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ABOUT THIS REPORT

This Corporate Responsibility Report was published in March 2025. Unless otherwise noted, this report covers Broadcom's fiscal year ended November 3, 2024 (referred to herein as 2024).

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 esg@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 & 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" and "materiality" 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. Issues deemed material for the purposes of this report or the corporate responsibility priorities assessment may not be deemed material for SEC reporting purposes or for any other corporate responsibility-related regulations using such terminology. Furthermore, 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.



Letter from our CEO

At Broadcom, we are creating high-performance infrastructure technologies that power the critical technologies of 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 2024 Corporate Responsibility Report highlights the work we have done in 2024 to ensure that our customers, partners, employees and the communities in which we work and live remain Connected by Broadcom.

We are proud that in 2024, Newsweek named Broadcom one of America's Most Responsible Companies, America's Most Trustworthy Companies and the World's Most Trustworthy Companies, and Time named Broadcom one of the World's Best Companies, all of which reflect the focus and determination of our employees and the strength of our business and products.

We continue to make progress on our commitment to reduce our Scope 1 and Scope 2 greenhouse gas (GHG) emissions in line with the UN Paris Agreement and Science Based Targets Initiative (SBTi) goal to limit global warming to 1.5°C above pre-industrial levels. Our 2024 Scope 1 and Scope 2 GHG emissions were 27% less than our 2021 baseline emissions.

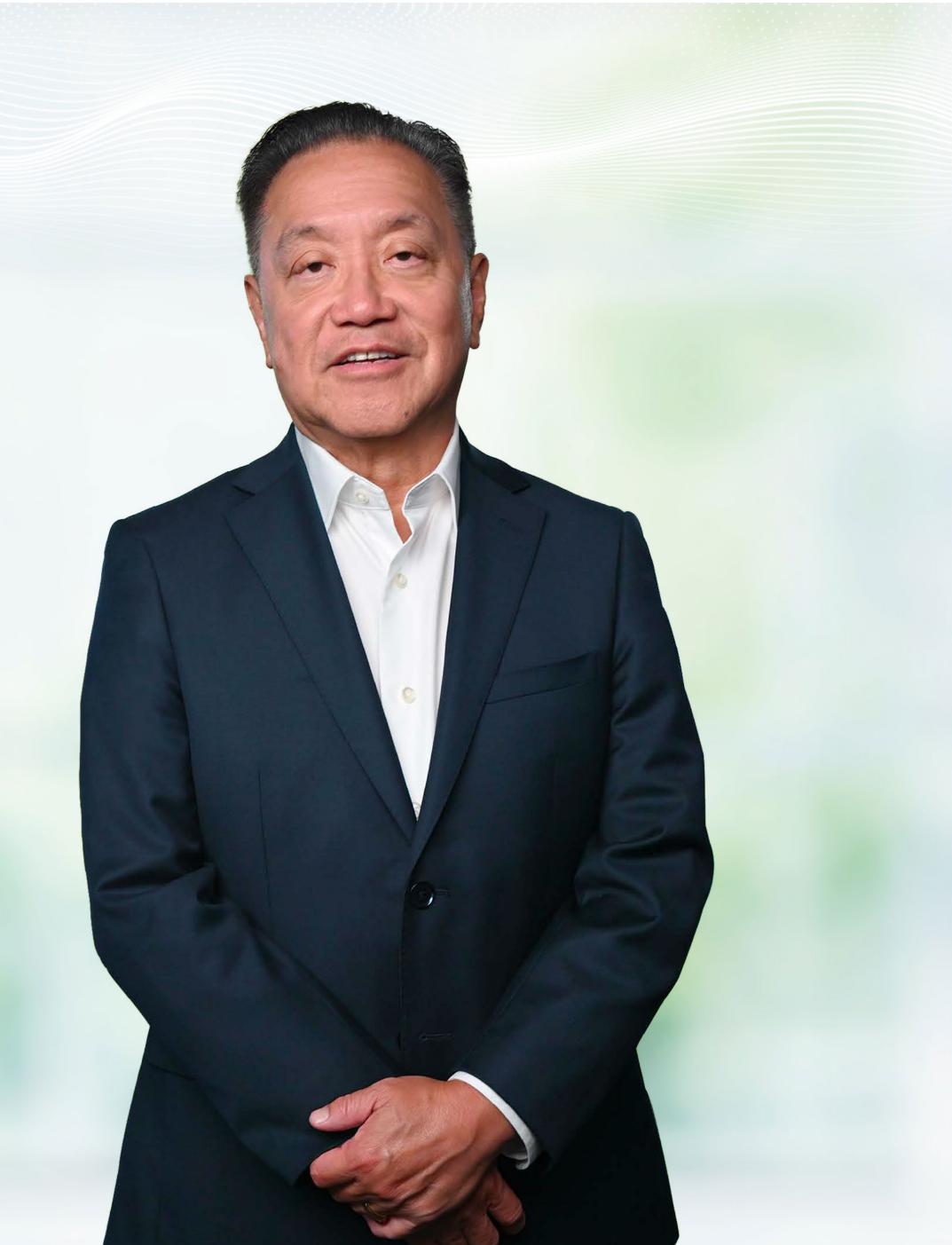
We are also a proud recipient of a silver medal from EcoVadis for scoring in the top 15% of companies assessed in the prior year across four major themes: environment, labor and human rights, ethics and sustainable procurement. In 2024, USA Today named us one of America's Climate Leaders, reflecting the commitments and values we hold throughout our company.

We have made strides in calculating our GHG emissions inventory and have disclosed six additional categories of our Scope 3 GHG emissions in this Corporate Responsibility Report.

We have now largely completed the integration of the VMware business and employees. Together, our integrated and extraordinarily talented global workforce continues to be the foundation of our success.

As we build the world's leading infrastructure technology company, we strive to support our customers, partners, employees and communities through innovation so that they remain **Connected by Broadcom**.

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



Corporate Responsibility at Broadcom

ABOUT BROADCOM

Broadcom Inc. is a global technology leader that designs, develops and supplies a broad range of semiconductor and infrastructure software solutions.

We are recognized for our innovation, collaboration and engineering excellence. Our category-leading product portfolio serves critical markets, including AI, cloud, data center, networking, broadband, wireless, storage, industrial and enterprise software, and ensures that our customers, employees and communities stay Connected by Broadcom.

Our over 60-year history of innovation dates back to our diverse origins from Hewlett-Packard Company, AT&T, LSI Corporation, Broadcom Corporation, Brocade Communication Systems, CA Technologies, Symantec Enterprise Security and 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.

2024 FINANCIAL HIGHLIGHTS

\$51B

in net revenue. up 44% from 2023 \$9.3B

in capital investment in research and development expenditures 10-for-1

forward stock split of our common stock

\$9.8B

in cash dividends



\$548M

BROADCOM AT A GLANCE*



37,000



R&D Employees



Global Offices



Manufacturing Facilities

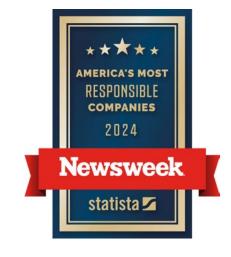


Nasdaq Global Select Market

2024 CORPORATE RESPONSIBILITY HIGHLIGHTS

Newsweek – America's Most Responsible Companies 2024

Recognized for our efforts to fulfill our corporate responsibility throughout America



Newsweek – World's Most Trustworthy Companies 2024

Recognized for our fair treatment of customers, suppliers and employees throughout the world



Newsweek – America's Greatest Workplaces 2024

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



EcoVadis 2024 Silver Medal

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



TIME – The World's Best Companies 2024

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



USA Today – America's Climate Leaders 2024

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



Newsweek - America's Most Trustworthy Companies 2024

Recognized for our fair treatment of customers, suppliers and employees in America



Technology & Engineering Emmy Award

Recognized for our work on pioneering technologies enabling high performance communications over cable TV systems



Engineering Scholarships

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



Newsweek - America's Greatest Workplaces for Diversity 2024

Recognized for our workplace culture and our talented workforce



Forbes – America's Best Employers for Veterans 2024

Recognized for our commitment to supporting veterans in the workplace





EMPLOYEE

ENGAGEMENT

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 regularly updates the Board. Our Board is engaged in the review of our Corporate Responsibility Report.

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

The ESG Steering Committee meets quarterly and is responsible for leading our corporate responsibility strategy and engaging with our Working Groups who manage our corporate responsibility initiatives across Broadcom.

BOARD OF DIRECTORS

NCG COMMITTEE

ESG STEERING COMMITTEE

FINANCE

GLOBAL OPERATIONS

HUMAN **RESOURCES**

LEGAL

SEMICONDUCTOR SOLUTIONS GROUP

WORKING GROUPS

WORKPLACE SERVICES

ENVIRONMENTAL SUSTAINABILITY

HUMAN RIGHTS/ SUPPLY CHAIN

REGULATORY REPORTING



PUBLIC POLICY

with government officials

Policy engagement and outreach

Discussions with industry peers

and stakeholder organizations

Participate in U.S. government-

led public-private initiatives

STAKEHOLDER ENGAGEMENT

We recognize the importance of regularly engaging with our stakeholders to understand the concerns of our stakeholders and to receive valuable input from them to help 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 \$2 million in matching employee charitable donations

STEM education and digital literacy 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 sustainability

Product education and trainings

SUPPLIERS

Survey significant global suppliers on human rights

Supplier audits

Supplier engagement on sustainability and human rights

Supplier human rights trainings

WORKFORCE

Quarterly CEO "coffee talks"

Business unit "all hands" meetings

Annual Employee Ethical Culture Survey

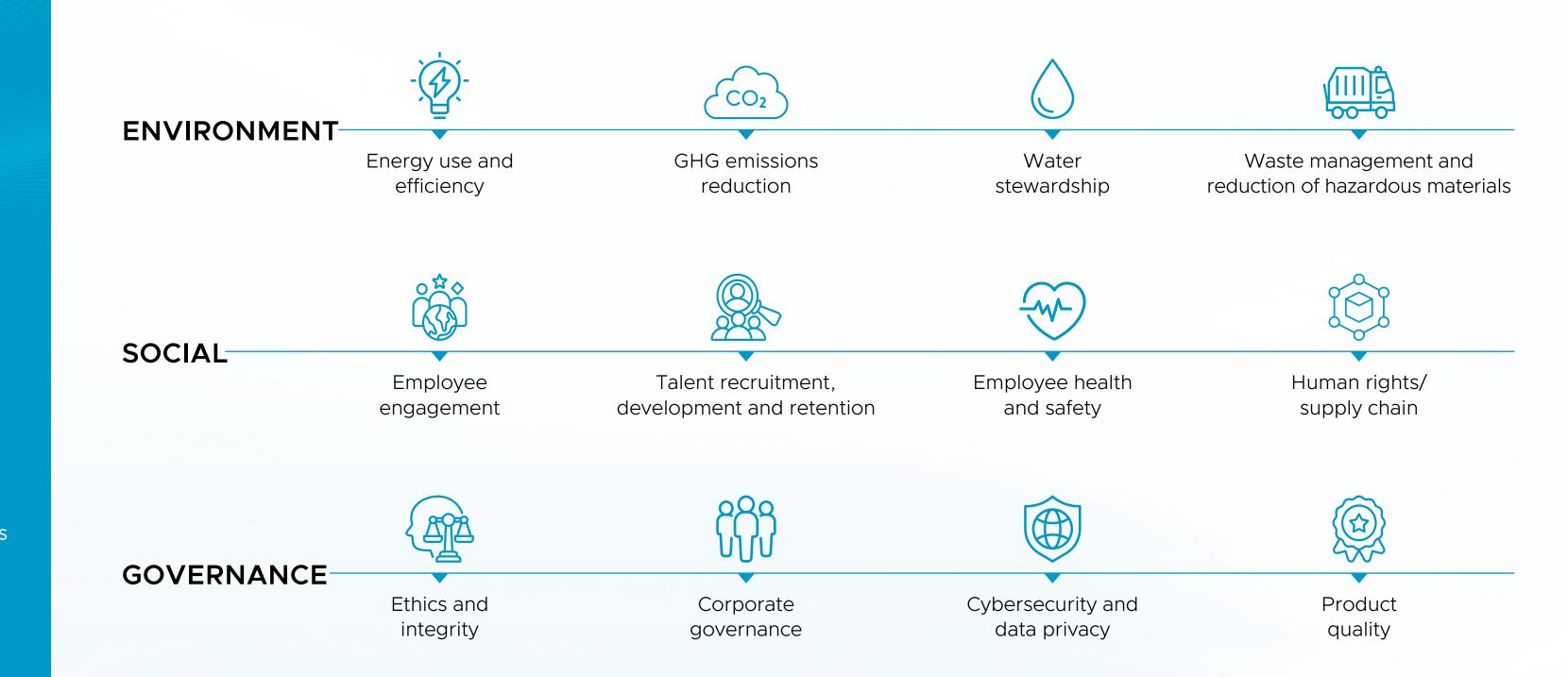
Quarterly newsletters

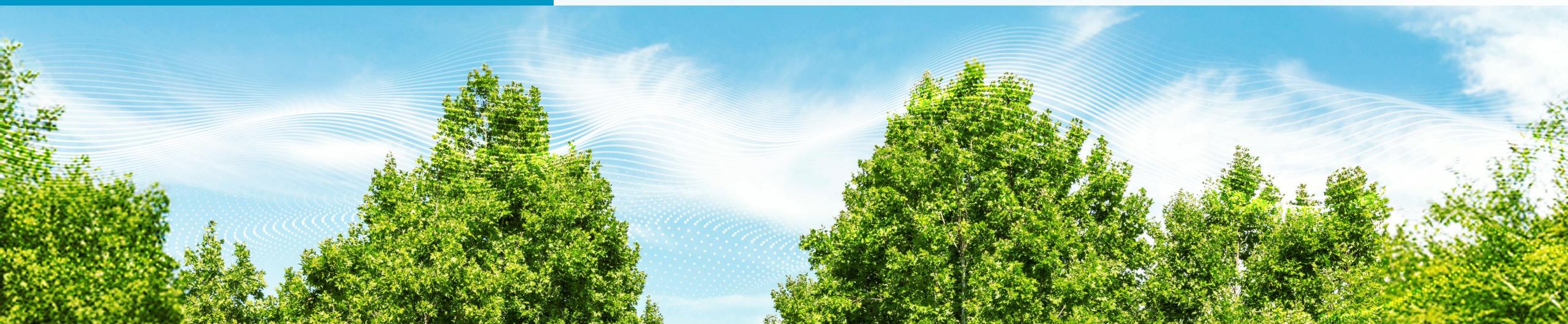
2024 CORPORATE RESPONSIBILITY PRIORITIES

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

Our 2024 corporate responsibility priorities were based on a wide range of inputs, including:

- ► Feedback from our ESG Steering Committee
- Our 2024 business priorities
- Our risks and opportunities
- ▶ Global reporting guidelines, including GRI, SASB and TCFD
- ► 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





ENVIRONMEN.

UNITED NATIONS SUSTAINABLE



The United Nations (UN) Sustainable Development Goals (SDGs) represent a call to action 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. The alignment of our 2024 corporate responsibility priorities with the SDGs is provided on this page.

















WASTE MANAGEMENT AND REDUCTION OF HAZARDOUS MATERIALS











TALENT RECRUITMENT, DEVELOPMENT AND RETENTION













HUMAN RIGHTS/ SUPPLY CHAIN

























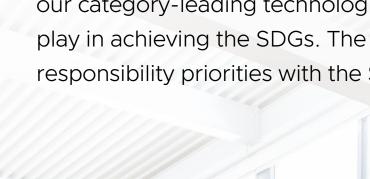














PRODUCTS

We design, develop and supply a broad range of semiconductor and infrastructure software solutions that connect people, communities and businesses.

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 products help global enterprises address complex IT infrastructure challenges and optimize their private and hybrid 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:



Enable powerful and efficient Al data centers



Enable companies to use generative AI in a platform that focuses on privacy, security and compliance



Power smartphones, broadband access, data center networking and industrial automation



Deliver ultra-fast broadband connectivity to homes and devices, and powers home and office wireless networks



Enable and **secure** services providers, data centers and the cloud to move and store data for everyday applications such as email, social media and banking



Protect people, data, devices and applications from cyber threats, wherever they are



Integrate public cloud scale and agility with private cloud security and performance to modernize, optimize and protect businesses everywhere



Enable smartphone communications, internet access and GPS navigation



Enable factory automation, renewable energy and automotive electronics



Connect multiple devices across cable modems, settop boxes, Wi-Fi routers and digital subscriber line (DSL) gateways to connect to the internet, securely



Align teams and provide the data transparency and capabilities needed to optimize efficiency, reduce waste and foster trust between stakeholders



Deliver a unified software stack from the software-defined data center, across all clouds, and out to the edge, making global enterprises more connected, resilient and secure

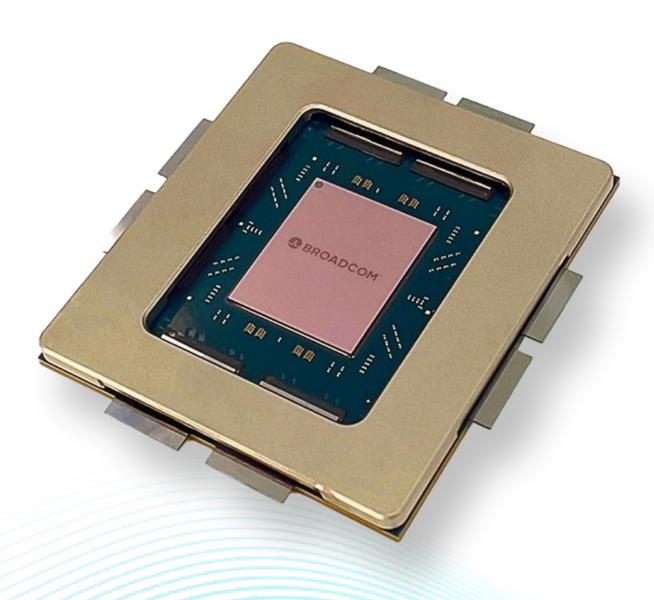
In 2024, our CEO, Hock Tan, was the recipient of Global **Semiconductor Alliance's 2024 Dr. Morris Chang Exemplary** Leadership Award.

This award recognizes the exceptional contributions of leaders in the semiconductor industry. Our CEO accepted the award on behalf of the Broadcom employees.



SUSTAINABILITY THROUGH INNOVATION

Broadcom helps enable open, scalable and power-efficient Al infrastructure with innovative AI networking, compute and optical technologies. Training and utilizing AI will continue to require companies to expend much more energy than before, with data center power demand estimated to grow 160% by 2030*. Given this massive increase in projected energy usage, power efficiency is increasingly critical for Broadcom's customers that are building ever-larger AI clusters to power their products and services. As a result, Broadcom continues to expand its portfolio of increasingly power-efficient technologies for AI solutions and other technology solutions to solve the problems of the future.



Solving Connectivity Challenges for Scalable AI Systems

The Broadcom® 400G PCIe Gen 5.0 Ethernet adapter is the industry's first Ethernet adapter built with 5-nm process technology. This Ethernet product enables the most power and thermally efficient design in the market and supports our customer's need for higher data transfer speeds in AI networks.

Energy Efficiency through Virtualization

When our customers opt to virtualize their data centers, they are able to separate computing environments from physical infrastructure. With virtualization, companies can place multiple virtual data centers onto a single physical server. With our VMware Cloud Foundation® (VCF) software, our customers can virtualize their compute, storage and network data centers. Our VCF Operations software collects power consumption metrics for virtualization and allows our customers to optimize their power usage at a granular level by identifying which virtual machines can be powered off or put to sleep for a period of time.

We also have a feature that weighs five critical components in our customers' data centers and provides actionable recommendations on how to optimize their power usage.

Power-Efficient Solutions for Interconnect Al Infrastructure

In 2024, Broadcom delivered the industry's first Tomahawk® 5-based 51.2T Bailly Co-Packaged Optics system, which is critical for both front-end and back-end networks in large-scale generative AI clusters. The Tomahawk® 5-based Bailly chip can reduce the optical interconnect power consumption by approximately 60% when compared to a switch populated with traditional optics, saving hundreds of kilowatts in a large scale Al cluster. These major power and cost savings are critical for reducing electricity consumption in AI infrastructure.

Additionally, Broadcom announced the industry's first 5-nm PCle Gen 5.0/CXL2.0 and PCIe Gen 6.0/CXL3.1 retimers. Our retimers. in connection with our PEX series switches, were the industry's first end-to-end PCIe portfolio—enabling our customers to build data center solutions with lower power and higher bandwidth.

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.







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**.

RESPONSIBLE USE OF AI

We are committed to using AI responsibly at Broadcom. Our internal use of AI is guided by our Generative AI Policy, which sets requirements for the responsible use of generative AI. This policy requires that all uses of generative AI at Broadcom are reviewed by a cross-functional team comprised of leaders from various teams, including security, privacy, legal and business management, among others.

Our focus at Broadcom is to create innovative products that enable AI infrastructure. We do not develop AI models or technology that process customer data.

We partner with our customers to build application specific integrated circuits, such as custom AI accelerators or XPUs. We also provide other AI-related hardware products such as networking and interconnect technologies that enable the transmission of data within data centers and across the internet.

In addition, we offer certain AI-related infrastructure software solutions, which allow customers to leverage generative Al models while maintaining the benefits of privacy and compliance through VCF.

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 obtained in 2023 an ISO 9001 certification for the design and development of our cybersecurity, enterprise, mainframe and payment security software. In 2024, we obtained an ISO 27001 certification for the Customer Support infrastructure of our Broadcom software businesses.

For more information, please refer to our certificates: ISO 9001 Certificate and International Automotive Task Force (IATF) 16949 Certificate.

Environmental Sustainability

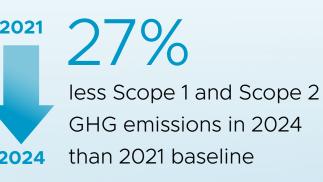
At Broadcom, we understand that climate change poses a challenge for society and that a collective effort is required to effectively mitigate the impact of climate change. We seek to manage our business in a sustainable manner that considers the impact of both our direct operations and our supply chain on the planet.

PROGRESS IN 2024*

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

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

In 2024, we have achieved progress towards our goal:



36% of total electricity consumption from renewable energy sources in 2024



Disclosed 6 additional categories of Scope 3 GHG emissions

SCIENCE BASED TARGETS INITIATIVE COMMITMENT

Our 2021 commitment to reduce our Scope 1 and Scope 2 GHG emissions is in line with both the UN Paris Agreement and SBTi goal to limit global warming to 1.5°C above pre-industrial levels.

We expect to replace our current target with new Scope 1 and Scope 2 GHG emissions reduction targets that reflect the integration of our VMware acquisition and recalculation of our baseline to incorporate our VMware GHG emissions.

We aim to present to SBTi for validation our post-VMware integration near-term sciencebased Scope 1, Scope 2 and Scope 3 GHG emissions reduction targets by February 2026.

Path to Net Zero

We acknowledge that we must all work together to make meaningful progress to mitigate climate change. This means addressing emissions from our own operations and those from our value chain.

Our Board and management carefully evaluate our climate-related risks, opportunities, targets and overall strategy as appropriate. We have not yet committed to a Net Zero goal because we are in the process of first understanding how we can achieve a Net Zero goal in a way that would be in the best interests of our stockholders and the communities we live and operate in.

Reaching Net Zero, particularly in the semiconductor industry, is going to be an incredibly hard 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 that we currently focus on setting new near-term science-based GHG emissions targets. After setting our new near-term science-based GHG emissions targets, we will continue to thoughtfully evaluate long-term science-based GHG emissions reduction targets because these targets, once set, will impact our strategy and decisions for decades to come.

^{*} The 2024 GHG emissions-related figures in this section are inclusive of VMware's GHG emissions inventory

INTEGRATION OF VMWARE INTO **OUR GHG EMISSIONS INVENTORY**

Our acquisition of VMware in November 2023 was significant and transformative. We nearly doubled the number of our employees and added over 20 new offices globally.

Despite the magnitude of the overall integration efforts, we completed the integration of VMware's GHG emissions inventory into our 2024 GHG emissions inventory.

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 ESG Steering Committee, NCG Committee, Audit Committee and Board review climate-related impacts, risks, opportunities and related strategies on an annual basis.

We describe our overall risk management processes in our 2025 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 Climate Change survey. We are in the process of conducting our first climate-related scenario analysis aligned with TCFD. The scenario analysis will help us gain a deeper understanding of potential climate-related risks and opportunities.

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 sustainability initiatives.

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

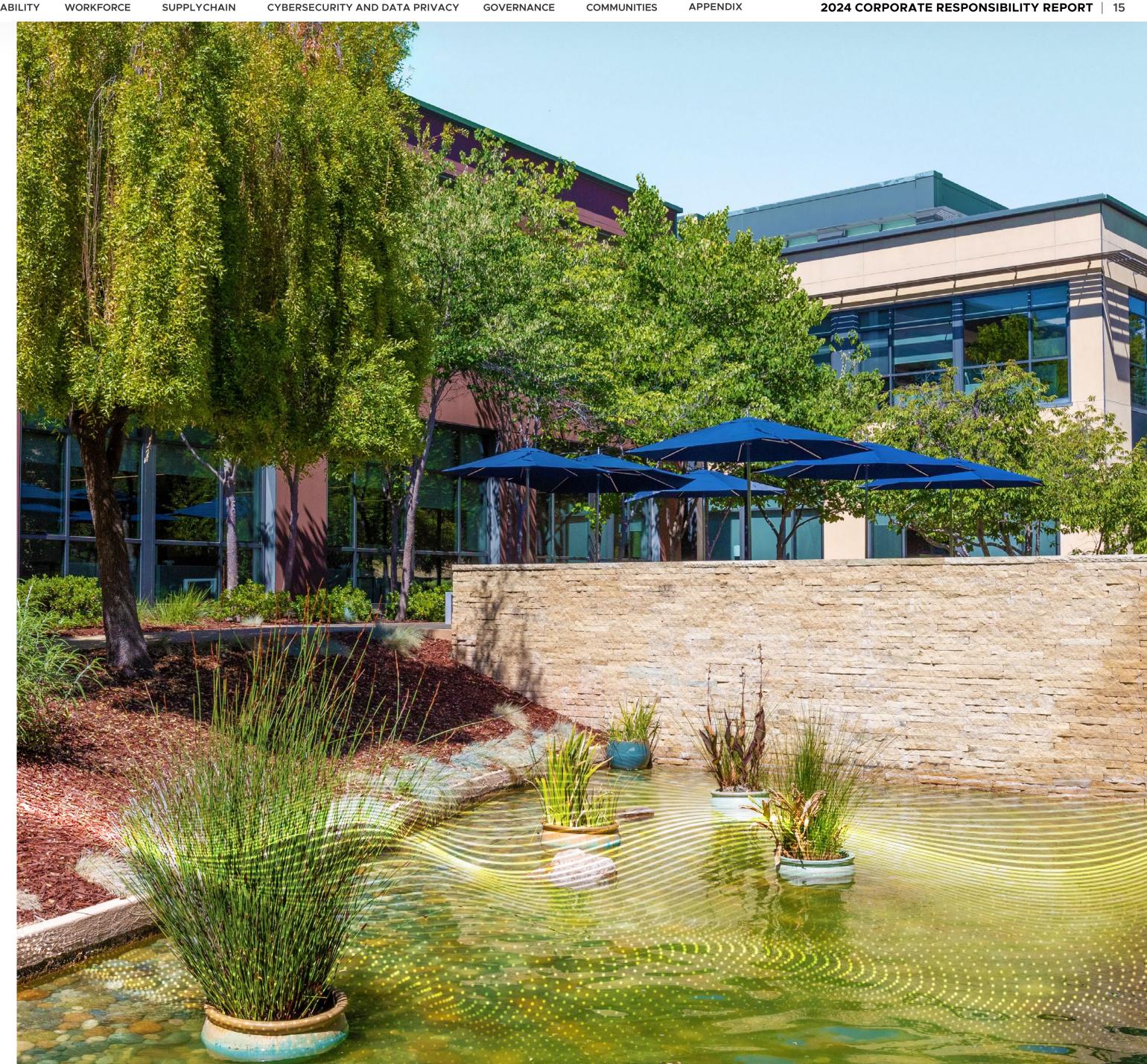
- ▶ Ensure our products and operations comply with applicable environmental legislation and other related compliance obligations
- Operate and continually improve an environmental management system that strives to align with our business practices and set objectives that enhance environmental performance
- ► Conduct our operations in a manner that supports recycling, conservation of resources, prevention of pollution and protection of the environment

- ▶ Responsibly manage the use of hazardous substances in our operations and products
- 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

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 Singapore and Penang, Malaysia facilities have had multi-site ISO 14001 certifications since 2005. Our Charlotte, North Carolina manufacturing facility has also maintained ISO 14001 certification since 2006.



GREEN BY DESIGN IN BANGALORE

Broadcom's Kalyani Vista 2.0 office in Bangalore, India received a LEED V4 Platinum Certification. When designing the office, our Workplace Services team looked at various environmental sustainability considerations, and consciously chose design features to operationally drive environmental sustainability.

These features include:

- Various water initiatives, including sensor-based efficient water fixtures in sinks and toilets and usage of treated recycled water for flushing and landscaping, which have led to 75.56% water savings compared to the LEED baseline
- > 90% of electricity consumed is renewable energy
- ▶ Energy efficiency measures, including heat recovery wheels, precision air conditioners, and variable refrigerant systems
- ▶ Hot water for gyms, showers and cafeteria dishwashers heated

- through solar panels and heat pumps, which are more energy efficient than natural gas boilers
- ▶ Advanced lighting management systems that integrate daylight harvesting and use automated controls to optimize energy usage
- Multiple-level air filtration and UVGI lamps to enhance the indoor air quality
- Indoor hydroponic garden to provide employees with fresh vegetables for lunch



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 Palo Alto 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. As part of the VMware integration, we moved the majority of VMware's U.S. colocation data center (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.

SUSTAINABILITY FOCUS AT **OUR MALAYSIA WAREHOUSE**

Our warehouse in Penang, Malaysia is our largest warehouse facility globally. We implemented various projects at our warehouse that both support our environmental sustainability efforts and drive operational efficiency.

Packaging

We are mindful of minimizing our environmental footprint while ensuring that our customers receive their Broadcom products safely and in a good condition. We have made the following packaging innovations to reduce the amount of materials used and increase the use of environmentally sustainable materials:

- Sourced biodegradable polyethylene to use as filler materials for shipping
- > Shipped products to our customers with the original packaging
- ▶ Changed the package sealing method to significantly reduce the amount of tape used
- Switched from plastic tape to paper tape
- ▶ Eliminated the use of labelling paper by labelling on existing tape
- Increased use of recycled pallets

Transport and Logistics

We implemented a Traffic Management System (TMS) that established specific windows for delivery trucks to arrive and depart with our products. The TMS reduced the trucks' waiting times, which reduced the waiting trucks' diesel usage. The TMS also maximized the amount of products that could go into the delivery trucks and significantly reduced the number of delivery trucks used to pick up our products. In 2024, we were able to avoid an estimated 11,000 tCO₂e of GHG emissions due to the TMS. In addition to the environmental benefits, the TMS improved traffic congestion in the local community near the warehouse because the TMS eliminated the long queue of trucks waiting outside of the warehouse. Given the effectiveness and potential environmental benefits of a TMS, the Malaysian government has also utilized this concept as part of their Zero Carbon Emissions Program.

Community

Our Malaysia warehouse is an integral part of the Penang community. On Earth Day, our employees participated in the Penang state government's Earth Day event to plant one million trees in one day throughout Penang state, by planting 145 trees in front of the warehouse. We are proud that our employees actively take part in environmental stewardship in the communities where we work and live to create a more sustainable future.





FORT COLLINS MANUFACTURING FACILITY **COMMITMENT TO SUSTAINABILITY**

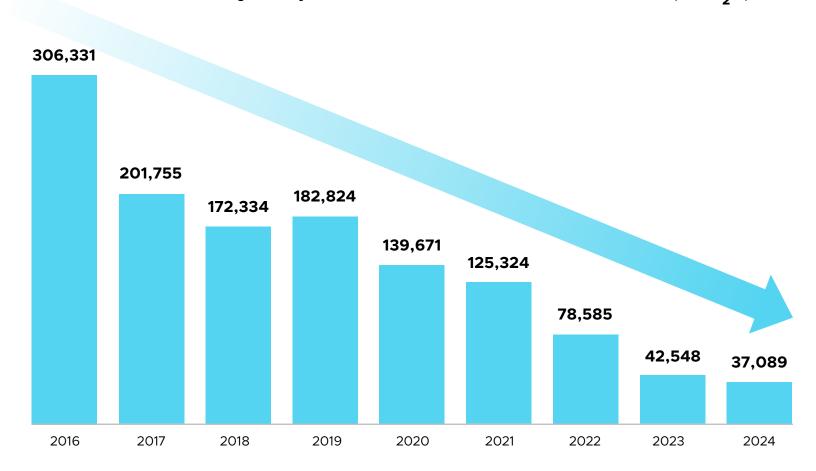


Our Fort Collins, Colorado facility is our largest manufacturing facility. We are proud that our Fort Collins facility continues to be recognized for its commitment to environmental sustainability. We have been a Gold-Level Member of the State of Colorado Department of Public Health and Environment's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

Reduction of Scope 1 GHG Emissions

Our Fort Collins facility was an early adopter of point-of-use abatement units and began installing them in 2008. We completed our installation efforts last year, which resulted in a reduction of approximately 88% of Scope 1 GHG emissions at our Fort Collins facility from 2016 to 2024.

Fort Collins Facility Scope 1 GHG Emissions 2016 – 2024 (tCO₂e)*



*Fort Collins facility 2023 and 2024 Scope 1 GHG emissions are calculated for Broadcom's fiscal year period. Prior years' data is calculated on a calendar year basis.

SUSTAINABILITY MANAGEMENT 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 initiated or completed a number of long-term environmental sustainability projects in 2024:

- ▶ Extended the life of a 30-year-old chiller unit, thereby significantly increasing its reliability and energy efficiency, saving approximately 216,000 kWh of electricity per year and successfully avoided sending the chiller to landfill waste.
- ▶ Replaced the media in certain cooling towers, leading to an increase in heat transfer efficiency.
- ▶ Replaced 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.
- ▶ Optimized the energy efficiency of the HVAC systems through a series of retro-commissioning initiatives, saving approximately 619,000 kWh of electricity per year.
- ▶ Fully replaced and converted a heat transfer fluid used in certain specialized manufacturing equipment to a fluid with a significantly lower global warming potential. The new heat transfer fluid also led to increased heat transfer efficiency.



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 COLOs) accounts for approximately 83% of our total energy consumption and approximately 76% 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 12% of our Scope 1 and Scope 2 GHG emissions (market-based).

ENERGY SAVING AND EMISSIONS REDUCTIONS PROJECTS

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

In 2024, we implemented various projects, including the following:

- ▶ Charlotte, North Carolina office replaced an old chiller unit with a more energy-efficient chiller unit, which saves approximately 234,000 kWh of electricity per year
- ▶ Breinigsville, Pennsylvania facility replaced 3,450 fluorescent lamps with LED lights, saving approximately 159,000 kWh of electricity per year
- ▶ San Diego, California office replaced an old chiller with a more energy-efficient chiller unit, which saves approximately 300,000 kWh of electricity per year
- Malaysia warehouse installed a motorized volume control damper for the air handling unit (AHU) to run only one AHU at a time, which saves approximately 293,496 kWh of electricity per year

The following table summarizes our fuel and energy consumption for our global facilities in 2024.

FUEL AND ENERGY CONSUMP (kWh)	TION*
Electricity	615,372,258
Natural Gas	118,764,962
Other Fuels	11,385,892
Total Energy Consumption	745,523,111
Total Energy Per Million Dollars of Revenue	14,455 kWh/\$M

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

Despite the acquisition of VMware and the related increased real estate footprint and energy consumption, we decreased our total energy intensity metric from 15,377 kWh/\$M to 14,455 kWh/\$M in 2024.



The following table summarizes our Scope 1 and Scope 2 GHG emissions for our global facilities in 2024:

SCOPE 1 AND SCOPE 2 GHG EMISSIC (tCO ₂ e)	ONS*
SCOPE 1	
PFCs and Process Gas	27,267
Natural Gas	21,524
Refrigerants	2,035
Other Fuels	2,825
Total Scope 1 Emissions	53,649
SCOPE 2	
Total Scope 2 Emissions (location-based)	247,381
Total Scope 2 Emissions (market-based)	166,752
SCOPE 1 AND 2	
Total Scope 1 and 2 Emissions (location-based)	301,030
Total Scope 1 and 2 Emissions (market-based)	220,401
Total Scope 1 and 2 Emissions (market-based) per million dollars of revenue	4.3 tCO ₂ e/\$M

In 2024, we expanded our Scope 3 GHG emissions disclosures by including six additional categories of relevant emissions.

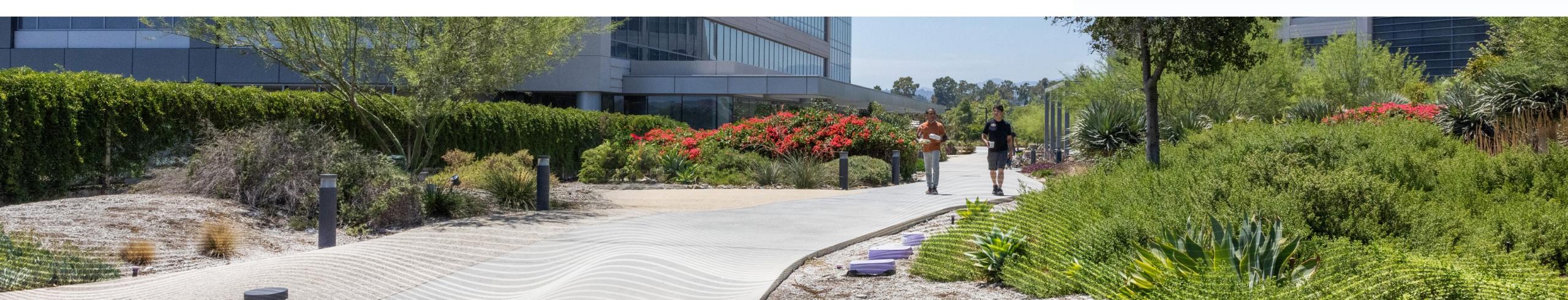
SCOPE 3 GHG EMISSIONS* (tCO ₂ e)	
Purchased Goods and Services	2,181,575
Capital Goods	49,232
Fuel- and Energy-Related Activities	50,346
Upstream Transportation	34,392
Waste Generated in Operations	7,501
Business Travel	22,683
Employee Commuting	23,016
Upstream Leased Assets	9,965
Downstream Transportation and Distribution	15,967
Processing of Sold Products	14,731
End-of-life Treatment of Sold Products	842
Investments	893

SUPPLIER SUSTAINABILITY ENGAGEMENT

Our semiconductor solutions business primarily operates through a fabless production model where we outsource the vast majority of the manufacturing of our semiconductor products to trusted third-party suppliers and foundries. We expect our suppliers to comply with our Supplier Environmental and Social Responsibility Code of Conduct by establishing their own GHG emissions reduction goals and by seeking to minimize their energy consumption and environmental impact.

In 2024, we engaged with our suppliers representing more than 79% of our 2024 supplier spend regarding climate change, renewable energy procurement and GHG emissions reduction targets.

Our suppliers representing more than 93% of our 2024 supplier spend have set GHG emissions reduction targets.



^{*}See Environmental Metrics in the Appendix for more information on the calculation methodology

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

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.

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, and continue to practice water conservation and use reclaimed water during their manufacturing processes.

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.

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. This year, it established a water model to map out its major water users. It expects to use its water modeling to inform its future water-related projects.

WA	TER
(Gall	lons)

2024

Total Water Withdrawn*

554,647,230

*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.



4,755

Total

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 2024.

NON-HAZARDOUS WASTE ¹ (Short Tons)	
GLOBAL OFFICES AND MANUFACTURING FACILITIES	
Total Waste Generated	16,436
Total Waste Diverted from Landfill	3,996
Diversion Rate	42%

HAZARDOUS WASTE AND INDUSTRIAL (Short Tons)	PROCESS WASTE
GLOBAL MANUFACTURING FACILITIES ²	
Incineration (with Heat Recovery)	76
Incineration (without Heat Recovery)	1,379
Sent to Landfill/Surface Impoundment	13
Other Disposal Operations	3,287

E-SCRAP WASTE (Short Tons)	
GLOBAL MANUFACTURING FACILITIES	
E-scrap ³	301

- 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 a third-party service provider to decommission and recycle all of our e-waste. In 2024, we recycled in total approximately 301 short tons of e-waste from our facilities globally.

To celebrate Earth Day 2024, we sponsored an e-waste recycling initiative at 19 of our global sites and collected approximately 24 short tons of e-waste as part of this initiative.

Recycling Solvents at Fort Collins

Our Fort Collins facility is our largest manufacturing facility, and as a result, it produces a significant amount of waste. As part of our waste reduction program, our Fort Collins facility recycles and reuses certain chemical solvents on-site using distillation units. In 2024, our Fort Collins facility recycled over 680,000 gallons of solvents.

Reducing Cafeteria Waste at Fort Collins

Broadcom partners with Sodexo's Good Eating Company at many of our U.S.-located cafeterias, where over 70% of our kitchen's recorded food waste goes to green composting or donations. At our Colorado and California facilities, we work with a local composting facility to process our green composting waste from our cafeterias.

This year, our Fort Collins facility increased its composting efforts from its kitchen to include meat and dairy, and as a result, it composted over 14,400 pounds of its food waste in 2024. Our Fort Collins facility also increased its recycling efforts with bottles and cans from its café, and eliminated to-go paper bags from the café.

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, many of whom have joined Broadcom from acquisitions, makes us a strong, resilient and innovative company.

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 2024, we were recognized as one of America's Greatest Workplaces and as one of America's Greatest Workplaces for Diversity by Newsweek. These awards reflect the opportunities, support and growth potential that we provide to our employees.





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 2024 EMPLOYEE ETHICAL CULTURE SURVEY

89.0%

Say Broadcom is a great place to work



89.9%

Say they are proud to work at Broadcom



VOLUNTARY ATTRITION RATES IN 2024

2.9% and 6.2%

Our global voluntary attrition rate in 2024 was approximately 2.9% (excluding employees who joined Broadcom as a result of the VMware acquisition) and approximately 6.2% (including employees who joined Broadcom as a result of the VMware acquisition), which are both below the technology industry benchmark (AON, 2024 Salary Increase and Turnover Study — Second Edition, September 2024).



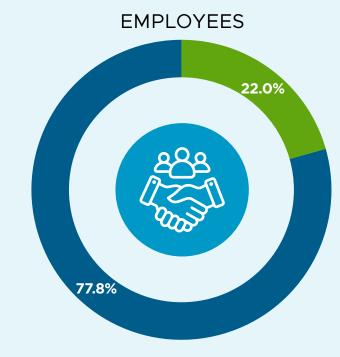
MaleFemale

WORKFORCE SNAPSHOT

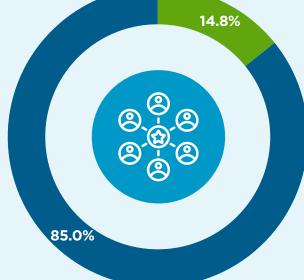
At the end of 2024, Broadcom had approximately 37,000 employees in 34 countries around the world.



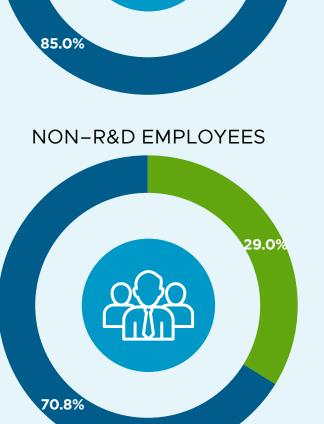
Global Workforce by Gender*



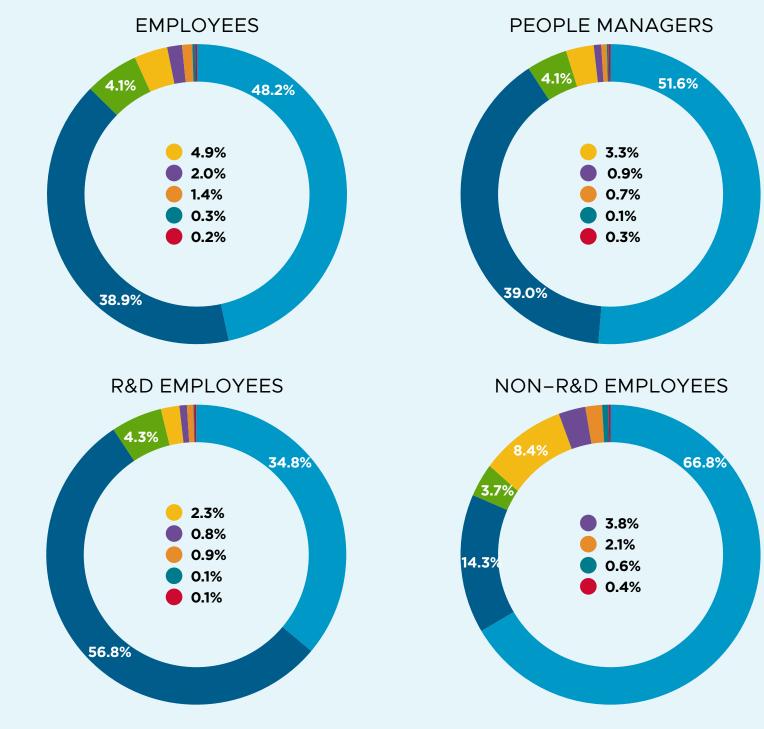
R&D EMPLOYEES



PEOPLE MANAGERS



U.S. Workforce by Race/Ethnicity*



Global Workforce by Location*



- White/Caucasian
- Asian
- Other/Not Declared
- Hispanic/Latinx
- Black/African American
- Two or More
- American Indian/Alaska Native
- Native Hawaiian/Pacific Islander

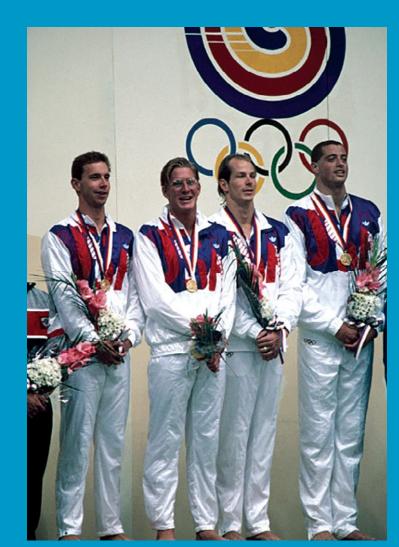
^{*} This data represents our workforce at the end of fiscal 2024.

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.

Leadership Toolkits

Our Leadership Toolkits provide our leaders and managers with practical guidance and resources in recruiting, hiring, onboarding and retaining their 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 also used these toolkits as part of our VMware integration process to help strengthen our Broadcom culture.



Bob Thomas/Sports Photography via Getty Images

Broadcom Leadership Talks

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

In celebration of the 2024 Summer Olympics, we hosted a Leadership Talk featuring Chris Jacobs, an Olympian swimmer. Mr. Jacobs represented the United States in the 1988 Seoul Olympics and won two gold medals and a silver medal. Mr. Jacobs talked about his path to the Olympics and the grit, hard work and tenacity needed to achieve his Olympic goals and how he applies those attributes to achieve success at Broadcom.

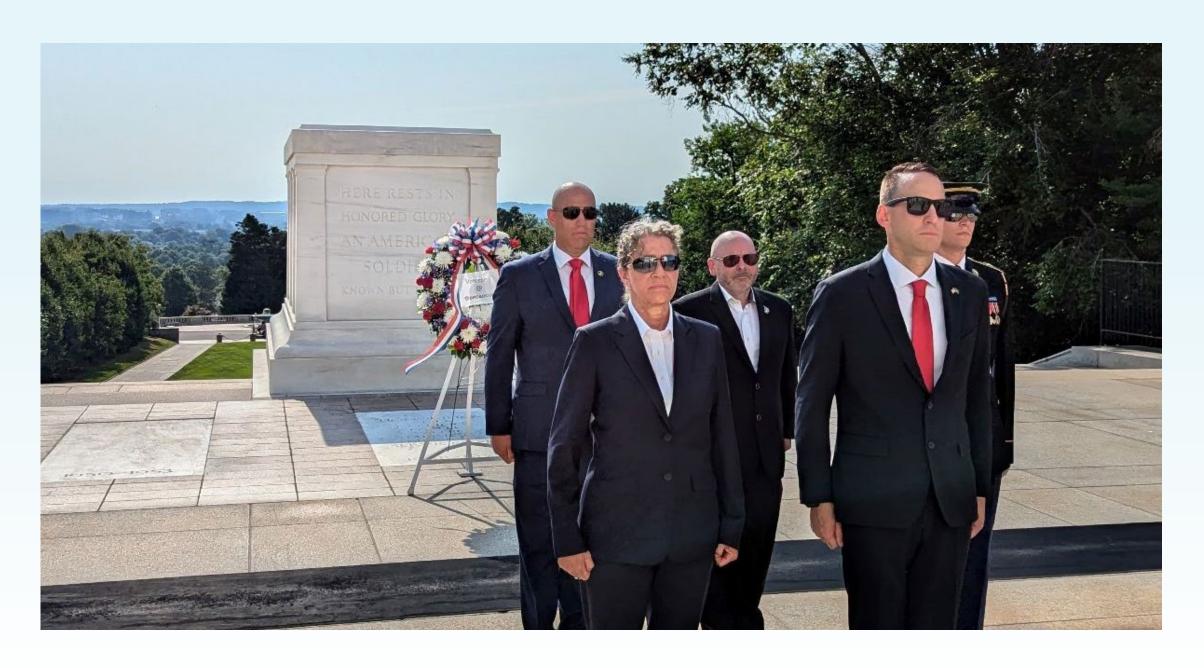
Veterans at Broadcom

We have a vibrant community of veterans at Broadcom. They focus on engaging the veteran community both inside and outside Broadcom through community-related activities, as well as mentorship opportunities for veterans transitioning to the private industry. In 2024, a group of U.S. veterans from Broadcom honored other U.S. veterans and members of the armed forces by laying a wreath at the Tomb of the Unknown Soldier at the Arlington National cemetery in Washington, D.C. Several of our employees walked in the wreath-laying ceremony.

Broadcom sponsored a beneficiary of the Mission Motorsport charity, which aids in the recovery and rehabilitation of veterans. That beneficiary, along with two Broadcom employees (one of whom is a veteran) participated in the Mission Motorsport Race of Remembrance, an endurance race with a memorial service held in the United Kingdom.



In 2024, we were also recognized as one of America's Best Employers for Veterans by Forbes for our commitment to supporting veterans in the workplace.



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 that there is a smooth and efficient transition upon the closing of our 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 at Broadcom.

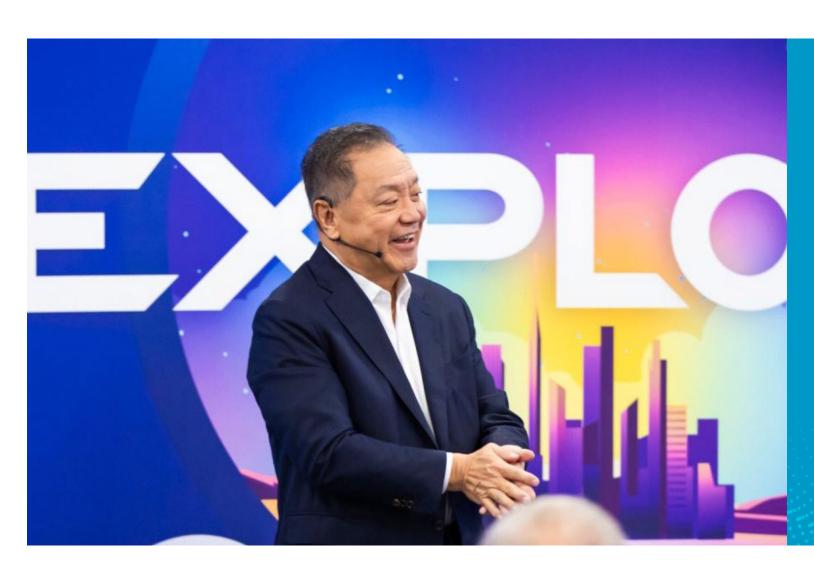
We provide employees who decide to join us with trainings and assistance so that they can quickly integrate into Broadcom and be part of the Broadcom team from "day one." We also look for ways to create professional opportunities and growth for these employees.

Many leaders from our acquired companies and businesses join Broadcom upon the closing of the acquisitions. These leaders play an important role ensuring employee morale is maintained and attrition is limited. Currently, 68% of our executives and general managers who lead business units within Broadcom joined us through acquisitions.

Integration of VMware

Since our acquisition of VMware on November 22, 2023, under the leadership of our CEO, we have worked hard to integrate the VMware business and employees into Broadcom. Over the past year, we have continued to regularly share with our new colleagues what it is like working at Broadcom, including our values and culture of supporting our employees, communities and customers.

A number of our VMware colleagues are now leading our business units, and we are excited that they have joined Broadcom. To further our integration efforts and to connect with our VMware colleagues in-person, we relocated our corporate headquarters to the VMware campus in Palo Alto, California.



"The talent at VMware is one of the key reasons Broadcom found this combination so compelling. VMware is known for its outstanding engineering capabilities, and we are committed to investing in VMware's incredible franchise and putting the best talent in the best roles. As we move forward, we expect there will be growth opportunities for VMware employees within the larger combined company."

- Hock Tan, CEO

VMware® Explore

We were excited to bring the VMware community together at the VMware Explore conference in Las Vegas and Barcelona. Our CEO opened our VMware® Explore 2024 Las Vegas General Session and 2024 Barcelona General Session to talk about how we are fulfilling the commitments we made – simplifying VMware, investing in innovation and enhancing our partner ecosystem. After each session, our CEO continued to meet and connect with many VMware customers and partners.

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 2024, approximately 55% 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 from our subsidiary Broadcom Corporation in 2009, to advance STEM education and promote digital literacy.

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 Foundationsponsored STEM education programs.

ENGAGING WITH AND INSPIRING STUDENTS

Our CEO, Hock Tan, received an honorary degree from the Korea Advanced Institute of Science and Technology (KAIST) and delivered their February 2024 commencement speech. In the summer of 2024, he also met with students from KAIST at our Palo Alto headquarters and shared his stories, experiences and insights from his engineering and business career.

"In your future lies the promise of another era of tremendous innovation..."

- Hock Tan, CEO



In 2024, Broadcom and Caltech hosted a symposium on Caltech's campus. Scientists, engineers and executives from Broadcom and Caltech discussed the latest innovations in quantum computing and engineering, as well as the commercialization of new technologies.



"Quantum computing holds the promise of discoveries with implications that extend far beyond traditional computing. The principles of quantum mechanics can lead to breakthroughs in computing power, cryptography and even materials science."

- Hock Tan, CEO

YOUTH APPRENTICESHIPS AT FORT COLLINS

Our Fort Collins facility implemented an apprenticeship program for high school students through CareerWise Colorado's Youth Apprenticeship program. We offer on-campus and parent-student information night sessions to make high school students and their families aware of the opportunities at Broadcom. We were nominated for an "Excellence in Apprenticeship" recognition by the NoCo Works WBL Alliance. This nomination underscores our efforts to build a pipeline of technical candidates from our local communities.





STEM Scholarships

In 2024, we provided scholarships to engineering and computer science students at San Jose State University, Colorado State University, Pennsylvania State University - Lehigh Valley, 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.

In 2024, our Director of Manufacturing, Optical Systems Division, visited the Pennsylvania State University – Lehigh Valley campus to meet with the two recent scholarship recipients, both of whom were first-generation college students, and learn more about their professional goals. We are proud to see our employees joining our efforts to promote a qualified workforce in our industry for the future.

COMPENSATION AND BENEFITS

Broadcom's success depends on its 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 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 a 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, is a key factor in recruiting and retaining top talent, and 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 6.2% (inclusive of employees who joined Broadcom as a result of the VMware acquisition) in 2024.

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



Commuter benefits



Company-paid life insurance



Fertility benefits



Adoption assistance



Retirement planning



Bereavement leave



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.

207,000+ Assigned Learning Hours in 2024

In 2024, our employees and contractors completed a total of over 207,000 assigned learning hours, including over 193,000 assigned learning hours of technical training.

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.

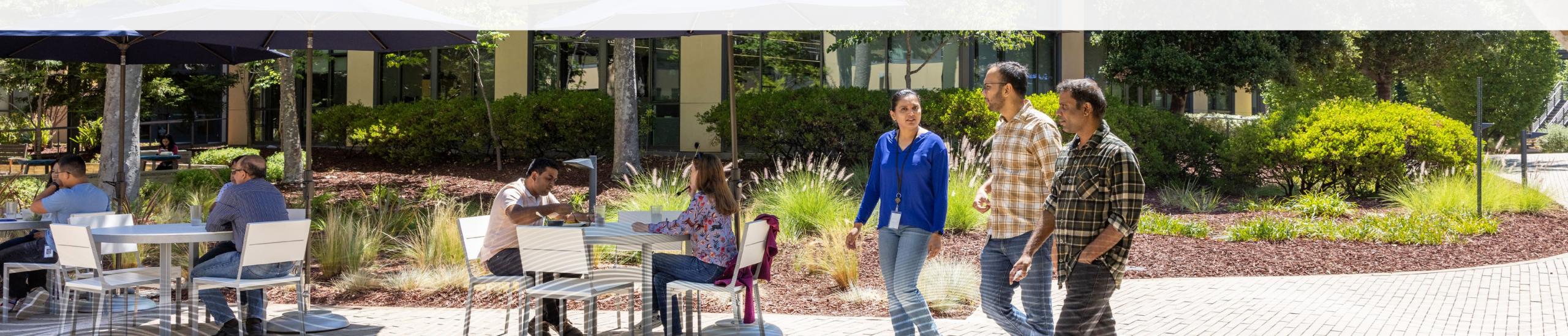
All of our employees (including part-time employees) and contractors are required to complete trainings that support Broadcom's values and culture, such as trainings on our Code of Ethics and Business Conduct, harassment prevention, cybersecurity and data privacy, human rights, anti-corruption and anti-trust.

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 2024, we reimbursed employees approximately \$415,000 in tuition expenses through this program.





BRINGING COLLEGE EDUCATION TO BROADCOM

We are proud to work with regional stakeholders near our largest manufacturing facilities, including in Fort Collins, Colorado, to train, educate and provide further career opportunities for our employees.

Our Fort Collins team developed an education program with Fort Range Community College (FRCC) at the Fort Collins site. This program brings technician coursework to our employees, which allows them to earn professional certificates or associate degrees at our Fort Collins site. We also built a new Learning Lab with specialized training equipment tailored to the FRCC classes. This allows us to get more highly trained workers, while providing our employees access to the latest technology and even greater opportunities for career progression.

"I never thought it would be possible for me to go back to school," one employee said. "My free time is limited, but FRCC offered a class an hour before my shift—that works with my life."



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).

Communication and Training

Our EHS intranet site provides information to our employees, including emergency action plans, workrelated injury reporting systems, EHS Compliance Plans and other EHS programs, procedures and guidelines. We strive to keep employees engaged by updating our web content frequently. 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.

On-Site Health Clinic

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.

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. In 2024, more than 900 employees and contractors visited the clinic.

MALAYSIA HEALTH AND SAFETY WEEK

In 2024, our Malaysia warehouse hosted an on-site Health and Safety week to promote employee wellness and safety for our Broadcom employees. Throughout the week, over 250 employees participated in various activities, including employee health check-ups, a fire preparedness demonstration by the Malaysian Fire and Rescue Department, and a scammer awareness discussion by the Royal Malaysian Police. Over 100 employees also donated blood as a way to give back to their communities.





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.

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 industry in which we operate.

In 2024, our global total injury and illness recordable case rate was 0.04 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 2024.

Employee Health and Safety Performance			
	2024	2023	2022
Global lost workday case rate	0.01	0.04	0.06
Global total injury and illness recordable case rate	0.04	0.11	0.13
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 Environmental and Social Responsibility Code of Conduct (Supplier Code), which reflects 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 labor and human rights, health and safety, environmental sustainability 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).

In 2024, we completed RBA's Corporate SAQ and scored a 95.30% — 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 the 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 closely 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

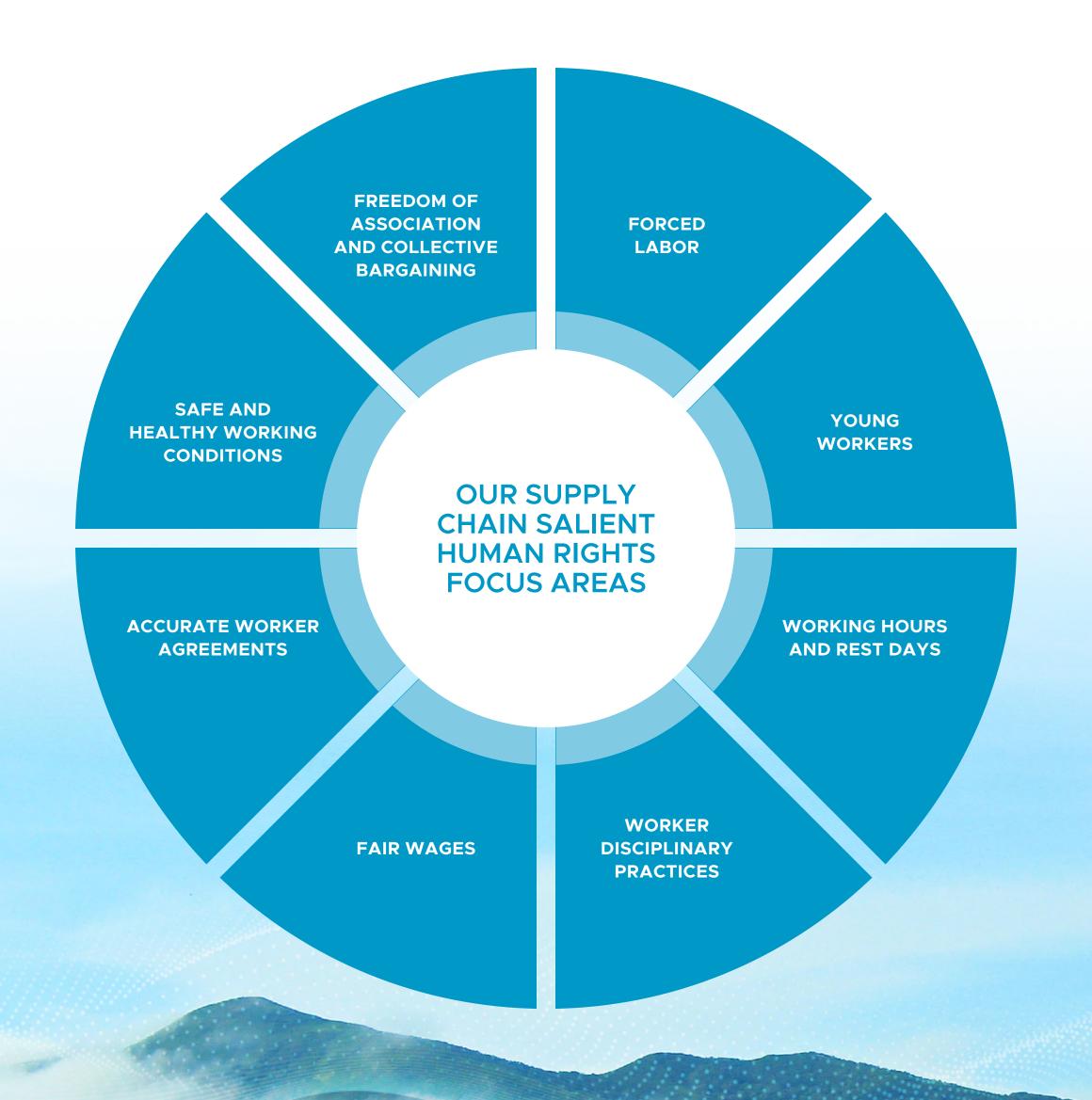
- Stakeholder Engagement: Conduct interviews and/ or surveys with key internal stakeholders across an array of functions
- Integrating Data: Synthesize any findings from internal or external audits, risk assessments, hotline reports, third-party reporting and external stakeholder engagements



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

Based on the results of our 2024 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 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.



Surveys - We identify and survey our significant suppliers globally.



Audits - We regularly audit our suppliers.



Certifications – We require adherence to our Supplier Code through certifications and contract terms.



Grievance Mechanism – We provide anonymous grievance mechanism (hotline) to allow workers to report human rights violations confidentially.



Communication - We regularly communicate our expectations to our suppliers, including through our annual supplier expectations letter.



Human Rights Training – We offer human rights awareness and forced labor prevention training to our suppliers.

Supplier Human Rights Surveys

All new suppliers are surveyed and 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 recent prior surveys) for human rights-related issues. The suppliers surveyed since 2021 collectively represent over 93% of our supply chain (based on our 2024 supplier spend).

We found no instances of forced labor, child labor, slavery or human trafficking among Broadcom's suppliers through this survey process.

All surveyed suppliers, as well as certain categories of 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.



of Broadcom's suppliers (by 2024 spend) have been audited for human rights (either directly by Broadcom or via RBA's VAP) in the past 2 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.

Our Global Operations and Internal Audit teams regularly audit our suppliers' operations and compliance with various Broadcom and human rights-related requirements. We review wage and hour labor laws, working conditions, employment agreements and recruitment fee payments, and we 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

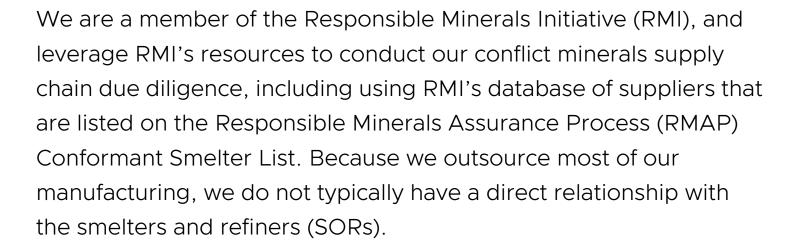
As part of our ongoing efforts to educate and raise awareness of forced labor and human trafficking issues, we offer our employees and suppliers human rights awareness and forced labor prevention training. We maintain internal accountability standards and procedures for employees or contractors failing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



RESPONSIBLE MINERALS SOURCING

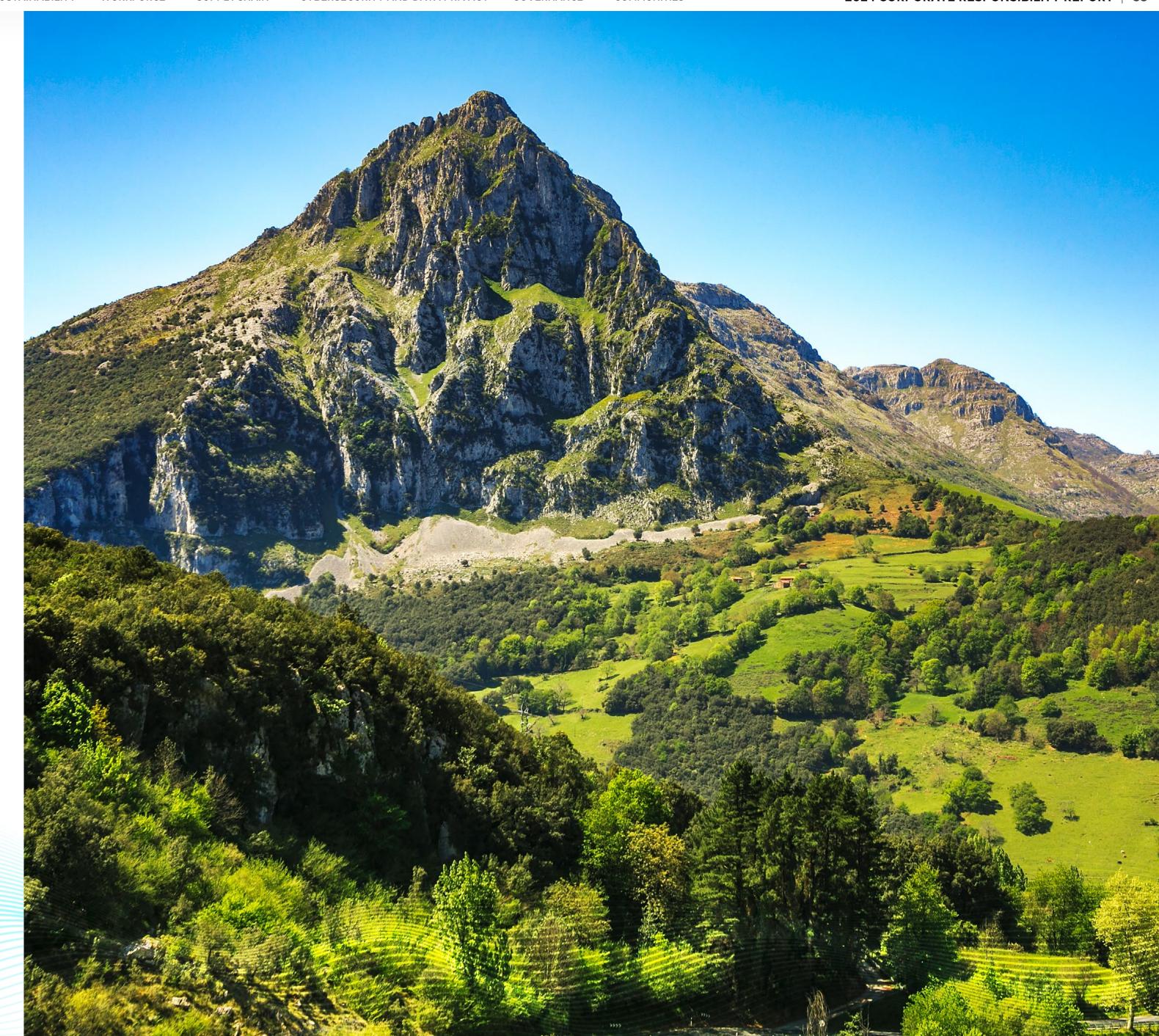
We are committed to socially responsible sourcing of conflict minerals (cassiterite, columbite-tantalite, gold, wolframite, and/or their derivatives tin, tantalum and tungsten) that are included in our products. We also support our industry's efforts to expand the smelter certification program and the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

expanding these efforts to include cobalt.



In 2023, 97% (222 out of 228) 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



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 of our employees to complete data security and privacy awareness 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)
- ► Requiring our new colleagues from VMware to complete privacy awareness training upon joining Broadcom, and for certain employees, additional bespoke privacy trainings
- ► Conducting an annual cybersecurity tabletop exercise with relevant employees to evaluate the effectiveness of our policies and procedures against realistic risk scenarios

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 team 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
- A mandatory training upon hiring and annually thereafter for all employees 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.

The U.S. Department of Homeland Security recognized Broadcom for its contributions to the mission of the JCDC, including providing the JCDC with unique intelligence that alerted other national governments to the presence of cyber threat actors on their networks. Actionable intelligence shared by Broadcom with government partners has also been credited with thwarting ransomware and other malicious attacks on critical infrastructure.



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 frequently collaborate with law enforcement agencies and other partners around the world to help neutralize transnational cyber threats. Hock Tan, our CEO, is also a presidentially appointed member of the U.S. National Security Telecommunications Advisory Committee (NSTAC).

He co-chaired the NSTAC subcommittee that conducted a study on the abuse of domestic infrastructure by foreign malicious actors and produced a report that provided recommendations for key participants in the internet ecosystem. 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 Science and Technology works with industry members within its National Cybersecurity Center of Excellence (NNCoE) to address meaningful cybersecurity challenges that organizations face today. Our Symantec, VMware and Carbon Black teams collaborated with the NNCoE on its guide to implementing a "zero trust" architecture to reduce the risk of cyber attacks.









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 maintain an ISO 27001 certification for the Customer Support infrastructure of our software businesses, and ISO 27017 and ISO 27018 certifications for various VMware offerings.

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.

Broadcom has met the requirements for U.S. federal government software vendors contained in Executive Order 14028 (Improving the Nation's Cybersecurity) relating to the use of secure development practices identified in the National Institute of Standards and Technology's Special Publication 800-218. We also assess the compliance of our products and processes with laws such as the EU Digital Operational Resilience Act and the EU Data Act to ensure our readiness to meet our compliance obligations and our ability to offer sound and compliant solutions to our customers. We have also 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.

The **Privacy and Data Protection Portal** on our website includes our privacy policies, standard contractual clauses for international data transfers and product-specific transparency statements that disclose categories of data collection and processing, the identities and locations of sub-processors and privacy-enhancing product features.

We extended our transparency efforts to our VMware products, transitioning VMware customers to our privacy policies, disclosures and practices to understand how we collect and process data for business purposes.

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 the company who can then fix and release product updates for those vulnerabilities to further bolster the product's security. 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 safer.

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 is led by Chairman of the Board Henry Samueli, Ph.D. and Lead Independent Director Eddy Hartenstein. Broadcom's Board is comprised of nine members. Eight of our nine directors are independent. The demographic background of our directors includes ethnicity (four directors) and gender (three directors).

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 business risks, including risks related to cybersecurity and climate, 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	\checkmark	✓	✓	\checkmark	✓		✓	✓	\checkmark
Cybersecurity	✓		✓					✓	\checkmark
Executive Leadership	√	✓	✓	\checkmark	✓	\checkmark	✓	✓	\checkmark
Finance/Accounting		√	✓	\checkmark	√	√		✓	✓
Global Business	√	√	✓	\checkmark	√	√	✓	√	√
Manufacturing/Supply Chain	✓	√				√	✓	√	
Semiconductor	√	√	✓	\checkmark		√	✓	√	
Software/Cloud Computing	√		✓					√	√



Technology/Innovation

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.

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 2024 EMPLOYEE ETHICAL CULTURE SURVEY

95.0%

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

94.7%

Believe they have a personal responsibility for ethics at Broadcom

90.7%

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

Fostering a Speak-Up Culture

We have an **Open Door Policy** 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 a number of avenues 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 2024, 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 24x7, 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 trainings 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 employee and contractors to certify that they understand and agree to abide by the applicable Broadcom policies, including our Code.



Broadcom-Produced Compliance Trainings

To make compliance trainings more relevant and engaging, we started producing our own series of training videos customized for Broadcom employees featuring a fictionalized character, "Griffin," in 2022. 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 continued filming new Griffin training videos in 2024 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 are able to select and use our in-house produced compliance videos, which cover a wide variety of topics, such as anticorruption, harassment, bullying, expenses, side letters, conflicts of interest, non-retaliation, books and records, phishing and competitive intelligence.



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.



In addition, our Ethics and Compliance Team conducted a live compliance training for our Malaysia warehouse employees. The training was customized for the issues that these employees might encounter in their day-to-day roles and was provided in local Malay language.



Empowering Managers to be Ethics Leaders

Our Employee Ethical Culture Surveys have shown that our employees first 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 in our compliance culture.

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

The tools we equip our managers with include 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.

In 2024, the Ethics and Compliance Team traveled to our various international offices, including offices in India, Singapore, Malaysia, Japan, Korea and Taiwan to meet with local managers and train them on their responsibility as ethical leaders.

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. In 2024, we expanded our Global Compliance Ambassador Program to include our new VMware colleagues and further strengthen our combined compliance culture.

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.

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 so that they remain **Connected by Broadcom**.

EMPLOYEE GIFT MATCHING

Through our employee charitable donation matching program, in 2024, we matched approximately \$2 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 and Food Bank for Larimer County. Our Northern California office employees also participated in a Virtual Holiday Drive to benefit the Second Harvest Food Bank of Silicon Valley and Unity Care.

Empowering Futures through Laptop and Technology Donations

Since 2018, Broadcom has donated almost 9,000 high-quality, refurbished laptops and other tech equipment, including monitors and headsets to various non-profit organizations, public schools and universities, that give new life and new purpose to this equipment.

In 2024, we donated 60 refurbished desktops and laptops to three Malaysian schools, to empower the students with the necessary tools for STEM education and digital inclusion. One of these schools is a primary school in the outskirts of Penang, and our donations are used by the young students in a computer lab to learn basic computer skills.

We also donated over 350 monitors to various public schools in Costa Rica and various laptops, computer workstations, computer accessories and monitors to colleges and universities in Bulgaria.

Broadcom also continues to donate laptops to ThinkTogether's and Renaissance Youth Center's coding and robotics afterschool STEM programs. Through these partnerships with Broadcom Foundation, students learn basic coding skills. This support from Broadcom and Broadcom Foundation makes an impact on under-served students from kindergarten to their senior year and beyond.



San Jose Aspires

The San Jose Aspires program provides financial awards to high school students located in San Jose. California who will be first-generation college students. The San Jose Aspires program empowers students in underserved neighborhoods to chart a path towards academic success with a tailored curriculum, peer and professional resources and financial support. Broadcom and Broadcom Foundation made a joint pledge in 2022 to donate \$600,000 over three years to the San Jose Aspires program.



BROADCOM FOUNDATION

Broadcom Foundation is a non-profit organization established in 2009 and funded by our subsidiary, Broadcom Corporation. Broadcom Foundation's mission is to advance equitable access to STEM education and promote coding as a 21st Century+ skill. Broadcom Foundation collaborates with non-governmental organizations, universities and community non-profit 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.

Celebrating Broadcom Foundation's 15th Anniversary

In 2024, Broadcom Foundation celebrated its 15th anniversary. Broadcom employees and community leaders came together with the Broadcom Foundation at the Discovery Cube in Orange County, California to celebrate fifteen years of building a community of giving.

Broadband for All

As part of the Broadcom Foundation's commitment to closing the digital divide, it advocates for universal access to broadband. Broadcom Foundation partnered with Teaching Institute for STEM Education to support regional ecosystems of STEM educators to obtain National Science Foundation grants to increase digital literacy.



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 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/computational thinking 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, Israel, Mexico and Zimbabwe, as well as in Raspberry Pi Foundation's Coolest Projects Global.

Broadcom Foundation awarded the *Broadcom Coding with Commitment*® award at the IRIS Fair to a student for developing a program called "Interpreter to enable coding in Vernacular Language." All major computer programming languages are written in English. His program breaks the language barrier for computer sciences, allowing people to learn programming in their native language.

Broadcom Foundation awarded the **Broadcom Coding with Commitment**® at the 2024 Thermo Fisher Scientific Innovators Challenge to a student who used his coding and engineering skills to build models of train suspension systems to learn how the vibrations produced by springs and the weight distribution of the train cars contribute to train derailment.

Since 2020, the Broadcom Foundation has been funding Coolest Projects Malaysia, which is a competition for young people to showcase and celebrate their ideas created with technology. The 2024 competition featured four project categories: Visual Programming, Hardware, Games and Web. Our Penang, Malaysia employees volunteered as competition judges and mentors for these remarkable young innovators.

Through the Broadcom Foundation-sponsored ScienceBuddies.org, students in fifth to eighth grade can tap into resources and ideas for science fair projects, including accessible drag-and-drop coding tools.





Hidden Figures in STEM

Broadcom Foundation and WikiEducation.org created a multi-year initiative to increase the biographies of underrepresented STEM pioneers in Wikipedia. The goal of this project is to add biographies of unrecognized scientists, engineers and innovators from underrepresented communities to the Wikipedia site to highlight the stories and contributions of these STEM role models. In 2024, nine institutions were assigned to add 38 new biographies, with a total of 85 new additions overall.

STEM Pathways to College

Broadcom Foundation partnered with the SciTech Institute to create the Chief Science Officer (CSO) Program in Orange County, California. This program incorporates leadership training and STEM engagement opportunities for sixth through twelfth graders. Three students represented Orange County at the national STEM Ecosystem Community of Practice and organized a STEM night for families with multilingual booths in English, Spanish and Vietnamese. In 2024, they also hosted the CSO Fall Leadership Training Institute, drawing in 50 new students who wish to participate as CSOs.

Broadcom Foundation funds a FABLab at Tel Aviv University (TAU), which draws its inspiration from the Foundationsponsored FABLab at the Henry Samueli School of Engineering at the University of California, Irvine. The TAU engineering faculty also started a "Young Female Engineers" initiative that offers 50 female middle school students an opportunity to experience programming at a university level.

Inspiring STEM Students



We have thoughtful, innovative and inspirational female engineers at Broadcom, and through Broadcom Foundation's support, some of them represented Broadcom and the Broadcom Foundation at the Women in Science and Engineering (WISE) Forum in Allentown, Pennsylvania. They spoke with the female students about their passion for STEM and STEM career paths.



Broadcom Foundation partnered with our Fort Collins employees to participate in the 17th annual Harmony Tech Camp. Ninety sixth-grade girls participated in this camp and completed projects in chemistry, electronics and programming. Our employees spoke to these girls about STEM careers.

Raspberry Pi Code Clubs

Because digital literacy is a foundational skill needed for today's workforce readiness, the Broadcom Foundation partners with the Raspberry Pi Foundation to offer basic coding to under-resourced and underrepresented youth through after-school code clubs where they learn to apply coding to solve community problems in their neighborhoods that align with the 17 UN SDGs. Broadcom Foundation is spearheading Coding Labs and Code Clubs in the United States, Malaysia, Mexico, India, Israel and Africa. These programs help establish scalable models for other communities to take advantage of Raspberry Pi Foundation's free online coding resources.

Disaster Relief

Broadcom Foundation also assists communities devastated by a natural disaster. Over the past year, the Broadcom Foundation provided disaster relief to earthquake-devastated regions in Europe, the Middle East and Africa, as well as in response to extreme weather events in North Carolina, Tennessee and Hawaii.

Upcycling Fabric from VMware Explore

We host the VMware Explore user conferences to bring together the VMware community in Las Vegas and Barcelona. 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.

In 2023, our thoughtful and creative employees worked with local companies in South Africa to create wall art and seat coverings for primary schools and waterproof book bags for children in Cape Town. We carried forward this tradition, and in 2024 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.







CONNECTED BY BROADCOM IN INDIA

With a sizable portion of our talented employees located in India, we are proud to be able to connect with local organizations that are meaningful to them. Since 2018, Broadcom has donated over \$11 million to charitable causes in India. Our activities in India primarily focus on education for disadvantaged women and children, gender equality through health and hygiene for young women and the environment, including environmental sustainability through water conservation, clean water initiatives and local biodiversity.



Empowerment through Education

We partner with VIDYA, whose mission is to empower and transform lives through education. VIDYA's key initiatives range from the Digital Empowerment Program, which focuses on digital literacy for children, to livelihood training for women to improve their economic independence, to community awareness programs and interventions focused on health and hygiene. Through VIDYA, we also support a scholarship program that allows economically disadvantaged students to continue their education. In 2024, Broadcom's support enabled VIDYA to reach 13,000 beneficiaries.

We have also partnered with Child Rights and You (CRY), adopting an integrated approach that combines STEM education with environmental education, with a focus on climate change and sustainability. 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.

Science Centers and Coding Labs

Through Agastya International Foundation, we continue to sponsor initiatives that spark curiosity through immersive science, digital literacy and "design thinking" programs that benefit over 78,000 children throughout India. We do this through different outreach methods, including science centers, innovation hubs and the Biodiscovery center. We sponsored five science centers throughout India, including the Creativity Campus and Innovation Hub. The science-based outreach programs also include science camps and teacher training workshops. We are proud to support several iMobile Labs and Raspberry Pi Labs that teach programming and technical skills to students in rural areas to help close the digital divide in a digital world.

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 2024, we partnered with the United Way of Bengaluru to help bolster the infrastructure of 97 Anganwadi centers focusing on early learning opportunities for young children. This program also provided training to more than 800 Anganwadi workers on early childhood care and education. Anganwadi workers are critical to the functioning of the Anganwadi centers, and this training equips the workers with strategies for engaged learning, effective parental engagement, evaluation methods for children's growth, and additional knowledge on children's health and nutritional needs.





HEALTH AND HYGIENE

GENDHER

We are proud to continue our sponsorship of the United Way of Bengaluru's GENDHER program to support gender equality in schools. This program provides health education, creates safe spaces for young women at schools and provides young women with feminine hygiene kits. In 2024, 835 Anganwadi workers were trained on this program.



Rise Against Hunger

We partnered with Rise Against Hunger in Bihar, Jharkhand, Odisha and Chhattisgarh to improve the nutrition of pregnant women, lactating mothers and young children by providing fortified nutritious meals and organizing health and nutrition counselling sessions.



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 generation. In 2024, the program built over 800 wells across 23 locations in Bengaluru.



Wake the Lakes

We are revitalizing two lakes in Bengaluru, an initiative that 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 inlets, improving the quality of water and greening the periphery of the lake environments.

GRI CONTENT INDEX

LETTER FROM OUR CEO

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 Repo	rting Practices	
2-1	Organizational details	Broadcom Inc.
		3421 Hillview Avenue, Palo Alto, California 94304
		About Broadcom; Annual Report on Form 10-K for 2024
2-2	Entities included in the organization's sustainability reporting	Annual Report on Form 10-K for 2024 (Exhibit 21.1, List of Significant Subsidiaries, as of November 3, 2024)
2-3	Reporting period, frequency and contact point	Fiscal year 2024: October 30, 2023 – November 3, 2024
		Annual
		esg@broadcom.com
2-4	Restatements of information	No financial restatements
Activities and Workers		
2-6	Activities, value chain and other business relationships	About Broadcom; Products; Supply Chain
		See our Annual Report on Form 10-K for 2024 regarding the VMware acquisition and the business going forward.
2-7	Employees	Workforce
Governance		
2-9	Governance structure and composition	Board Governance
Strategy, Policies and Practice	s	
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
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	2024 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; 2024 Corporate Responsibility Priorities; Stakeholder Engagement
3-2	List of material topics	2024 Corporate Responsibility Priorities; There has been no change to the list of our Corporate Responsibility Priorities
3-3	Management of Material Topics	2024 Corporate Responsibility Priorities
GRI Topic-Specific Disclosures		
Economic Performance		
3-3	Management approach	Annual Report on Form 10-K for 2024
201-1	Direct economic value generated and distributed	Annual Report on Form 10-K for 2024; About Broadcom; Communities
Anti-Corruption		
3-3	Management approach	Ethics and Compliance
205-1	Operations assessed for risks related to corruption	Anti-Corruption

DISCLOSURE	DISCLOSURE DESCRIPTION	LOCATION
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 2024
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
Energy		
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 Saving and Emissions Reduction Projects
302-5	Reductions in energy requirements of products and services	Sustainability through Innovation
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
Emissions		
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
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-	Compensation and Benefits
	time employees	
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

LETTER FROM OUR CEO

CORPORATE RESPONSIBILITY AT BROADCOM ENVIRONMENTAL SUSTAINABILITY WORKFORCE

SUPPLYCHAIN

CYBERSECURITY AND DATA PRIVACY GOVERNANCE COMMUNITIES

APPENDIX

2024 CORPORATE RESPONSIBILITY REPORT | 56

DISCLOSURE	DISCLOSURE DESCRIPTION	LOCATION
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	Employee Health and Safety
	business relationships	
Diversity and Equal Opportunity		
3-3	Management approach	Workforce
405-1	Diversity of governance bodies and employees	Workforce; Board Governance
405-2	Ratio of basic salary and remuneration of women to men	Compensation and Benefits
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	Communities
	programs	
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	Annual Report on Form 10-K for 2024
	customer data	
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	Product Quality
	(quality management)	
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	SASB 5.0 Governance, Internal Control, and	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	2024 Corporate Responsibility Priorities; Governance of Corporate Responsibility Matters; Board Governance; Task Force on Climate-
Standards Application Guidance	Assurance	 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 	Related Financial Disclosures; TCFD Index
		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	
		d. The entity's use of metrics or targets to assess and manage topic-related risks and opportunities	
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
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
	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff and (3) all other employees	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	d risks and opportunities		
a) Describe the board's oversight of climate-related risks and opportunities	Our Board of Directors (Board), through its Nominating and Corporate Governance Committee (NCG Committee), oversees corporate responsibility matters at Broadcom, including climate-related issues. Our Board is involved in the preparation of and reviews our Corporate Responsibility Report.	Governance of Corporate Responsibility Matters	
	Our NCG Committee is responsible for reviewing and reporting to the Board on matters of corporate responsibility (including climate-related impacts, risks and opportunities in our business), and our public reporting on these topics.		
	The NCG Committee receives quarterly updates from our executives on corporate responsibility matters. The feedback we receive from our stakeholders on corporate responsibility matters is also regularly communicated to the NCG Committee and the Board. On at least a quarterly basis, the NCG Committee updates the Board on corporate responsibility matters.		
	In addition, our Audit Committee of the Board 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.		
b) Describe management's role in assessing and managing climate-related risks and opportunities	Our ESG Steering Committee is led by the President of our Semiconductor Solutions Group who reports to our Chief Executive Officer. Our ESG Steering Committee includes our Chief Financial Officer, Chief Legal and Corporate Affairs Officer and senior leaders in Global Operations, Human Resources, Legal and Workplace Services.	Governance of Corporate Responsibility Matters	
	The ESG Steering Committee meets quarterly and is responsible for leading our corporate responsibility strategy and engaging with our Working Groups who manage our corporate responsibility initiatives across Broadcom. The ESG Steering Committee has four Working Groups that focus on employee engagement, environmental sustainability, human rights/supply chain and regulatory reporting.		

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LETTER FROM OUR CEO CORPORATE RESPONSIBILITY AT BROADCOM **ENVIRONMENTAL SUSTAINABILITY** CYBERSECURITY AND DATA PRIVACY **APPENDIX** 2024 CORPORATE RESPONSIBILITY REPORT | 59 WORKFORCE SUPPLYCHAIN COMMUNITIES **BROADCOM TCFD RECOMMENDATION BROADCOM DISCLOSURE DISCLOSURE LOCATION** 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 a) Describe the climate-related risks and opportunities the organization has For purposes of climate-related risk and opportunities, we define short, medium and long-term time horizons as follows: Annual Report on Form 10-K; Environmental Sustainability; Products identified over the short, medium, and long term Short-term: 0-5 years | Medium-term: 5-10 years | Long-term: 10-25 years **Climate-Related Risks** b) Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning We have not identified any inherent climate-related risks with the potential to have a substantive financial impact on our business 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. **Climate-Related Opportunities** We have identified areas of climate-related opportunities for our business, including: Products and Markets – 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. One of our areas of focus is to create products that help support our customers' environmental sustainability goals. We develop innovative methods that minimize power consumption and industrial products that can be used in green energy systems, including: • The Broadcom® 400G PCIe Gen 5.0 Ethernet adapter, which is the industry's first Ethernet adapter built with 5-nm process technology. This Ethernet product enables the most power and thermally efficient design in the market and supports our customer's need for higher data transfer speeds in AI networks. In 2024, Broadcom delivered the industry's first Tomahawk® 5-based 51.2T Bailly Co-Packaged Optics system, which are critical for both front-end and back-end networks in large-scale generative AI clusters. The Tomahawk® 5-based Bailly chip can reduce the optical interconnect power consumption by approximately 60% compared to a switch populated with traditional optics, saving hundreds of kilowatts in a large scale AI cluster. These major power and cost savings are critical for reducing electricity consumption in AI infrastructure. Broadcom announced the industry's first 5-nm PCIe Gen 5.0/CXL2.0 and PCIe Gen 6.0/CXL3.1 retimers. Our retimers, in connection with our PEX series switches, were the industry's first end-to-end PCIe portfolio – enabling our customers to build data center solutions with lower power and higher bandwidth. When our customers opt to virtualize their data centers, they are able to separate computing environments from physical infrastructure. With virtualization, companies can place multiple virtual data centers onto a single physical server. With our VMware Cloud Foundation® (VCF) software, our customers can virtualize their compute, storage and network data centers. Our VCF Operations software collects power consumption metrics for virtualization and allows our customers to optimize their power usage at a granular level by identifying which virtual machines can be powered off or put to sleep for a period of time. We also have a feature that weighs five critical components in our customers' data centers and provides actionable recommendations on how to optimize their power usage. Resource Efficiency – 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 energy and water usage efficiencies, resulting in reduced operating costs. We will continue to look for

ways to further increase our operational efficiency, while reducing our environmental impact.

c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including under a 2°C or lower scenario

We are in process of conducting our first climate-related scenario analysis aligned with TCFD. The scenario analysis will help us gain a deeper understanding of any potential climate-related risks and opportunities.



LETTER FROM OUR CEO CORPORATE RESPONSIBILITY AT BROADCOM ENVIRONMENTAL SUSTAINABILITY WORKFORCE SUPPLYCHAIN CYBERSECURITY AND DATA PRIVACY GOVERNANCE COMMUNITIES APPENDIX 2024 CORPORATE RESPONSIBILITY REPORT 60

TCFD RECOMMENDATION BROADCOM DISCLOSURE DISCLOSURE LOCATION Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks a) Describe the organization's processes for identifying and assessing climate-**Annual Report on Form 10-K**; As part of our enterprise risk management processes, various risks are assessed across the company by the relevant stakeholders and related risks in collaboration with our Internal Audit Team, as needed. Actual and potential risks, including the risk factors in our periodic reports Governance of Corporate Responsibility filed with the U.S. Securities and Exchange Commission, are reviewed by management and the Audit Committee at least quarterly. Matters b) Describe the organization's processes for managing climate-related risks Updates for select risks are also provided to the Audit Committee throughout the year. In addition, on an annual basis, enterprise risks c) Describe how processes for identifying, assessing, and managing climateare updated and discussed with the Board and/or the relevant committees of the Board, including the Audit Committee which has related risks are integrated into the organization's overall risk management oversight responsible for enterprise risk management at Broadcom. We manage actual and potential enterprise risks through various processes, polices and mitigation activities. For example, 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 global sites have Site Control Plans, which provide our response plans in the event of various emergency situations, including climate-related severe weather events, like wildfires, hurricanes, flooding and blizzards. 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. Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material **Environmental Sustainability** a) Disclose the metrics used by the organization to assess climate-related Refer to the Environmental Sustainability section of this report for GHG emissions, energy use and water use data, as well as our GHG

risks and opportunities in line with its strategy and risk management process b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas

c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets

(GHG) emissions and the related risks

emissions reduction target.

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ENVIRONMENTAL METRICS

GHG EMISSIONS (tCO ₂ e)						
SCOPE	2024	2023	2022			
Total GHG Emissions						
Scope 1 Emissions	53,649	58,764	97,208			
Scope 2 Emissions (location-based)	247,381	186,061	181,235			
Scope 2 Emissions (market-based)	166,752	140,005	152,507			
Total Scope 1 and 2 Emissions (location-based)	301,030	244,825	278,443			
Total Scope 1 and 2 Emissions (market-based)	220,401	198,769	249,715			
Total Scope 1 and 2 Emissions (market-based) per million dollars of revenue	4.3 tCO ₂ e/\$M	5.5 tCO ₂ e/\$M	7.5 tCO ₂ e/\$M			
Total Reported Scope 3 Emissions	2,410,880	1,847,962	27,177			
Category 1: Purchased Goods and Services	2,181,575	1,678,073	Not calculated			
Category 2: Capital Goods	49,232	95,283	Not calculated			
Category 3: Fuel- and Energy-Related Activities	50,346	42,882	12,063			
Category 4: Upstream Transportation and Distribution	34,392	Not calculated	Not calculated			
Category 5: Waste Generated in Operations	7,501	13,851	4,350			
Category 6: Business Travel	22,683	7,518	3,050			
Category 7: Employee Commuting	23,016	10,355	7,713			
Category 8: Upstream Leased Assets	9,965	Not calculated	Not calculated			
Category 9: Downstream Transportation and Distribution	15,967	Not calculated	Not calculated			
Category 10: Processing of Sold Products	14,731	Not calculated	Not calculated			
Category 12: End-of-life Treatment of Sold Products	842	Not calculated	Not calculated			
Category 15: Investments	893	Not calculated	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/WBSCD'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 June 2024), and the Department for Environment, Food and Rural Affairs (DEFRA) GHG Conversion Factors for Company Reporting (published July 2024, updated October 2024). 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) 2022 (published January 2024), IEA's Statistics Data Service: Emission Factors (published September 2024) and the Association of Issuing Bodies (AIB): European Residual Mixes 2022 (published June 2023). In 2024, Scope 2 emissions take into account supplier-specific emissions factors published by 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/WBSCD 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 U.S. EPA's Environmentally-Extended Input-Output (EEIO) model emission factors version 1.3 (published July 2024), U.S. EPA's Emission Factor Hub, Emissions Factors for Greenhouse Gas Inventories (published June 2024), DEFRA Conversion Factors 2024 (published June 2023), IEA's Statistics Data Service: Emission Factors (published September 2024) and IEA's Life Cyle Upstream Emission Factors 2023 (Pilot Edition).

Purchased goods and services, capital goods, and upstream leased asset emissions are calculated using spendbased 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 nonhazardous 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 U.S. EPA's EEIO model emission factors version 1.3 (published July 2024).

Independent third-party subject matter experts were engaged to calculate the 2024 GHG emissions inventory and energy consumption; however, Broadcom did not seek assurance of the data.

WATER (GALLONS)					
	2024	2023	2022		
Total Water Withdrawn*	554,647,230	515,791,697	515,584,200		
Water withdrawals based on actual data where available. Where actual data was not available, water withd	Irawals were estimated using square footage intensity factors by facility type.				
	WASTE (SHORT TONS)				
	2024	2023	2022		
Non-Hazardous Waste ¹					

	WASTE (SHORT TONS)		
	2024	2023	2022
Non-Hazardous Waste ¹			
Total Waste Generated	16,436	38,778	11,127
Total Waste Diverted from Landfill	3,996	7,825	3,894
Diversion Rate	42%	35%	35%
Hazardous Waste and Industrial Process Waste ²			
Incineration (with Heat Recovery)	76	1,273	1,878
Incineration (without Heat Recovery)	1,379	105	101
Sent to Landfill/Surface Impoundment	13	30	69
Other Disposal Operations	3,287	3,449	3,002
Total	4,755	4,857	5,050
E-scrap Waste ³			
E-scrap	301	239	183

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 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.

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.

Third-Party Verification

Our energy, air quality and 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 the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements.

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