

Statement Against Modern Slavery and Human Trafficking

Broadcom¹ is committed to supporting ethical business conduct, respecting human rights and avoiding complicity in any human rights abuse in our company, operations and supply chain.

Our employment and supply chain 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.

The California Transparency in Supply Chains Act of 2010, the UK Modern Slavery Act of 2015 and the Australian Modern Slavery Act 2018 (Cth) require certain businesses to disclose their efforts to address the issue or risk of modern slavery² in their businesses and supply chains.

This Statement Against Modern Slavery and Human Trafficking (Statement) describes our policies and the activities we have undertaken during FY 2024³ to assess, address and prevent modern slavery.

Our Business and Supply Chain

Broadcom is a global infrastructure technology leader that designs, develops and supplies a broad range of semiconductor and infrastructure software solutions. At the end of FY 2024, we had approximately 37,000 employees in 107 global locations, including at our ten manufacturing facilities.

Our semiconductor solutions business primarily operates through a fabless production model where we outsource the vast majority of the manufacturing of our semiconductor products to trusted third-party suppliers and foundries. We strive to work with responsible supply chain partners, regularly engage with our suppliers, and continuously work towards improving our multi-tier supply chain visibility.

For additional information on our business and operations, see our [Annual Report on Form 10-K for FY 2024](#).

¹ When we use the terms “Broadcom,” “we,” “us,” “our” and the “company,” we mean Broadcom Inc., a Delaware corporation, and its consolidated subsidiaries, taken as a whole, unless the context otherwise indicates. For purposes of the Australian Modern Slavery Act 2018 (Cth), VMware Australia Pty Ltd (ABN: 77 122 677 089) is the reporting entity.

² References to “modern slavery” in this Statement includes forced labor, debt bonded labor, indentured labor, child labor, involuntary labor, including prison labor, slavery, servitude and human trafficking.

³ Broadcom’s fiscal year ended November 3, 2024 is referred to as FY 2024.

Human Rights Program Oversight

At Broadcom, our Board of Directors, through its Nominating, Environmental, Social and Governance Committee, oversees our human rights/supply chain program. Our internal Environmental, Social and Governance Steering Committee has a cross-functional Human Rights/Supply Chain Working Group, which manages our human rights program internally and externally.

Our Policies on Human Rights

Our policies and practices that apply to Broadcom are the foundation of our human rights program:

- [Human Rights Principles](#) – Our Human Rights Principles reflects our commitment to respecting human rights and avoiding complicity in any human rights abuse throughout our company, operations and supply chain.
- [Code of Ethics and Business Conduct](#) – Our Code of Ethics and Business Conduct embodies our commitment to doing business with the highest standards of ethics and integrity, including our commitment to respect human rights and prevent modern slavery. We require our employees to certify that they have read and understand our Code of Ethics and Business Conduct. We comply with all applicable labor laws and expect our business partners to do the same.
- [Supplier Environmental and Social Responsibility Code of Conduct](#) – Our Supplier Environmental and Social Responsibility Code of Conduct (Supplier Code), which incorporates the Responsible Business Alliance (RBA) Code of Conduct, is the foundation of our responsible sourcing practices, and prohibits modern slavery and human trafficking in the supply chain. Our Supplier Code, along with our contract and purchase order terms, establish our expectations regarding workplace standards and business practices for our suppliers and mandates that our suppliers comply with the law and conduct business in an ethical, legal and responsible manner — including with respect to labor and human rights, health and safety, the environment and anti-corruption.
- [Combating Trafficking in Persons Compliance Plan](#) – We also comply with the U.S. federal government’s requirements for government contractors to combat trafficking in persons (Federal Acquisition Regulation 52.222-50 (Combating Trafficking in Persons)), as set forth in our internal Combating Trafficking in Persons Compliance Plan.
- [Recruiter Agreements](#) – Our agreements with external recruiters specifically prohibit certain practices (including charging recruitment fees, retaining or destroying identification documentation, and the use of fraudulent or misleading recruitment practices) associated with modern slavery.

Human Rights Risks Assessments, Engaging with our Suppliers and Assessing Effectiveness

Broadcom regularly takes steps to verify, evaluate and address risks of modern slavery in our business and supply chains and assess the effectiveness of our actions, and

in FY 2024, we took the following steps, including:

- Human Rights Impact Assessment – We conducted a human rights impact assessment (HRIA) to identify our most salient human rights concerns that could impact our supply chain and ensure that our human rights program efforts are focused on our most salient human rights impact areas. Based on the HRIA, the following is a list of human rights concerns that we particularly focus on in our supply chain:
 - Forced labor (including recruiting fees and retaining worker identification documents)
 - Working hours and rest days
 - Young workers
 - Worker disciplinary practices (e.g., use of wage fines as punishment)
 - Accurate worker agreements
 - Fair wages
 - Safe and healthy working conditions
 - Freedom of association and collective bargaining
- Internal Human Rights Assessment – As part of our commitment to human rights, we conduct an annual internal human rights assessment.

Based on this assessment, we found no human rights concerns, including forced labor, child labor, slavery and human trafficking, in our operations.

- Annual Supplier Surveys – On an annual basis, we identify and survey our significant suppliers globally (that were not part of our prior surveys) for human rights-related issues. The suppliers surveyed since FY 2021 collectively represent over 93% of our supply chain (based on our FY 2024 supplier spend).

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

- New Supplier Onboarding – All new suppliers are screened for potential human rights issues as part of our onboarding process and are required to commit to our Supplier Code.
- Supplier Continuous Monitoring – All surveyed suppliers, as well as certain new suppliers, are placed in our third-party continuous monitoring program to alert us to emerging human rights issues that might arise with these 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. In their audits, our teams review wage and hour labor laws, working conditions, employment agreements and recruitment fee payments and conduct on-site worker interviews. In addition, we leverage the RBA’s Validated Assessment Program to expand the reach of our supply chain audit efforts.
- Supplier Certifications – We require our larger manufacturing suppliers to certify adherence to our Supplier Code on an annual basis.
- Annual Supplier Communications – We send our suppliers our annual expectations to reinforce our commitment to a responsible supply chain and provide our suppliers with information on our supply chain human rights program, including our Supplier Code, and access to our human rights and preventing forced labor training.

Should nonconformances with our Supplier Code be identified, we would address them with our suppliers in accordance with our Supplier Code and other applicable policies, which may include reviewing impacts, remediation or termination of our agreement with the supplier, as applicable.

Training

We provide mandatory training to all of our employees on our Code of Ethics and Business Conduct. As part of our ongoing efforts to educate and raise awareness of forced labor and human trafficking issues, we provide human rights awareness and forced labor prevention training for relevant employees in our Global Operations, Human Resources, Legal, Procurement and supply chain functions. Our employees working with our U.S. government customers complete combating trafficking in persons and prevention of forced labor training.

We also offer human rights awareness and forced labor prevention training to our suppliers.

Accountability

If our workforce becomes aware of a potential violation of our Code of Ethics and Business Conduct, other Broadcom policies, human rights or applicable laws, it is their responsibility to report it to their manager, Human Resources or our Compliance Officer.

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, including our [Ethics and Compliance Hotline](#) that is available in all appropriate languages and is hosted by an external firm not associated with Broadcom. The Ethics and Compliance Hotline is available via telephone and online, and employees, contractors and any other third party can report concerns anonymously (where permitted by local law).

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, up to and including termination of the employment or business relationship, subject to applicable law. The Audit Committee receives information on every allegation submitted via our Ethics and Compliance Hotline, as well as reports and updates on investigations that are in progress or completed.

Broadcom has an [Open Door Policy](#) and will not tolerate retaliation against an employee for reporting a concern in good faith or for cooperating with a compliance investigation.

In FY 2024, there were no instances of modern slavery that came to our attention in our business or supply chain.

Public Reporting

For more information on our support of human rights in our company, our operations and our supply chain, see our [Corporate Responsibility Report](#).

Approval and Signature

Broadcom consulted with various internal stakeholders in the collection of data and preparation of this Statement.

In accordance with the California Transparency in Supply Chains Act of 2010, UK Modern Slavery Act of 2015 and the Australian Modern Slavery Act of 2018, this Statement is made by Broadcom Inc. by and on behalf of itself and its consolidated subsidiaries.

This Statement was approved by the Broadcom Inc. Board of Directors on March 3, 2025.


A handwritten signature in black ink, appearing to read 'Hock E. Tan', is written over a horizontal line.

Hock E. Tan
Director, President and Chief Executive Officer
March 3, 2025