue to deliver innovative infrastructure technology to our customers.



HIRING

We strive to recruit and hire qualified candidates who will bring a variety of experiences, perspectives and ideas to the workplace.

At the end of 2025, approximately 57% of our employees worldwide were in R&D roles. We are continuing our efforts to build a robust pipeline of Broadcom employees through our Science, Technology, Engineering and Mathematics (STEM) education programs and scholarships.

STEM Pipeline

We partner with the Broadcom Foundation, a non-profit organization established and funded by Broadcom in 2009, to advance STEM education and promote digital literacy, including the responsible use of AI.

We and the Broadcom Foundation work to cultivate interest in STEM, provide access to STEM pathways and prepare students to be college- and career-ready to succeed in STEM fields as the engineers, scientists and innovators of tomorrow.

With annual grants of over \$3.5 million, the Broadcom Foundation supports the National STEM Festival, the Congressional App Challenge, Raspberry Pi Coolest Projects and regional science fairs near Broadcom offices, as well as code clubs and after/out-of-school programs for underserved middle school students.

Our employees volunteer their time to mentor code clubs, judge science fair competitions and participate in Broadcom Foundation-sponsored STEM education programs.



STEM Scholarships

In 2025, we provided scholarships to engineering and computer science students at San Jose State University, Colorado State University, Pennsylvania State University - Lehigh Valley, Kutztown University and University Science Malaysia, all of which are located near some of our larger Broadcom locations. Through these scholarships, we hope to support the academic efforts of rising STEM talent in the semiconductor and software industries.

"We are proud to support the next generation of STEM professionals in the Lehigh Valley by offering engineering scholarships to the students at Penn State - Lehigh Valley. This year's recipients are individuals who excel academically and are very active in our community. Scholarships are one of many programs Broadcom sponsors to stay connected to our communities, and to support the next generation of engineers and computer scientists."

DIRECTOR OF MANUFACTURING, OPTICAL SYSTEMS DIVISION

Engaging with Local Students in Breinigsville

Our Breinigsville, Pennsylvania facility is embedded in its local community and regularly engages with students of all ages interested in STEM careers, including through a collaborative relationship with Pennsylvania State University – Lehigh Valley (PSU-LV).

With a view towards developing our early talent pipeline, we look for ways to engage students in fun STEM projects. Earlier in the year, our engineers participated in a STEM learning event at PSU-LV with approximately 80 local middle-school students. Our engineers held a “circuits and optics” lab for these students and provided kits for these students to build simple optical circuits. In 2025, we also donated backpacks filled with school supplies to a Title 1 elementary school in Bethlehem, Pennsylvania, and helped create a supply closet filled with supplies for the teachers and students.

We are also proud to provide scholarships to engineering and computer science students at PSU-LV. In 2025, our Director of Manufacturing, Optical Systems Division visited the PSU-LV campus to meet with three recent scholarship recipients and learn more about their professional goals. During this visit, he shared an overview of Broadcom’s Breinigsville facility and answered engineering-related career questions.

One of our previous scholarship recipients worked in our Breinigsville facility for three months during his school term. We are proud to see our employees joining our efforts to promote a qualified workforce in our industry for the future.

Several of our employees have also lectured on semiconductor manufacturing at PSU-LV, and in 2025, they taught classes to incoming engineering students for the fall semester.

We are also the proud recipient of the 2025 Penn State Lehigh Valley Corporate Partner Award and see the meaningful impact that our scholarships, lectures and volunteer activities make with these students in our community. We continue to look to build on these relationships to further strengthen our workforce pipeline.

Broadcom Foundation has developed a new partnership with the Da Vinci Science Center in Allentown, Pennsylvania, the hub for out-of-school STEM education in Lehigh Valley. Our Breinigsville facility’s engineers are also regularly involved in the Da Vinci Science Center’s Women in Science and Engineering (WISE) Forum, including through lectures and mentorship discussions with students on succeeding as an engineer in the workplace.



Workforce Development at Fort Collins

Our Fort Collins facility sponsors several initiatives that focus on workforce development in the State of Colorado. To build an external pipeline of qualified workers, we implemented an apprenticeship program for high school students. We participate in local trade shows, job fairs, and school district events to make high school students and their families aware of the opportunities at Broadcom.

We also have an internal pipeline development education program with Front Range Community College (FRCC), Colorado's largest community college. Broadcom was the first to offer FRCC's for-credit classes directly in a manufacturing facility. By bringing the program into the workplace, our employees are able to more easily attend classes and pursue job opportunities requiring degrees, additional skills or other certifications.

We also support our employees that choose to upskill outside of our established programs. For example, one of our employees in Fort Collins completed an associate degree in Industrial Technology from Aims Community College. He chose the Industrial Technology program because it aligned with his goal of graduating from a line tech to a technician at Broadcom. He was able to fulfill his apprenticeship requirement by working side-by-side with Broadcom technicians at our facility.

The Colorado Office of Economic Development and Trade filmed a documentary titled "Quantum Careers: Colorado's New Gold Rush," on the need to develop the manufacturing skillset within our U.S. workforce and Colorado's efforts to build that workforce pipeline in semiconductors and other advanced industries in Colorado. As part of the documentary, our Fort Collins employees shared our internal workforce development initiatives that support Colorado's efforts. One of our equipment maintenance technicians shared her inspiring story about how her initial experience learning to manufacture semiconductors led to her becoming interested in the science behind radio frequencies and subsequently getting a college degree in electronic engineering at FRCC through Broadcom's Educational Assistance Program.

Celebrating Engineering Careers with Youth at Fort Collins

In Colorado, our employees annually volunteer their time with an elementary school STEM education program called "Engineering Week." In 2025, they spoke to 5th grade science class students from six local schools to discuss engineering careers and problem-solving approaches. The kids also worked on a project to build paper rockets. This event was held in conjunction with the celebration of National Engineers' Week.



COMPENSATION AND BENEFITS

Broadcom’s success depends on our continued ability to attract, motivate and retain our workforce. Competition for talented employees is significant in many locations where we operate, such as Silicon Valley and Southeast Asia.

As a result, we provide competitive compensation and benefits programs to our employees, including performance-based compensation (such as our annual cash bonus program, sales incentive plans and spot bonuses) and equity awards.

Broadcom distinguishes itself from its peer companies because the vast majority of our employees receive equity awards that vest over time. We want our employees to share in Broadcom’s success.

We believe that equity compensation aligns the interest of our employees with our stockholders and is a key factor in recruiting and retaining top talent. We also believe that equity assists in the successful and rapid integration of our employees who join Broadcom through acquisitions. The success of our compensation philosophy is reflected in our voluntary attrition rate, which was approximately 4.1% in 2025.

Compensation

We follow systematic procedures to determine merit-based pay for our employees. We base compensation on relevant factors such as skills, scope, experience, competitive market values, responsibilities and geographic location. We remain dedicated to maintaining these standards and our merit-based compensation program.

Benefits, Health and Well-Being

The health and well-being of our employees is important to Broadcom. We offer a range of benefits to our employees beyond the traditional healthcare benefits and insurance.

Our U.S. Benefits Include



Employee Assistance Programs, including mental health services



Paid parental leave, including maternity, paternity and adoption leave



Charitable donation matching program



Employee Stock Purchase Plan



Bereavement leave



Adoption assistance



Commuter benefits



Fertility benefits



Retirement planning



Company-paid life insurance

SUPPORTING HUMAN RIGHTS

Our employment practices and policies support the fundamental human rights principles of freely chosen employment, non-discrimination, the elimination of forced and underage labor, and the rights of workers to engage in peaceful assembly, organize, freely associate and bargain collectively, as articulated in the International Labour Organization (ILO) Conventions.

Our **Human Rights Principles** reflect our commitment to respecting human rights and avoiding complicity in any human rights abuse throughout our company, operations, supply chain and communities.



DEVELOPMENT AND FEEDBACK

Training

As part of our culture of fostering innovation, we encourage our employees to continuously learn new skills and to strengthen their existing ones. We provide structured, job-specific technical training and testing for our manufacturing and operational employees. We also provide numerous technical product trainings to our sales personnel.

All of our employees (including part-time employees) and contractors are required to complete trainings that support Broadcom's values and culture, such as trainings on our Code of Ethics and Business Conduct, harassment prevention, cybersecurity and data privacy, human rights, anti-corruption and anti-trust, as applicable.

Performance Feedback

Our managers have multiple opportunities throughout the year to provide performance feedback to their team members, including feedback on career progression and skill development. Our reviews and decisions on salaries, bonuses, equity award grants and promotions intentionally occur in different quarters throughout the year. At each of those times, managers are required to evaluate their team members' performance and provide them feedback.

Educational Assistance Program

Our Educational Assistance Program is available to all employees (including part-time employees) and provides them with financial assistance to take academic classes or relevant degree programs that provide them with knowledge and skills to enhance their job performance. In 2025, we reimbursed employees approximately \$540,000 in tuition expenses through this program.

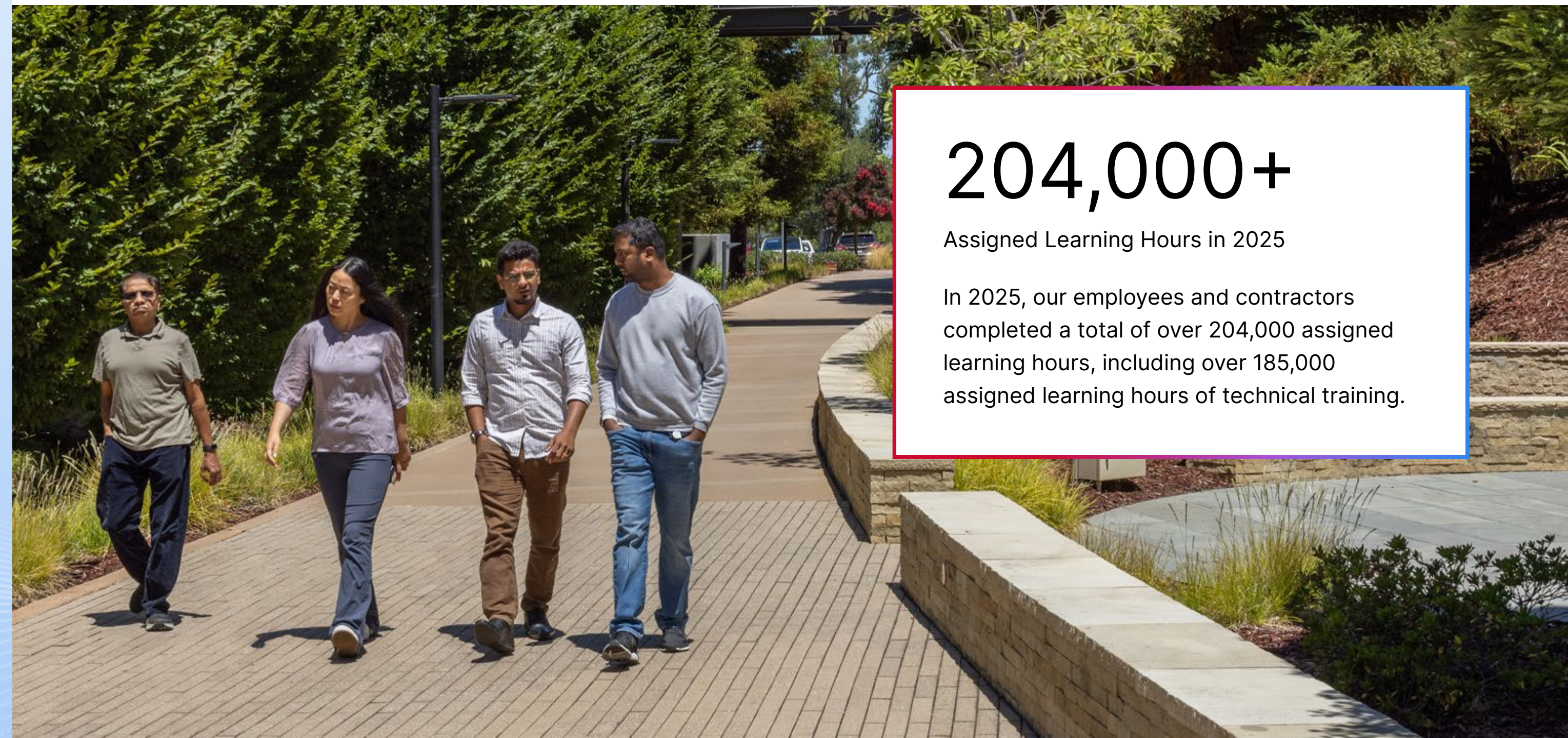
EMPLOYEE HEALTH AND SAFETY

Maintaining a safe and healthy work environment is important for the well-being of our employees. We strive to design and implement safe work processes that eliminate hazards and reduce occupational health and safety (OHS) risks in our operations.

EHS Management System

Our Environment, Health and Safety (EHS) management system and processes apply to all of our facilities globally, and we maintain ISO 14001 certification at certain sites. To drive EHS compliance across Broadcom facilities, we assign site coordinators and develop and implement site-specific EHS Compliance Plans that consider local OHS risks in our operations, the environment, and legal requirements. EHS Compliance Plan implementation is tracked and regularly reported to senior management.

Our **Occupational Health and Safety Policy** is aligned with international and Singapore OHS management system standards (ISO 45001:2018 and SS 651:2019).



204,000+

Assigned Learning Hours in 2025

In 2025, our employees and contractors completed a total of over 204,000 assigned learning hours, including over 185,000 assigned learning hours of technical training.

Communication and Training

Our EHS intranet site provides information to our employees, including emergency action plans, work-related injury reporting systems, EHS Compliance Plans and other EHS programs, procedures and guidelines. Self-paced online EHS training courses are also reviewed and updated regularly to keep content relevant. Training at Broadcom is critical for ensuring employees are maintaining compliance with our guidelines and procedures while performing their daily duties. This is especially true for employees in our manufacturing facilities that work with hazardous materials or heavy machinery.

On-Site Health Clinic in Fort Collins

Our Fort Collins facility partners with UCHealth to provide our employees and contractors with access to medical care through an on-site health clinic. The clinic is open during hours that overlap with all employee shifts and is staffed by a physician assistant and a medical assistant. More than 1,300 employees and contractors have access to a licensed healthcare practitioner at this clinic for both personal- and work-related medical care.

The clinic provides a range of services such as workers' compensation injury/illness evaluation, treatment and medical surveillance, medical consultation and COVID-19 mitigation, as well as personal primary care such as immunizations, blood draws, rapid diagnostic testing and drop-in vital sign measurements.

Malaysia Health and Safety Initiatives

In 2025, our Malaysia warehouse organized an Employee Motorcycle Safety Campaign. Motorcycle commuting is one of the most common modes of transportation for our Malaysia warehouse employees. In 2022, our warehouse adopted the Commuting Safety Management System (CAMS) (originating from Honda Malaysia) with 15 employees certified as trainers for the safety awareness model. We are proud that we now have over 40 employees trained to provide safety training content and risk assessments based on factors such as weather, traffic and road conditions. Since 2022, we have reduced our Malaysia warehouse employees' rate of motorcycle accidents by 40%.

In addition, our Malaysia warehouse hosted an on-site Health and Safety week to promote employee wellness and workplace safety. Throughout the week, over 200 employees participated in various activities, including employee health check-ups, a fraud awareness talk and a refresher course on the Employee Motorcycle Safety Campaign.

Health and Safety Performance

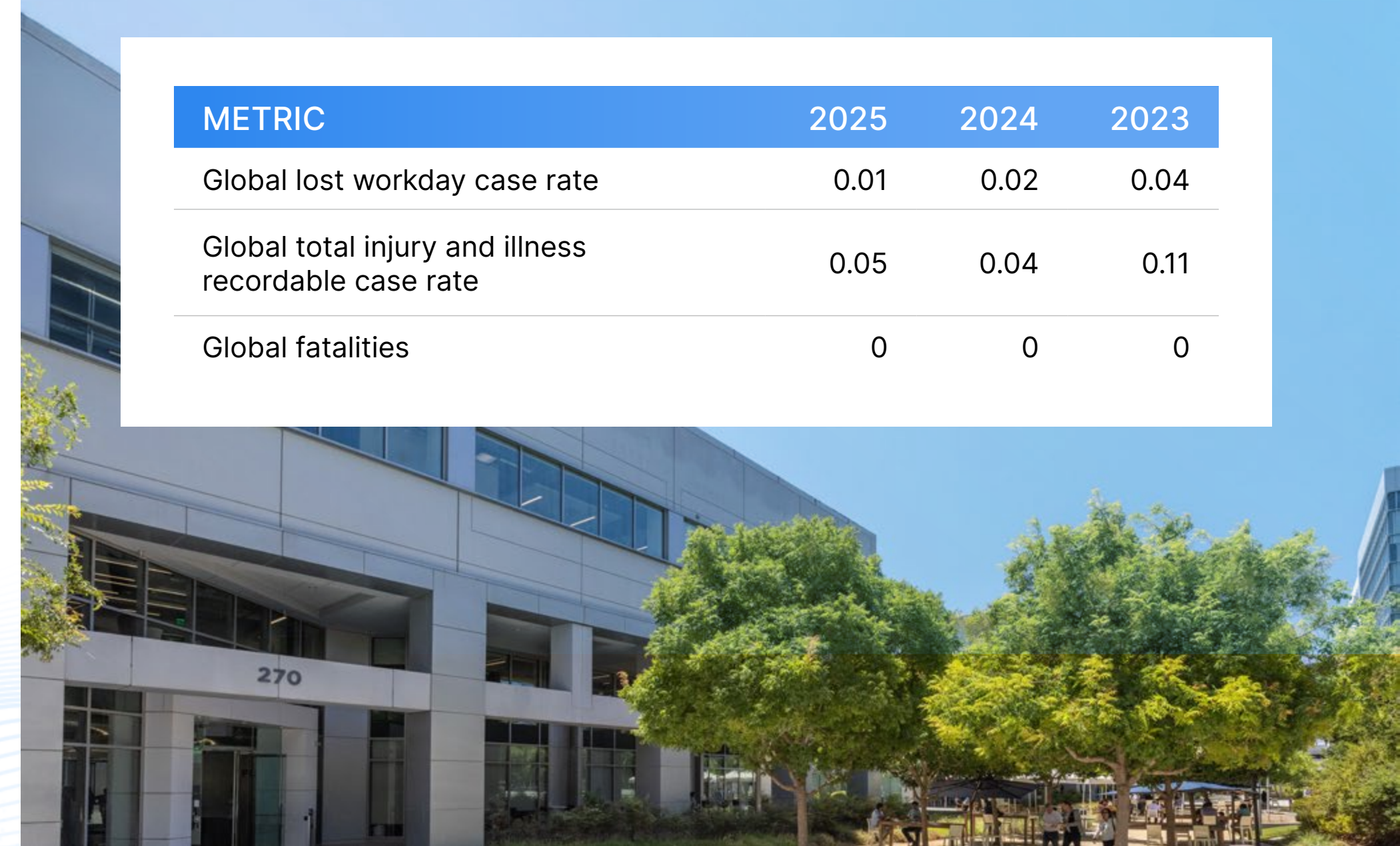
We have standard processes for reporting occupational injuries and illnesses so global rates are consistently managed and tracked. Once an occupational injury or illness is reported, we conduct an incident investigation and root cause analysis, as needed, to determine appropriate corrective and preventive actions.

Our semiconductor manufacturing and laboratory operations represent our primary health and safety risks, due to higher potential exposure to chemicals and equipment-related hazards at such sites.

However, our continued focus on managing and reducing OHS risks has helped us maintain U.S. occupational injury and illness lost-time case rates significantly below the U.S. Bureau of Labor Statistics occupational injury and illness incidence rate averages over the last five years for the semiconductor and software industries.

In 2025, our global total injury and illness recordable case rate was 0.05 cases per 100 employees, and our global lost workday case rate was 0.01 cases per 100 employees. There were no work-related fatalities globally in 2025.

METRIC	2025	2024	2023
Global lost workday case rate	0.01	0.02	0.04
Global total injury and illness recordable case rate	0.05	0.04	0.11
Global fatalities	0	0	0



SUPPLY CHAIN

We are committed to supporting ethical business conduct, respecting human rights and responsibly sourcing materials throughout our global supply chain.

Our **Supplier Code**, which is based on the Responsible Business Alliance’s Code of Conduct, is the foundation of our responsible sourcing practices. Our Supplier Code, along with our contract and purchase order terms, sets out our expectations regarding business practices and standards for our suppliers — including on labor and human rights, health and safety, environment and anti-corruption. We work collaboratively with our suppliers to help ensure that they adhere to our Supplier Code.



Broadcom is a member of the Responsible Business Alliance (RBA). We are committed to upholding RBA’s vision of a global electronics industry that creates sustainable value for workers, the environment and business. As a member of RBA, we leverage RBA’s tools in our supplier assessment program, including their Self-Assessment Questionnaires (SAQs) and Validated Assessment Program (VAP).



Responsible Business Alliance

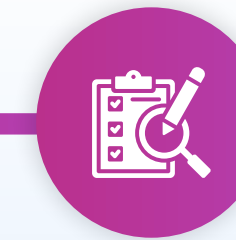
Advancing Sustainability Globally

In 2025, we completed RBA’s Corporate SAQ and scored a 95.3% — which qualifies as Low Risk.



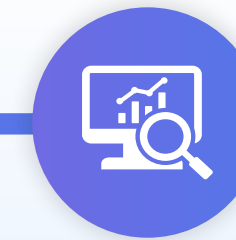
Human Rights Policies

Our commitment to respecting human rights is in our **Human Rights Principles, Code of Ethics and Business Conduct, Supplier Code** and **Conflict Minerals Policy**.



Salient Human Rights Impact Assessment

We conduct an annual Human Rights Impact Assessment to ensure our human rights program efforts are focused on our most salient human rights impact areas.



Supplier Human Rights Due Diligence

We conduct supplier human rights surveys and assessments on an annual basis and when onboarding suppliers. We use a third-party tool to monitor our suppliers for emerging human rights issues.



Supplier Human Rights Audits

We regularly audit our suppliers on human rights issues, including interviews with workers, and establish remediation plans with suppliers.



Human Rights Training

We offer human rights awareness and forced labor prevention trainings to our suppliers and our employees.



Human Rights Communications

We disclose our human rights-related activities in our Corporate Responsibility Report and our **Statement Against Modern Slavery and Human Trafficking**. We also communicate with our suppliers through annual letters, trainings and certifications.

HUMAN RIGHTS DUE DILIGENCE IN OUR SUPPLY CHAIN

Human Rights Policies

Our **Human Rights Principles** reflect our commitment to respecting human rights and avoiding complicity in any human rights abuse throughout our company, operations, supply chain and communities.

Our employment and supply chain practices and policies, including our **Supplier Code**, support the fundamental human rights principles of freely chosen employment, non-discrimination, the elimination of forced and underage labor, and the rights of workers to engage in peaceful assembly, organize, freely associate and bargain collectively, as articulated in the ILO Conventions.

Respecting human rights is a shared responsibility, and we strive to align our approach and actions with the UN Guiding Principles on Business and Human Rights and ILO Conventions. We expect our suppliers to also respect internationally recognized human rights.

Salient Human Rights Impact Assessment

As part of our ongoing commitment to respecting human rights, we have various due diligence processes in place to identify, monitor and remediate any human rights issues associated with our operations and supply chain. As part of our due diligence, we conduct an annual human rights impact assessment (HRIA) to identify the most salient areas of human rights that could affect our operations and supply chain. By performing an annual review of this assessment, we maintain a dynamic and responsive approach, continually adapting to emerging challenges.

HRIA Methodology

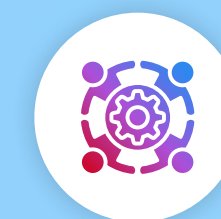
Our HRIA involves a comprehensive evaluation. We examine potential impacts and vulnerabilities within our operations and supply chain operations. This ensures our adherence to international human rights standards, such as the UN Guiding Principles on Business and Human Rights and ILO Conventions and enables us to proactively address and mitigate any risks.

Our HRIA methodology involves the following key steps:



Research and Benchmark

- **Stakeholder Concerns:** Identify potential human rights concerns impacting a diverse range of stakeholders, including employees, suppliers, customers and local communities
- **Peer Benchmarking:** Compare our policies, practices and operations with those of industry peers and leading companies in similar sectors



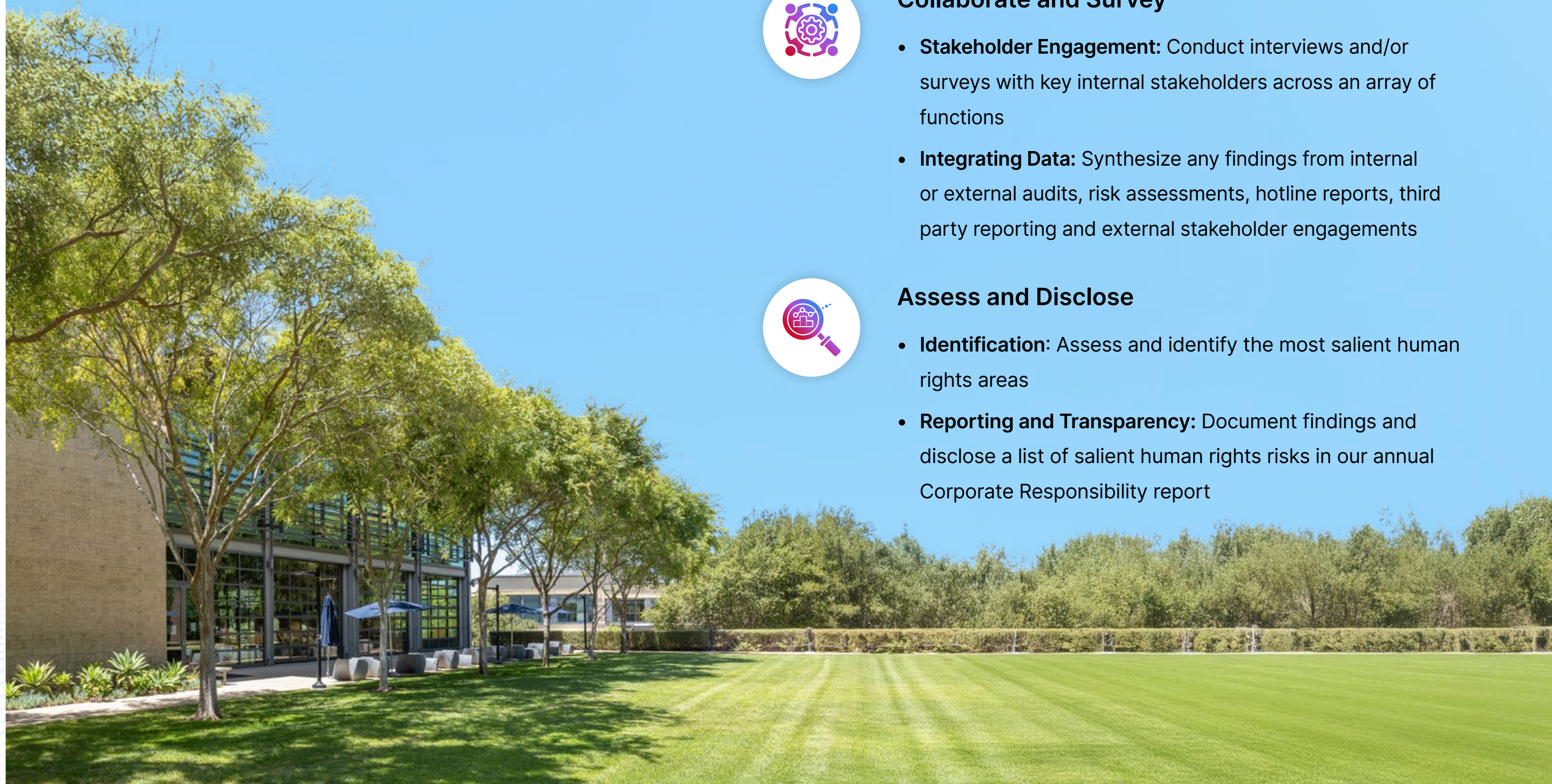
Collaborate and Survey

- **Stakeholder Engagement:** Conduct interviews and/or surveys with key internal stakeholders across an array of functions
- **Integrating Data:** Synthesize any findings from internal or external audits, risk assessments, hotline reports, third party reporting and external stakeholder engagements



Assess and Disclose

- **Identification:** Assess and identify the most salient human rights areas
- **Reporting and Transparency:** Document findings and disclose a list of salient human rights risks in our annual Corporate Responsibility report



Our Supply Chain Salient Human Rights Focus Areas

Based on the results of our 2025 HRIA, we determined that our salient human rights focus areas are in our supply chain, and that is where we plan to continue focusing our efforts.



Supplier Human Rights Engagement

To mitigate the risks associated with our most salient human rights areas, Broadcom employs a multifaceted approach with our suppliers to communicate our expectations, check that they are meeting expectations and provide our suppliers with the tools they need to continuously improve.

- 
Onboarding
 We screen all new suppliers for human rights concerns.
- 
Risk Assessments
 We regularly assess our suppliers' social and environmental risk level and classify our suppliers as low-, medium- or high-risk. We work with medium- and high-risk suppliers to implement risk mitigation plans.
- 
Human Rights Training
 We offer human rights awareness and forced labor prevention training to our suppliers.
- 
Communication
 We regularly communicate our expectations to our suppliers, including through our annual supplier expectations letter.
- 
Surveys
 We identify and survey our significant suppliers globally.
- 
Grievance Mechanism
 We provide an anonymous grievance mechanism (hotline) to allow workers to report human rights violations confidentially.
- 
Audits
 Our Internal Audit team regularly audits our suppliers.
- 
Certifications
 We require adherence to our **Supplier Code** through certifications and contract terms.

Supplier Human Rights Surveys

All new suppliers are screened for potential human rights issues as part of our onboarding process. In addition, on an annual basis, we identify and survey our significant suppliers globally (that were not part of our prior surveys) for human rights-related issues. The suppliers surveyed since 2020 collectively represent over 97% of our supply chain (based on our 2025 supply chain spend).

We found no instances of forced labor, child labor, slavery or human trafficking among Broadcom’s suppliers through this survey process. However, we noted a few areas for recommended improvements in the suppliers’ human rights programs, such as providing employees with specific human rights awareness trainings.

All surveyed suppliers, as well as certain new suppliers, are placed in our third-party continuous monitoring program to alert us of emerging human rights issues that might arise with the suppliers.

63%

Of Broadcom’s suppliers (by 2025 supply chain spend) have been audited for human rights (either directly by Broadcom or via RBA’s VAP) in the past 3 years

Supplier Human Rights Audits

Broadcom’s supply chain is extensive, and driving supplier conformance with our Supplier Code is an ongoing collaborative effort between multiple teams at Broadcom and our suppliers.

Our Global Operations and Internal Audit teams regularly audit our suppliers’ operations and compliance with various Broadcom and human rights-related requirements. For example, our Internal Audit team reviews wage and hour labor laws, working conditions, employment agreements and recruitment fee payments, and they conduct worker interviews to get direct feedback from workers.

In addition, we leverage RBA’s VAP to expand the reach of our supply chain audit efforts. The RBA audits are on-site assessments carried out by independent, third-party firms specially trained in social and environmental auditing and the VAP protocol. Auditors review compliance with all standards of the RBA Code of Conduct, including labor, health and safety, environment, ethics and management systems.

There were no instances of forced labor, child labor, slavery or human trafficking findings in these audits. However, for certain suppliers, some areas of improvement were noted and corrective action plans were put in place.

Human Rights Training

As part of our ongoing efforts to educate and raise awareness of forced labor and human trafficking issues, we offer our employees and suppliers human rights awareness and forced labor prevention training. We maintain internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking.

100%

Of Broadcom employees assigned human rights training due to their roles completed it in 2025



RESPONSIBLE MINERALS SOURCING

We are committed to socially responsible sourcing of conflict minerals (cassiterite, columbite-tantalite, gold, wolframite, and/or their derivatives tin, tantalum and tungsten) that are included in our products. We also support our industry's efforts to expand the smelter certification program and the audit process, including expanding these efforts to include cobalt.



We are a member of the Responsible Minerals Initiative (RMI), and leverage RMI's resources to conduct our conflict minerals supply chain due diligence, including using RMI's database of suppliers that are listed on the Responsible Minerals Assurance Process (RMAP) Conformant Smelter List. Because we outsource most of our manufacturing, we do not typically have a direct relationship with the smelters and refiners (SORs).

As of December 31, 2024, 97% (214 out of 219) of the active SORs potentially in our supply chain were certified "conflict free" under the RMAP audit process. This high level of conformance is due to our ongoing efforts to identify conflict minerals risks in our supply chain and encourage our suppliers to purchase materials only from SORs that are certified as "conflict free" in compliance with RMAP protocols.

For more information, see our **Conflict Minerals Policy** and our latest **Conflict Minerals Report**.



CYBERSECURITY AND DATA PRIVACY

At Broadcom, cybersecurity and data privacy are critical to protecting our customers, employees and company and the broader digital ecosystem.

Updates on cybersecurity and data privacy risks and initiatives are provided to our Audit Committee on a quarterly basis by our Chief Information Officer. Our Board also receives updates on a quarterly basis from the Chair of the Audit Committee.



Cybersecurity Risk Management Program

Our cybersecurity risk management program is integrated into our overall enterprise risk management system and processes, and includes:

- A team of professionals within our Global Technology Organization who are responsible for identifying and mitigating cybersecurity risks and managing our security controls and response activities
- Risk assessment processes designed to identify cybersecurity risks to our critical systems, information, products, services and our broader enterprise IT environment
- An annual tabletop exercise to simulate a response to a cybersecurity incident
- Mandatory training annually and upon hiring for all employees and contractors on data privacy and cybersecurity topics

Joint Cyber Defense Collaborative

Broadcom is a member of the Joint Cyber Defense Collaborative (JCDC), a joint collaboration between U.S. federal agencies and the private sector to strengthen U.S. cyber defenses. As a member of the JCDC, we are proud to help lead the development of cyber defense plans to protect against cyber activity targeting U.S. critical infrastructure, including by sharing actionable intelligence with our government partners.

CULTURE OF CYBERSECURITY AND PRIVACY

To ensure the data security and privacy of our employees, customers and other stakeholders, we strive to continuously enhance our employees' awareness and knowledge of security and privacy issues and create a culture of cybersecurity and privacy by:

- Conducting quarterly email phishing simulations
- Providing cybersecurity self-defense skills
- Requiring all our employees to complete data security and privacy awareness trainings, and for certain employees, additional bespoke privacy trainings
- Running a National Cybersecurity Awareness Month campaign each October to provide additional guidance and resources (such as real-life phishing examples and best practices in cybersecurity and privacy)
- Conducting an annual cybersecurity tabletop exercise with relevant employees to evaluate the effectiveness of our policies and procedures against realistic risk scenarios

PROTECTING OUR COMMUNITIES

Our Symantec and Carbon Black cybersecurity solutions strengthen the defenses of global institutions against organized crime syndicates operating online. In addition to providing the latest technical countermeasures against cyber threats, we collaborate with law enforcement agencies and other partners around the world to help neutralize transnational cyber threats.

Our technical expertise and unique visibility into threat actors' tactics have helped authorities break up cyber-crime networks and successfully prosecute or disrupt criminal offenders worldwide, including actors responsible for prolific Trojans, ransomware, distributed-denial-of-service campaigns and crypto-mining hijacks.

National Cybersecurity Center of Excellence

The National Institute of Standards and Technology works with industry members within its National Cybersecurity Center of Excellence (NCCoE) to address meaningful cybersecurity challenges that organizations face today. Our Symantec, VMware and Carbon Black teams collaborated with the NCCoE on its guide to implementing a "zero trust" architecture to reduce the risk of cyber attacks. The NCCoE published its final practice guide in June 2025 and per the NCCoE, "outlines results and best practices from the NCCoE effort to work with 24 vendors to demonstrate end-to-end zero trust architectures."

ENSURING EFFECTIVENESS (ISO/IEC 27001)

As a part of our own enterprise security program, we maintain a comprehensive portfolio of information security management system policies designed around the ISO/IEC 27001 standards.

We align our Cloud Services Information Security Management System to ISO 27001, ISO 27017 and ISO 27018. We also received various ISO 27001 certifications for cloud services such as VMware Cloud on AWS and Symantec Secure Access Cloud (SAC).

Our cloud-based Software-as-a-Service solutions also undergo routine audits for compliance with applicable security-controls standards such as the American Institute of CPAs' Trust Services Criteria for Security, Availability, Processing Integrity, Confidentiality and Privacy (SOC 2) and the Payment Card Industry Data Security Standard (PCI-DSS).

We conduct third-party penetration testing of our corporate and customer-facing networks at least annually and routinely scan servers, applications, endpoints and network devices for vulnerabilities. All issues identified as critical, high or medium risks are remediated in a timely manner.

In addition, we are actively involved in the international and professional communities and organizations that design standards to make the digital ecosystem a safer, more secure and more privacy-friendly space, such as the United Nations International Telecommunication Union, the Institute of Electrical and Electronics Engineers, the Internet Engineering Task Force, and the European Telecommunications Standards Institute.



PROTECTING OUR CUSTOMERS

We strive to incorporate cybersecurity and privacy into the full lifecycle of our products and to be transparent with our customers and other stakeholders about our cybersecurity and privacy policies and practices.

Our Secure Software Development Policy mandates the use of security- and privacy-by-design principles throughout the software development lifecycle. This enables us to improve the privacy-enhancing capabilities of our products, to maintain accurate information as our products evolve and to improve the speed of our public disclosures as part of our regular transparency efforts.

Our technologies and processes were designed to ensure compliance with the EU's Digital Operational Resilience Act requirements for certain technology service providers that support critical or important functions for financial institutions.

We have prepared for compliance with the U.S. Executive Order on Bulk Sale of American Personal Data to countries of concern. Additionally, we have self-certified compliance with the Data Privacy Framework Agreement to leverage an additional data transfer mechanism safeguarding data transfers from the EU, UK and Switzerland to the U.S.

Given the complex and evolving data-related regulatory landscape, we have a continuous vendor risk management process to support our compliance efforts.

The **Privacy and Data Protection Portal** on our website includes our privacy policies, our Data Processing Addendum, information regarding international data transfers and product-specific transparency notices that disclose categories of data collection and processing, the identities and locations of sub-processors and privacy-enhancing product features.

In 2025, we were recognized by Newsweek as one of America's Best Cybersecurity Companies for our cybersecurity solutions, proactive risk management framework and a culture of cyber awareness.

Cybersecurity Hackathons for Collective Security

Broadcom has participated in security hacking competitions around the world that aim to further collective security by providing a venue for researchers to ethically identify vulnerabilities in software products. Once discovered, researchers responsibly disclose these vulnerabilities to companies who can then fix and release product updates for those vulnerabilities. Our products have been featured at such competitions and our engagement with the security research community at these events is one of our many efforts to make our products better.

PROTECTING OUR COMPANY

We have a dedicated privacy group that reports to the Chief Legal and Corporate Affairs Officer and oversees all aspects of our corporate privacy program. We also have an internal privacy working group that consists of global, cross-functional employees in the Global Technology Organization, Legal and other business units, which works to promote a uniform and coordinated approach to various privacy challenges.

We log and track cybersecurity and privacy matters from emergence to resolution, including incident response activities, privacy impact assessments, data processor risk management, records of processing activities, data subject access requests, and other compliance issues. We also actively engage in matters related to data governance by responding to regulatory consultations and providing public policy feedback based on our real-life experiences across the regions where we do business.

Our vendor risk management practices include enhanced security and privacy reviews to ensure personal and other confidential data that our employees and customers entrust us with are handled to the highest standards by our service providers.

We strengthen our culture of cybersecurity and privacy through our annual tabletop exercise. The tabletop exercise consists of an extensive, realistic scenario for our employees responsible for our data security to stress-test our incident-response procedures and response time. After our tabletop exercises, we review and make applicable updates to our incident response policy to ensure that we continue to effectively address cybersecurity threats as we and our products evolve in a fast-changing geopolitical environment.

GOVERNANCE

Our Board of Directors, directly and through its committees, oversees our governance framework and risk oversight processes designed to ensure that we conduct our business with integrity and the highest ethical standards.



BOARD GOVERNANCE

Our Board has four standing committees: Audit Committee, Compensation Committee, NCG Committee and Executive Committee.

Our Board adopted **Corporate Governance Guidelines** that cover various topics relating to the Board and its responsibilities, such as composition, overboarding, succession, performance evaluations and operations.

One of the Board’s responsibilities is to evaluate Broadcom’s key strategic and operational risks and oversee Broadcom’s enterprise risk management practices. Our senior management team regularly reviews and discusses with the Board these risks, enterprise risk management, the measures in place to address our risks and the effectiveness of those measures.

Director Qualifications, Skills and Experience

Our Board believes that each of our directors has the experience, qualifications, integrity, and understanding of our business and industries required for service on our Board*, which is summarized here.

QUALIFICATIONS & SKILLS	Bryant	Delly	Hao	Hartenstein	Low	Page	Samueli	Tan	You
Business Development & Strategy	✓	✓	✓	✓	✓		✓	✓	✓
Cybersecurity	✓		✓					✓	✓
Executive Leadership	✓	✓	✓	✓	✓	✓	✓	✓	✓
Finance/Accounting		✓	✓	✓	✓	✓		✓	✓
Global Business	✓	✓	✓	✓	✓	✓	✓	✓	✓
Manufacturing/Supply Chain	✓	✓				✓	✓	✓	
Semiconductor	✓	✓	✓	✓		✓	✓	✓	
Software/Cloud Computing	✓		✓					✓	✓
Technology/Innovation	✓	✓	✓	✓			✓	✓	✓

*As of the date of this report.



ETHICS AND COMPLIANCE

The foundation of our corporate governance is our **Code of Ethics and Business Conduct** (Code) and Anti-Corruption Policy.

Code of Ethics and Business Conduct

Our Code guides our employees, officers, directors and contractors on how we conduct our business and work with each other. Our Code reflects our values, standards and expectations. Complying with the Code is a condition of continued employment or engagement with Broadcom. All new employees receive training on the Code as part of their onboarding.

Our Chief Legal and Corporate Affairs Officer, who is our Compliance Officer, actively monitors compliance with our Code and policies under the direction and oversight of the Audit Committee.

Internal Audit, with our Chief Legal and Corporate Affairs Officer, reports to the Audit Committee at each quarterly meeting regarding alleged violations of our Code and actions taken to investigate, address and remediate alleged violations.

We review our ethics and compliance policies at least annually, including our Code, to ensure that they remain accurate and relevant to our employees. We recently performed a full update of our Code, which was approved by our Board of Directors, and successfully launched it to all employees in early 2026.

Anti-Corruption

We prohibit our directors, officers, employees and anyone acting on our behalf from engaging in corruption and bribery. Our Anti-Corruption Policy is summarized in our Code and includes rules and procedures for providing or accepting business courtesies.

Internal Audit, with our Ethics and Compliance Team, regularly assesses our operations for corruption risks, including conducting audits of our distributors and channel partners. Our Ethics and Compliance Team conducts anti-corruption diligence on our new suppliers, distributors and channel partners before onboarding them and on companies and businesses before we acquire them.

In addition, our Ethics and Compliance Team and Internal Audit work with external law and accounting firms to regularly conduct assessments of our anti-corruption compliance program. The results and recommendations from these assessments are discussed with the Audit Committee and reported to the Board.

Employee Ethical Culture Survey

We conduct an annual Employee Ethical Culture Survey with an external firm to better understand our employees' engagement in and perception of our ethics and compliance culture, and to continuously improve our ethics and compliance culture and program. The survey results are invaluable as we tailor our ethics and compliance program for the following year based on these results.

In our 2025 Employee Ethical Culture Survey

99.3%

Believe the communication, training and support provided by the Ethics and Compliance Team are effective

99.3%

Believe they have a personal responsibility for ethics at Broadcom

98.9%

Believe the conduct, values and communication of our senior executives are honest and ethical

Fostering a Speak-Up Culture

We have a strict policy of non-retaliation and strive to create an environment where employees can speak openly about our business practices, including our corporate responsibility program-related matters. We encourage our employees to ask questions and raise concerns. Retaliation for raising concerns in good faith or for participating in an investigation is prohibited at Broadcom.

Global Trade Compliance

We are committed to the highest ethical standards and comply with all applicable global trade compliance and export laws and regulations. We strive to do business with partners who share our commitment.

Pursuant to our global trade compliance program, we perform due diligence on all of our direct customers to ensure that we do not do business with unauthorized entities. We require compliance with all export or import requirements, customs requirements and sanctions. Our Global Trade Compliance Team regularly monitors our program.

Reporting and Investigating Concerns

If our workforce becomes aware of a potential violation of our Code, other Broadcom policies, human rights or applicable laws, it is their responsibility to report it. We provide several ways to contact our Ethics and Compliance Team, our Compliance Officer and the Audit Committee to report concerns or potential violations.

Our **Ethics and Compliance Hotline** (hotline) is available via telephone and online, and employees, contractors and anyone else can report concerns anonymously (where permitted by local law). Our hotline is hosted by an external firm not associated with Broadcom and is available in all appropriate languages.

In 2025, we received hotline reports on a range of topics such as human resource matters, conflicts of interest concerns and allegations of misconduct.

We take all concerns and allegations seriously. We address them promptly, investigate to the extent necessary, conduct a root cause analysis and take disciplinary actions as appropriate (which may include senior management discussions, employee communications, trainings, process and controls improvements and individual corrective action measures).

The Audit Committee receives information on every allegation submitted via our hotline, as well as reports and updates on investigations that are in progress or completed.

Ways to Report a Concern

Broadcom employees and third parties may report concerns or potential policy or legal violations in the following ways:



Call our Ethics and Compliance Hotline, available 24×7, translators provided



File an anonymous web-based report using our Ethics and Compliance Hotline



Email **compliance.officer@broadcom.com**



Employees can speak directly to their managers or the Broadcom Legal Team



Annual Code Training

Because of the importance of our Code to our culture, we require our employees and contractors to complete training on our Code, which includes our stance on bullying and harassment prevention, anti-corruption, protection of confidential information, data privacy and security, human rights, insider trading prevention, conflicts of interest and anti-competition prevention.

We also require our employees and contractors to certify that they understand and agree to abide by the applicable Broadcom policies, including our Code.

100%

Of our Employees Completed our Code of Ethics and Business Conduct Training

Global Compliance Ambassadors

Our Ethics and Compliance Team is continuously looking for ways to encourage a culture of ethical conduct and compliance. We created our Global Compliance Ambassador Program to strengthen our compliance culture at a local level.

Designated employees in our global locations serve as local Compliance Ambassadors, supporting our ethics and compliance culture in their offices and regions. Our Ethics and Compliance Team regularly updates the Compliance Ambassadors on upcoming trainings, policy updates, survey results and compliance developments so they can be true ambassadors of our ethics and compliance program.

Broadcom-Produced Compliance Trainings

To make compliance trainings more relevant and engaging, we produce our own series of training videos customized for Broadcom employees featuring a fictionalized character, “Griffin”. The trainings are filmed in a Broadcom office primarily with Broadcom employees as the actors. Because of the popularity and effectiveness of the videos, we aim to regularly film new Griffin training videos to build upon Griffin’s story of unfortunate acts. The trainings are engaging, humorous and create a lasting impact with our employees, who are eager to see what Griffin does next.

Our managers can use these compliance videos, which cover a wide variety of topics, such as anti-corruption, harassment, bullying, expenses, side letters, conflicts of interest, non-retaliation, books and records, phishing and competitive intelligence, in their own team meetings to help set a tone of compliance for their teams.



Compliance Trainings

In addition to our company-wide Code training, we also provide our employees located in certain regions and working in certain business groups with customized in-person or online trainings on specific topics such as harassment, anti-corruption, anti-competition prevention and conflicts of interest.

We also provide anti-corruption and compliance trainings to our partners, distributors and resellers worldwide.

On an annual basis, our Ethics and Compliance Team evaluates the compliance trainings and makes appropriate adjustments based on feedback from our employees, hotline data, the annual Employee Ethical Culture Survey and other compliance trends to provide the most relevant trainings.

Empowering Managers to be Ethics Leaders

Our Employee Ethical Culture Surveys have shown that our employees will most often go to their managers when they have ethics and compliance questions or concerns. As a result, we emphasize ethical leadership and creating confidence and trust in management and in our compliance culture.

To create a culture of responsibility and ethical leadership at Broadcom, our managers receive comprehensive compliance training and tools.

We provide our managers with customized team results from our Employee Ethical Culture Survey, our Managers' Toolkit, training videos, compliance presentations and other materials that can help them be compliance role models and promote a culture of compliance with their teams.

In addition, we provide managers with special training to reinforce their heightened compliance responsibilities as leaders, including special training for new or newly promoted managers. When the Ethics and Compliance Team travels to different regions to provide in-person training, they meet with local managers for special training sessions and provide live remote trainings for managers in other geographic regions where they are not able to be in person.

In-Person Anti-Corruption Trainings

In 2025, our Ethics and Compliance Team provided in-person anti-corruption training to employees in Bulgaria, France, India, Ireland, Malaysia and Taiwan. It was important for the team to visit these offices to meet our employees and Compliance Ambassadors to discuss potential corruption risks, local anti-corruption laws and Broadcom's anti-corruption policies and procedures. The trainings were conducted in local language to ensure maximum effectiveness, where appropriate. These in-person trainings help reinforce our culture of compliance and ethical behavior throughout our global organization.



COMMUNITIES

We are proud to support causes that are important to our employees and their communities and to provide STEM educational opportunities for the next generation of engineers and computer scientists. We strive to make positive contributions in the communities where we live and work.

EMPLOYEES GIVING BACK

Through our employee charitable donation matching program, in 2025, we matched approximately \$7.6 million in donations made by our employees to charities and non-profit organizations around the world, including donations to Doctors Without Borders, St. Jude Children’s Research Hospital, Red Cross, UNICEF and Second Harvest of Silicon Valley.

Additionally, during the 2025 winter holiday season, our employees participated in various community outreach programs, including a Virtual Holiday Drive to benefit the Second Harvest Food Bank of Silicon Valley, Second Harvest Food Bank of Lehigh Valley and Unity Care and a Dear Santa Letters program with the Renaissance Youth Center, which offers various after-school educational programs for children in the South Bronx.

Giving Back in Fort Collins

Our Fort Collins facility participates in a variety of community-based initiatives. In 2025, we donated tools no longer used or needed by us to students in the Career and Technical Education program at Fossil Ridge High School, to further their hands-on education.

Our Fort Collins facility hosted an inaugural “Rev for a Cause” motorcycle and car show to support the Larimer County Food Bank. Our employees also volunteered their time to make birthday bags (including cake mix, candles and more) for the Larimer County Food Bank.

Our Fort Collins facility also received a Leadership Giving Award under the United Way of Larimer County Campaign. One of our retired employees was recognized for 35 years of participation in the United Way’s campaigns.

Empowering Futures through Laptop and Technology Donations

Since 2018, Broadcom has donated approximately 10,000 high-quality, refurbished laptops and other tech equipment, including monitors and docking stations to various non-profit organizations, hospitals, public schools and universities, that give new life and new purpose to this equipment.

In addition, Broadcom continues to donate laptops to Think Together’s STEM programs in 2025. Through these partnerships with Broadcom Foundation, students learn basic coding skills. This support from Broadcom and Broadcom Foundation makes an impact on economically disadvantaged students from kindergarten to their senior year and beyond.



Upcycling Fabric from VMware Explore

We host an annual VMware Explore user conference to bring together the VMware community in Las Vegas. Typically, much of the materials companies use in trade shows and industry conferences end up in landfills after the event is over. However, we wanted to ensure that the beautiful fabric used at VMware Explore, which had colorful murals with vibrant images of plants and animals, had a second life.

For the second year in a row, we donated our fabric to New Hope Girls, a charitable organization based in the Dominican Republic that rescues girls from abusive and exploitative circumstances and provides young women with economic empowerment through skills like sewing. New Hope Girls will turn our fabric into bags and other goods to further support their mission.





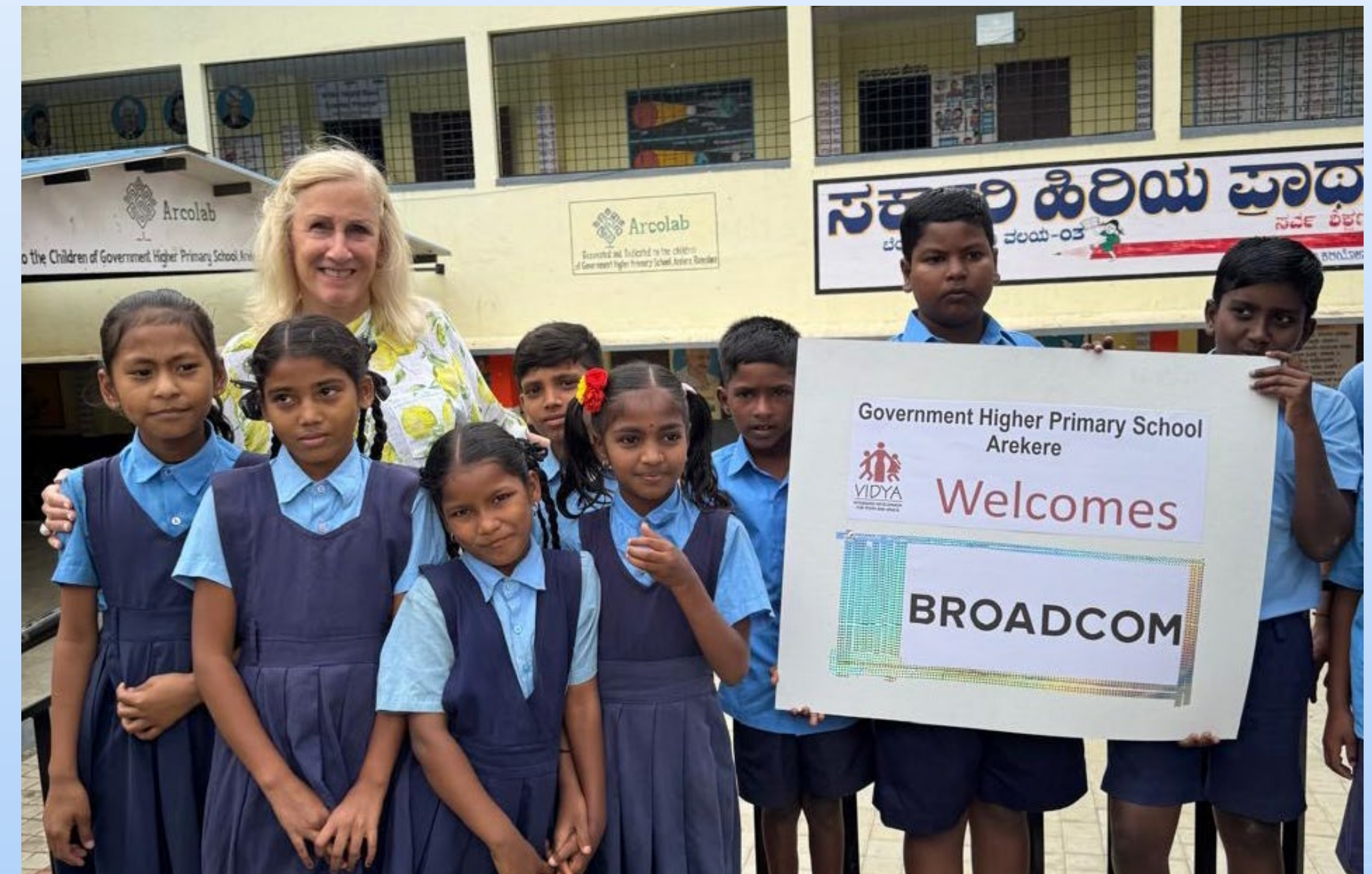
BROADCOM FOUNDATION

Broadcom Foundation is a non-profit organization established and funded by Broadcom in 2009. Broadcom Foundation's goal is to promote STEM education, coding and responsible use of AI as 21st Century+ skills. Broadcom Foundation collaborates with universities, museums, community non-profit organizations and non-governmental organizations worldwide to inspire and empower young people through team building, digital literacy and project-based programs that help prepare them to enter careers in STEM fields.



Broadcom Foundation's Global Outreach

In 2025, Broadcom Foundation visited various countries across Europe and Asia to strengthen Broadcom Foundation's partnerships and observe the impact that these partnerships have on local communities. This included visits to Broadcom-sponsored United Way and VIDYA schools in India and meeting with the Coolest Projects Malaysia leaders and volunteers.



BROADCOM CODING WITH COMMITMENT®



Broadcom Foundation established the *Broadcom Coding with Commitment*® program to empower young people to use coding to solve problems in their communities, such as health, sanitation, energy, climate change and other challenges outlined in the 17 UN SDGs. The goal is to inspire young people to “think globally and act locally.”

The *Broadcom Coding with Commitment*® program is in place in over 50 science and engineering fairs, STEM showcases, and Coding Clubs in the U.S. and a growing number of countries around the world. Broadcom employees volunteer as judges to select a student or student team that combines STEM knowledge with coding in the research, design or development of their project and demonstrates a passion for helping or improving their local, regional or global community.

Broadcom Foundation sponsors the *Broadcom Coding with Commitment*® awards in the U.S., India, Malaysia and Zimbabwe, as well as in Raspberry Pi Foundation’s Coolest Projects Global, Coolest Projects Malaysia and Coolest Projects India. In the U.S., Broadcom Foundation sponsored 50 science fairs across 37 states.

Broadcom Foundation sponsored a *Broadcom Coding with Commitment*® award and a Flint Prize for Community Impact at the 2025 Flint Michigan Regional Science and Engineering Fair. Broadcom Foundation also sponsored a collaboration between the Metro Detroit Science and Engineering Fair, Code313 digital literacy program and the Detroit Pistons to advance digital literacy to over 5,500 youth.

Broadcom Foundation sponsored the inaugural Coding Jamboree at the Africa Science Buskers Festival with approximately 1,000 students in attendance. Some students at the festival participated in hands-on projects to learn about engineering, coding and responsible use of AI.

Broadcom Coding with Commitment® was featured at Coolest Projects India, the newest Raspberry Pi Foundation showcase that celebrates young people for their creative innovations, coding and responsible use of AI. The *Broadcom Coding with Commitment*® award was given to a student who created a “Smart Safety Helmet” for mine workers, which uses basic coding and computational thinking to detect smoke, monitor oxygen levels, and track miners’ body conditions in real time, to help prevent accidents and save lives.



Raspberry Pi Foundation Partnership for AI

In 2025, Broadcom Foundation also announced an expanded partnership with the Raspberry Pi Foundation and Penang Science Cluster to bring “Experience AI” to classrooms in Malaysia. Experience AI is an AI literacy program co-developed by Raspberry Pi Foundation and Google DeepMind. This program helps teachers educate children about the responsible use of AI.

STEM Pathways to and through College

Broadcom Foundation partnered with the University of California, Irvine’s Henry Samueli School of Engineering to hold more FABcamps for middle school students in Orange County, California over a decade ago. The FABcamp participants learn about computer aided design, rapid prototyping and fabrication technologies. They also engage in hands-on computer programming projects while learning fundamental coding principles. 2025’s FABcamp focused on the development of organic gaming systems utilizing the Raspberry Pi. Students also learned to use AI tools to create custom logos and graphics for their gaming systems.

Broadcom Foundation also sponsored California State University, East Bay’s inaugural MESA University Hackathon and MESA Coding Workshop, events that were designed to encourage inexperienced students to code in a low-stakes environment. Fifty-five students from the university and Chabot College collaborated in small groups to “Hack for Ethical Impact,” and created apps including those that locate foodbanks, a motorcycle crash alert system and a subscription tracker.



Congressional App Challenge

Congressional App Challenges are district-wide challenges hosted by U.S. House Representatives where middle and high school students create original computer applications. In 2025, Broadcom Foundation sponsored #HouseOfCode, a celebration of the Congressional App Challenge award winners at the National Capitol, such as a student innovator, who won the Congressional App Challenge in Arizona’s 8th District, for creating “ArtiVision,” an AI app that converts text to speech to assist visually impaired individuals. Broadcom Foundation continues to create opportunities for students to become engaged in coding and create inspirational and innovative apps.

Disaster Relief

Broadcom Foundation also assists communities devastated by a natural disaster. Over the past year, Broadcom Foundation provided disaster relief following the destructive wildfires in the Los Angeles metropolitan area and to Kerr County, Texas in response to the catastrophic flooding along the Guadalupe River.



COMMUNITY PARTNERSHIPS IN INDIA*

With a sizable portion of our talented employees located in India, we are proud to be able to support local organizations that are meaningful to them. Since 2018, Broadcom has donated over \$17 million to charitable causes in India.

Our community activities in India primarily focus on:

- Education for disadvantaged women and children
- Health and hygiene
- Environmental initiatives focused on water conservation, clean water initiatives and local biodiversity

*Our programs and partnerships in India are based on the India fiscal year and references to 2025 herein refers to the period of April 1, 2024-March 31, 2025.



EDUCATION

Empowerment through Education

We partner with VIDYA, whose mission is to empower and transform lives through education. VIDYA's key initiatives include the Beyond School Program, which provides government school children with educational programs such as English and computer skills, and the Digital Empowerment Program, which focuses on digital literacy for women and children. VIDYA also provides livelihood training for women to improve their economic independence and conducts community awareness initiatives on health and hygiene. Through VIDYA, we also support a scholarship program that allows economically disadvantaged students to continue their education. In 2025, Broadcom's support enabled VIDYA to reach over 10,000 women, children and young adults.

We have also partnered with Child Rights and You (CRY), adopting an integrated approach that combines STEM education with environmental education. CRY is an organization dedicated to addressing child rights issues and empowering children and their communities through impactful initiatives in education, health and nutrition, protection, and participation. CRY engaged over 3,500 children through its STEM and Tinkering Labs and implemented environmental awareness programs across five Indian states.



Science Centers and Coding Labs

Through Agastya International Foundation, we sponsor initiatives that spark curiosity through hands-on learning experiences for children, focusing on immersive science, digital literacy and "design thinking" programs that benefit over 59,000 children throughout India, particularly in rural areas. We sponsor five science centers throughout India, including the Creativity Campus and Innovation Hub, as well as iMobile Labs, Raspberry Pi Labs, science camps and teacher training workshops.

Born Learning Campaign

Anganwadi (which means "courtyard shelters" in Hindi) centers are grassroots-level childcare centers under the Integrated Child Development Services, a government program to combat child hunger and malnutrition. In 2025, we partnered with the United Way of Bengaluru to help refurbish over 200 existing Anganwadi centers, train over 4,500 Anganwadi workers on early childhood care and education and provide curated educational materials for teachers.



HEALTH AND HYGIENE

Rise Against Hunger India

We partner with Rise Against Hunger India to provide health and nutrition support initiatives across eight states in India. These initiatives focus on nutritional well-being, including for pregnant women, lactating mothers and children. In 2025, our support allowed Rise Against Hunger India to provide fortified nutritious meals and nutrition awareness sessions to over 7,000 people.

Disaster Relief and Rehabilitation

We partner with Goonj to provide livelihood support relief kits to people in flood-affected regions in India. In 2025, our support helped provide more than 15,000 kits to those affected in Assam, Bihar, Karnataka, and AP/Telangana.



ENVIRONMENT

One Billion Drops

Through the United Way of Bengaluru, we support the One Billion Drops program to enhance the depleting groundwater levels in and around Bengaluru by conserving rainwater. The goal of the program is to build 10,000 percolation wells to preserve water for future generations. In 2025, our support helped build 771 wells.

Wake the Lakes

We revitalized two lakes in Bengaluru over the past year and support the ongoing maintenance of these lakes. This initiative aims to improve water quality, enhance biodiversity and transform the lakes into thriving ecosystems, while also offering community involvement in environmental initiatives. Over the last decade, the United Way of Bengaluru's Wake the Lakes program has successfully reclaimed and restored over 50 lakes in India. This process of restoration involved desilting the lakes, clearing inflow channels, creating wetlands for natural filtration, planting native trees to enrich biodiversity, and building community ownership for long-term sustainability.



GRI CONTENT INDEX

Broadcom considered the Global Reporting Standards (Core Option) when creating this report. The index below indicates where information responsive to identified GRI disclosure categories may be found.

DISCLOSURE	DISCLOSURE DESCRIPTION	LOCATION
THE ORGANIZATION AND ITS REPORTING PRACTICES		
2-1	Organizational details	Broadcom Inc. 3421 Hillview Avenue, Palo Alto, California 94304 About Broadcom; Annual Report on Form 10-K for 2025
2-2	Entities included in the organization's sustainability reporting	Annual Report on Form 10-K for 2025 (Exhibit 21.1, List of Significant Subsidiaries, as of November 2, 2025)
2-3	Reporting period, frequency and contact point	Fiscal year 2025: November 4, 2024 – November 2, 2025 Annual corporate.responsibility@broadcom.com
2-4	Restatements of information	No financial restatements
2-5	External assurance	Corporate Responsibility webpage
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	About Broadcom; Products; Supply Chain
2-7	Employees	Workforce
GOVERNANCE		
2-9	Governance structure and composition	Board Governance
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on sustainable development strategy	Letter from our CEO
2-23	Policy commitments	Environmental Focus Areas; Ethics and Compliance
2-26	Mechanisms for seeking advice and raising concerns	Ethics and Compliance; Reporting and Investigating Concerns
2-28	Membership associations	Stakeholder Engagement

DISCLOSURE	DISCLOSURE DESCRIPTION	LOCATION
STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	2025 Corporate Responsibility Priorities; Stakeholder Engagement
2-30	Collective bargaining agreements	Supporting Human Rights
DISCLOSURES ON MATERIAL TOPICS		
3-1	Process to determine material topics	About this Report; 2025 Corporate Responsibility Priorities; Stakeholder Engagement
3-2	List of material topics	2025 Corporate Responsibility Priorities; There has been no change to the list of our Corporate Responsibility Priorities
3-3	Management of Material Topics	2025 Corporate Responsibility Priorities
GRI TOPIC-SPECIFIC DISCLOSURES		
ECONOMIC PERFORMANCE		
3-3	Management approach	Annual Report on Form 10-K for 2025
201-1	Direct economic value generated and distributed	Annual Report on Form 10-K for 2025 ; About Broadcom; Communities
ANTI-CORRUPTION		
3-3	Management approach	Ethics and Compliance
205-1	Operations assessed for risks related to corruption	Anti-Corruption
205-2	Communication and training about anti-corruption policies and procedures	Code of Ethics and Business of Conduct; Compliance Trainings; 100% of Broadcom employees completed the Broadcom Code of Ethics and Business Conduct training in 2025
205-3	Confirmed incidents of corruption and actions taken	Fostering a Speak-Up Culture; Reporting and Investigating Concerns
ANTI-COMPETITIVE BEHAVIOR		
3-3	Management approach	Ethics and Compliance
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Please refer to Broadcom Inc.'s filings with the U.S. Securities and Exchange Commission on Broadcom's website

DISCLOSURE	DISCLOSURE DESCRIPTION	LOCATION
ENERGY²		
3-3	Management approach	Environmental Focus Areas; Global Energy and Emissions
302-1	Energy consumption within the organization	Global Energy and Emissions
302-3	Energy intensity	Global Energy and Emissions
302-4	Reduction of energy consumption	Energy Savings and Emissions Reduction Projects
302-5	Reductions in energy requirements of products and services	Responsible Innovation – Focusing on Power and Performance
WATER AND EFFLUENTS		
3-3	Management approach	Environmental Focus Areas; Water Stewardship
303-2	Management of water discharge-related impacts	Water Stewardship
303-3	Water withdrawal	Water Stewardship
EMISSIONS³		
3-3	Management approach	Environmental Focus Areas; Global Energy and Emissions
305-1	Direct (Scope 1) GHG emissions	Global Energy and Emissions
305-2	Energy indirect (Scope 2) GHG emissions	Global Energy and Emissions
305-3	Other indirect (Scope 3) GHG emissions	Global Energy and Emissions
305-4	GHG emissions intensity	Global Energy and Emissions
305-5	Reduction of GHG emissions	Global Energy and Emissions

² GRI 103: Energy is not effective until January 1, 2027, and has not been referenced in this Index.

³ GRI 102: Climate Change is not effective until January 1, 2027, and has not been referenced in this Index.

DISCLOSURE	DISCLOSURE DESCRIPTION	LOCATION
EFFLUENTS AND WASTE		
3-3	Management approach	Environmental Focus Areas; Waste Management
306-1	Waste generation and significant waste-related impacts	Waste Management
306-2	Management of significant waste-related impacts	Waste Management
306-3	Waste generated	Waste Management
306-4	Waste diverted from disposal	Waste Management
306-5	Waste directed to disposal	Waste Management
EMPLOYMENT		
3-3	Management approach	Workforce
401-1	New employee hires and employee turnover	Workforce
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation and Benefits
OCCUPATIONAL HEALTH AND SAFETY		
3-3	Management approach	Employee Health and Safety
403-1	Occupational health and safety management system	Employee Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Employee Health and Safety
403-5	Worker training on occupational health and safety	Employee Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Health and Safety

DISCLOSURE	DISCLOSURE DESCRIPTION	LOCATION
FORCED OR COMPULSORY LABOR		
3-3	Management approach	Supply Chain
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplier Human Rights Engagement
LOCAL COMMUNITIES		
3-3	Management approach	Communities
413-1	Operations with local community engagement, impact assessments, and development programs	Communities
413-2	Operations with significant actual and potential negative impacts on local communities	Communities
SUPPLIER SOCIAL ASSESSMENT		
3-3	Management approach	Supply Chain
414-1	New suppliers that were screened using social criteria	Supply Chain
414-2	Negative social impacts in the supply chain and actions taken	Supplier Human Rights Engagement
DATA PRIVACY AND SECURITY		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Annual Report on Form 10-K for 2025
NON-GRI TOPIC SPECIFIC DISCLOSURES		
PRODUCT QUALITY		
3-3	Management approach	Product Quality
ISO9001	Qualitative disclosures related to Broadcom’s policies and conformance to ISO 9001 (quality management)	Product Quality
CORPORATE GOVERNANCE		
3-3	Management approach	Board Governance; Governance of Corporate Responsibility Matters

SASB CONTENT INDEX

Broadcom considered the SASB Semiconductors and Software & IT Industry Standards when creating this report. The index below indicates where information responsive to identified SASB disclosure categories may be found.

DISCLOSURE TOPIC	DISCLOSURE NUMBER	DISCLOSURE ACCOUNTING METRIC	LOCATION
SASB Standards Application Guidance	SASB 5.0 Governance, Internal Control, and Assurance	<p>a. The entity's governance around the risks and opportunities related to the topic, including board oversight of and management's role in assessing and managing such risks and opportunities</p> <p>b. The entity's strategic approach regarding actual and potential impacts of topic-related risks and opportunities on the organization's businesses, strategy, and financial planning, over the short, medium and long term</p> <p>c. The entity's process to identify, assess and manage topic-related risks, and how these risks are integrated into the entity's overall risk management process</p> <p>d. The entity's use of metrics or targets to assess and manage topic-related risks and opportunities</p>	2025 Corporate Responsibility Priorities; Governance of Corporate Responsibility Matters; Board Governance; Task Force on Climate-Related Financial Disclosures; TCFD Index
SEMICONDUCTORS INDUSTRY DISCLOSURES			
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Global Energy and Emissions
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	Global Energy and Emissions
Employee Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Employee Health and Safety
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Workforce
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	Supply Chain; Responsible Minerals Sourcing
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Please refer to Broadcom Inc.'s filings with the U.S. Securities and Exchange Commission on Broadcom's website

DISCLOSURE TOPIC	DISCLOSURE NUMBER	DISCLOSURE ACCOUNTING METRIC	LOCATION
SOFTWARE & IT SERVICES INDUSTRY DISCLOSURES			
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	Global Energy and Emissions
	TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Water Stewardship
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Cybersecurity and Data Privacy
Data Security	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Cybersecurity and Data Privacy
Recruiting & Managing a Global & Skilled Workforce	TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Workforce
Intellectual Property Protection & Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Please refer to Broadcom Inc.'s filings with the U.S. Securities and Exchange Commission on Broadcom's website

TCFD INDEX

The Task Force on Climate-Related Financial Disclosures (TCFD) developed a framework for companies to provide information to investors and other stakeholders on climate-related risks and opportunities in their businesses.

TCFD RECOMMENDATION	BROADCOM DISCLOSURE	DISCLOSURE LOCATION
GOVERNANCE: DISCLOSE THE ORGANIZATION'S GOVERNANCE AROUND CLIMATE-RELATED RISKS AND OPPORTUNITIES		
<p>a) Describe the board's oversight of climate-related risks and opportunities</p>	<p>Our Board of Directors (Board), through its Nominating and Corporate Governance Committee (NCG Committee), oversees corporate responsibility matters at Broadcom, including climate-related issues.</p> <p>Our NCG Committee is responsible for reviewing and reporting to the Board on corporate responsibility matters.</p> <p>The NCG Committee receives quarterly updates from our executives on corporate responsibility matters, including stakeholder feedback. On at least a quarterly basis, the NCG Committee updates the Board on corporate responsibility matters.</p> <p>Our Audit Committee of the Board (Audit Committee) has oversight responsibility for enterprise risk management at Broadcom. Enterprise risks are updated and discussed with the Audit Committee on an annual basis with additional updates provided for select risks throughout the year.</p>	<p>Governance of Corporate Responsibility Matters</p>
<p>b) Describe management's role in assessing and managing climate-related risks and opportunities</p>	<p>Our Corporate Responsibility Steering Committee is led by the President of our Semiconductor Solutions Group who reports to our Chief Executive Officer and includes our Chief Financial Officer, Chief Legal and Corporate Affairs Officer and senior leaders in Global Operations, Human Resources, Sales, Legal, Enterprise Risk Management and Workplace Services.</p> <p>The Corporate Responsibility Steering Committee meets approximately quarterly and is responsible for leading our corporate responsibility strategy, reviewing the identification, assessment and management of our climate-related risks and opportunities, and engaging with our working groups who manage our corporate responsibility initiatives across Broadcom. The Corporate Responsibility Steering Committee has four working groups that focus on employee engagement, environmental sustainability, human rights/supply chain and regulatory reporting.</p>	<p>Governance of Corporate Responsibility Matters</p>

TCFD RECOMMENDATION	BROADCOM DISCLOSURE	DISCLOSURE LOCATION
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STRATEGY: DISCLOSE THE ACTUAL AND POTENTIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON THE ORGANIZATION'S BUSINESSES, STRATEGY AND FINANCIAL PLANNING WHERE SUCH INFORMATION IS MATERIAL

<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term</p>	<p>For purposes of climate-related risks and opportunities, we define short, medium and long-term time horizons as follows:</p> <p>Short-term: 0-5 years</p> <p>Medium-term: 5-10 years</p> <p>Long-term: 10-25 years</p> <p>Climate-Related Risks</p> <p>We have not identified any climate-related risks with the potential to have a financially material impact on our operations, strategy or financial planning in the short, medium or long-term. Potential physical risks in our supply chain are considered and integrated into our Global Operations Business Continuity Plans. Our key risk factors are described in our periodic reports filed with the U.S. Securities and Exchange Commission.</p> <p>Climate-Related Opportunities</p> <p>We have identified relevant areas of climate-related opportunities for our business, including:</p> <p><u>Products and Markets</u> – Developing new products, as well as evolving existing products, through research, development and innovation has the potential to increase revenue through higher demand for our products and access to new and emerging markets. We develop innovative methods that aim to minimize power consumption, including our products featured in the Products section in this Report.</p> <p><u>Resource Efficiency</u> – We strive to use our resources in the most efficient manner possible. We have implemented a number of projects across the company, which have the effect of reducing our environmental impact and increasing our resource efficiency. These efficiencies, including site consolidation and the adoption of new manufacturing techniques and technologies for energy and water usage efficiencies, result in reduced operating costs. We will continue to look for ways to further increase our operational efficiency, while reducing our environmental impact.</p>	<p>Annual Report on Form 10-K; Environment; Products</p>
<p>b) Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning</p>	<p>Scenario Analysis</p> <p>We conducted our first TCFD-aligned climate-related scenario analysis covering our 2025 fiscal year. This analysis examined three scenarios, a "low-emissions scenario," an "intermediate-emissions scenario" and a "high-emissions scenario," and we modeled them against our short, medium and long term time horizons.</p> <p>The results of our physical risk assessment provided us with an understanding of these sites' varying levels of potential exposure to physical risks, and the results for our physical and transition risk assessments were reviewed by various stakeholders as part of our climate-related risk management program designed to build business resilience. We do not believe that these results, taken as a whole, necessitate a change in our overall strategy.</p>	
<p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including under a 2°C or lower scenario</p>		

TCFD RECOMMENDATION	BROADCOM DISCLOSURE	DISCLOSURE LOCATION
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RISK MANAGEMENT: DISCLOSE HOW THE ORGANIZATION IDENTIFIES, ASSESSES, AND MANAGES CLIMATE-RELATED RISKS

<p>a) Describe the organization's processes for identifying and assessing climate-related risks</p>	<p>As part of our enterprise risk management processes, various risks are assessed across the company by the relevant stakeholders and in collaboration with our Enterprise Risk Management Team, as appropriate. Actual and potential risks, including the risk factors in our periodic reports filed with the U.S. Securities and Exchange Commission, are reviewed by Broadcom management and the Audit Committee at least quarterly. Updates for select risks are also provided to the Audit Committee throughout the year. In addition, on an annual basis, enterprise risks are updated and discussed with the Board and/or the relevant committees of the Board, including the Audit Committee.</p>	<p>Annual Report on Form 10-K; Governance of Corporate Responsibility Matters</p>
<p>b) Describe the organization's processes for managing climate-related risks</p>	<p>Our climate-related risk management program is integrated into our overall enterprise risk management system and processes, and includes policies, processes and mitigation activities designed to identify, assess and manage our climate-related risks. Our Corporate Responsibility team annually conducts a TCFD assessment with stakeholders to identify and assess potential climate-related risks, which are then considered through our annual enterprise risk management program.</p>	
<p>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management</p>	<p>As part of our climate-related physical risk management, our Global Operations team, which manages our procurement and supply chain activities, uses detailed Business Continuity Plans to manage potential climate-related interruptions to its operations, among other risks. All of our owned and leased global sites have Emergency Action Plans, which provide our response plans in the event of various emergency situations, including climate-related severe weather events like wildfires and flooding. These plans are regularly reviewed and updated as appropriate.</p> <p>We also proactively engage with our stakeholders to understand the potential impacts of both changing regulatory requirements and changing stakeholder expectations, including our stockholders, customers, employees and communities where we do business. To manage our potential climate-related transition risks, the Corporate Responsibility team annually considers emerging and adopted regulations and policies and engages with our stakeholders to understand their perspectives. Our Workplace Services team, Global Operations team and other business units within Broadcom also consider the potential impacts of changing climate-related regulatory requirements, evolving technologies and stakeholder expectations.</p>	

METRICS AND TARGETS: DISCLOSE THE METRICS AND TARGETS USED TO ASSESS AND MANAGE RELEVANT CLIMATE-RELATED RISKS AND OPPORTUNITIES WHERE SUCH INFORMATION IS MATERIAL

<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process</p>	<p>Refer to the Environment section of this report for GHG emissions, energy use and water use data, as well as our GHG emissions reduction target.</p>	<p>Environment</p>
<p>b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks</p>		
<p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets</p>		

ENVIRONMENTAL METRICS

GHG EMISSIONS (tCO ₂ e)			
SCOPE	2025	2024	2023
Total GHG Emissions			
Scope 1 Emissions	44,167	53,649	58,764
Scope 2 Emissions (location-based)	204,014	247,381	186,061
Scope 2 Emissions (market-based)	135,985	166,752	140,005
Total Scope 1 and 2 Emissions (location-based)	248,182	301,030	244,825
Total Scope 1 and 2 Emissions (market-based)	180,152	220,401	198,769
Total Scope 1 and 2 Emissions (market-based) per million dollars of revenue	2.8 tCO ₂ e/\$M	4.3 tCO ₂ e/\$M	5.5 tCO ₂ e/\$M
Total Reported Scope 3 Emissions	2,909,646	2,410,880	1,847,962
Category 1: Purchased Goods and Services	2,716,442	2,181,575	1,678,073
Category 2: Capital Goods	51,813	49,232	95,283
Category 3: Fuel- and Energy-Related Activities	27,646	50,346	42,882
Category 4: Upstream Transportation and Distribution	34,730	34,392	Not calculated
Category 5: Waste Generated in Operations	6,653	7,501	13,851
Category 6: Business Travel	17,123	22,683	7,518
Category 7: Employee Commuting	21,436	23,016	10,355
Category 8: Upstream Leased Assets	827	9,965	Not calculated
Category 9: Downstream Transportation and Distribution	16,463	15,967	Not calculated
Category 10: Processing of Sold Products	13,812	14,731	Not calculated
Category 12: End-of-life Treatment of Sold Products	764	842	Not calculated
Category 15: Investments	1,936	893	Not calculated

For all environmental metrics, we apply an operational control boundary. We use the methodology outlined in the World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and the WRI/WBCSD's GHG Protocol Scope 2 Guidance, an amendment to the GHG Protocol Corporate Standard, to calculate Scope 1 and Scope 2 GHG emissions generated by our global facilities.

We calculate the GHG emissions associated with the fossil fuels we utilize for heating our facilities and operating our backup emergency generators, as well as the refrigerant losses from HVAC operations and PFCs and other process gases used in our manufacturing processes (Scope 1 emissions). The GHG Protocol defines PFCs as one of the seven gases listed in the Kyoto Protocol, which also includes carbon dioxide, methane, nitrous oxide, HFCs, sulfur hexafluoride and nitrogen trifluoride.

To measure the other indirect emissions occurring in our value chain, we used the methodology outlined in the WRI/WBCSD's GHG Protocol: Technical Guidance for Calculating Scope 3 Emissions (version 1.0).

GHG emissions are calculated using the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5) Global Warming Potentials and reported in metric tonnes of CO₂e (tCO₂e).

Fuel and Energy Consumption Data

Our energy consumption is limited to natural gas, diesel, liquefied petroleum gas, gasoline, jet fuel, kerosene and electricity use.

We calculate energy consumption and GHG emissions based on actual data when available. When actual consumption data is not available, we estimate utilizing square footage intensity factors by facility type.

Other fuels include diesel, liquefied petroleum gas, gasoline, jet fuel and kerosene.

Greenhouse Gas Emissions Data

Emission factors used in Scope 1 emissions calculations include the U.S. EPA's Emission Factor Hub, Emissions Factors for Greenhouse Gas Inventories (published January 2025), and the Department for Environment, Food and Rural Affairs (DEFRA) GHG Conversion Factors for Company Reporting (published June 2025). Process gas emissions are calculated based on IPCC 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories' Tier 2c methodology.

Emission factors used in Scope 2 GHG emissions calculations include the U.S. EPA's Emissions & Generation Resource Integrated Database (eGRID) 2023 (published June 2025), IEA's Statistics Data Service: Emission Factors (published September 2025) and the Association of Issuing Bodies (AIB): European Residual Mixes 2025 (published May 2025). In 2025, Scope 2 emissions take into account supplier-specific emissions factors published by City of Palo Alto Utilities, Orange County Power Authority, San Jose Clean Energy, San Diego Community Power, and Xcel Energy Colorado. We follow the hierarchy outlined in Table 6.3 of the WRI/WBCSD GHG Protocol Scope 2 Guidance for selecting appropriate emission factors for Scope 2 market-based method. Scope 2 emissions include colocation data center electricity consumption.

Emission factors used in Scope 3 GHG emissions calculations include the Cornerstone Sustainability Data Initiative: Supply Chain Greenhouse Gas Emission Factors v1.4 (published October 2025), U.S. EPA's Emission Factor Hub, Emissions Factors for Greenhouse Gas Inventories (published January 2025), DEFRA Conversion Factors 2025 (published June 2025), IEA's Statistics Data Service: Emission Factors (published September 2025) and IEA's Life Cycle Upstream Emission Factors 2025 (published September 2025).

Purchased goods and services, capital goods, and upstream leased asset emissions are calculated using spend-based data.

Emissions from Fuel-and-Energy-Related-Activities capture emissions from fuel and energy (market-based) consumption not already included in Scope 1 and Scope 2 emissions calculations. Scope 3 Category 3 includes upstream emissions related to the extraction, production, and transportation of purchased fuels and electricity, and transmission and distribution losses.

Upstream and Downstream Transportation and Distribution emissions are calculated using freight logistics data and spend-based data.

The waste emissions boundary includes actual and estimated hazardous waste, industrial process waste, and non-hazardous waste (including e-scrap) from global owned and leased facilities. Waste data was estimated starting in 2023.

Business travel emissions include air, rail, taxi, and rental car activity data. Hotel nights incurred during business travel are excluded from Scope 3 Category 6.

Employee commuting emissions are calculated using global employee attendance data and survey-based typical commute distances and transportation modes. Emissions related to remote working (optional emissions) are currently excluded from Scope 3 Category 7.

Processing of Sold Products emissions are calculated using U.S. EPA's Life Cycle Assessment for Solders in Electronics and solder assumptions by product groups.

Emissions from End of Life are calculated using U.S. EPA disposal management pathway data for electronics applied to the weight of goods sold.

Investment emissions are calculated using the investment value and Cornerstone Sustainability Data Initiative: Supply Chain Greenhouse Gas Emission Factors v1.4 (published October 2025).

We obtained third-party verification for our Scope 1 and Scope 2 GHG emissions in 2025 from Apex Companies.

WATER (GALLONS)			
	2025	2024	2023
Total Water Withdrawn*	527,014,144	554,647,230	515,791,697

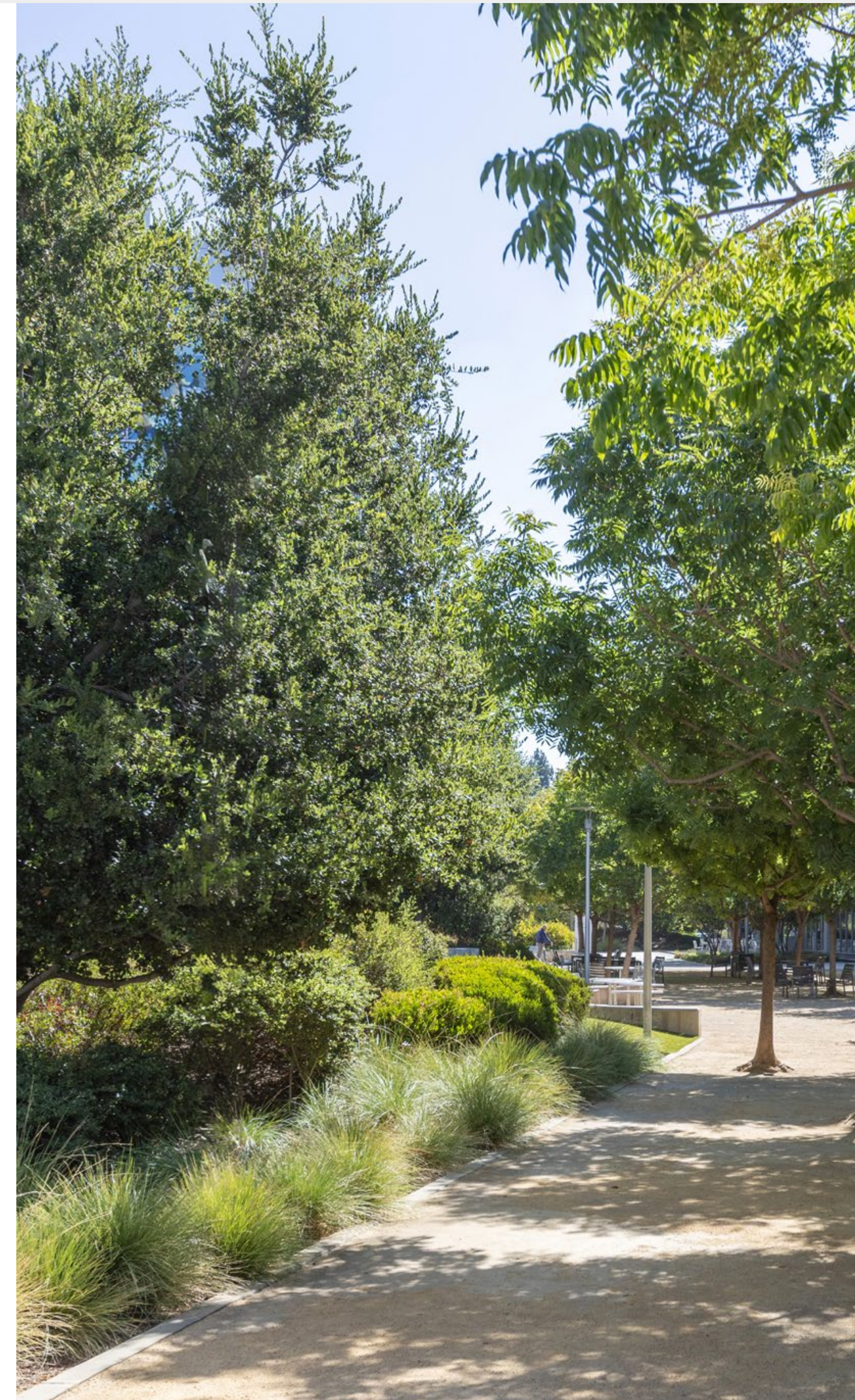
* Water withdrawals based on actual data where available. Where actual data was not available, water withdrawals were estimated using square footage intensity factors by facility type.

WASTE (SHORT TONS)			
	2025	2024	2023
Non-Hazardous Waste ¹			
Total Waste Generated	14,709	16,436	38,778
Total Waste Diverted from Landfill	6,989	3,996	7,825
Diversion Rate	48%	42%	35%
Hazardous Waste and Industrial Process Waste ²			
Incineration (with Heat Recovery)	1,293	1,379	1,273
Incineration (without Heat Recovery)	86	76	105
Sent to Landfill/Surface Impoundment	14	13	30
Other Disposal Operations	3,690	3,287	3,449
Total	5,083	4,755	4,857
E-scrap Waste ³			
E-scrap	1,477	301	239

¹ In 2024, we revised our calculation to improve the completeness and quality of our waste data. Non-hazardous waste data is based on reported and estimated data from all global offices and manufacturing facilities. Waste data was not estimated in previous years prior to 2023. The diversion rate is based on waste with known disposal methods.

² Hazardous and industrial process waste data is based on reported and estimated data from all global manufacturing facilities. Waste data was not estimated in previous years.

³ E-scrap data is presented separately for visibility into e-scrap waste generation at all global facilities. E-scrap waste generated at all global owned offices and manufacturing facilities is also included above in Total Waste Generated in the Non-Hazardous Waste table.





Third-Party Statements

Information concerning external initiatives, partnerships or strategic programs is based solely on publicly available materials and has not been prepared, compiled, independently verified or assured by us. While such information is believed to be accurate and the sources from which it has been obtained are believed to be reliable, we do not accept any responsibility for the content of such information and do not guarantee the accuracy, adequacy or completeness of any such third-party information. We are also not responsible for the content of any linked third-party websites in this report.

Forward-Looking Statements

This report contains forward-looking statements and are based on our current expectations, beliefs and assumptions. Actual results could differ materially from those statements. Risk factors that could cause actual results to differ from our expectations are set forth in the “Risk Factors” section in our most recent Annual Report on Form 10-K and subsequent Quarterly Reports on Form 10-Q filed with the SEC. Neither future distribution of this report nor any continued availability of this report in archive form on our website should be deemed to constitute an update or re-affirmation of these figures or statements as of any future date.

Statements regarding targets, goals and commitments are aspirational and may also be based on estimates and assumptions under developing standards that may change in the future. As such, no guarantees or promises are made that they will be met or successfully executed, and actual results and timing may materially differ.

Third-Party Verification

We have received limited assurance from an external third-party for our Scope 1 and Scope 2 GHG emissions data. The external assurance statement can be found on our **Corporate Responsibility page**. Our energy and Scope 3 GHG emissions data have not been third-party verified. The report as a whole has also not been externally assured.

Reporting Uncertainties

Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements.

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