



## EQUAL OPPORTUNITY POLICY STATEMENT

Broadcom Inc. is firmly committed to providing equal opportunity to all persons without regard to race, color, sex, gender, gender identity, gender expression, sexual orientation, religious creed, national origin, age, physical disability, mental disability, medical condition, genetic information, ancestry, marital status, Protected Veteran Status (Recently Separated, Disabled, Armed Forces Service Medal, Active Duty Wartime or Campaign Badge) or other bases protected by applicable federal, state, or local law. This policy applies to all employment decisions including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions and terminations, and prohibits harassment of applicants and employees.

We also have established a continuing Affirmative Action (AA) program to assure equal employment opportunity (EEO) in all our policy decisions affecting recruitment, selection, assignment, promotion, training, and all other terms and conditions of employment.

As President and CEO of Broadcom Inc., I have designated the Broadcom HR Operations Team to be responsible for implementing our affirmative action efforts to ensure that the principle of equal employment opportunity is understood, followed, and a reality at Broadcom Inc. All employees are responsible to act in accordance with our company's EEO policy, and are encouraged to assist our affirmative efforts in support of our EEO policy. All members of management must be familiar with this policy, must fully support it, and are responsible to apply these principles in good faith.

Employees and applicants will not be subjected to retaliation, reprisal, harassment, intimidation, threats, coercion or discrimination because they: (1) file a complaint with the company or government agencies; (2) assist or participate in any investigation, compliance review, hearing, or any other activity related to the administration of any law requiring equal opportunity; (3) oppose any act or practice made unlawful by any law requiring equal opportunity; or (4) exercise any other protected employment right.

Broadcom will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the Broadcom's legal duty to furnish information.

This statement is posted to provide applicants and employees with knowledge of our commitment to equal employment opportunity, and it may be sent to subcontractors, including vendors and suppliers, as notice of our EEO/AA efforts and as a means of requesting appropriate action on their part. The

EEO/Affirmative Action Plan for Disabled Workers and Protected Veterans is located in the office of Sandy Cabrera, our company's EEO Coordinator and, upon request, employees who wish to review the full narrative portion of these Affirmative Action Plans may do so on weekdays during normal working hours.

A handwritten signature in black ink, appearing to read 'Hock Tan', with a long horizontal stroke extending to the right.

Hock Tan  
President and CEO

January 1, 2019