



Environmental, Social & Governance at MACOM

OUR COMMITMENT

AUGUST 2024

MACOM[®]

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macom.com



At MACOM, we hold ourselves to the highest standard of business conduct and excellence. We have established a culture where our employees are always encouraged to act in an ethical and responsible manner, whether working with customers, vendors or stockholders.

We seek to adopt strong corporate governance policies to ensure all of our stakeholders are well represented.

We seek to adopt new technologies and practices to help protect our environment. Our management team is sensitive to ever changing social issues and we look to create an inclusive and diverse work place.

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WHO WE ARE

MACOM Technology Solutions is a technology leader within the semiconductor industry. We have a long history of designing and manufacturing high-performance semiconductor solutions to support critical infrastructure applications. Known as the “First Name in Microwave,” MACOM is a recognized and trusted brand within the industry, across a broad spectrum of radio frequency (RF), microwave, millimeterwave and optical semiconductor solutions.

Our history of pioneering developments within RF and microwave technologies dates back to the mid-1950s. Our industry developments include magnetrons for early microwave radar systems, the first high power PIN diodes

and the first Gallium Arsenide (GaAs) RF integrated circuit (RFIC). Over the last 70 years, MACOM’s products have helped power Polaris submarines; Pioneer IV, which was the first United States spacecraft launched into solar orbit; and Mariner II, the first successful space mission to reach Venus.

Today, we support a customer base of over 6,000 customers, including leading edge global technology companies in the Data center, Telecommunication, Defense, Industrial, Space, Medical and Automotive markets. We have more than 1,700 employees worldwide, with facilities throughout North America, Europe and Asia. We are experts in analog and mixed-signal circuit design, photonics, materials science, process development, compound semiconductor fabrication and RF and optical systems.

OUR MISSION

To Be a Leading Semiconductor Supplier to the Industry

Our mission is to contribute new and compelling products and technology, enabling our customers to successfully produce better products for their customers. We shall always keep our customers’ interests in mind when developing product specifications, pricing and quality standards.

We encourage our global organization to create a highly ethical, socially responsible work environment which is

respectful, challenging, diverse and inclusive and one that provides opportunities for professional growth and occasion to learn new skills. We treat our employees, customers and vendors with the utmost respect and professionalism. Our teams are encouraged to work directly with customers, engineer-to-engineer, to understand their challenges, develop solutions, innovate, inspire success and continually improve everything that we do.

We are focused on creating long-term stability and stockholder value for our investors. MACOM employees are trusted partners, collaborators and relationship builders.



Partners from RF to Light



ENVIRONMENTAL¹

MACOM's commitment to conducting our business in an environmentally responsible and sustainable manner is aimed at protecting the environment, while providing an atmosphere for continuous business growth and development. We also expect a commitment to environmentally sustainable business practices from our suppliers.

We are committed to:

- > Conducting our operations in a manner that protects the environment, our employees and the communities in which we operate
- > Managing our resources responsibly and practicing prudent conservation principles
- > Implementing sustainable sources of energy and water management resources, where possible
- > Maintaining a comprehensive environmental management system and striving for continuous improvement
- > Establishing, measuring and regularly reviewing environmental objectives and targets

Climate Policy

We seek to reduce our climate impact and manage climate-related risks and opportunities. We work with our supply chain to help and encourage others to further reduce their climate impact.

We advocate a systematic approach where we can commit, track and communicate our actions.

This includes:

- > Compliance with laws and regulations
- > Reducing waste and conserving resources
- > Acting with integrity, transparency and accountability
- > Continuing to improve our efforts to reduce our climate impact

Our path forward will include:

- > Setting climate-related priorities and targets
- > Educating our employees to help them understand and work towards those targets
- > Collecting and monitoring data for our most significant environmental impacts
- > Reporting our progress on an annual basis across energy, emissions, water and waste management
- > Considering environmental impacts when making business, strategy or financial decisions
- > Aligning with external reporting frameworks

¹ Unless otherwise stated, references to manufacturing activities and locations in the Energy Management, Emissions, Water Usage and Waste Management disclosures refer to our manufacturing operations in Lowell, Massachusetts; Nashua, New Hampshire and Ann Arbor, Michigan, all of which are leased facilities. These three facilities comprise the majority of our manufacturing activities.



Our Lowell, Massachusetts facility (pictured above) includes our primary operations and manufacturing capabilities, as well as our corporate headquarters, and represents more than 30% of our worldwide headcount and global footprint. (See page 21 for our worldwide locations.)

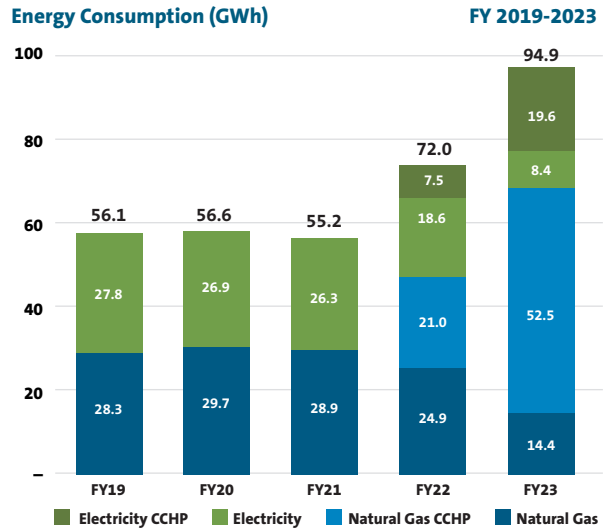
Energy Management

Our Lowell, Massachusetts headquarters uses efficient solutions to conserve energy, such as low energy consumption light-emitting diode (LED) lighting, Energy Star appliances and low volume plumbing fixtures. The heating, ventilation and air conditioning (HVAC) building management system automatically reduces energy usage based on building occupancy. An energy recovery ventilator (ERV) captures waste heat from the building exhaust. The waste heat captured from this process preheats the incoming outside fresh air, which in turn, reduces our natural gas usage. Since 2018, we have implemented energy efficient equipment upgrades which have resulted in energy savings.

To encourage employees to adopt electric vehicle transportation, we have installed multiple electric vehicle charging stations at our largest manufacturing site. Employees have free access to use these charging stations. Our charging stations are currently providing up to 1,238 kWh available capacity per day.

In order to be more energy efficient and less dependent on the public utility grid, we completed the installation of a state-of-the-art Combined Cooling and Heating Power (CCHP) plant that produces electricity and thermal energy onsite at our Lowell, Massachusetts manufacturing facility. The CCHP plant began producing electricity and thermal energy during fiscal year 2022 and is expected to reduce our overall consumption of electricity from the public utility grid, eliminate the negative impacts of power grid surges and outages and improve our facilities' resiliency and uptime while delivering sustainable, resilient energy for heating and cooling.

Our energy usage includes electricity, utilized by our manufacturing equipment and office operations and natural gas usage, which is currently consumed in large part by critical infrastructure systems, such as the CCHP plant, boilers and thermal oxidizers, among other things. In fiscal year 2023, the total energy consumed by our corporate headquarters and U.S.-based manufacturing locations was 94.9 GWh (341,520 Gigajoules). Of that amount, 19.6 GWh was electricity generated by our CCHP Plant. Electricity consumed from the public utility grid for fiscal years 2019, 2020, 2021, 2022, 2023 was approximately 50%, 48%, 48%, 26% and 9% of total energy consumed, respectively.



Note. Energy consumption for Lowell, Massachusetts-based corporate headquarters and U.S.-based manufacturing operations in Lowell, Massachusetts; Nashua, New Hampshire and Ann Arbor, Michigan. The fiscal year 2022 and 2023 natural gas increase reflects the utilization of our new CCHP Plant in Lowell, Massachusetts.



Emissions

Managing our climate impact is important to ensuring our business remains sustainable. Our investments in energy efficient equipment since 2018, have resulted in a reduction of Greenhouse Gas (GHG) CO₂ emissions.

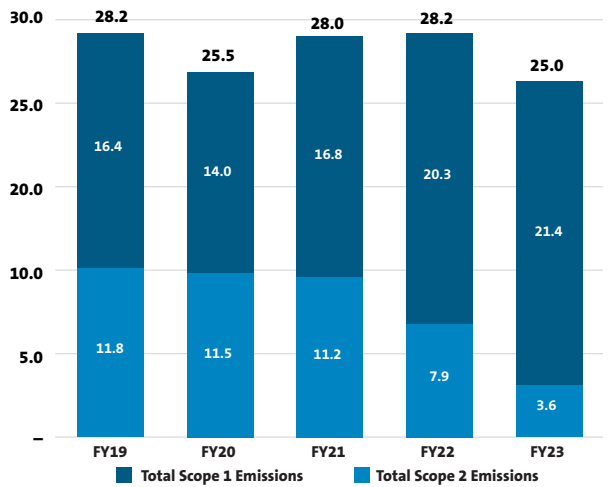
We installed an additional regenerative thermal oxidizer (RTO) in our Lowell, Massachusetts, manufacturing facility. This system destroys volatile organic compounds (VOCs) that could potentially be released from operations in our wafer foundry. The CCHP Plant is expected to reduce our overall carbon emissions by up to approximately 1,900 metric tons per year.

Reduction targets will be set in line with our commitment to reduce our climate impact. We will work to reduce the use of ozone depleting substances (ODS), such as fluorinated gases, particulate matter, volatile organic compounds, hazardous air pollutants, nitrogen oxides (NO_x) and carbon monoxide, using emissions abatement equipment and other reduction strategies.

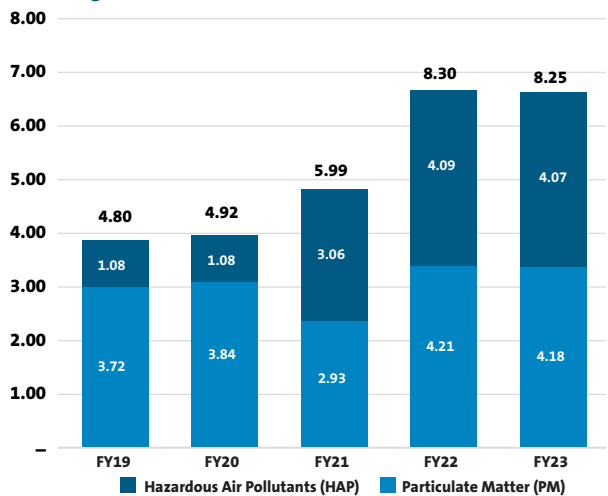
Gross Scope 1 and 2 GHG CO₂ emissions for our corporate headquarters and manufacturing locations were calculated at 24,985 CO₂ equivalent (CO₂e) tons in fiscal year 2023. Approximately 44% of fiscal year 2023 Scope 1 emissions were attributed to process gas usage (gases with established global warming values). The remaining 56% are attributed to natural gas and fuel usage in critical infrastructure systems such as the CCHP Plant, boilers and thermal oxidizers.

Scope 2 emissions are attributed to purchased electricity at our corporate headquarters and manufacturing locations. Other significant air emissions (particulate matter and hazardous air pollutants) totaled at 8.26 metric tons in fiscal year 2023.

Scope 1 & 2 GHG Emissions (thousand CO₂e Tons) FY 2019-2023



Other Significant Air Emissions (metric tons) FY 2019-2023



Note. Emissions for Lowell, Massachusetts-based corporate headquarters and U.S.-based manufacturing operations in Lowell, Massachusetts; Nashua, New Hampshire and Ann Arbor, Michigan



Water Usage

MACOM recognizes the importance of water conservation as a key component of our environmental sustainability practices. We work to use water responsibly and conserve water, in our own manufacturing facilities, where possible. We also use trusted third-party foundries and contract manufacturers for certain assembly and test operations. These third parties are expected to abide by our Supplier Code of Conduct.

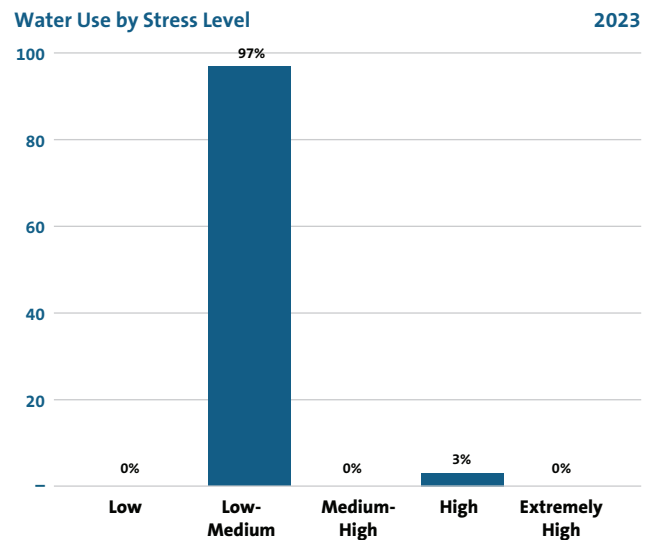
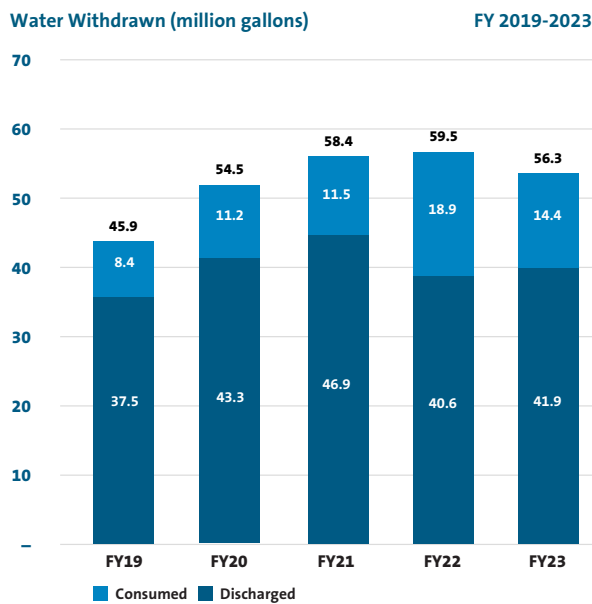
Our primary water usage location is our Lowell, Massachusetts manufacturing facility. We track and monitor our water use in this facility, along with our other manufacturing locations and ensure that the quality of our wastewater meets all applicable requirements.

Projects focused on water conservation include the installation of touchless/low-volume water output faucets and plumbing fixtures in our Lowell, Massachusetts, facility. We continue to follow best practices in our management of water usage and will set future water conservation targets based on business needs and identified opportunities.

Water is fundamental to the manufacture of semiconductors and our water usage has increased year-over-year primarily due to the expansion of our business and increased activities in our facilities.

Third-party municipal water utilities provide 100% of the water withdrawn by our corporate headquarters and manufacturing locations. Water withdrawn from municipal sources was 56.3 million gallons in fiscal year 2023. Of the water withdrawn, 41.9 million gallons were later discharged as treated water to municipal systems, while 14.4 million gallons were consumed. A summary of our water usage and the percentage of water used by baseline stress level is summarized below. Baseline water stress measures the ratio of total water withdrawals to available renewable surface and groundwater supplies.

Water stress levels by region were taken from the World Resources Institute (WRI) Aqueduct Water Risk Atlas. Approximately 97% of our water was withdrawn from areas considered to be “Low-Medium” risk sources and 3% of our water withdrawn was from areas considered to be “High” risk sources.



Note. Water usage for Lowell, Massachusetts-based corporate headquarters and U.S.-based manufacturing operations in Lowell, Massachusetts; Nashua, New Hampshire and Ann Arbor, Michigan



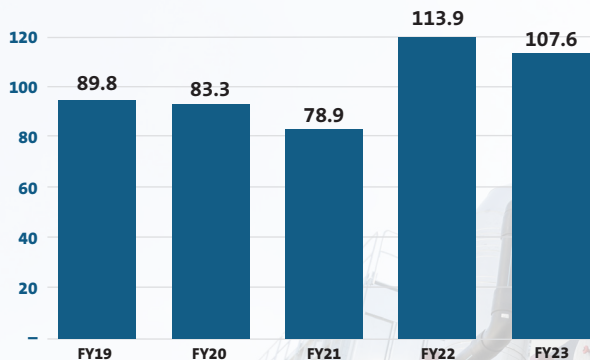
Waste Management

MACOM has a strong history of adhering to local and federal requirements related to waste management. We have a dedicated team to ensure that all waste products we generate are handled properly. We ensure the proper disposal of all hazardous waste, as part of our ISO 14001:2015 Environmental Management System and we are investigating recycling opportunities. Our environmental health and safety team is responsible for conducting training and regular audits on the management of waste streams.

We are also committed to recycling or reclaiming metals used in semiconductor processing. We have developed methods to capture process metals that either do not remain in our finished goods or can be reclaimed from scrapped products. We have demonstrated a reclamation rate of up to 90% of the metal used in our manufacturing process and are assessing ways to improve those reclamation rates. Incoming metals are monitored through our purchasing and supply chain practices and inventory management systems. Waste metals are collected from process equipment, liquid waste drains and excess production material and through diligent collection of multiple solid waste streams from our manufacturing lines.

MACOM is committed to the proper disposal of e-waste and the recycling of e-material whenever possible. This commitment includes adhering to all legal requirements, conventions and international guidelines, where applicable. We partner with third-party service providers to decommission and recycle our unused electronic equipment and continue our implementation of local recycling practices to reduce the overall waste going to landfills.

Hazardous Waste Disposal (Metric Tons) FY 2019-2023



Note. Hazardous waste disposal for Lowell, Massachusetts-based corporate headquarters and U.S.-based manufacturing operations in Lowell, Massachusetts; Nashua, New Hampshire and Ann Arbor, Michigan and represents 100% of the hazardous waste produced.

Chemicals

We are committed to adhering to all legal requirements, international treaties and conventions, along with specific market requirements and best practices regarding the use of chemicals. We are committed to reducing the wide range of chemicals used in the semiconductor manufacturing process. Where possible, we eliminate or substitute chemicals in our processes, which could harm the environment or human health. Where elimination or substitution is not possible, safe work practices and engineering controls are put in place. Personal Protective Equipment (PPE) is also provided to ensure the safety of our people.

In recent years, we have upgraded equipment and increased training of our manufacturing personnel to ensure more efficient use of chemicals. Regular training is carried out with relevant personnel on global harmonized standards and safety data sheets for the chemicals being used. We also perform risk assessments, reviews and industrial hygiene health surveys, which include occupational health screenings. Chemical waste is managed and disposed of in a safe and responsible manner, in accordance with applicable laws and regulations. These activities support our objective of ensuring that all chemicals are stored, used and disposed of in a proper manner.

In addition, we seek to reduce the adverse environmental impact of our products by, among other things, limiting the use of components or materials that may present a threat to the environment or human health. We leverage the IEC 62474 standard in this regard and track compliance with this standard in our product compliance database. We also comply with laws in jurisdictions that require disclosure of certain chemicals within our products, such as the EU REACH Regulation and EU Waste Framework Directive.

SOCIAL

Our People

Our ability to thrive depends on our people. We want to attract and retain the most qualified people from around the globe. To achieve these goals, we are committed to providing a challenging and rewarding work environment and a culture of diversity, equity, inclusion and belonging (DEI&B).

Supporting our employees and monitoring their satisfaction is important to us. We maintain site specific management teams, assigning leaders to each of our locations to drive global cohesiveness, provide local leadership and to help ensure that employee feedback is continually solicited and reviewed.

Creating an environment that promotes innovation helps us to enhance the potential of our greatest asset—our employees. It also helps us to achieve quality and continual improvement goals. The organization has been structured to maximize efficiencies; increase communication and responsiveness; empower talented, experienced team members; and promote decision-making at all levels of the organization.

We maintain an employee motivation and empowerment policy, which outlines the meaningful initiatives in place, including but not limited to:

- > Healthcare benefits (medical, dental, vision)
- > Health savings and flexible spending accounts
- > Retirement savings plans including 401(k) matching
- > Employee Stock Purchase Plan
- > MACOM corporate bonus program
- > Annual equity incentive program
- > Team building events
- > Patent, publication and presentation awards programs
- > Employee service awards
- > Performance review process
- > Learning and development and career advancement opportunities
- > Employee resource groups (ERGs)



Recruitment

We are focused on recruiting, developing, rewarding and retaining our global workforce. We utilize a metrics-driven, “outside-in” approach to quickly assess and respond to the human capital demands of our business.



We operate a global paid internship program, providing our interns with the opportunity to work for an industry leader, gain experience and expertise in key disciplines, contribute to the success of high-profile projects and build professional relationships. The internship program provides MACOM with the opportunity to hire key talent in engineering and other fields.



Careers at MACOM

Retention, Training and Development

MACOM employs approximately 1,700 people worldwide and we are passionate about developing and growing our talent. We devote substantial efforts to retaining, motivating and supporting our employees, including by providing tuition and professional development reimbursement to eligible employees as well as opportunities for internal growth and advancement. Performance reviews are conducted at least annually for all employees, during which employees and managers address goals, development opportunities, strengths and areas for improvement.

We support career development communication, advancement and coaching plans to address performance. We also offer formal mentoring and job rotation programs to include domestic and international assignments. We feel these programs help foster a deeper cross-functional understanding of the business. More specifically, our global job rotation program engages employees and enables them to develop their careers within MACOM across disciplines, departments and locations. Employees taking part in the program have the opportunity to build connections, learn new skills and gain a broader understanding of our operations, products and the culture of the different locations.



We hold an annual engineering conference, during which our engineering and technical community share ideas and foster communication on the latest technological developments across our product areas. The conference includes reviews of published white papers, formal presentations and highly interactive technology sessions. This ongoing technical exchange and mutual learning enhances innovations in designing new products with advanced manufacturing. It also supports our employees in moving forward along pathways of continuous learning. This is a highlight of the year for many in our engineering community. Our 35th Annual Engineering Conference in 2023 included a virtual event which allowed us to include certain participants who would not be able to travel. Going forward, we expect this event to continue to have virtual activities enabling us to include more participants and reduce travel.

Diversity, Equity, Inclusion & Belonging

We have a diverse employee base, serving a wide variety of customers across multiple geographies. By embracing and cultivating the richness that diversity offers, we can best serve our customers, employees and other stakeholders, ultimately driving increased stakeholder value. We are strengthened by the broad diversity of our employees' perspectives, backgrounds, cultures, lifestyles and experiences. Our diversity enables our commitment to a better-connected and safer world, driven by our innovative technology and products.

We believe in the importance of a culture of DEI&B in the workplace that promotes and effects change at the corporate and community levels. We support establishing a work environment where everyone has equal opportunities to learn and grow. Our DEI&B efforts are guided by the following principles:

- > Diversity is the representation of different people in an organization.
- > Equity is ensuring that everyone has fair, just and equal opportunities at work.
- > Inclusion is ensuring that everyone has an equal opportunity to contribute to and influence every part and level of a workplace.
- > Belonging is ensuring that everyone feels safe and welcome at work.



We regularly use our employee Intranet and communications meetings to share information, opportunities and updates with our workforce on our DEI&B and other initiatives. We are committed to providing equal opportunity in all aspects of employment and do not tolerate discrimination or harassment of any kind. We maintain a policy against unlawful discrimination, harassment and retaliation which sets forth our position on the prohibition of all forms of discrimination and harassment in the workplace.

In addition, we seek to continuously reinforce our commitment to DEI&B through our policies, learning and development programs and opportunities, ongoing training and internal reporting mechanisms.

As of December 31, 2023 our workforce is approximately distributed as follows:

- > 72% are geographically located in the United States (U.S.), of which 5% are foreign nationals, 15% in Asia and 13% in Europe and Canada.
- > 40% of our employees are in manufacturing or operations-related roles, 39% dedicated to research and development and 21% in professional, administrative or other executive roles.
- > 28% of our employees worldwide are female. Among our employees worldwide with managerial responsibility, 16% are female.
- > In the U.S., our employees identified with race and ethnicity categories as follows: 30% Asian, 2% Black or African American, 7% Hispanic or Latinx, 59% White and 2% Other (including Native American or Native Alaskan, Native Hawaiian or Pacific Islander or two or more races or ethnicities). Among our employees in the U.S. with managerial responsibility, 35% identified with one (or more) race and ethnicity categories other than White.

Community Engagement

We recognize that MACOM and its employees can play an important role in the communities within which we work and live. We seek to align our employee engagement and community investment initiatives by incorporating and prioritizing the well-being of our workforce and the communities in which we function. We do this through charitable giving, employee volunteerism and other company-driven initiatives.

Some recent examples of MACOM's community involvement are:

- > To "give back" directly to the communities in which we operate, in each year from 2020 through 2023, MACOM donated up to approximately 25 different employee-selected charitable organizations based in each jurisdiction where we operate a major facility. Our charitable reach extended to helping children and families in need, supporting disaster relief efforts, enabling medical research and assistance and providing physical and mental health support and humanitarian services.
- > Our charitable giving program further promotes community-level involvement by encouraging MACOM employees to volunteer up to 5,000 hours per year, up to eight hours per employee, to the communities in which we operate.
- > MACOM employees engage directly at the community-level, volunteering their time to a number of organizations, including local public schools, through supporting toy donation drives and by organizing local food drives.



Health and Safety

We strive to provide each employee with a healthy and safe work environment. We have health and safety teams to support compliance requirements and also promote and encourage employees to maintain healthy and safe lifestyles.

Health & Well-being

We believe that our people thrive when their health and well-being is prioritized. Our goal is to promote a culture of wellness by rewarding healthy and active lifestyle choices. We provide our employees with many benefits, including comprehensive benefits packages across the globe including competitive compensation, health and welfare and retirement packages.

We make comprehensive financial and employee assistance programs, insurance, an employee stock purchase plan program and other benefits programs available to our employees as well as a variety of health and wellness offerings to our workforce, including flu vaccinations, onsite fitness facilities and cafeterias in certain locations.

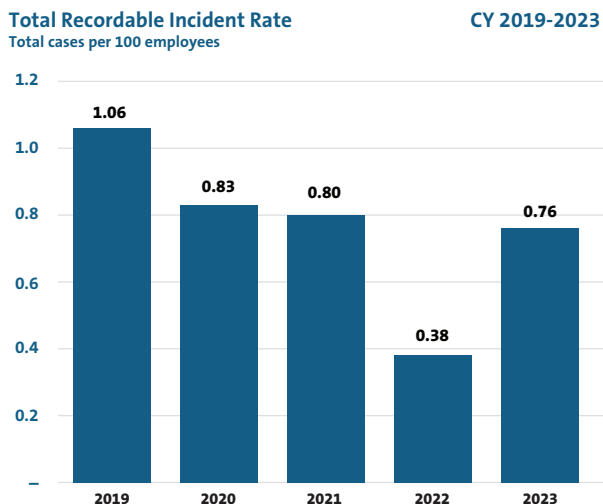
Safety

Our environmental health and safety team is responsible for ensuring that our facilities are operated in a safe manner. Our buildings and work environments are designed with safety in mind, with state-of-the-art building management systems to ensure clean air, ventilation and isolation control. We ensure our equipment is safe to use, regularly assessed for potential risks to our employees and maintained in accordance with the highest standards.

A critical part of managing health and safety within our facilities is to provide the training and knowledge to our employees that allow them to perform their roles safely. Safety training is provided on a regular basis to ensure that our employees stay safe and raise any concerns easily.

We evaluate and mitigate risks to ensure potential workplace hazards are minimized. We monitor and measure our safety performance with the goal of continually improving the effectiveness of our safety management programs.

One of our objectives is to continually improve our safety record and work to reduce incidents and injuries towards As Low As Reasonably Practicable (ALARP) levels. We track achievement of these targets through incident rate metrics. These metrics are reported internally and through our reporting mechanisms with the Occupational Safety and Health Administration (OSHA). The Recordable Incident Rate in our corporate headquarters and manufacturing locations from calendar years 2019 through 2023 can be seen in the graph below:



Note. Recordable incident rate for Lowell, Massachusetts-based corporate headquarters and U.S.-based manufacturing operations in Lowell, Massachusetts; Nashua, New Hampshire and Ann Arbor, Michigan



Supply Chain Responsibility

Our suppliers are critical to our success and our ability to deliver high quality products to our customers. As a global company, we have a deep understanding of our responsibilities to support ethical business conduct and responsible sourcing of materials throughout our supply chain. We specify requirements and expectations in our purchase order terms and conditions, supplier agreements, specific policies and our supplier quality manual. Our suppliers are expected to demonstrate their commitment to conducting their activities in a responsible manner by complying with the requirements outlined below.

Human Rights Policy

Our policy communicates our commitment to abide by applicable laws and standards to ensure that we avoid causing or contributing to adverse human rights impacts through our activities and relationships. Our sourcing strategy includes expectations that our suppliers conduct their business activities in a responsible and legal manner and ensure they also respect human rights.

Supply Chain Code of Conduct

Our supply chain code of conduct is based on the Responsible Business Alliance (RBA) Code of Conduct and communicates our expectations on environmentally responsible business practices, along with our expectations across Labor, Ethics and Safety.

Modern Slavery Policy

Our policy communicates our commitment to ensure forced labor, slavery and trafficking is prohibited in connection with our operations and sets forth specific requirements that vendors must adhere to.

Banned and Restricted Substances

Our policy regarding banned and restricted substances requires suppliers to avoid the use of chemicals and substances that may present a threat to the environment and human health during production, use or via disposal at the end of the product’s lifecycle.

Supplier Quality Manual

Our Supplier Quality Manual clearly communicates our quality expectations. We also work to build long-term relationships with our supply chain members, which helps us to deliver high quality products, remain competitive and achieve technological innovation goals. Our structured approach to sourcing and managing our supply chain is aimed at ensuring that we can mitigate risk and ensure continuity of supply.

Responsible Sourcing of Conflict Minerals

Our policy regarding conflict minerals is an important part of our program to ensure that covered minerals are responsibly sourced and that we contribute to global efforts to mitigate human rights abuses in conflict affected areas.

MACOM is committed to the responsible sourcing of minerals critical to our business operations and the production of our products. We have developed corporate management systems and a due diligence framework to comply with the requirements of the U.S. Conflict Minerals Rule with respect to tin, tantalum, tungsten and gold (3TG) and in accordance with the Organisation for Economic Co-operation and Development’s (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Through the efforts outlined above, we seek to make informed decisions and mitigate risks associated with the supply of 3TG, as described in our most recent Conflict Minerals Report filed with the United States Securities and Exchange Commission on Form SD dated May 31, 2024.

SUPPLY CHAIN RESPONSIBILITY	ADDITIONAL INFORMATION
Policies	Human Rights Policy Modern Slavery Policy Conflict Minerals Policy
Requirements	Supply Chain Code of Conduct Banned & Restricted Substances Supplier Quality Manual
Responsible Sourcing Report	Conflict Minerals Report



GOVERNANCE

We are committed to conducting business activities in an ethical and responsible manner, and contributing to economic development, while working to address social and environmental concerns through our business operations, stockholder and other stakeholder engagements. We have governance policies and procedures to help ensure that we conduct our activities accordingly, in conformance with, or exceeding, all applicable laws and regulations. As discussed further in this report, the committees of the board of directors oversee ESG issues associated with their respective areas of responsibility.

Board of Directors

Our board of directors sets high standards for our employees, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the duty of the board of directors to serve as a prudent fiduciary for the company’s stockholders and to oversee the management of the business, including in relation to material ESG factors. To fulfill its responsibilities, the board of directors follows established procedures and standards, including those set forth in our bylaws and the board of directors’ committee charters.

Our board of directors has established and maintains oversight of the company’s code of business conduct and ethics (Code of Conduct). This Code of Conduct (which is described in greater detail below) is designed to promote full, fair, accurate, timely and understandable disclosure in our public filings and reporting requirements, compliance with applicable governmental laws, rules and regulations, protection of our assets, including corporate opportunities and confidential information, fair dealing practices, honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest. All employees are expected to conduct themselves according to the letter and spirit of the Code of Conduct and seek to avoid even the appearance of improper behavior.

During calendar year 2021, we participated in extensive discussions with our stockholders, focused on better understanding their concerns, perspectives and areas of focus. During 2022, we conducted additional investor outreach involving members of our senior management team and investor relations, focused on better understanding the concerns and perspectives of our stockholders and providing updates to our investors on various topics, including with



STAKEHOLDER	ENGAGEMENT	ENGAGEMENT AREAS
Employees	CEO communications meetings, local town halls, performance reviews, “open door” policy, whistleblower policy, guest speaker series, technology “podcasts,” corporate-level	Safety, training, compensation, benefits, job stability, sustainability, advancement, career and professional development, education
Customers	Trade shows, direct meetings, website, ESG reporting, Carbon Disclosure Project (CDP), Responsible Business Alliance (RBA), regular product roadmap and quality reviews	Product innovation, design, pricing, performance, responsive service, business continuity, cybersecurity
Investors	Earnings calls, investor conferences, annual stockholder meeting, ESG report, direct meetings	Quarterly financial data, operational performance, compliance, business risks & opportunities, ESG
Suppliers	Direct interaction and visits, quality reviews	Processes, procedures, contracts, audits, service/yield levels, stability, pricing, ESG
Communities	Environmental stewardship, direct community support projects, charitable giving, volunteering	Safety, emissions, effluent, community awareness, support
Government/ Public Policy	Regulatory filings, Environmental Protection Agency (EPA) and OSHA reporting	SEC reporting, environment, emissions, labor reporting, conflict minerals
Board of Directors	Management reviews, corporate- and business-level strategy reviews, company policy reviews and compliance	Operational performance, cybersecurity, compliance, business risks & opportunities, DEI&B, ESG



regard to our ESG program, board composition and corporate governance.

Details of our recent stockholder engagement process, including a summary of what we heard from stockholders and how we responded, is included in our Annual Proxy statement filed on Schedule 14A with the Securities and Exchange Commission on January 17, 2024.

Audit Committee

Our audit committee is responsible for overseeing many of our policies, including our anti-corruption and whistleblower policies. The audit committee is also responsible for overseeing our enterprise risk management framework, cybersecurity and other information technology (IT) risks.

Compensation Committee

Our compensation committee is responsible for overseeing our compensation philosophy and the objectives of our compensation programs, including talent management and development, talent acquisition and employee engagement.

Nominating and Governance Committee

Our nominating and governance committee is responsible for overseeing the risks associated with corporate governance and the composition of our board of directors, including the independence of board members and general oversight of our ESG strategy and reporting, including climate-related risks and opportunities.

ESG Steering Committee

We believe the success of our ESG strategy relies on strong governance structures and have built out systems and processes to enhance our ESG management, accountability, transparency and reporting with programs that have the necessary resources and support at all levels of MACOM management.

At the executive-level, we have established an ESG steering committee which has responsibility for ESG matters globally and oversees alignment between our ESG efforts and our overarching business strategy and financial planning. The steering committee includes C-suite executives and senior leaders in Global Operations, Quality, Compliance, Human Resources, Finance, Legal, IT and Data Privacy and Investor Relations. The multifunctional nature of this team provides different perspectives on how ESG and climate-related issues could potentially affect MACOM's financial performance, reputation, sales, operations and supply chain.

The ESG steering committee meets at least quarterly, is responsible for preparing our ESG reports, monitors climate-related risks and opportunities and oversees the initiatives being undertaken. The ESG steering committee regularly reports to the nominating and governance committee of our board of directors, who has the responsibility for overseeing this critical function.

Ethics and Compliance

Our policies require making decisions which are ethical, never engaging in corruption, bribery or insider trading and avoiding conflicts of interest. We also aim to compete in an ethical and lawful manner, comply with international trade regulations, practice transparency and maintain accurate business records. We have policies related to these and many other topics and we expect everyone who works for us to comply with these requirements. Our workforce and our distributors, sales representatives and resellers are specifically required to conduct their operations and activities, inside and outside the U.S., in complete compliance with the letter and spirit of all applicable U.S. and foreign laws. These laws include, but are not limited to, the U.S. Foreign Corrupt Practices Act (the FCPA), U.S. Travel Act and the U.K. Bribery Act.



All of our employees are required to acknowledge receipt of the Code of Conduct upon commencing employment and annually thereafter. The Code of Conduct sets out basic principles, guidelines and prohibitions to guide all employees, including with respect to equal employment opportunity, nondiscrimination, anti-harassment, reporting suspected violations of the Code of Conduct and/or law and prohibitions on retaliation for complying with the Code of Conduct.

Grievance Mechanism

Any employee who has complaints or concerns regarding our financial reporting, internal controls over financial reporting, auditing matters, violations of established laws and company policies is obligated and encouraged to report such matters to our audit committee and our general counsel in accordance with our whistleblower policy. We maintain a whistleblower hotline managed by the chairperson of the audit committee and the general counsel. MACOM's policies strictly prohibit retaliation against employees, raising good faith concerns, including harassment or threats to employment and provide an anonymous means for individuals to raise complaints or concerns.

Data Privacy and Security

Our security team has actively worked to enhance our security posture and capacity to prevent and respond to threats, both internal and external. New security systems have been introduced and we remain current with the threat environment to protect our critical IT and Intellectual

Property assets. Annual third-party testing of the efficacy of the security measures applied, helps us identify opportunities for improvement. We have implemented frequent security awareness training and communications for our employees regarding the importance of being diligent with regard to cybersecurity and focus on email phishing and other threats. Our cybersecurity team includes individuals throughout the organization including IT, Engineering, R&D, Legal, Finance, as well as outside consultants. Our systems include firewall filters, spam filters, network analysis, and data protection, as well as numerous end user device security systems.

We are subject to several external government regulations related to privacy that directly impact the implementation and security of our hosted IT systems. These regulations include, but are not limited to, regulations such as the General Data Protection Regulation (GDPR), the California Private Rights Act (CPRA) and the Written Information Security Program (WISP). The Security team leads the IT efforts to develop and adhere to the controls related to each of these regulations to ensure we remain in compliance.

We report on cybersecurity processes and activities to the audit committee of our board of directors, who has the responsibility for overseeing this critical function.



GOVERNANCE HIGHLIGHTS

GOVERNANCE FRAMEWORK

Corporate Governance
 Nominating and Governance Committee Charter
 Compensation Committee Charter
 Audit Committee Charter

ADDITIONAL INFORMATION

MACOM Proxy Statement
 Nominating and Governance Committee Charter
 Compensation Committee Charter
 Audit Committee Charter

ETHICS AND COMPLIANCE

Code of Business Conduct and Ethics
 Business and Ethics Training
 Code of Business Conduct and Ethics
 99% Completion

BOARD OF DIRECTORS

All Board Members 8
 Independent Board Members 6
 Board Average Tenure 8 years
 Board Gender Diversity 25%
 Board Racial Diversity 50%

We provide annual required Code of Conduct training to our employees, which focuses on our values and expectations as set forth in our Code of Conduct, among other things. Specific topics include anti-bribery and corruption, conflicts of interest, harassment (including, but not limited to, sexual harassment) and our whistleblower policy and whistleblower hotline. Employees are required to acknowledge receipt and understanding of the Code of Conduct. At the time this report was prepared, we achieved a completion rate of 99%. During our most recent training window, we did not yet reach our 100% completion rate, but will continue aiming to do so.

Product Quality

Our goal is to continually deliver effective, high-quality products and services that meet our customers' and internal operations' needs in terms of delivery, performance, safety and value. Process controls are implemented such that tasks are performed properly the first time, so that products and services meet established, agreed to requirements. We believe it is the responsibility of every employee to ensure quality, customer satisfaction, continual improvement, maintenance of our quality management system and strict compliance with customer and regulatory requirements.

Our quality management system and processes are aligned with the requirements of multiple international standards, which provide a model for quality assurance for various operational disciplines, such as design, manufacturing and testing. We expect our suppliers and partners to comply with our Supplier Quality Manual.

As of the date of this report, our site Quality Management System (QMS) Certifications are as follows:

ANSI/ESD S20.20:2021

Industry standard for the development of an Electro-Static Discharge (ESD) control program to protect today's increasingly sensitive semiconductor devices from ESD damage.

Sites: Lowell, Massachusetts; Ann Arbor, Michigan; Morrisville, North Carolina; Nashua, New Hampshire; Newport Beach, California; Hsinchu, Taiwan

IATF 16949:2016

IATF16949 is the international standard for an Automotive QMS. The standard is built upon the ISO 9001 framework and focuses on defect prevention, waste reduction and supply chain management for the automotive industry.

Sites: Lowell, Massachusetts

AS9100D:2016

AS9100D is the internationally recognized QMS standard for Aviation, Space and Defense organizations. AS9100 builds on ISO 9001, adding industry specific guidelines for the safe development and production of aerospace products.

Sites: Lowell, Massachusetts; Ann Arbor, Michigan; Hamilton, New Jersey; Mesa, Arizona; Morgan Hill, California; Morrisville, North Carolina; Nashua, New Hampshire

ISO 9001:2015

International standard that specifies requirements for a QMS. Organizations use the standard to demonstrate the ability to consistently provide products and services that meet customer and regulatory requirements.

Sites: Lowell, Massachusetts; Ann Arbor, Michigan; Ithaca, New York; Mesa, Arizona; Morgan Hill, Newport Beach and Santa Clara, California; Morrisville, North Carolina; Nashua, New Hampshire; Hamilton, New Jersey; Hsinchu, Taiwan; Cork, Ireland; Limeil Brevannes, France

Other Relevant Certifications

ISO 14001:2015

International standard that specifies requirements for an effective environmental management system. It provides a framework for an organization to manage environmental responsibilities and establish performance requirements.

Site: Lowell, Massachusetts; Morgan Hill, California; Limeil Brevannes, France



APPENDIX

TCFD Recommended Disclosures

We are committed to transparency in our efforts to manage climate-related risks and opportunities. 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 relevant to their business. Disclosure of climate-related risks in furtherance of the TCFD framework is not an admission that such risks are material and should not be construed as such. The information below provides guidance on where information relevant to the TCFD disclosure recommendations can be found.

RECOMMENDED DISCLOSURE AREA	RECOMMENDED DISCLOSURE	MACOM DISCLOSURE	DISCLOSURE LOCATION
Governance	Describe the organization’s governance around climate-related risks and opportunities. Describe management’s role in assessing and managing climate-related risks and opportunities.	MACOM’s ESG strategy and performance is governed by the Nominating and Corporate Governance Committee that is part of our Board of Directors. Our agenda is led by an enterprise-wide ESG Steering Committee.	Nominating and Governance Committee and ESG Steering Committee on page 15
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.	Potential climate-related risks and opportunities are discussed below. MACOM has not conducted a formal climate-related scenario analysis but intends to assess the most appropriate scenario analysis approach for our business.	Potential Risks & Opportunities on pages 18 & 19
Risk Management	Disclose how the organization identifies, assesses and manages climate-related risks.	Risk management at MACOM is a process undertaken by all functions within the business. Climate-related risks will be incorporated into our existing risk management framework, which encompasses Strategic, Financial, Operational and Hazardous risk.	Audit Committee on page 15
Metrics & Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	MACOM discloses climate-related metrics for our manufacturing facilities. Future ESG reports may disclose additional metrics and targets used to assess and manage climate-related issues.	Energy Management on page 5 Emissions on page 6 Water Usage on page 7 Waste Management on page 8

Potential Climate-related Risks and Opportunities

The disclosure below describes certain climate-related risks and opportunities which could potentially impact our business. We intend to identify and assess the range of plausible risks and impacts from climate-related issues on the resilience of our business through a formal scenario analysis. The analysis will take into consideration different climate-related scenarios, including a 2 °C or lower scenario. The risks and opportunities discussed below do not purport to be all of the climate-related risks and opportunities that could potentially impact our business.

CLIMATE-RELATED RISKS	TIME HORIZON	POTENTIAL IMPACT	MANAGEMENT METHOD
Utility Resilience	Medium-term	Direct Operations and Downstream (customers): Energy grid capacity constraints and resilience could impact our manufacturing operations and our ability to produce our products.	We have dedicated staff to manage our facilities’ electricity systems and interactions with local utilities. In order to be more energy efficient and less dependent on the public utility grid, in 2022 we completed installation of a state of the art Combined Cooling and Heating Power (CCHP) plant that produces electricity and thermal energy onsite at our Lowell, Massachusetts, manufacturing facility. Energy Management on page 5
Supply Chain Disruption	Long-term	Long-term Upstream (supply chain): Many of our raw materials are sourced from areas of the world vulnerable to instability as a result of climate-related issues. This risk could have an impact on our ability to produce our products.	Our Supply Chain team manage sourcing risk. Our supply chain responsibility activities also help to manage potential risk within our supply chain. Supply Chain Responsibility on page 13

CLIMATE-RELATED RISKS	TIME HORIZON	POTENTIAL IMPACT	MANAGEMENT METHOD
Water Availability	Long-term	Direct Operations: Water availability and quality issues due to climate change could affect our manufacturing operations and product quality.	We have assessed our current direct manufacturing risks using the WRI Aqueduct tools. We will continue assessing our future water risks, including those in our supply chain. We are also exploring options for water recycling improvements to help offset the expected increase in water usage as we expand. Water Usage on page 7
Regulation & Carbon Taxes	Long-term	Direct Operations: Regulations relevant to the reductions of GHG emissions or the implementation of carbon taxes could increase our operating costs.	We have a dedicated staff to manage our facilities' energy and emissions. Our operations teams are constantly working to improve the efficiency of our operations. Emission reduction and abatement technologies are being explored. Emissions on page 6

CLIMATE-RELATED OPPORTUNITIES	TIME HORIZON	POTENTIAL IMPACT	MANAGEMENT METHOD
Changes to Customer Preferences	Medium-term	Direct Operations and Downstream (customers): If product efficiency requirements change in the future, this may impact the design and development of our products.	We are constantly developing new technologies and creating new markets for our products and invest significant resources into research and development. We have focused our priorities on improving the design and energy efficiency of our products. If product efficiency requirements change from our customers, we are confident in our ability to provide high performance energy efficient products to meet customer needs. Our Mission on page 3
Renewable energy resource use	Medium-term	Direct Operations: Increasing our use of renewable energy sources could decrease our energy costs and improve the climate impact of our manufacturing operations.	We strive to use our energy resources in the most efficient manner possible. Energy Management on page 5 Utility Resilience risk on page 18
Changes in modes of transport	Medium-term	Downstream (customers): We foresee an increased demand for more efficient forms of transportation, including electric vehicles, which may create additional demand for our products.	Our corporate headquarters and Lowell, Massachusetts, manufacturing facility achieved IATF 16949 certification in 2021. Achieving this certification supports our strategic goal of attracting automotive customers. Product Quality on page 17

SASB Content Index

We report under the Sustainability Accounting Standards Board (SASB) industry standard. The index below provides guidance on where information relevant to the SASB disclosure categories can be found. Discussion of metrics in furtherance of the SASB standards is not an admission that such metrics are material and should not be construed as such.

TOPIC	CODE	ACCOUNTING METRICS	REFERENCE IN REPORT
Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) Amount of total emissions from perfluorinated compounds	Emissions on page 6
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed, (2) Percentage grid electricity, (3) Percentage renewable	Energy Management on page 5
Water Management	TC-SC-140a.1	(1) Total water withdrawn, (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Water Usage on page 7
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing	Waste Management on page 8
Employee Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor and reduce exposure of employees to human health hazards	Health & Safety on page 12
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that are (1) Foreign nationals and (2) Located offshore	DEI&B on page 10
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	Responsible Sourcing of Conflict Minerals on page 13

The Energy Management, Emissions and Water Usage and Waste Management disclosure refers to our Lowell, Massachusetts-based corporate headquarters and U.S.-based manufacturing operations in Lowell, Massachusetts; Nashua, New Hampshire and Ann Arbor, Michigan, all of which are leased facilities. These three facilities comprise the majority of our primary manufacturing activities. The remaining 36 locations are primarily leased office space, facilitating Manufacturing, Research and Development, Sales and Administrative functions.

The historical data presented in the previous charts is on a fiscal year basis, unless otherwise noted. The data in this report involves reasonable assumptions, subject in many cases to a high degree of uncertainty and based on best estimates at the time and we have no expectation that the data will be updated or revised as a result of new information.

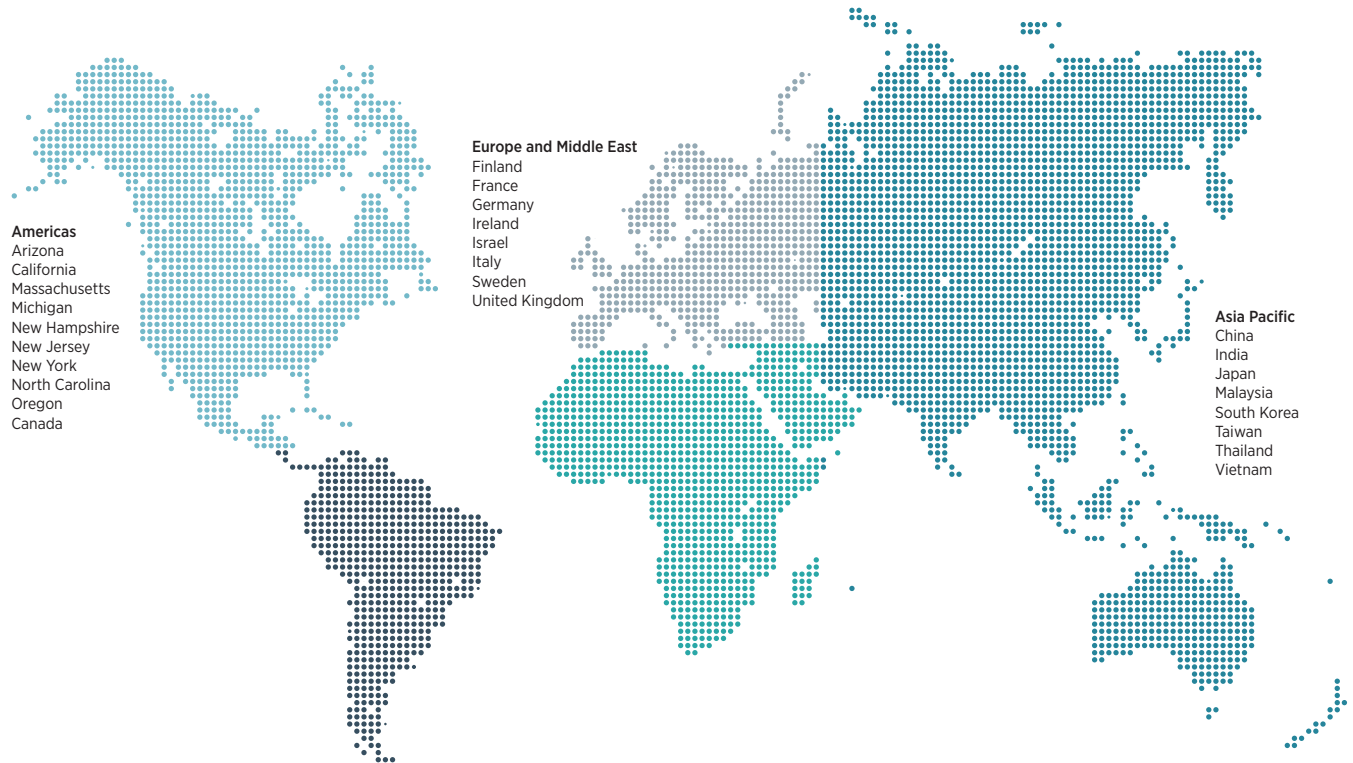
Special Note Regarding Forward-Looking Statements

This report may contain forward-looking statements based on MACOM management’s beliefs and assumptions and on information currently available to our management. Forward-looking statements include all statements that are not purely historical and are often identified by the use of words such as, but not limited to, “believe,” “can,” “continue,” “could,” “expect,” “may,” “plan,” “potential,” “seek,” “target,” “will,” “would” and similar expressions or variations intended to identify forward-looking statements. These forward-looking statements include, among others, statements about MACOM’s strategic plans and priorities, our operations and compliance with applicable laws and regulations, our systems for implementing our goals, our commitments to ESG programs and policies and our objectives, targets, expectations and priorities for ESG initiatives. These forward-looking statements are not guarantees of future performance or achievement and are subject to risks, uncertainties, assumptions and changes in circumstances that may cause those events or our actual activities or results to differ materially from those indicated by the forward-looking statements, including as a result of challenges faced in executing our ESG initiatives, changes in government regulations, economic developments, failure to realize assumptions about the impact of our ESG programs, technological developments, evolving ESG strategies and those other factors described in “Risk Factors” in MACOM’s filings with the Securities and Exchange Commission (“SEC”) (www.sec.gov), including MACOM’s Annual Report on Form 10-K, its Quarterly Reports on Form 10-Q and other filings with the SEC. These forward-looking statements speak only as of the date of this report and MACOM undertakes no obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future events or otherwise.



Partners from RF to Light

MACOM...an International Partner



Corporate Headquarters

MACOM Technology Solutions Inc.
100 Chelmsford Street
Lowell, MA 01851 USA
macom.com

Additional product information
can be found on our website at:
macom.com

Contact our worldwide sales offices,
or authorized representatives to
request samples, test boards and
application support.

All contacts are listed on our website at:
macom.com/support