

2023 Environmental, Social & Governance Report



ABOUT THIS REPORT

This Environmental, Social & Governance Report was published in February 2024. Unless otherwise noted, this report covers Broadcom's fiscal year 2023 ended October 29, 2023 (referred to herein as 2023).

We intend to continue to report on our environmental, social and governance (ESG) programs and initiatives annually. For additional information, visit Broadcom's [Corporate Citizenship](#) page.

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

REPORTING GUIDELINES & CONTENT

We prepared this report leveraging the Global Reporting Initiative (GRI) Sustainability Reporting Standards (core option), the Sustainability Accounting Standards Board (SASB) Semiconductors and Software & 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 ESG priorities assessment are different from those terms as used in the context of filings with the U.S. Securities and Exchange Commission (SEC). Issues deemed material for the purposes of this report or the ESG priorities assessment may not be deemed material for SEC reporting purposes.

Table of Contents

Letter from our CEO	3
ESG at Broadcom	4
Environmental Sustainability	13
Workforce	20
Supply Chain	28
Cybersecurity and Data Privacy	33
Governance	36
Communities	40
Appendices	45



Letter from our CEO

Broadcom technology powers the world's most complex IT environments. Our innovative products connect homes, communities, governments and businesses, improving the everyday lives of people globally. Our longstanding commitment to innovation goes hand-in-hand with our commitment to ensure our customers, partners, employees and communities remain **Connected by Broadcom**.

We're proud that in 2023, Broadcom made Newsweek's lists of America's Most Responsible Companies, Most Trustworthy Companies in America and the World's Most Trustworthy Companies. In addition, TIME named Broadcom one of the World's Best Companies. These honors reflect the progress we have made since we began our ESG journey.

We continue to make measurable advances toward our commitment to reduce our Scope 1 and Scope 2 greenhouse gas (GHG) emissions. This commitment is in line with the UN Paris Agreement and Science Based Targets Initiative goal to limit global warming to 1.5° Celsius above pre-industrial levels. In 2023, we decreased our Scope 1 and Scope 2 GHG emissions by 34% from our 2021 baseline.

In addition, we have expanded our Scope 3 GHG emissions disclosures by including in this ESG Report two additional Scope 3 categories. As part of our efforts to expand our disclosures and make our global supply chain more sustainable, we have increased our level of engagement with our suppliers.

Our highly skilled global workforce is the foundation of our success. We remain committed to creating a welcoming and inclusive culture for all of our employees.

We're also excited to welcome VMware to Broadcom. We closed the VMware acquisition in November 2023, completing the technology industry's largest M&A transaction to date. In 2024, we are focused on integrating the VMware business and employees into Broadcom while also developing and growing the VMware business.

The VMware acquisition marks the start of a new era for Broadcom. As we build the world's leading infrastructure technology company, we continue to support our customers, partners, employees and communities through innovation so that they remain connected to each other.



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



ESG at Broadcom

ABOUT BROADCOM

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

We are recognized for our innovation, collaboration and engineering excellence. Our category-leading product portfolio serves critical markets, including cloud, data center, networking, broadband, wireless, storage, industrial and enterprise software, and ensures 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 our talented and dedicated employees across the globe.

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 2010.

2023 FINANCIAL HIGHLIGHTS

\$35.8B

in net revenue, up 7.9% from fiscal year 2022

\$5.3B

investment in research and development

\$452M

in capital expenditures

\$18.40

in aggregate cash dividends, per share of common stock

BROADCOM AT A GLANCE*

20,000+
Employees



12,900+
R&D Employees



81
Global Offices



12
Manufacturing Facilities



AVGO
Nasdaq Global Select Market



*This data is as of the end of our fiscal year 2023, prior to the closing of our acquisition of VMware on November 22, 2023.






2023 ESG HIGHLIGHTS



Newsweek — America's Greatest Workplaces for Diversity 2023

Recognized for the inclusivity and diversity of our workforce and corporate culture



Newsweek — America's Most Responsible Companies 2023

Recognized for our ESG efforts



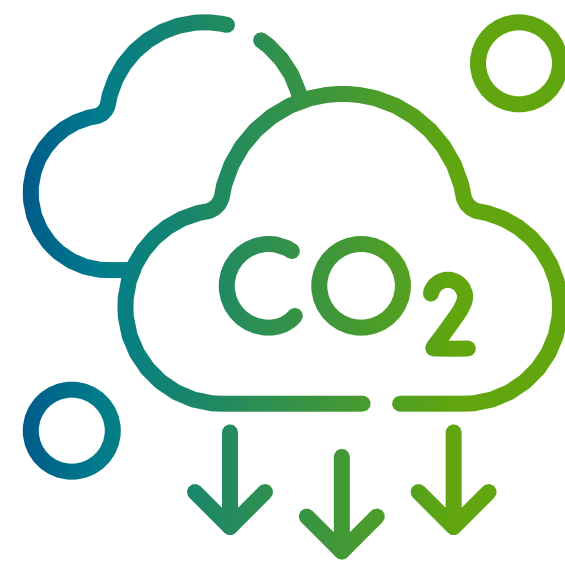
Newsweek — World's Most Trustworthy Companies 2023

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



Newsweek — America's Most Trustworthy Companies 2023

Recognized for our fair treatment of customers, suppliers and employees




GHG Emissions Reductions

34% reduction in Scope 1 and Scope 2 GHG emissions from our 2021 baseline



TIME — The World's Best Companies 2023

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




Newsweek — America's Greatest Workplaces for Parents and Families 2023

Recognized for our family-friendly policies and workplace culture




Newsweek — America's Greatest Workplaces for Job Starters/Young Professionals 2023

Recognized for our investments in training and mentorship



Engineering Scholarships

Provided scholarships to Colorado State University, Pennsylvania State University, San Jose State University and National Action Council for Minorities in Engineering



Humankind 100

Recognized for creating positive value for our investors, consumers, employees and society at large



Forbes — America's Most Cybersecure Companies 2023

Recognized for our best-in-class website security and cybersecurity infrastructure

ESG GOVERNANCE

ESG — environmental, social and governance — at Broadcom starts at the top with our Board of Directors and executives.

Our Board, through its Nominating, Environmental, Social and Governance (NESG) Committee, oversees our ESG program. The NESG Committee receives quarterly updates from our executives on ESG matters, including stakeholder feedback, and updates the Board at least quarterly. Our Board is engaged in the preparation and review of our ESG 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 ESG strategy and engaging with our ESG Working Groups who champion our ESG initiatives across Broadcom.

The ESG Steering Committee has four Working Groups that focus on diversity, equity and inclusion, environmental sustainability, human rights/supply chain and regulatory reporting.



STAKEHOLDER ENGAGEMENT

We recognize the importance of regularly engaging with our stakeholders to understand their concerns and to receive valuable input from them to help identify our ESG priorities.

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



Policy engagement and outreach with government officials
Discussions with industry peers and stakeholder organizations
Participate in U.S. government-led public-private initiatives



PUBLIC POLICY

Over \$1.4 million in matching employee charitable donations
STEM education and digital literacy through Broadcom Foundation
Industry association participation and representation



COMMUNITIES & ORGANIZATIONS

Annual stockholder engagement program
One-on-one meetings with stockholders on ESG topics



STOCKHOLDERS

Quarterly business reviews, including updates on ESG initiatives
Respond to inquiries related to product regulatory compliance, supply chain and sustainability
Product education and trainings



CUSTOMERS



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
Diversity@Broadcom initiative
Quarterly newsletters



2023 ESG PRIORITIES

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

Our 2023 ESG priorities were based on:

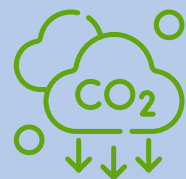
- Feedback from our ESG Steering Committee
- Our 2023 business priorities
- Our risks and opportunities
- Global reporting guidelines, including GRI, SASB and TCFD
- Market trends and standards in the semiconductor and software industries
- Engagement with our stakeholders, including our investors, customers, senior leadership, employees and subject matter experts



ENVIRONMENT



ENERGY USE AND EFFICIENCY



GREENHOUSE GAS EMISSIONS REDUCTION



WATER STEWARDSHIP



WASTE MANAGEMENT AND REDUCTION OF HAZARDOUS MATERIALS

SOCIAL



DIVERSITY, EQUITY AND INCLUSION



TALENT RECRUITMENT, DEVELOPMENT AND RETENTION



EMPLOYEE HEALTH AND SAFETY



HUMAN RIGHTS/SUPPLY CHAIN

GOVERNANCE



ETHICS AND INTEGRITY



CORPORATE GOVERNANCE



CYBERSECURITY AND DATA PRIVACY



PRODUCT QUALITY



United Nations Sustainable Development Goals



The United Nations 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 2023 ESG priorities with the SDGs is provided on this page.

ENVIRONMENT

ENERGY USE AND EFFICIENCY



GREENHOUSE GAS EMISSIONS REDUCTION TARGET



WATER STEWARDSHIP



WASTE MANAGEMENT AND REDUCTION OF HAZARDOUS MATERIALS



SOCIAL

DIVERSITY, EQUITY AND INCLUSION



TALENT RECRUITMENT, DEVELOPMENT AND RETENTION



EMPLOYEE HEALTH AND SAFETY



HUMAN RIGHTS/ SUPPLY CHAIN



GOVERNANCE

ETHICS AND INTEGRITY



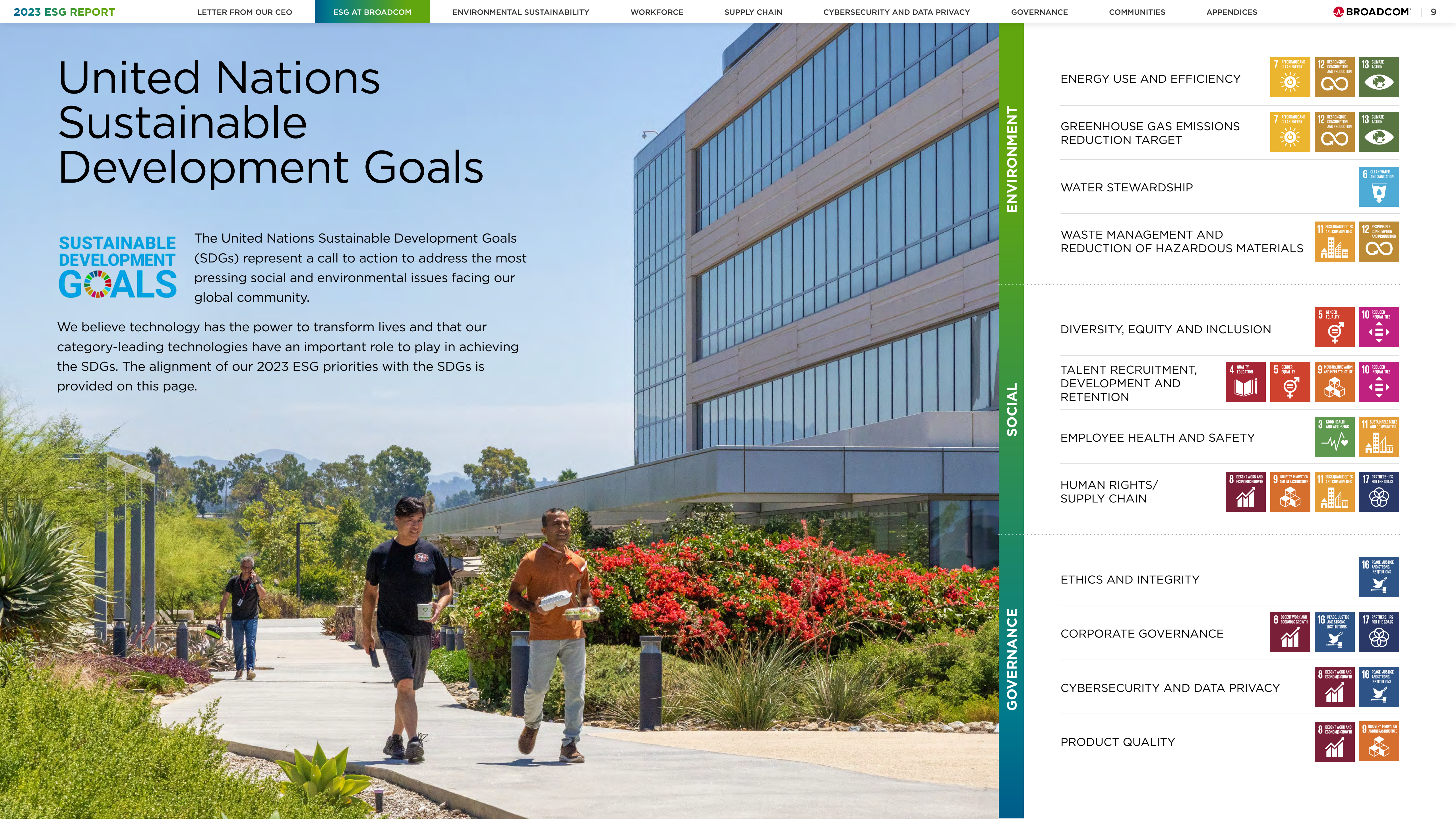
CORPORATE GOVERNANCE



CYBERSECURITY AND DATA PRIVACY



PRODUCT QUALITY



Products

We design, develop and supply a broad range of leading 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.

Our semiconductor solutions products continue to meet the growing demand for next-generation networking technologies as hyperscale customers scale out and network their AI clusters within data centers.

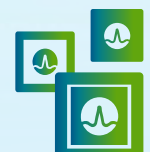
With our acquisition of VMware in November 2023, we help global enterprises address complex IT infrastructure challenges and optimize their private, hybrid and multi-cloud environments.

We estimate that more than 99% of all internet traffic crosses through one or more of our technologies.

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



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



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



Enable and **secure** service 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, set-top 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

Sustainability through Innovation

One of our areas of focus is to create products that support our customers' sustainability goals. We develop innovative methods that minimize power consumption and industrial products that support green energy systems. We also make AI networks more power efficient.



SAVING POWER WITH CO-PACKAGED OPTICS

In 2023, Broadcom released the world's first Tomahawk® 5-based 51.2T Bailly Co-Packaged Optics (CPO) system. The 51.2-Tb/s speed of this Tomahawk® 5-based Bailly chip can deliver double the bandwidth of a 25.6T standard solution without any increase in system power consumption. These major power and cost savings are critical for reducing electricity consumption in cloud data centers.

THE MOST HIGH-PERFORMANCE, HIGH-EFFICIENCY CHOICE FOR AI NETWORKS

Our Jericho3AI product enables the industry's highest performance fabric for AI networks, while improving power efficiency. Jericho3AI revolutionizes AI networking with best-in-class capabilities such as perfect load balancing, congestion-free operation, ultra-high radix and Zero-Impact Failover — all culminating in significantly shorter job completion times for AI workloads. The Jericho3AI fabric offers 26 Pb/s of Ethernet bandwidth (which is almost four times the bandwidth of the previous generation) while simultaneously delivering 40% lower power per gigabit.

TODAY'S MAINFRAME: BUILT FOR SUSTAINABILITY

Today's mainframe is a highly sophisticated computing platform that drives 72% of the world's transactional workloads. Mainframes frequently operate at a 95% utilization rate, which can result in significantly lower overall power consumption than other hardware platforms. We provide a comprehensive range of industry leading software solutions and innovative programs that enable our customers to realize peak mainframe performance.

CULTIVATING A SUSTAINABLE CLOUD WITH VMWARE TANZU CLOUDHEALTH

Virtualization — the cornerstone of our VMware technology — helps enterprises reduce power consumption in comparison to physical servers. Our VMware Tanzu® CloudHealth® incorporates sustainable practices in software development lifecycles. The "GreenOps Dashboard" telemetry-based toolkit provides actionable steps to optimize the workload's architecture for more energy efficiency. By tracking important metrics, this "GreenOps Dashboard" can maximize efficiency and improve the overall sustainability of cloud solutions.

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**.

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 & 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.

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 supply chain on the planet.



TARGET PROGRESS IN 2023

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.

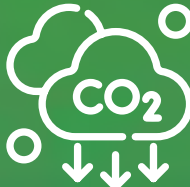
In 2023, we have achieved progress towards our goal:



↓ 50%

reduction of tCO₂e* per \$M revenue from 2021 baseline

*Total Scope 1 & Scope 2 GHG emissions (market-based)



↓ 34%

decrease in Scope 1 and Scope 2 GHG emissions (market-based) from 2021 baseline



↓ 20%

decrease in Scope 2 GHG emissions (market-based) from 2021 baseline



22%

of total 2023 electricity consumption from renewable energy sources

SCIENCE BASED TARGETS INITIATIVE (SBTI)

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

This target will be replaced with new Scope 1, Scope 2 and Scope 3 GHG emissions reduction targets that reflect the integration of VMware and recalculation of our baseline to incorporate our VMware acquisition.

In February 2024, we committed to SBTi that we will present for validation our post-VMware integration near-term science-based Scope 1, Scope 2 and Scope 3 GHG emissions reduction targets.

We will continue to evaluate pathways to setting long-term science-based Scope 1, Scope 2 and Scope 3 GHG emissions reduction targets.

VMWARE INTEGRATION

Our acquisition of VMware in November 2023 was significant and transformative. We expect our integration of VMware’s business, employees and facilities to take at least one year.

After the completion of this integration, we expect to recalculate our baseline and replace our 2021 targets with new Scope 1, Scope 2 and Scope 3 GHG emissions reduction targets in accordance with both the UN Paris Agreement and SBTi goal to limit global warming to 1.5° Celsius above pre-industrial levels.

This new baseline will enable us to present our targets to reduce our Scope 1, Scope 2 and Scope 3 GHG emissions to SBTi for validation.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

We leverage the framework developed by the Task Force on Climate-Related Financial Disclosures (TCFD) to communicate our approach to assessing and addressing climate-related risks and opportunities through 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, NESG Committee, Audit Committee and Board review climate-related risks and opportunities and related strategies on an annual basis.

We describe our overall risk management processes in our 2024 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.

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

ONE EMPLOYEE — ONE TREE

Our employees at our Jitra, Malaysia facility launched the One Employee — One Tree campaign in 2023. Our employees came together to revitalize a 35,000 square foot area at our facility and planted native trees, with the goal of planting additional trees in 2024.



MANAGING OUR ENVIRONMENTAL IMPACT

Energy use and efficiency, GHG emissions reductions, water management and waste management represent our priority environmental impact 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 environmental stewardship and sustainability 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](#).

Fort Collins Facility

Our Fort Collins, Colorado facility is our largest manufacturing facility. We are proud that our Fort Collins facility continues to be recognized for its commitment to environmental sustainability.



Gold-Level Member in Colorado Green Business Network

by State of Colorado Department of Public Health and Environment since 2010



2023 Environmental Stewardship Award from Larimer County

for reduction of GHG emissions through abatement technology



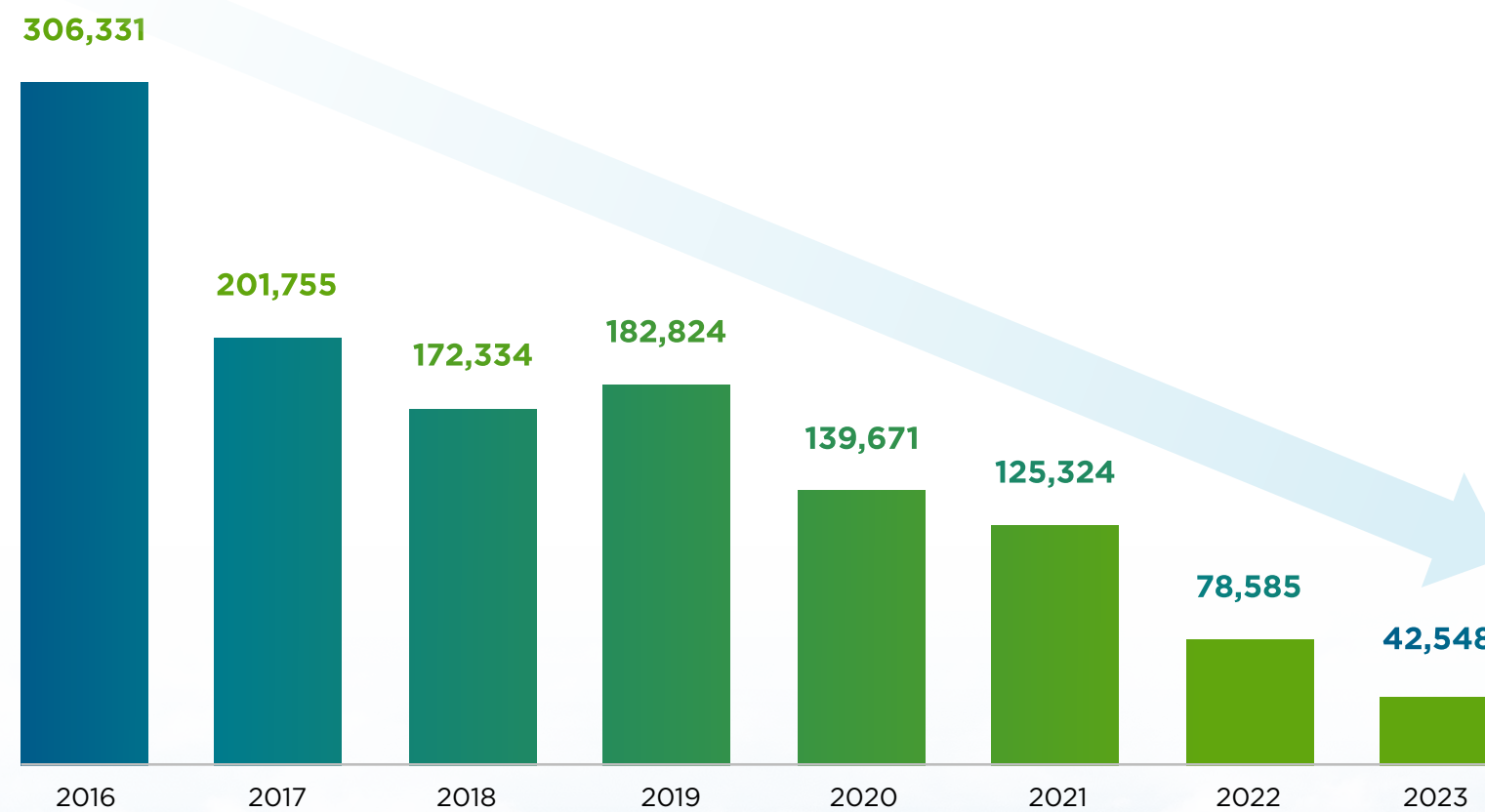
Nominated for 24-Karat Gold Award

for advancing sustainability and prioritizing energy efficiency in operations

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. Our efforts have resulted in a reduction of approximately 86% of Scope 1 GHG emissions at our Fort Collins facility from 2016 to 2023.

2016 - 2023 Fort Collins Facility Scope 1 GHG Emissions (tCO₂e)



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

ABATEMENT UNITS ON ALL GHG-EMITTING TOOLS

We completed the installation of abatement units on all of our active GHG-emitting tools at our Fort Collins facility in 2023 — two years ahead of our stated goal.

SUSTAINABILITY MANAGEMENT

Our Fort Collins facility routinely reviews the efficiency of equipment, technologies and processes to reduce energy and water consumption and GHG emissions. We have initiated a number of long-term sustainability projects:

- We significantly increased the reliability and improved the energy efficiency of a 30-year-old chiller unit. By refurbishing the chiller, we save approximately 215,000 kWh of electricity per year and were able to avoid it becoming landfill waste.
- We are replacing approximately 1,000 fluorescent light tubes a month with LEDs, saving almost 300,000 kWh of electricity per year. We have converted approximately 70% of the lights to LEDs.
- We are using reject heat from our chiller plant to preheat water used in our manufacturing process instead of natural gas, reducing our GHG emissions by approximately 800 tCO₂e per year.
- We implemented improved controls and monitoring to reduce cooling tower water consumption by approximately 4.5 million gallons per year.
- We are continuing to replace and convert a heat transfer fluid used in certain specialized manufacturing equipment to a fluid with a significantly lower global warming potential. Since 2022, we have converted 75% of the tools using these fluids.

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 accounts for approximately 76% of our total energy consumption and approximately 70% of our Scope 1 and Scope 2 GHG emissions (market-based).

Our second largest source of GHG emissions is PFCs and other process gases, which are used in processing equipment at our manufacturing facilities and account for approximately 15% of our Scope 1 and Scope 2 GHG emissions (market-based).



ISO 14001 CERTIFICATIONS

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

GREEN DATA CENTERS

In 2023, Broadcom used 100% renewable energy within the Switch ecosystem, which houses our largest data center.

Our collocated data center in Singapore received both LEED Gold Certification and the Building and Construction Authority Green Mark Platinum Award for outstanding achievements in environmental sustainability.

ENERGY SAVING AND EMISSIONS REDUCTION PROJECTS

We have on-going energy efficiency improvement and GHG emissions reduction projects throughout our global facilities.

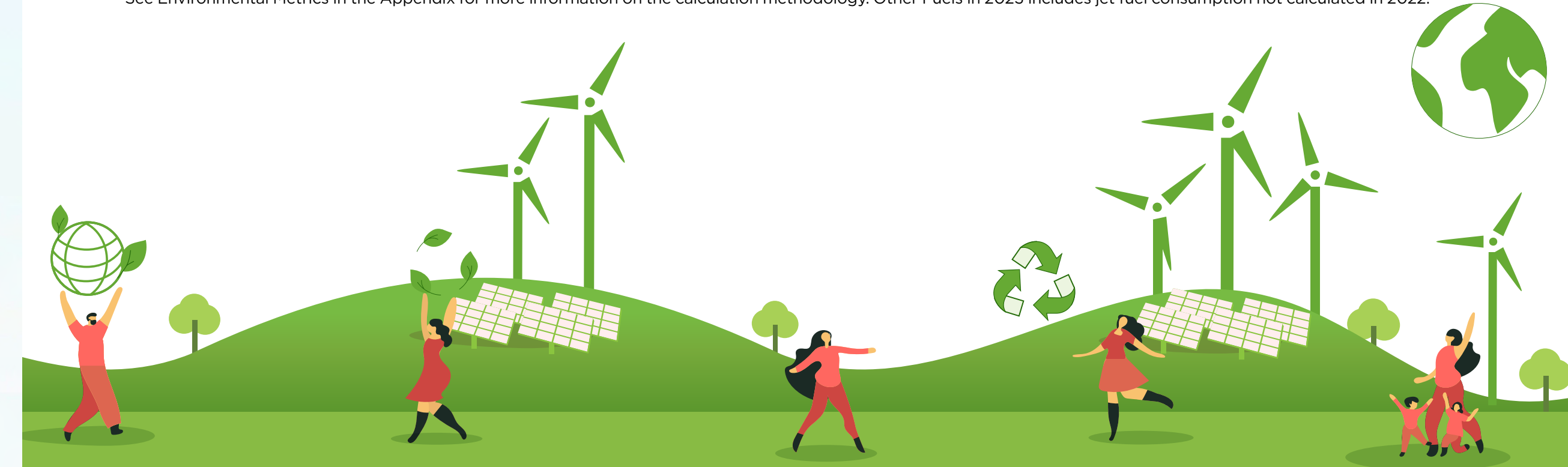
In 2023, we implemented the following projects:

- San Jose Ridder Park, California office replaced its AC systems and continued to refine building automation controls that saves approximately 200,000 kWh of electricity per year
- Shanghai, China office switched to a more efficient chiller operating model that saves approximately 137,000 kWh of electricity per year
- Broomfield, Colorado office completely refurbished a chiller unit that saves approximately 128,000 kWh of electricity per year

The following table summarizes our fuel and energy consumption for our global facilities in 2023 and 2022.

FUEL AND ENERGY CONSUMPTION* (kWh)		
	2023	2022
Electricity	416,627,474	410,700,709
Natural Gas	130,806,291	129,240,416
Other Fuels	3,338,590	1,737,931
Total Energy Consumption	550,772,355	541,679,057
Total Energy per million dollars of revenue	15,377 kWh/\$M	16,314 kWh/\$M

*See Environmental Metrics in the Appendix for more information on the calculation methodology. Other Fuels in 2023 includes jet fuel consumption not calculated in 2022.



We decreased our Scope 1 and Scope 2 GHG emissions by 20% (50,946 tCO₂e) in 2023 primarily through GHG emissions abatement activities at our Fort Collins facility and sourcing 47,150,000 kWh of Green e-certified renewable energy certificates (RECs) for our Fort Collins facility.

The following table summarizes our Scope 1 and Scope 2 GHG emissions for our global facilities in 2023 and 2022:

SCOPE 1 AND SCOPE 2 GHG EMISSIONS* (tCO ₂ e)		
	2023	2022
SCOPE 1		
PFCs and Process Gas	29,140	70,337
Natural Gas	23,706	23,422
Refrigerants	5,099	3,018
Other Fuels	819	431
Total Scope 1 Emissions	58,764	97,208
SCOPE 2		
Total Scope 2 Emissions (location-based)	186,061	181,235
Total Scope 2 Emissions (market-based)	140,005	152,507
SCOPE 1 & 2		
Total Scope 1 & 2 Emissions (location-based)	244,825	278,443
Total Scope 1 & 2 Emissions (market-based)	198,769	249,715
Total Scope 1 & 2 Emissions (market-based) per million dollars of revenue	5.5 tCO₂e/\$M	7.5 tCO₂e/\$M

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

SCOPE 3 INVENTORY

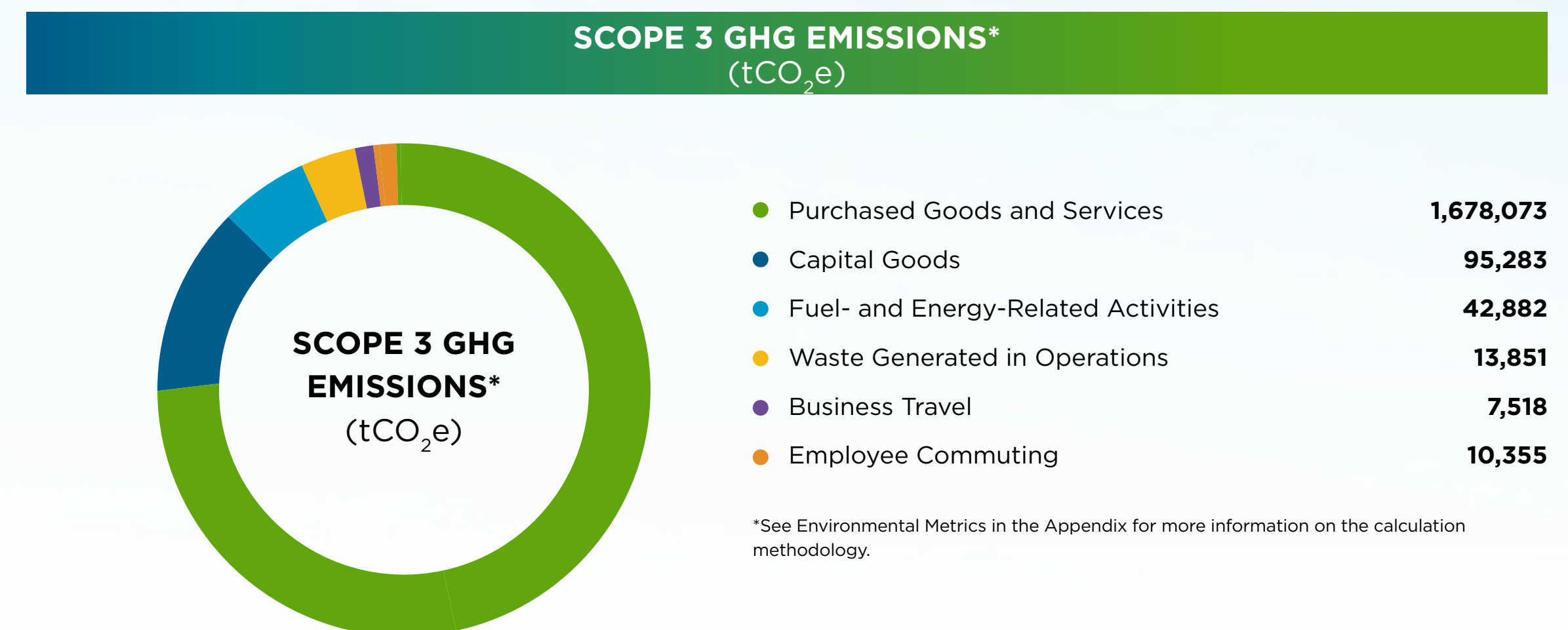
We are working towards completing our inventory of Scope 3 GHG emission categories in 2024 for increased disclosure in future ESG reports. We are also currently assessing the carbon footprint of certain products in our portfolio.

SUPPLIER SUSTAINABILITY ENGAGEMENT

Our semiconductor solutions business primarily operates through a fables 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 2023, we engaged with our suppliers representing 65% of our 2023 supplier spend on climate change, renewable energy procurement and GHG emissions reduction targets.

Our suppliers representing more than 81% of our 2023 supplier spend have set GHG emissions reduction targets.



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 over 84% 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, and we have implemented various technologies to reduce water consumption.

At our global facilities, these efforts reduced our water use by approximately 384,064 gallons in 2023.

Our Fort Collins facility is the primary driver of our water consumption. We actively monitor our water consumption and evaluate our water efficiency efforts at this manufacturing facility. We continue to invest in substantial improvements to conserve, recycle and reclaim water used at our Fort Collins facility. Our industrial water reuse project at our Fort Collins facility to redirect process rinse water from our wafer processing and fabrication to three wet scrubber systems, instead of using fresh water, continues to result in approximately 4.7 million gallons of water being reused per year.

At our Charlotte, North Carolina manufacturing facility, we save approximately 150,000 gallons of water per year through our replacement of obsolete and end-of-life reverse osmosis units with higher efficiency units that create less reject water.

The following table summarizes our water withdrawal data in 2023.

WATER (Gallons)	
Total Water Withdrawn*	515,791,697

*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. In 2023, we revised our calculation to improve the completeness and quality of our water data.



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 2023.

NON-HAZARDOUS WASTE ¹ (Short Tons)	
GLOBAL OFFICES AND MANUFACTURING FACILITIES	
Total Waste Generated	38,778
Total Waste Diverted from Landfill	7,825
Diversion Rate	35%
HAZARDOUS WASTE AND INDUSTRIAL PROCESS WASTE (Short Tons)	
GLOBAL MANUFACTURING FACILITIES ²	
Incineration (with Heat Recovery)	1,273
Incineration (without Heat Recovery)	105
Sent to Landfill/Surface Impoundment	30
Other Disposal Operations	3,449
Total	4,857
E-SCRAP WASTE (Short Tons)	
GLOBAL OFFICES AND MANUFACTURING FACILITIES	
E-scrap³	239

¹ In 2023, we revised our calculation to improve the completeness and quality of our waste data. 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 2023, we recycled over 74 metric tons (163,318 lbs) of e-waste from our facilities globally.

To celebrate Earth Day 2023, we sponsored an e-waste recycling initiative at 22 of our global sites and collected approximately 26 metric tons (over 57,000 lbs) of additional e-waste.

REDUCING FOOD WASTE

Broadcom partners with Sodexo's Good Eating Company at many of our U.S. located cafeterias, where 80% of our kitchen food waste is composted or donated. Our cafeteria at our San Jose, California Innovation campus is a large purchaser of regenerative produce that helps support biodiversity.



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 foundation of our success. Having a talented, engaged and diverse workforce, many of whom have joined Broadcom through acquisitions, makes us a strong, resilient and innovative company.

We are able to recruit and retain our highly skilled and dedicated workforce due to our workplace culture. We encourage our employees to push for excellence and innovation, and we reward and support them for giving their best.

NEWSWEEK — AMERICA'S GREATEST WORKPLACES AWARDS

In 2023, we were recognized as one of America's Greatest Workplaces for Diversity, for Job Starters/Young Professionals and for Parents and Families 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 our annual Employee Ethical Culture Survey. We use this important feedback to continuously improve and foster a supportive environment where our employees feel their contributions are valued.



IN OUR 2023 EMPLOYEE ETHICAL CULTURE SURVEY

94.6%

Say Broadcom is a great place to work

95.9%

Say they are proud to work at Broadcom

VOLUNTARY ATTRITION RATE IN 2023

3.3%

Our global voluntary attrition rate in 2023 (which does not include employees who left as a result of restructuring, divestitures or involuntary terminations) was 3.3%, which is below the technology industry benchmark (AON, 2023 Salary Increase and Turnover Study — Second Edition, September 2023).

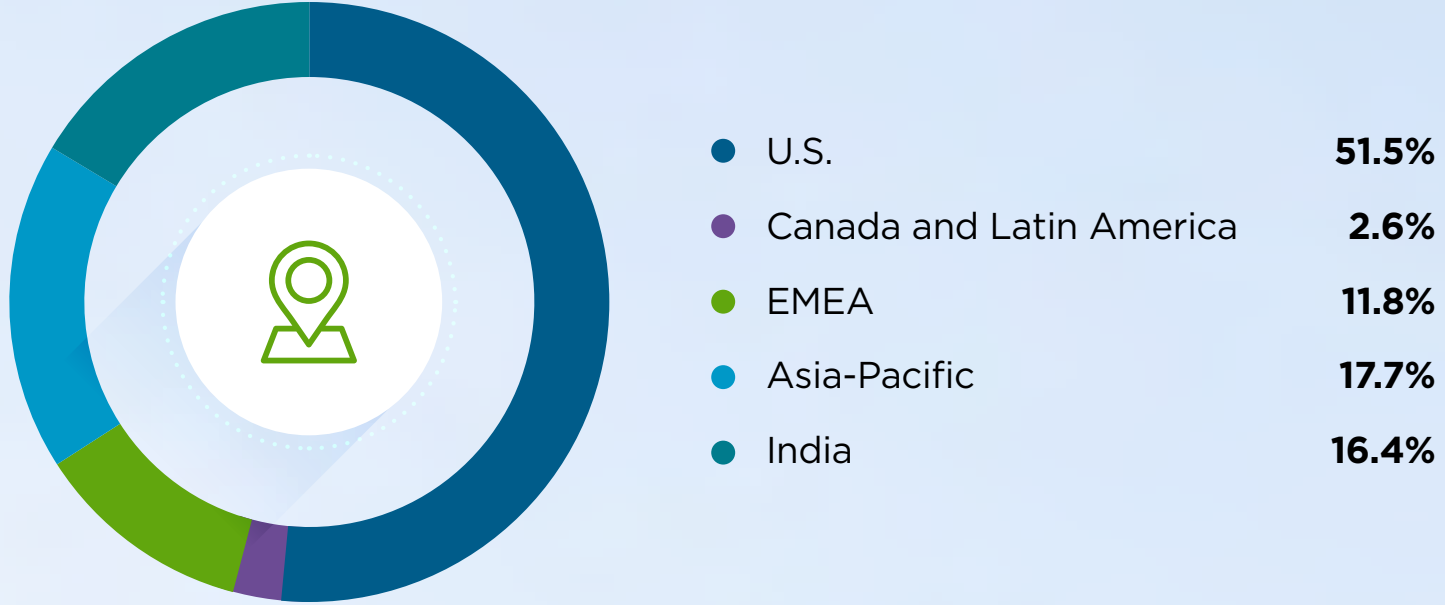
WORKFORCE SNAPSHOT

At the end of 2023, Broadcom had more than 20,000 employees in 29 countries around the world.

Our EEO-1 report for our employees in the U.S. can be found on our external Corporate Citizenship webpage.



GLOBAL WORKFORCE BY LOCATION*

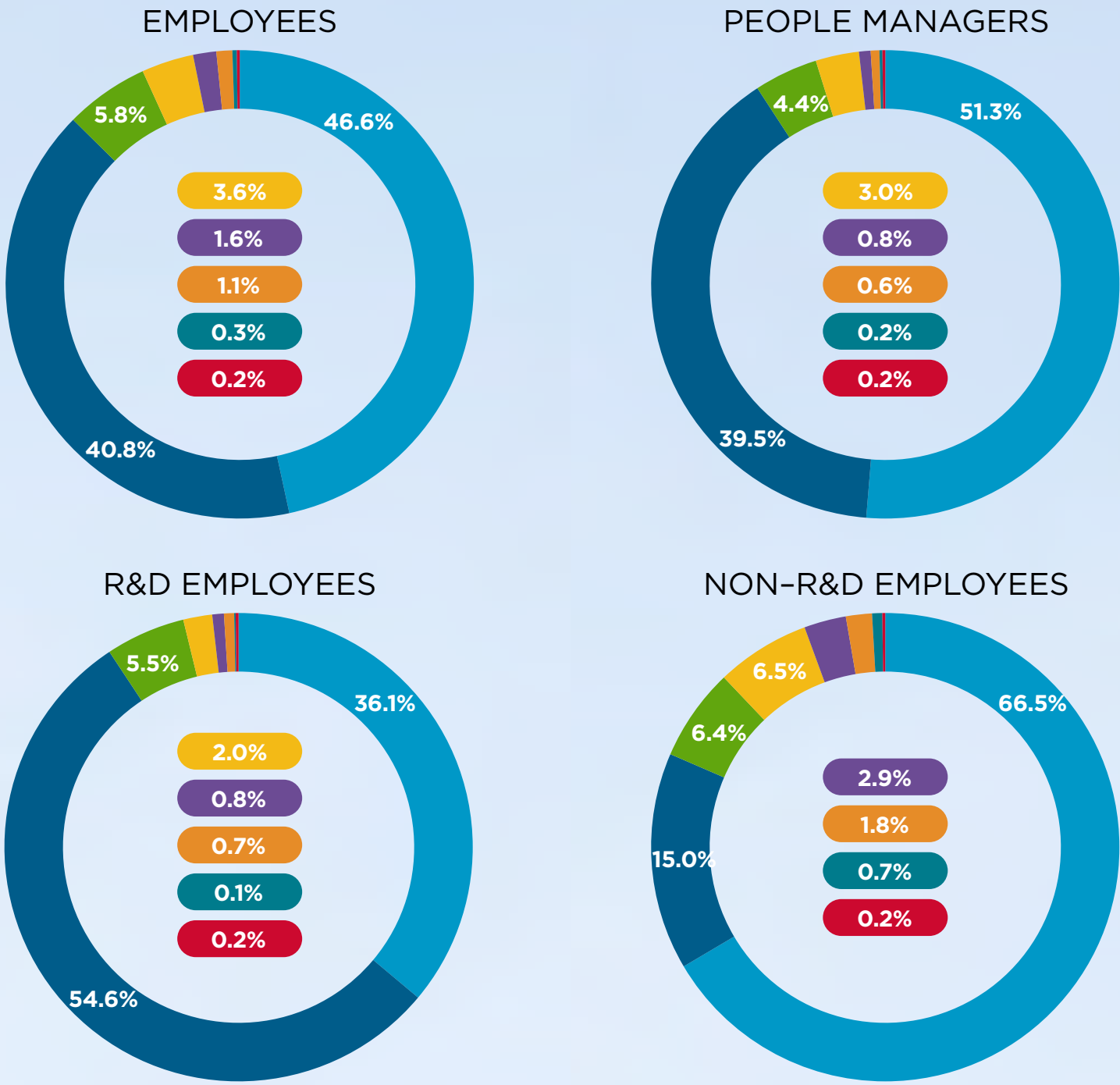


GLOBAL WORKFORCE BY GENDER*

● Male ● Female



U.S. WORKFORCE BY RACE/ETHNICITY*



- 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 our fiscal year 2023, prior to the closing of our acquisition of VMware on November 22, 2023.

DIVERSITY, EQUITY AND INCLUSION

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

DIVERSITY@BROADCOM

Our Diversity@Broadcom initiative encourages a diverse, equitable and inclusive community at Broadcom. This initiative is championed by the ESG Steering Committee's Diversity, Equity and Inclusion (DEI) Working Group and the DEI Steering Committee which includes several of our general managers who lead our business units.

LEAN IN CIRCLES



We are proud to continue to support our Lean In Circles that were launched in 2021. Lean In Circles are voluntary, employee-led groups that provide our employees with peer mentorship and a safe space where they can share their experiences, build new skills and lead.

One of our Lean In Circles is our Fort Collins Women in Tech group. This group focuses on personal and professional development, leadership skills, business practices, community STEM outreach and career opportunities

for women in technical roles. In 2023, this group spent time volunteering to introduce and promote engineering and technology to young women, including the Harmony Technology Camp, Engineering Week at local elementary schools and Introduce a Girl to Engineering at Colorado State University.

DIVERSITY@BROADCOM LEADERSHIP TALKS

Through our Diversity@Broadcom initiative, 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 and DEI within Broadcom and our communities.



In recognition of Black History Month in February 2023, we invited Bervin Harris, Co-founder, President and CEO of the Renaissance Youth Center (RYC) in the South Bronx, New York City to speak about Broadcom Foundation's partnership with RYC.

Through the *Broadcom Coding with Commitment*® program, RYC combines science, engineering, technology and math (STEM) learning with digital literacy to educate and empower the community's youth.

Mr. Harris spoke to our employees about RYC's history and goals and provided a virtual tour of RYC's facilities. Mr. Harris also shared how RYC encourages the community's youth to achieve their educational goals through music, STEM, team building and civic engagement.

POWER OF STORIES

Broadcom encourages our employees to share their experiences and stories.

Our Broadcom team in India hosted an "Ode to a Woman" event in 2023 for women to share their experiences. With the goal of encouraging and inspiring others, female employees came forward to talk about their experiences overcoming biases and the people who supported them on their journey.



M&A

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

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

ACQUISITION OF VMWARE

After we announced signing an agreement to acquire VMware on May 26, 2022, we regularly shared with VMware employees what it is like working at Broadcom, including our values and culture of supporting our employees, communities and customers.

Under the leadership of our CEO, we spent a lot of time learning about VMware and its employees, culture, communities and business, and took a thoughtful and comprehensive approach in planning our integration.

On November 22, 2023, we successfully completed our acquisition of VMware — the largest M&A transaction in the technology industry to date.

Our CEO, who encourages us to be open and transparent, met with VMware employees shortly after we completed our acquisition to personally welcome them to Broadcom.

We are excited to bring together our engineering-first, innovation-centric teams to build the world’s leading infrastructure technology company.



HIRING

We strive to recruit and hire diverse candidates and advance qualified women, minorities, veterans and individuals with disabilities. We are continuing our efforts to build a diverse pipeline of Broadcom employees through our STEM education programs and scholarships.

STEM PIPELINE

At the end of 2023, approximately 64% of our employees worldwide were in R&D roles. It is important to Broadcom that we improve the representation of women and individuals from underrepresented communities in technical roles in our pipeline of candidates.

We partner with Broadcom Foundation, a non-profit organization established and funded from our subsidiary Broadcom Corporation in 2009, to advance STEM education and promote digital literacy for women and underrepresented youth.

We and Broadcom Foundation work to cultivate interest in STEM, provide equitable 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.

Broadcom Foundation made a four-year commitment to support a STEMNext Opportunity Fellow for two years at the Executive Office of Science and Technology Policy and two years at the U.S. Department of Labor. The Fellows use their knowledge, skills and expertise to advance DEI and access to STEM education and workforce development.

With annual grants of over \$4.5 million, Broadcom Foundation supports regional, national and international science fairs, as well as code clubs and after/out-of-school programs for underserved middle school students. Our employees volunteer their time to mentor code clubs, judge science fair competitions and participate in Broadcom Foundation sponsored STEM education programs.

STEM SCHOLARSHIPS

In 2023, we continued to provide scholarships to electrical engineering and computer science students. We provided scholarships to students at San Jose State University, Colorado State University and Pennsylvania State University, all of which are located near some of our larger Broadcom locations in the U.S. We also sponsored scholarships with the National Action Council for Minorities in Engineering (NACME). Through these scholarships, we hope to increase diversity in STEM to create a more diverse and inclusive workforce in the semiconductor and software industries.



INCLUSIVE LEADERSHIP

We created Inclusive Leadership toolkits to provide our leaders with practical guidance and resources and to raise awareness of DEI issues, such as unconscious bias, in recruiting, hiring, onboarding and retention. By integrating these toolkits into our operational framework, we are taking steps to create a workplace that welcomes and encourages diversity and inclusivity.

We also provide one-on-one training to leaders and hold sessions with executives to discuss the successes and challenges they are seeing in their organizations and to promote best practices to ensure ongoing success.

In 2023, we provided inclusion training for all second-level managers in our Global Operations team in Penang, Malaysia. This training was designed to educate leaders on recognizing and mitigating unconscious biases, fostering an inclusive workplace culture and enhancing decision-making processes.

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.

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



Medical coverage for gender transition care



Company paid life insurance



Fertility benefits



Adoption assistance



Retirement planning



Bereavement leave

PAY EQUITY IN 2023

As part of our effort to ensure employee equality and pay equity, we engage a third-party firm to conduct an annual pay equity evaluation focusing on subsets of our global population, including U.S. employees.

After accounting for factors such as job and location, our 2023 evaluation confirmed that, on average, pay was equitable for employees in the same job doing the same work when comparing women to men globally and when comparing Asian, Black/African American or Hispanic/Latinx employees to White/Caucasian employees in the U.S.

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 Conventions.

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

Development and Feedback

TRAINING

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 our Code of Ethics and Business Conduct, harassment prevention, cybersecurity and data privacy, human rights, anti-corruption and anti-trust.

135,000+
ASSIGNED LEARNING
HOURS IN 2023

In 2023, our employees and contractors completed a total of over 135,000 assigned learning hours, including over 65,000 assigned learning hours of technical training.

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 2023, we reimbursed employees approximately \$360,000 in tuition expenses under this program.

TECHNICAL TRAINING AND CAREER DEVELOPMENT

We are proud to work with regional stakeholders near our largest manufacturing facilities, including in Fort Collins, Colorado and Lehigh Valley, Pennsylvania, to train, educate and provide career opportunities for students and to promote careers in semiconductor manufacturing and research.

Our Fort Collins manufacturing facility equipment team launched the Technical Group Support (TGS) program, an in-house training and development program that provides employees with a clear, defined path to become an equipment technician. The 10-year tenure of the TGS program has been extremely beneficial to employee growth, development and retention, and has provided a pipeline of equipment technicians that are in high demand.

“ I AM ENJOYING THIS POSITION AND THE ADDITIONAL TRAINING THE COMPANY HAS PROVIDED. WHAT STARTED OUT AS A JOB, HAS TRANSITIONED INTO A FULFILLING CAREER WITH A COMPANY THAT VALUES HARD WORK AND DEDICATION IN THEIR EMPLOYEES. I APPRECIATE THE WAY THE COMPANY CONTINUES TO RECOGNIZE MY HARD WORK! ”

— TGS PROGRAM GRADUATE



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, work-related injury reporting systems, EHS Compliance Plans and other EHS programs, procedures and guidelines. We also provide self-paced online EHS training courses to help our employees understand their responsibilities and the resources available to them.

ON-SITE HEALTH CLINIC

Our Fort Collins facility partners with UHealth 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 2023, the clinic provided services to more than 1,200 employees and contractors.

WORKPLACE HEALTH WITH ERGONOMICS

We provide ergonomics training, guides and individual ergonomic assessments at our offices, laboratories and manufacturing facilities. We are proud of our global ergonomic self-assessment and e-training program, which allows our workforce to proactively adjust their workstations in real-time to prevent ergonomic-related injuries. An ergonomist also works with employees to further reduce ergonomic risk factors through workstation redesign, behavioral changes and/or new equipment if needed.

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 for the semiconductor, computer system design and software publishing industries in which we operate over the last five years.

In 2023, our global total injury and illness case rate was 0.11 cases per 100 employees, and our global lost workday case rate was 0.04 cases per 100 employees. There were no work-related fatalities globally in 2023.



EMPLOYEE HEALTH AND SAFETY PERFORMANCE

	2023	2022	2021
Global lost workday case rate	0.04	0.06	0.05
Global total injury and illness case rate	0.11	0.12	0.11
Global fatalities	0	0	0

Supply Chain

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

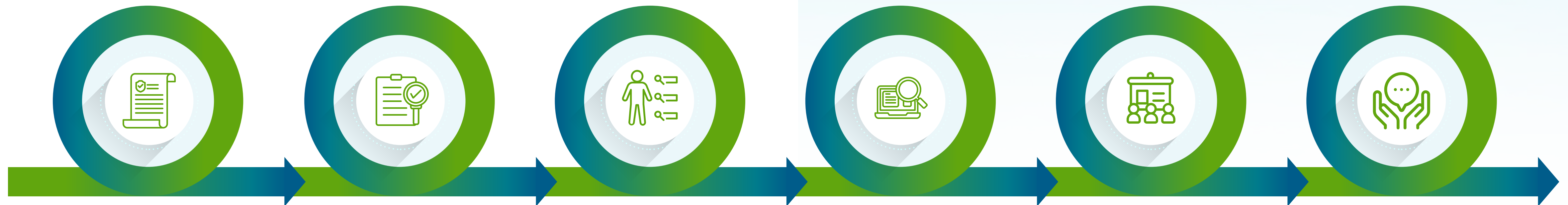
Our **Supplier Environmental and Social Responsibility Code of Conduct** (Supplier Code), which reflects the Responsible Business Alliance’s Code of Conduct, is the foundation of our responsible sourcing practices. Our Supplier Code, along with our contract and purchase order terms, establishes our expectations regarding workplace standards and business practices for our suppliers — including with respect to labor and human rights, health and safety, environmental sustainability and anti-corruption.



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 2023, we completed RBA’s Corporate SAQ and scored a 92% — 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 ENGAGEMENT

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 ESG Report and our **Statement Against Modern Slavery and Human Trafficking**. We also communicate with our suppliers through annual letters, trainings and certifications

HUMAN RIGHTS 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 International Labour Organization (ILO) Conventions.

Respecting human rights, particularly the rights of people in vulnerable communities (women, children and migrant workers) 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 respect human rights, Broadcom conducts an annual salient Human Rights Impact Assessment (HRIA) to identify the most salient areas of human rights that could affect our 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

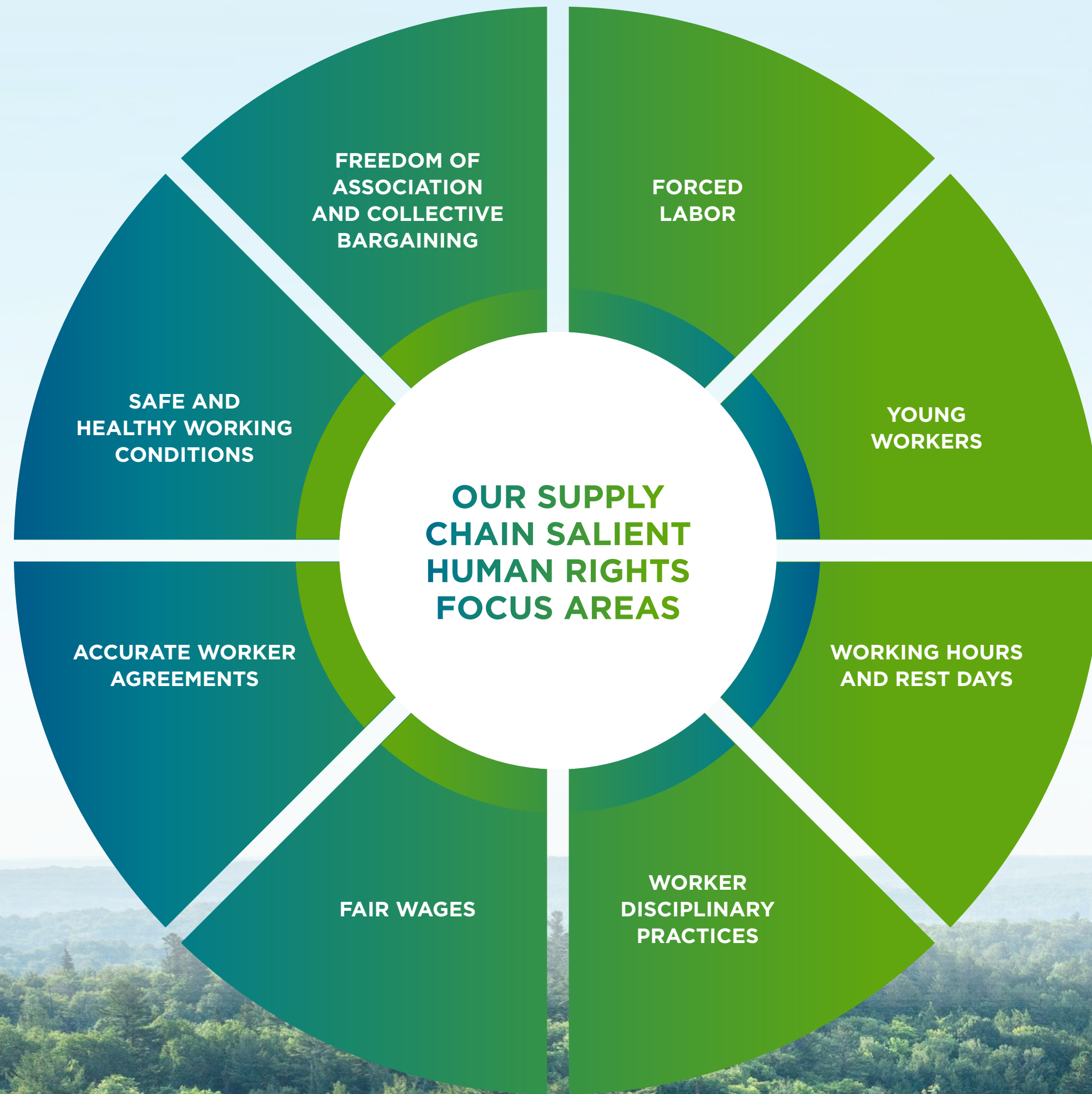
- **Stakeholder Engagement:** Conduct interviews and/or surveys with key internal stakeholders across an array of functions
- **Integrating Data:** Synthesize any findings from internal or external audits, risk assessments, hotline reports, third-party reporting and external stakeholder engagements



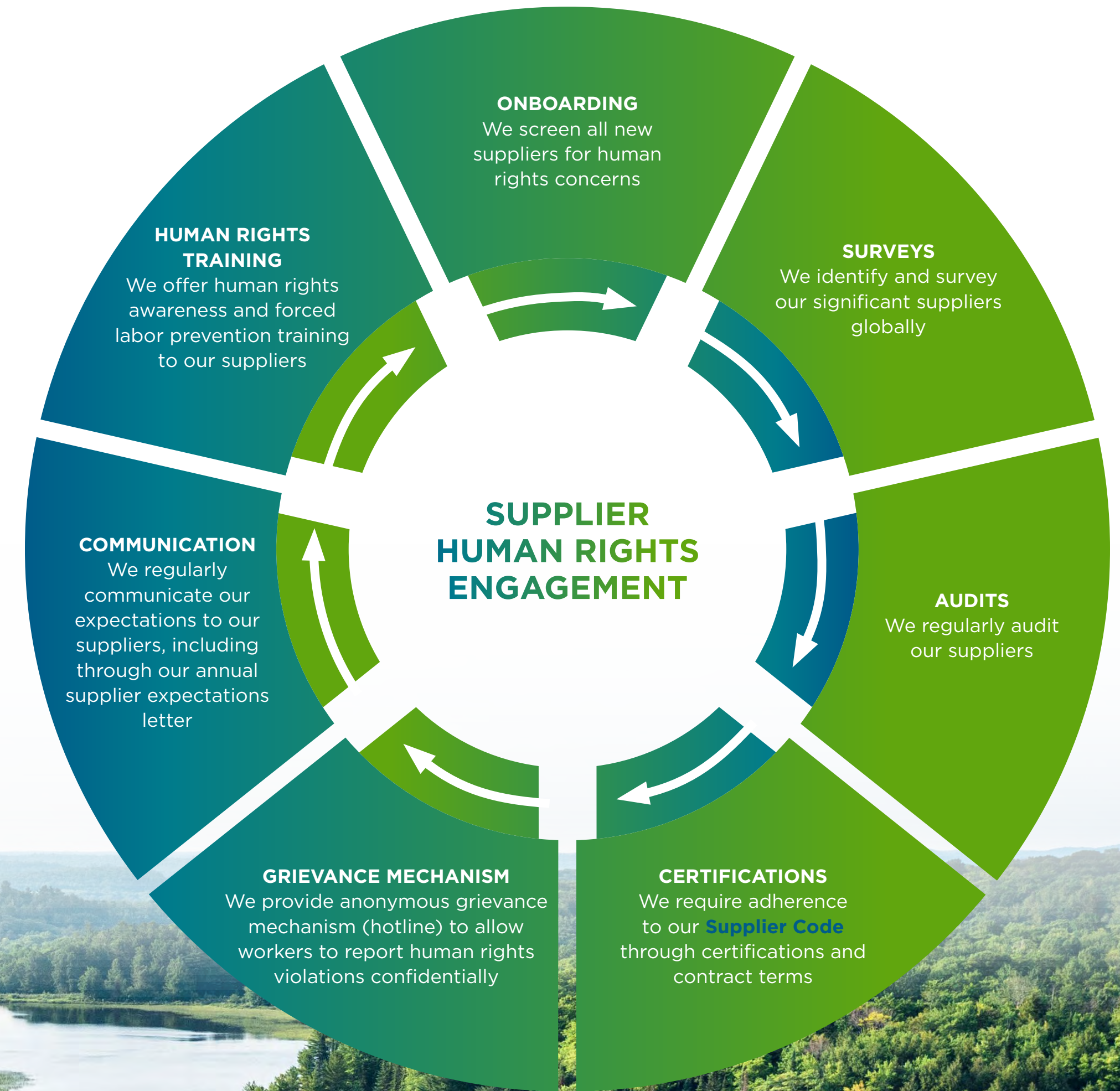
ASSESS AND DISCLOSE

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

Based on the results of our 2023 HRIA, we determined our salient human rights focus areas that are in our supply chain, and accordingly that is where we plan to continue focusing our efforts.



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



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 2020 collectively represent over 99.9% of our supply chain (based on our 2023 supplier spend).

We found no instances of forced labor, child labor, slavery or human trafficking among Broadcom’s suppliers through this survey process. However, we have identified suppliers that we can support in developing more robust human rights programs, policies and/or training. We have been engaging with those suppliers to provide them with resources and access to trainings.

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



Supplier Human Rights Audits

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. In addition, we leverage RBA’s VAP to expand the reach of our supply chain audit efforts. The RBA audits are onsite 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 strongly support our industry's efforts to expand the smelter certification program and the audit process, including expanding these efforts to include cobalt.



We are a member of the Responsible Minerals Initiative (RMI), and leverage RMI's resources to conduct our conflict minerals supply chain due diligence, including using RMI's database of suppliers that are listed

on the Responsible Minerals Assurance Process (RMAP) Conformant Smelter List. Because we outsource most of our manufacturing, we do not typically have a direct relationship with the smelters or refiners (SORs).

In 2022, 95% (237 out of 250) 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 on-going 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 [2022 Conflict Minerals Report](#).

SUPPLIER DIVERSITY

We seek to source goods and services from minority-owned, woman-owned, historically underutilized businesses, veteran-owned, service-disabled veteran-owned, small and disadvantaged businesses that are able to provide quality goods and services in a timely and competitive manner.

To support this program, we provide relevant employees with training on supplier diversity and integrate supplier diversity considerations into our supplier onboarding process.



Cybersecurity and Data Privacy



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

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



CULTURE OF CYBERSECURITY AND DATA PRIVACY

Due to an increase in high-profile cyberattacks globally and 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 crucial cybersecurity self-defense skills
- Requiring all of our employees to complete regular data security and privacy awareness trainings that cover cybersecurity, phishing, data protection and privacy topics
- Running a National Cybersecurity Awareness Month campaign in October, including providing additional guidance and resources (such as real-life phishing examples and best practices in cybersecurity and privacy, and delivering targeted training to top executives)
- Conducting annually a cybersecurity tabletop exercise for our employees responsible for data security

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 in 2022 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 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.

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.

SAFEGUARDING OUR NATIONAL CYBER INFRASTRUCTURE

Hock Tan, our CEO, is a presidentially appointed member of the U.S. National Security Telecommunications Advisory Committee (NSTAC).

Mr. Tan 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.



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 27001:2013 certification for the Customer Support infrastructure of our software businesses and an ISO 27001:2017 certification for the IT infrastructures and services used to support our recently acquired VMware Cloud services.

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 is on track to meet 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 new and pending laws such as the EU Digital Operational Resilience Act and the California Privacy Rights Act to ensure our readiness to meet our compliance obligations and our ability to offer sound and compliant solutions to our customers.

Our [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.

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 and 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 data subject access requests, data processor risk management, privacy impact assessments, records of processing activities, incident response activities and other privacy 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 includes 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 exercise, 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

We are committed to conducting business with integrity and maintaining 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 ten members. Nine of our ten directors are independent. Three of our ten directors are women and five of our ten directors are underrepresented minorities pursuant to the Nasdaq Stock Market's listing standards.

Our Board has four standing committees: Audit Committee, Compensation Committee, Nominating, Environmental, Social and Governance 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 and opportunities related to cybersecurity and climate, and enterprise risk management practices. Our senior management team regularly reviews and discusses with the Board these risks and enterprise risk management, the measures in place to address these risks and the effectiveness of those measures.

BOARD DIVERSITY*



ETHNIC DIVERSITY		GENDER DIVERSITY		INDEPENDENCE	
● Underrepresented Minority	5	● Female	3	● Independent	3
● Caucasian	5	● Male	7	● Not Independent	7

*As of February 26, 2024.



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.

Our Chief Legal and Corporate Affairs Officer, who is our Compliance Officer, actively monitors and audits 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, resellers and channel partners. Our Ethics and Compliance Team conducts anti-corruption diligence on our new suppliers, distributors and resellers before onboarding them and on companies and businesses before we acquire them.

In addition, on a biennial basis, our Ethics and Compliance Team and Internal Audit work with an external law or accounting firm to conduct an assessment of our anti-corruption compliance program. The results and recommendations from this assessment 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 2023, we again scored above the external firm's company peer group benchmark in all categories that were surveyed.

IN OUR 2023 EMPLOYEE ETHICAL CULTURE SURVEY

95.1%

Believe the Conduct, Values and Communication of our Senior Executives are Honest and Ethical

96.3%

Are Familiar with the Efforts of the Ethics and Compliance Team

97.9%

Believe the Communication, Training and Support Provided by the Ethics and Compliance Team are Effective



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 ESG-related matters. We encourage our employees to ask questions and raise concerns. Retaliation for raising concerns in good faith is prohibited at Broadcom.

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 2023, 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 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.



100%

of our Employees Completed our 2023 Code of Ethics and Business Conduct Certification

ANNUAL COMPLIANCE CERTIFICATION

We require our employees and contractors to complete trainings that support Broadcom's values and culture, including trainings on our Code, bullying and harassment prevention, anti-corruption, protection of confidential information, data privacy and security, human rights, insider trading prevention, conflicts of interest and anti-competition prevention.

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



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.



91.7%

of our employees believe their manager is a role model for conducting business in compliance with our ethical standards

GLOBAL COMPLIANCE AMBASSADORS

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

Designated employees in our global locations serve as local Compliance Ambassadors, supporting our ethics and compliance culture in their offices and regions.

Our Ethics and Compliance Team regularly updates the Compliance Ambassadors on upcoming trainings, policy updates, survey results and compliance developments so they can be true ambassadors of our ethics and compliance program.



COMPLIANCE TRAININGS

In addition to our company-wide compliance trainings, 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.

In 2023, we provided anti-corruption training to over 1,300 employees and contractors of our partners, distributors and resellers.

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.

BROADCOM-PRODUCED COMPLIANCE TRAININGS

To make compliance trainings more relevant and engaging for our employees, we produce our own series of training videos customized for Broadcom employees featuring a fictionalized character.

Our managers are able to select and use our in-house produced compliance videos, which cover a wide variety of topics, such as anti-corruption, harassment, bullying, expenses, side letters, books and records, phishing and competitive intelligence.

Communities

As part of our **Connected by Broadcom** mission, we engage with and support the local communities where we live and work.

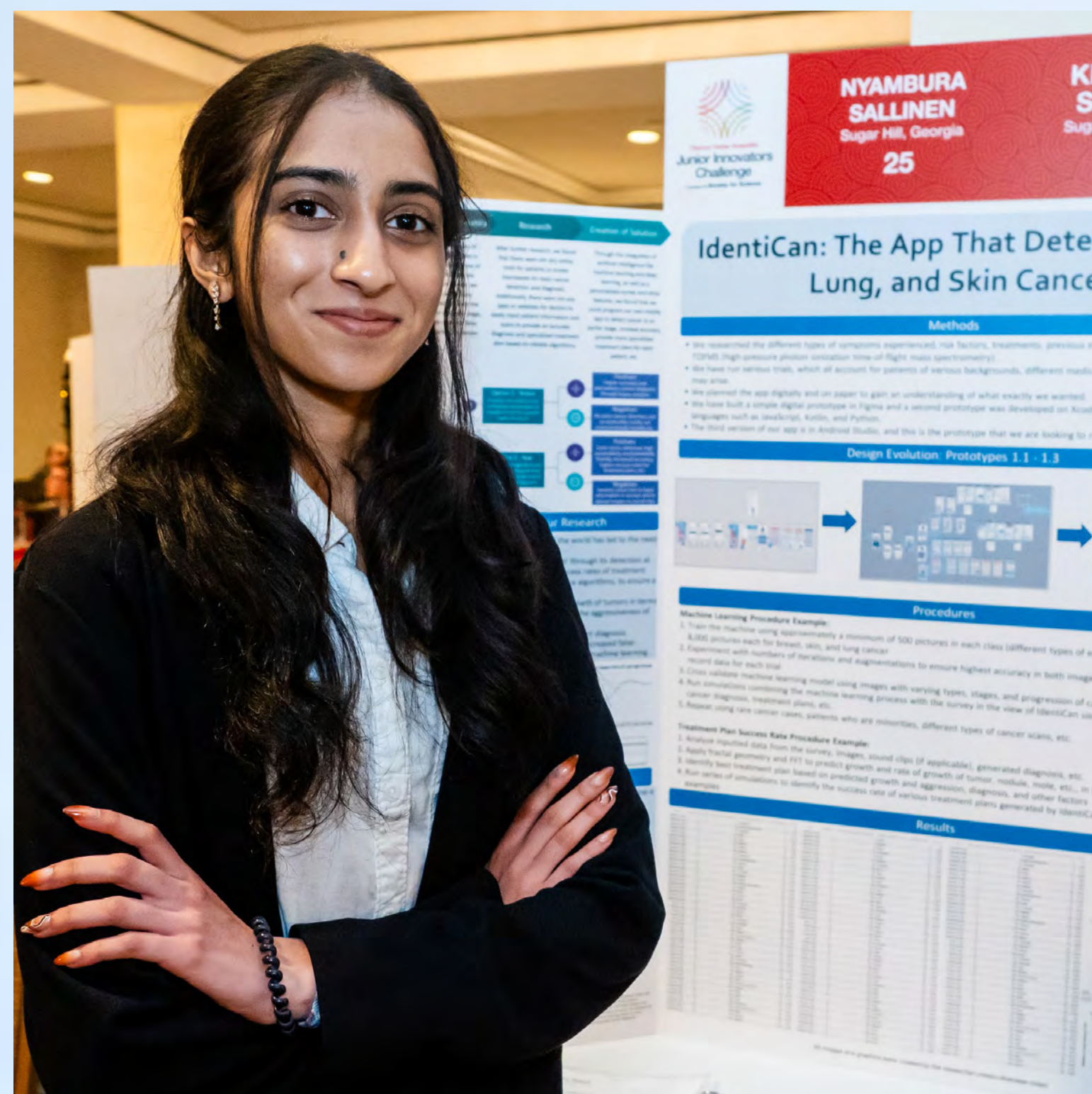
We are proud to support causes that are important to our employees and their communities and to provide STEM educational opportunities for the next generation of engineers and computer scientists.

EMPLOYEE GIFT MATCHING

Through our employee charitable donation matching program, in 2023, we matched over \$1.4 million in donations made by our employees to charities and non-profit organizations around the world, including donations to Second Harvest Food Bank, Doctors Without Borders, UNICEF and St. Jude Children's Research Hospital.

Broadcom Foundation

Broadcom Foundation is a non-profit organization established in 2009 and funded from 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.



SAN JOSE ASPIRES



San Jose Aspires provides financial awards to high school students located in San Jose, California who will be first-generation college students. San Jose Aspires 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 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.”

As part of the *Broadcom Coding with Commitment*® program, Broadcom Foundation has sponsored over 50 science and engineering fairs worldwide. 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 also awarded the *Broadcom Coding with Commitment*® award at the 2023 Thermo Fisher Scientific Junior Innovators Challenge (formerly known as the Broadcom Masters®) national competition in Washington, D.C. to a student for developing a smartphone app that can identify breast, lung and skin cancer. The app uses photos or health scans, sound clips and personal health information to predict diagnoses.

UNITED NATIONS SDG MEDIA ZONE

Broadcom Foundation hosted a panel event at the United Nations SDG Media Zone during the 2023 United Nations General Assembly Week to discuss the importance of digital literacy as a 21st century+ skill for workforce development.

The highlight of the event was a presentation by a fifth grader from the Renaissance Youth Center's (RYC) code club in New York City's South Bronx whose team engineered smart glasses to assist the blind. RYC honored Broadcom Foundation and Broadcom in 2023 for our outstanding support for their code clubs and STEM advocacy.



RASPBERRY PI CODE CLUBS

Because digital literacy is a foundational skill needed for today's workforce readiness, 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.

WIKI EDUCATION EXPANDS DIVERSITY IN STEM PIONEER PROFILES

Broadcom Foundation and Wiki Education have kicked off a multi-year initiative to increase the biographies of underrepresented STEM professionals among women and persons of color in Wikipedia. This project adds biographies of unsung STEM pioneers from underrepresented communities to the Wikipedia site to create accessible science and engineering role models "who look like me." Wiki Education enlists university faculty at Historically Black Colleges and Universities, Hispanic Serving Institutions and Tribal Colleges to assign students to research and create approved biographies as a class assignment.

EMPOWERING FUTURES THROUGH LAPTOP DONATION



Since 2018, Broadcom has donated almost 4,500 high-quality, refurbished laptops worldwide that give new life and new purpose to these laptops. Broadcom donates laptops to support Think Together's coding and robotics afterschool STEM programs.

Through Think Together's partnership with Broadcom Foundation, students also learn basic coding skills.

This support from Broadcom and Broadcom Foundation makes an impact on Think Together students from kindergarten to their senior year and beyond.

COOLEST PROJECTS ONLINE 2023

Broadcom Foundation partners with the Raspberry Pi Foundation as a lead sponsor in Coolest Projects. Coolest Projects Online 2023 showcased the works of coders of all ages worldwide. The showcase was live streamed in June 2023 and celebrated the participants and their amazing projects. Our engineers helped judge some of the over four thousand online project submissions and selected the recipient of the *Broadcom Coding with Commitment*® award.



COOLEST PROJECTS MALAYSIA 2023

Since 2020, Broadcom Foundation has been funding Coolest Projects Malaysia – a competition for young people ages 18 and under to showcase and celebrate their ideas created with technology. The competition in 2023 featured four project categories in Scratch, Hardware, Games and Web. Our Penang employees volunteered as judges and supporters of the remarkable projects submitted by these young innovators.



Connected by Broadcom in India

Since 2018, Broadcom has donated over \$7.7 million to charitable causes in India.

Our activities in India focus on education for disadvantaged women and children, gender equality through health and hygiene for young women and environmental sustainability through water conservation, clean water initiatives and local biodiversity.



SCHOLARSHIP PROGRAM

We partner with VIDYA, whose mission is to empower and transform lives through education. VIDYA focuses on literacy, academic mentorship, vocational training, life skills training and career guidance at school systems in Delhi, Mumbai, Bangalore and Pune. Through VIDYA, we support a scholarship program that allows economically disadvantaged students to continue their education.



CREATIVITY CAMPUS AND SCIENCE CENTERS

Through Agastya International Foundation, we sponsor initiatives that spark curiosity through science-based learning. Agastya offers five science centers to students throughout India including the Creativity Campus and Innovation Hub. The science-based outreach programs also include science fairs, teacher training workshops, mobile labs and remote programs that teach programming and technical skills for students in rural areas.



GENDER

We are proud to continue our sponsorship of the United Way of Bengaluru's GENDER program to support gender equality and education for young women. This program provides health education, creates safe spaces for young women at schools and provides young women with feminine hygiene kits.



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 this program is to build 10,000 percolation pits and thereby conserve 1 billion liters of rainwater every year.



SAFE DRINKING WATER

We are sponsoring a project to provide access to safe drinking water to villages in rural areas as these areas face significant challenges in accessing clean drinking water. United Way Bengaluru and Broadcom collaborated to implement a safe drinking water program and installed 12 reverse osmosis units in different villages in the Chikkaballapura and Kolar districts.



WAKE THE LAKES

We are revitalizing two lakes in Bengaluru, an initiative that will enhance biodiversity and transform the lakes into thriving ecosystems. Over the last decade, the United Way of Bengaluru's Wake the Lakes program has successfully reclaimed and restored lakes in India. This process of restoration involved clearing sewage, improving the quality of water and greening the lake environments.



GRI CONTENT INDEX

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

DISCLOSURE	DISCLOSURE DESCRIPTION	LOCATION
The organization and its reporting practices		
2-1	Organizational details	Broadcom Inc. 3421 Hillview Avenue, Palo Alto, California 94304 About Broadcom; Annual Report on Form 10-K for 2023
2-2	Entities included in the organization's sustainability reporting	Annual Report on Form 10-K for 2023 (Exhibit 21.1, List of Significant Subsidiaries, as of October 29, 2023)
2-3	Reporting period, frequency and contact point	Fiscal year 2023: October 31, 2022 – October 29, 2023 Annual esg@broadcom.com
2-4	Restatements of information	No restatements
Activities and workers		
2-6	Activities, value chain and other business relationships	About Broadcom; Products; Supply Chain There were no significant changes regarding the organization's size, structure, ownership, value chain, or its supply chain since the previous reporting period.
2-7	Employees	Workforce
Governance		
2-9	Governance structure and composition	Board Governance
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Letter from our CEO
2-23	Policy commitments	Managing Our Environmental Impact; 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	2023 ESG 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; 2023 ESG Priorities; Stakeholder Engagement
3-2	List of material topics	2023 ESG Priorities; there has been no change to the list of our ESG Priorities
3-3	Management of Material Topics	2023 ESG Priorities
GRI TOPIC-SPECIFIC DISCLOSURES		
Economic Performance		
3-3	Management approach	Annual Report on Form 10-K for 2023
201-1	Direct economic value generated and distributed	Annual Report on Form 10-K for 2023 ; 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 acknowledged the Broadcom Code of Ethics and Business Conduct in 2023
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	Managing Our Environmental Impact; 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	Managing Our Environmental Impact; Water Stewardship
303-2	Management of water discharge-related impacts	Water Stewardship
303-3	Water withdrawal	Water Stewardship
Emissions		
3-3	Management approach	Managing Our Environmental Impact; 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	Managing Our Environmental Impact; 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	Employee Engagement; Hiring
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation and Benefits

DISCLOSURE	DISCLOSURE DESCRIPTION	LOCATION
Occupational Health and Safety		
3-3	Management approach	Employee Health and Safety
403-1	Occupational health and safety management system	Employee Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Employee Health and Safety
403-5	Worker training on occupational health and safety	Employee Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Health and Safety
Diversity and Equal Opportunity		
3-3	Management approach	Diversity, Equity and Inclusion
405-1	Diversity of governance bodies and employees	Diversity, Equity and Inclusion; Board Governance
Forced or Compulsory Labor		
3-3	Management approach	Supply Chain
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplier Human Rights Engagement
Local Communities		
3-3	Management approach	Communities
413-1	Operations with local community engagement, impact assessments, and development programs	Communities
413-2	Operations with significant actual and potential negative impacts on local communities	Communities
Supplier Social Assessment		
3-3	Management approach	Supply Chain
414-2	Negative social impacts in the supply chain and actions taken	Supplier Human Rights Engagement
NON-GRI TOPIC SPECIFIC DISCLOSURES		
Product Quality		
3-3	Management approach	Product Quality
ISO9001	Qualitative disclosures related to Broadcom's policies and conformance to ISO 9001 (quality management)	Product Quality
Corporate Governance		
3-3	Management approach	Board Governance; ESG Governance

SASB CONTENT INDEX

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

DISCLOSURE TOPIC	DISCLOSURE NUMBER	DISCLOSURE ACCOUNTING METRIC	LOCATION
SASB Standards Application Guidance	SASB 5.0 Governance, Internal Control, and Assurance	<p>a. The entity's governance around the risks and opportunities related to the topic, including board oversight of and management's role in assessing and managing such risks and opportunities</p> <p>b. The entity's strategic approach regarding actual and potential impacts of topic-related risks and opportunities on the organization's businesses, strategy, and financial planning, over the short, medium, and long term</p> <p>c. The entity's process to identify, assess, and manage topic-related risks, and how these risks are integrated into the entity's overall risk management process</p> <p>d. The entity's use of metrics or targets to assess and manage topic-related risks and opportunities</p>	2023 ESG Priorities; ESG Governance; Board Governance; Task Force on Climate-Related Financial Disclosures (TCFD); TCFD Index
Semiconductors Industry Disclosures			
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Global Energy and Emissions
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (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, (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	Global Energy and Emissions
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; EEO-1 Report
Intellectual Property Protection & Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Please refer to Broadcom Inc.'s filings with the U.S. Securities and Exchange Commission on Broadcom's website

TCFD INDEX

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

TCFD RECOMMENDATION	BROADCOM DISCLOSURE	DISCLOSURE LOCATION
Governance: Disclose the organization’s governance around climate-related risks and opportunities		
<p>a) Describe the board’s oversight of climate-related risks and opportunities</p>	<p>Our Board of Directors (Board), through its Nominating, Environmental, Social and Governance Committee (NESG Committee), oversees corporate social responsibility and ESG matters at Broadcom, including climate-related issues. Our Board is involved in the preparation of and reviews our ESG Report.</p> <p>Our NESG Committee is responsible for reviewing and reporting to the Board on matters of corporate responsibility and environmental sustainability (including climate-related risks and opportunities in our business), and our public reporting on these topics.</p> <p>The NESG Committee receives quarterly updates from our executives on ESG matters. The feedback we receive from our stakeholders on ESG matters is also regularly communicated to the NESG Committee and the Board. On at least a quarterly basis, the NESG Committee updates the Board on ESG matters.</p> <p>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.</p>	<p>ESG Governance</p>
<p>b) Describe management’s role in assessing and managing climate-related risks and opportunities</p>	<p>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.</p> <p>The ESG Steering Committee meets quarterly and is responsible for leading our ESG strategy and engaging with our ESG Working Groups who champion our ESG initiatives across Broadcom. The ESG Steering Committee has four Working Groups that focus on diversity, equity and inclusion, environmental sustainability, human rights/supply chain and regulatory reporting.</p>	<p>ESG Governance</p>



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		
<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term</p> <hr/> <p>b) Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning</p>	<p>For purposes of climate-related risk and opportunities, we define short, medium and long-term time horizons as follows: Short-term: 0-5 years Medium-term: 5-10 years Long-term: 10-15 years</p> <p>Climate-Related Risks</p> <p>We have not identified any inherent climate-related risks with the potential to have a substantive financial or strategic 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 risk-factors are described in our Annual Report on Form 10-K.</p> <p>Climate-Related Opportunities</p> <p>We have identified areas of climate-related opportunities for our business, including:</p> <p>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 support our customers' sustainability goals. We develop innovative methods that minimize power consumption and industrial products that support green energy systems, including:</p> <ul style="list-style-type: none"> • In 2023, Broadcom released the world's first Tomahawk® 5-based 51.2T Bailly Co-Packaged Optics (CPO) system. The 51.2T Bailly CPO solution can deliver double the bandwidth of a 25.6T standard solution without any increase in system power consumption. These major power and cost savings are critical for reducing electricity consumption in cloud data centers. • Our Jericho3AI product enables the industry's highest performance fabric for AI networks, while dramatically improving power efficiency. Jericho3AI revolutionizes AI networking with best-in-class capabilities such as perfect load balancing, congestion-free operation, ultra-high radix and Zero-Impact Failover — all culminating in significantly shorter job completion times for AI workloads. The Jericho3AI fabric offers 26 Pb/s of Ethernet bandwidth, almost four times the bandwidth of the previous generation, while simultaneously delivering 40% lower power per gigabit. • Today's mainframe is a highly sophisticated computing platform that drives 72% of the world's transactional workloads. Mainframes frequently operate at a 95% utilization rate, which can result in significantly lower overall power consumption than other hardware platforms. We provide a comprehensive range of industry leading software solutions and innovative programs that enable our customers to realize peak mainframe performance. • VMware Tanzu® CloudHealth® incorporates sustainable practices into its software development lifecycles and embeds green operations (GreenOps) into business operations. Customers will be able to use the "GreenOps Dashboard" telemetry-based toolkit to provide actionable steps to optimize their workload's architecture to be more energy efficient. By tracking important metrics, organizations can maximize efficiency and improve the overall sustainability of cloud solutions. <p>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, result in reduced operating costs. We will continue to look for ways to further increase our operational efficiency, while reducing our environmental impact.</p>	<p>Annual Report on Form 10-K; Environmental Sustainability; Products</p>
<p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including under a 2°C or lower scenario</p>	<p>We have not conducted a formal scenario analysis, but will continue to assess approaches for incorporating climate scenario analysis into our existing risk and opportunity assessment processes.</p>	

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-related risks

b) Describe the organization's processes for managing climate-related risks

c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management

As part of our enterprise risk management processes, various risks are assessed across the company by the relevant stakeholders and in collaboration with our Internal Audit Team, as needed. Actual and potential risks, including the risk factors in our periodic reports filed with the U.S. Securities and Exchange Commission, are reviewed by management and the Audit Committee at least quarterly. Updates for select risks are also provided to the Audit Committee throughout the year. In addition, on an annual basis, enterprise risks are updated and discussed with the Board and/or the relevant committees of the Board, including the Audit Committee which has oversight responsibility for enterprise risk management at Broadcom.

We manage actual and potential enterprise risks through various processes, policies and mitigation activities. For example, our Global Operations, which includes 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 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.

[Annual Report on Form 10-K](#); ESG Governance

Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material

a) Disclose the metrics used by the organization to assess climate-related 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 (GHG) emissions, and the related risks

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

Refer to the Environmental Sustainability section of this report for GHG emissions, energy use and water use data, as well as our GHG emissions reduction target.

Environmental Sustainability



DIVERSITY METRICS

U.S. EMPLOYEES (RACE/ETHNICITY)	2023*	2022	2021
American Indian/Alaska Native	0.3%	0.3%	0.2%
Asian	40.8%	40.3%	39.6%
Black/African American	1.6%	1.5%	1.4%
Hispanic/Latinx	3.6%	3.6%	3.4%
Native Hawaiian/Pacific Islander	0.2%	0.2%	0.2%
Other/not declared	5.8%	5.7%	5.9%
Two or more	1.1%	1.1%	1.0%
White/Caucasian	46.6%	47.5%	48.2%
U.S. PEOPLE MANAGERS (RACE/ETHNICITY)	2023*	2022	2021
American Indian/Alaska Native	0.2%	0.1%	0.1%
Asian	39.5%	39.0%	38.9%
Black/African American	0.8%	0.8%	0.9%
Hispanic/Latinx	3.0%	3.1%	3.0%
Native Hawaiian/Pacific Islander	0.2%	0.1%	0.1%
Other/not declared	4.4%	4.4%	4.5%
Two or more	0.6%	0.6%	0.7%
White/Caucasian	51.3%	51.9%	51.8%
GLOBAL EMPLOYEES (GENDER)	2023*	2022	2021
Male	79.4%	79.3%	79.2%
Female	20.6%	20.7%	20.8%
GLOBAL PEOPLE MANAGERS (GENDER)	2023*	2022	2021
Male	85.7%	86.1%	86.5%
Female	14.2%	13.9%	13.5%

*As of October 29, 2023.

ENVIRONMENTAL METRICS

SCOPE	GHG EMISSIONS (tCO ₂ e)		
	2023	2022	2021
Total GHG Emissions			
Scope 1 Emissions	58,764	97,208	127,799
Scope 2 Emissions (location-based)	186,061	181,235	188,397
Scope 2 Emissions (market-based)	140,005	152,507	174,049
Total Scope 1 & 2 Emissions (location-based)	244,825	278,443	316,196
Total Scope 1 & 2 Emissions (market-based)	198,769	249,715	301,848
Total Scope 1 & 2 Emissions (market-based) per million dollars of revenue	5.5 tCO ₂ e/\$M	7.5 tCO ₂ e/\$M	11.0 tCO ₂ e/\$M
Total Reported Scope 3 Emissions	1,847,962	27,177	Not calculated
Category 1: Purchased Goods and Services	1,678,073	Not calculated	Not calculated
Category 2: Capital Goods	95,283	Not calculated	Not calculated
Category 3: Fuel- and Energy-Related Activities	42,882	12,063	Not calculated
Category 5: Waste Generated in Operations	13,851	4,350	Not calculated
Category 6: Business Travel	7,518	3,050	Not calculated
Category 7: Employee Commuting	10,355	7,713	Not calculated

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

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

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

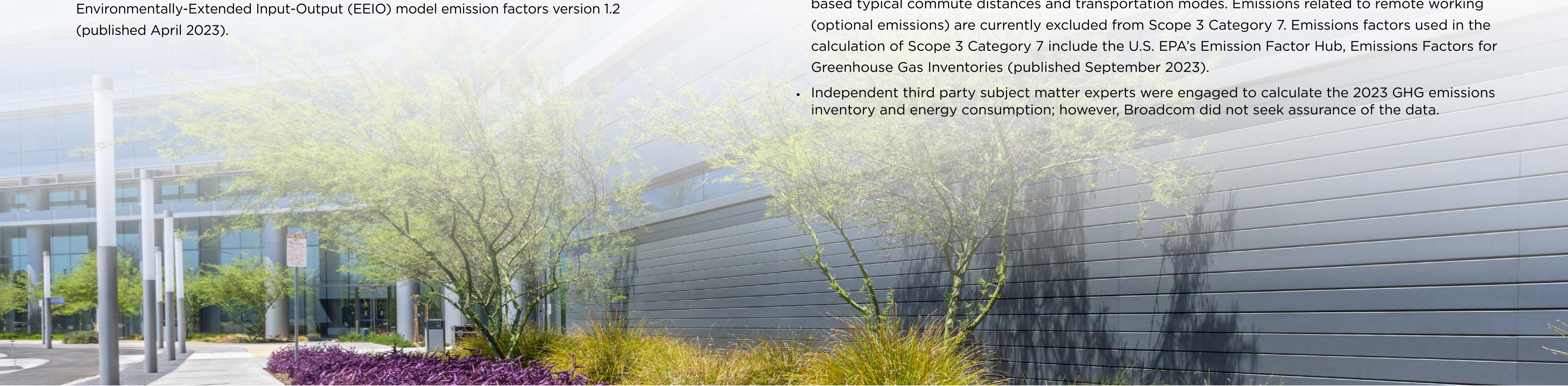
GHG emissions are reported in metric tonnes of CO₂e (tCO₂e).

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 GHG emissions calculations include the U.S. EPA's Emission Factor Hub, Emissions Factors for Greenhouse Gas Inventories (published September 2023), and the UK Government GHG Conversion Factors for Company Reporting (published June 2023). Scope 1 GHG emissions include corporate jet emissions, using the EUROCONTROL Small Emitter's Tool (version 5.13 published December 2023) to estimate fuel consumption.
- Emission factors used in Scope 2 GHG emissions calculations include the U.S. EPA's Emissions & Generation Resource Integrated Database (eGRID) 2021 (published January 2023), IEA's Statistics Data Service: Emission Factors (published September 2023) and the Association of Issuing Bodies (AIB): European Residual Mixes 2022 (published June 2023) and Center for Resource Solutions (CRS) 2023 Green-e Residual Mix Emission Rates (published December 2023). In 2023, Scope 2 GHG emissions take into account the procurement of Green-e certified RECs at the Fort Collins, Colorado facility, as well as supplier-specific emissions factors published by 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 GHG emissions market-based method. Scope 2 GHG emissions include colocation data center electricity consumption, estimated using an 8760 energy model.
- Purchased goods and services and capital goods emissions are calculated using spend-based data. Emission factors used in the calculation of Scope 3 Category 1 and 2 include the U.S. EPA's Environmentally-Extended Input-Output (EEIO) model emission factors version 1.2 (published April 2023).
- 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 GHG 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. Emission factors used include Department for Environment, Food and Rural Affairs (DEFRA) Conversion Factors 2023 (published June 2023) and International Energy Agencies (IEA) Life Cycle Upstream Emission Factors. Only transmission and distribution losses were included in the previous year calculation.
- Emission factors used in the calculation of emissions from Scope 3 Categories 5-7 include the U.S. EPA's Emission Factor Hub, Emissions Factors for Greenhouse Gas Inventories (published September 2023) and DEFRA Conversion Factors 2023 (published June 2023).
- The waste emissions boundary includes actual and estimated hazardous waste, industrial process waste and non-hazardous waste (including e-scrap) from global owned and leased facilities. Waste data was not estimated in previous years.
- Activity data related to hotel nights incurred during business travel are excluded from Scope 3 Category 6.
- Employee commuting emissions are calculated using global employee attendance data and census-based typical commute distances and transportation modes. Emissions related to remote working (optional emissions) are currently excluded from Scope 3 Category 7. Emission factors used in the calculation of Scope 3 Category 7 include the U.S. EPA's Emission Factor Hub, Emissions Factors for Greenhouse Gas Inventories (published September 2023).
- Independent third party subject matter experts were engaged to calculate the 2023 GHG emissions inventory and energy consumption; however, Broadcom did not seek assurance of the data.



WATER (Gallons)			
	2023	2022	2021
Total Water Withdrawn*	515,791,697	515,584,200	515,406,712

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

WASTE (Short Tons)			
	2023	2022	2021
Non-Hazardous Waste¹			
Total Waste Generated	38,778	11,127	9,577
Total Waste Diverted from Landfill	7,825	3,894	4,152
Diversion Rate	35%	35%	43%
Hazardous Waste and Industrial Process Waste²			
Incineration (with Heat Recovery)	1,273	1,878	1,485
Incineration (without Heat Recovery)	105	101	55
Sent to Landfill/Surface Impoundment	30	69	97
Other Disposal Operations	3,449	3,002	2,464
Total	4,857	5,050	4,101
E-scrap Waste³			
E-scrap	239	183	N/A

¹ In 2023, we revised our calculation to improve the completeness and quality of our waste data. Non-hazardous waste data is based on reported and estimated data from all global offices and manufacturing facilities. Waste data was not estimated in previous years. 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 here 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.



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 filings filed with the SEC.

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.