



Sustainability at MACOM



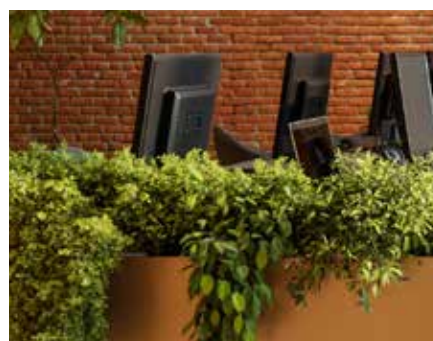
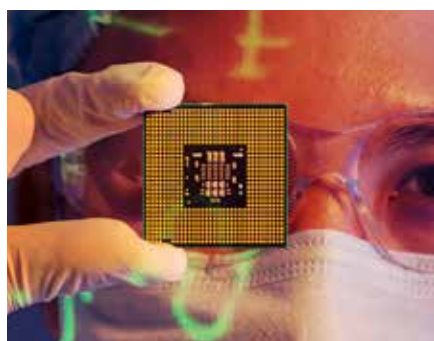
Let's Innovate Together

August 2025

MACOM[®]

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COMPANY OVERVIEW

Welcome to MACOM, where innovation and engineering excellence have been the cornerstone of our business for over 70 years. Our headquarters in Lowell, Massachusetts, anchors our global operations across North America, Europe and Asia. We are proud to be at the forefront of radio frequency (RF), microwave, millimeter wave and optical technology, providing state-of-the-art solutions to the industrial, aerospace and defense, datacenter and telecommunications sectors.

At MACOM, we are dedicated to pushing the boundaries of technology to engineer the highest performance, highest quality and most reliable semiconductor solutions for our customers in applications ranging from RF to Light. Our capabilities span analog and mixed-signal circuit design as well as advanced compound semiconductor fabrication,

including Gallium Arsenide (GaAs), Gallium Nitride (GaN), Indium Phosphide (InP) and specialized silicon. We also excel in sophisticated packaging and testing processes, ensuring high quality and reliable products.

At MACOM, our product portfolio is extensive, featuring thousands of standard and custom RF, microwave, millimeter wave and optical devices, including diodes, limiters, amplifiers, switches, monolithic microwave integrated circuits (MMICs), physical media dependent (PMD) integrated circuits (ICs), photonics components and a variety of passive and active components. We serve over 6,000 customers worldwide, supporting critical applications in aerospace and defense, wireless communications, high-capacity optical networks, datacenters, radar systems, medical technology and test and measurement equipment.

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.



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 32 for our worldwide locations.)

PARTNERS FROM RF TO LIGHT

At MACOM, we do more than just design and manufacture components. We innovate solutions that help drive our customers' success. MACOM partners with customers to provide collaborative end-to-end solutions leveraging our applications engineering staff, systems engineering capabilities, IC design teams and foundry expertise combined with world-class customer support.

MACOM is dedicated to providing solutions that operate at the highest power efficiency, frequency and data rates. As a leader in engineering and manufacturing high-performance analog and mixed-signal ICs, we offer a wide range of process technologies, advanced circuit design, innovative packaging technique, along with extensive subsystem and system expertise for RF to Light applications.

Our technologies and capabilities enable us to create the most innovative design solutions, including:

- One of the industry's broadest portfolios of standard and custom analog and mixed-signal products, covering a wide spectrum across RF, microwave and millimeter wave frequencies

- Leading high-performance optical connectivity and networking solutions
- Foundry services
- Novel processes: Heterolithic Microwave Integrated Circuit (HMIC), Glass Microwave Integrated Circuit (GMIC) and Aluminum Gallium Arsenide (AlGaAs)
- In-house fabrication, assembly and screening, including build-to-print services

A global network of design and sales offices ensures worldwide reach and support. MACOM leverages technologies from our wafer fabrication facilities as well as outside foundry partners to ensure the best process technology for the application. These include GaN-on-Silicon Carbide (GaN-on-SiC), GaN-on-Silicon (GaN-on-Si), Silicon (Si), GaAs, AlGaAs, Indium Gallium Arsenide (InGaAs), InP, Silicon Photonics (SiPh), Silicon Germanium (SiGe) and RF Complementary Metal-Oxide Semiconductor (CMOS) IC products and manufacturing capabilities.



OUR APPROACH TO SUSTAINABILITY

At MACOM, sustainability is not just a goal, it's a responsibility we embrace throughout our organization. As a global leader in semiconductor innovation, we recognize the role we play in shaping a more resilient, inclusive and sustainable future. This report reflects our ongoing efforts to embed sustainability considerations into our strategy, operations and culture.

Throughout our fiscal year 2024, we continued to make progress in managing our environmental impact by expanding our initiatives to calculate our energy consumption, greenhouse gas (GHG) emissions, along with water usage and waste streams.

We advanced our social impact by maintaining a safe and healthy workplace, supporting the well-being of our employees, fostering a diverse, equitable and inclusive workplace and deepening our commitment to the communities in which we operate.

Governance is a cornerstone of our sustainability framework and we remain resolute in upholding transparency, accountability and ethical conduct across our global operations.

Looking ahead, we are committed to further integrating sustainability principles into decision-making processes and aligning our efforts with global standards.

Sustainability at MACOM is a shared journey, one that involves our employees, customers, suppliers and other stakeholders. Together, we are building a company that not only delivers innovative technology but also creates long-term value for people and the planet.

As part of our commitment to responsible business practices, we conducted a comprehensive materiality assessment in fiscal year 2025, to identify and prioritize sustainability topics that are most relevant to both our business performance and our broader impact on society and the environment.

This assessment refocused on two key dimensions:

- **Impact Materiality:** The potential or actual impact MACOM's activities may have on the environment, people and society at large
- **Financial Materiality:** Sustainability issues that could influence MACOM's long-term business success and risk profile

We engaged a cross-functional group of internal stakeholders and considered input from customers, supply chain partners and other external stakeholders. Through this assessment of our business context, we identified various potential impacts, risks and opportunities, which will be used to inform strategic decision-making, our risk management approach and future reporting priorities aligned to regulatory requirements, standards and frameworks. We will review and update the assessment as needed to reflect the evolving expectations of our stakeholders and regulatory requirements.

Note: Unless otherwise stated, references to activities and locations in this disclosure refer to MACOM Technology Solutions Holdings, Inc., (MACOM) and its consolidated subsidiaries as of the end of our Fiscal Year 2024 and for the avoidance of doubt does not include the recent completion of the transfer of operational control of the Research Triangle Park, NC, wafer fabrication facility from Wolfspeed, Inc.



CONSIDERING SUSTAINABILITY IN PRODUCT DESIGN

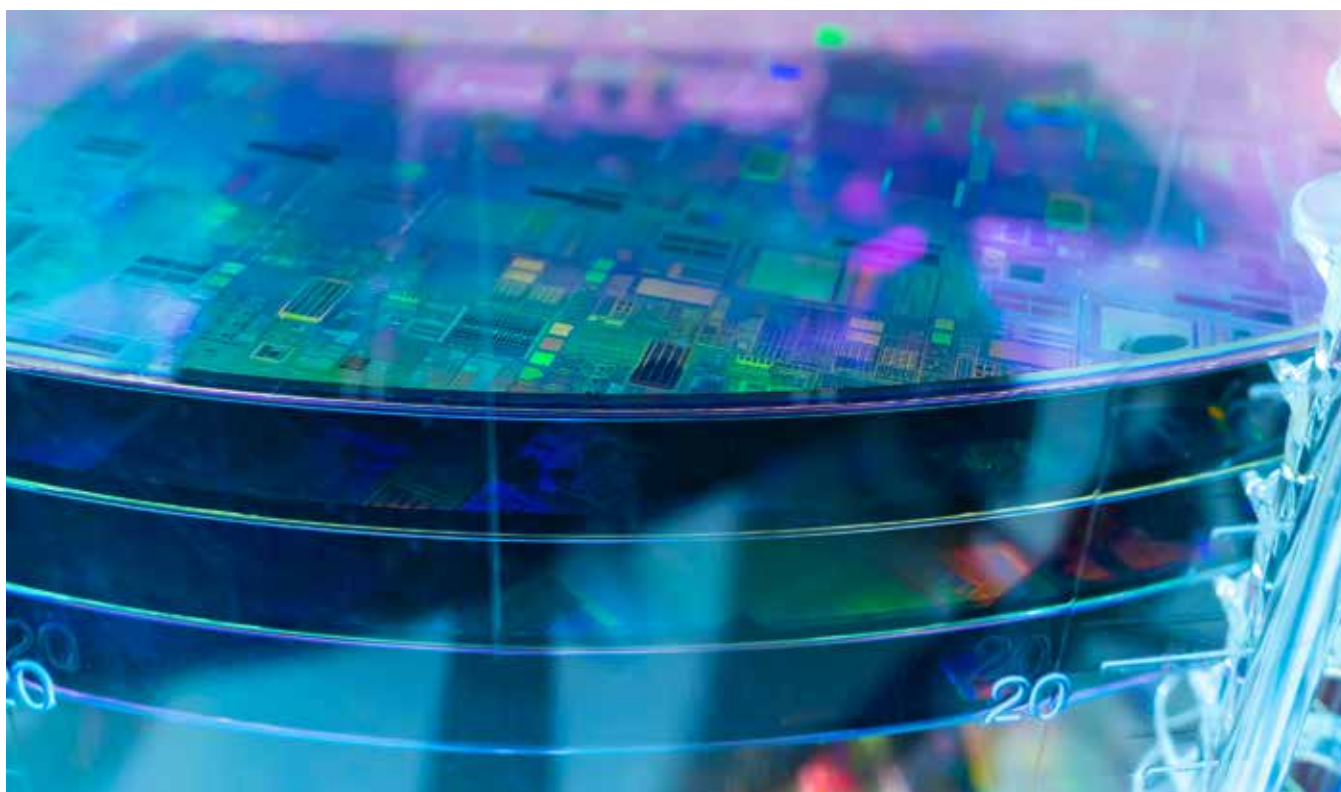
Energy efficiency is a foundational principle in the design and development of semiconductors. By working with customers to optimize product architectures, integrating low-power design techniques and leveraging advanced materials, we are driving reductions in energy consumption across our product lines. These innovations not only reduce data center power consumption and support critical communications infrastructure but also contribute to minimizing the carbon footprint of our product applications.

Examples of our innovative work are described below: MACOM's Pure Drive™ components are at the forefront of power reduction efforts in optical networking. Pure Drive components are designed for the new Linear Pluggable Optics (LPO) architecture leveraged in datacenters, which minimizes power consumption through specialization and high-performance linear components. Proliferated through the LPO Multi-Source Agreement and industry standardization bodies, MACOM is spearheading efforts with ecosystem participants to minimize interconnect power consumption leveraged in modern high-speed networks.

In RF and Microwave systems, MACOM continues to invest in technologies and products that maximize energy efficiency. We are a leader in Gallium Nitride which has become the technology of choice for high efficiency signal transmission. We continue to innovate at the process and design level to develop industry

leading products supporting critical communications and defense infrastructure. As systems move to higher frequencies for increased data rates, transistors with shorter gate lengths are needed to maximize efficiency. In our fabrication facilities in Lowell, Massachusetts and Limeil-Brévannes, France, MACOM has capabilities to process gate lengths of 60 nm and below, which can support operating frequencies up to 100 GHz with low power dissipation.

MACOM's GaN technology has been a leader in energy efficient power amplifier assemblies. Compared to LDMOS silicon amplifiers, GaN devices offer several advantages that ease design for improved performance. A single device can achieve more than twice the power of traditional semiconductor designs. This allows for smaller and lighter sub-assemblies which reduces raw material usage for circuit board and metal housings. Higher voltage operation enables broader bandwidth designs allowing multiple amplifiers to be combined into one assembly furthering the savings and allowing for less deployment space in dense population areas. We offer our Foundry services to enable wide usage of our GaN technology throughout the industry, enabling centralized wafer fabrication optimized for semiconductor assembly. MACOM's GaN offerings for Industrial, Aerospace and Defense applications enable newer high efficient Class-F and Class-J amplifiers and our Commercial offerings are optimized for high-efficiency Doherty amplifiers, the industry standard for high-data rate 5G and 6G communications systems.



ENVIRONMENTAL

OUR ENVIRONMENTAL, HEALTH & SAFETY POLICY

At MACOM, we are committed to fostering a safe, healthy and environmentally responsible workplace. Our integrated approach to Environmental, Health & Safety (EHS) management reflects our dedication to protecting our employees, communities and the environment, while ensuring compliance with all applicable regulations and other requirements. We believe that all work-related injuries and incidents can be prevented. To support this belief and our commitment to environmental responsibility, we have established comprehensive systems and practices designed to:

- Operate our global facilities in a manner that safeguards the environment, our employees and the communities in which we operate
- Identify, assess and manage environmental aspects, along with health and safety risks
- Apply pollution prevention strategies and toxic reduction use techniques
- Emphasize proactive prevention in our health and safety efforts

- Encourage open communication, ensuring all employees feel confident in reporting health and safety concerns
- Invest in ongoing training and education to empower employees with the knowledge and skills needed to maintain a safe workplace
- Continue implementation of robust process and operational controls
- Develop and pursue measurable objectives and targets
- Continuously monitor, measure and improve performance
- Promote a strong safety culture through active leadership engagement and support
- Manage resources responsibly, with a focus on conservation and environmental protection
- Maintain a comprehensive EHS management system that drives continual improvement

MACOM is dedicated to cultivating a collaborative work environment that supports environmental compliance, enhances employee health and safety and drives continuous improvement in EHS performance.



CLIMATE

At MACOM, we recognize climate change as a global challenge with implications for our business, our stakeholders and the communities in which we operate. As a leading technology company, we are committed to minimizing our environmental impact and enhancing operational resilience.

Our climate approach is guided by the principles of transparency, accountability and continuous improvement.

OUR COMMITMENTS

- › **Risk Integration:** Incorporation of climate-related risks and opportunities into our enterprise risk management framework and strategic decision-making processes
- › **Resilience:** Evaluation and strengthening of the physical and transitional resilience of our operations, supply chain and product design
- › **GHG Emissions:** Continued tracking of our Scope 1 and 2 greenhouse gas (GHG) emissions in line with the GHG Protocol, identifying opportunities for operational efficiency and renewable energy usage
- › **Decarbonization:** Aim to advance decarbonization across our global operations by focusing on emission reduction and sustainable product design

- › **Transparent Reporting:** Continued review and reporting of our climate performance in alignment with regulatory requirements and globally recognized frameworks
- › **Value Chain Engagement:** Continued expectation that our suppliers and partners support our commitments and adopt environmentally responsible practices in line with our Supply Chain Code of Conduct

KEY ACTIONS

- › Continue improving energy efficiency and expanding the use of lower-emission energy sources, including the Combined Cooling and Heating Power (CCHP) plant in our corporate headquarters
- › Enhance data collection and emissions tracking, including Scope 3 emissions and lifecycle assessment of key products
- › Train employees and engage leadership to integrate climate awareness into decision-making, in key areas of our business
- › Periodically review and revise our climate strategy based on stakeholder expectations, regulatory requirements and performance data



ENERGY MANAGEMENT

At MACOM, we are consistently looking for areas to improve and upgrade the efficiency of our buildings and infrastructure, prioritizing locations that have the most significant impact on our energy usage. We maintain an ongoing capital investment budget to replace and update both building infrastructure and manufacturing tools.

In order to be more energy efficient, MACOM completed the installation of a state-of-the-art CCHP that produces electricity and thermal energy onsite in our corporate headquarters and largest manufacturing site in Lowell, Massachusetts.

The CCHP plant began producing electricity and thermal energy during fiscal year 2022 and has reduced our overall consumption of electricity from the public utility grid, improved our facilities' resilience and uptime while delivering sustainable energy for heating and cooling. The energy generated through the CCHP is captured and used to supplement our building heating systems and for cleanroom dehumidification reheating. This same energy is also used to drive systems that cool the building and process cooling water.

Over the last year we have rebuilt the cooling towers at the same facility improving the overall system efficiency and reliability. We have also completed a major project to upgrade air handling systems that support our fab cleanroom. The building boilers have been rebuilt, automating steam valves and integrating the control system with our Building Management System. In 2025, we added an additional heat exchanger at our Lowell facility which preheats the municipal water feeding many of our systems.

At MACOM, we also use efficient solutions to conserve energy, such as low energy consumption light-emitting diode (LED) lighting and Energy Star appliances. Our facility in Limeil-Brévannes, France recently upgraded to LED lighting with motion sensors for activation. 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 reducing our energy usage.

To encourage employees to adopt electric vehicle transportation, we have installed multiple EV charging

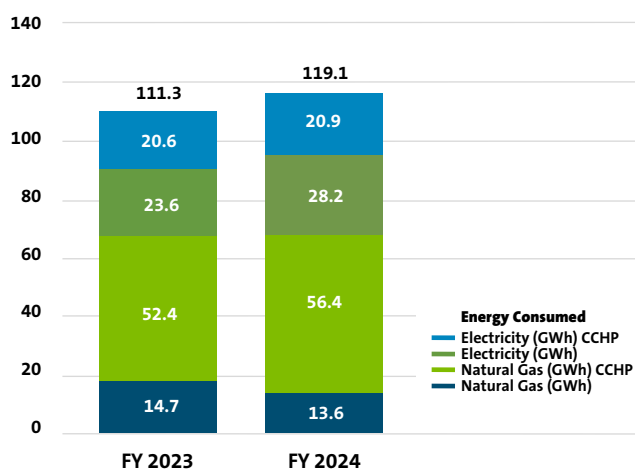
stations at our corporate headquarters and largest manufacturing site, along with several other sites. Employees have free access to use these charging stations.

As part of our ongoing commitment to operational efficiency, we have strategically reduced our physical footprint in certain locations in both the US and Europe. Strategic reductions in our square footage allows us to lower energy consumption, reduce emissions and minimize resource use, without compromising productivity and employee well-being. By doing more with less, we are building a leaner, more resilient organization.

In fiscal year 2024, we enhanced our data collection and tracking by expanding our energy usage calculations to all MACOM locations globally. Our energy usage includes electricity, utilized by our manufacturing equipment and office operations, along with natural gas usage, which is currently consumed in large part by critical infrastructure systems, such as the CCHP plant, boilers and thermal oxidizers.

In fiscal year 2023, the total energy consumed by MACOM was approximately 111.3 GWh for FY2024. In fiscal year 2024, our energy usage increased to 119.1 GWh. Electricity consumed from the public utility grid for fiscal years 2023 and 2024 was approximately 21% and 24% of total energy consumed, respectively. In fiscal year 2024, MACOM's energy consumed (GWh) per revenue dollar decreased 5% as compared to fiscal year 2023.

Energy Consumed (GWh)



Note: Energy consumption refers to all locations globally.



EMISSIONS

Managing our climate impact is important to ensuring our business remains sustainable. In our fiscal year 2024 we enhanced our data collection and GHG emissions tracking by further aligning our calculation methodology with the GHG Reporting Protocol. We expanded our Scope 1 and 2 GHG emission calculations to reflect all MACOM locations globally. We also expanded our data collection and tracking of other significant emissions to include particulate matter (PM), hazardous air pollutants, volatile organic compounds (VOC) emissions, HOC emissions and acids.

To ensure the consistency of our GHG emission data, we created an Inventory Management Plan, which describes the process implemented to prepare the emissions inventory following methods aligned with the GHG Reporting Protocol.

This initiative marks a significant step forward in our commitment to transparency and data integrity, enabling us to better understand our environmental impact across global operations. As described in the energy management section of this report, we consistently invest in improvements to upgrade the efficiency of our buildings and infrastructure, prioritizing locations that have the most significant impact on our energy usage. As part of a recent initiative to upgrade the process coater and plating systems at our manufacturing facility in Limeil-Brévannes, France, we installed activated carbon filters on our solvent extraction systems. Additional emission reduction initiatives and targets will be developed through the identification of further opportunities for operational efficiency and the adoption of renewable energy sources.

We will also work to reduce the use of ozone depleting substances (ODS), such as fluorinated gases, particulate matter, volatile organic compounds, hazardous air

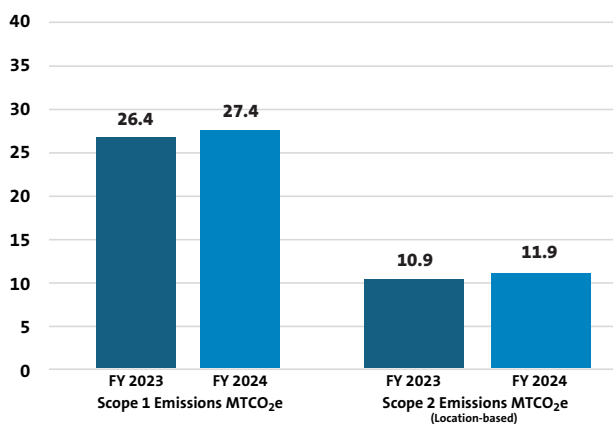
pollutants, nitrogen oxides (NO_x) and carbon monoxide, using emissions abatement equipment and other reduction strategies.

For fiscal year 2024, Scope 1 emissions for MACOM were 27.4 thousand MTCO₂e. Approximately 47% of fiscal year 2024 Scope 1 emissions were attributed to process gas usage (gases with established global warming potential values). The remaining 53% are attributed to natural gas and fuel usage in critical infrastructure systems such as the CCHP Plant, boilers and thermal oxidizers.

Scope 2 emissions were calculated taking both a location and market-based approach and are attributed to purchased electricity by all locations globally.

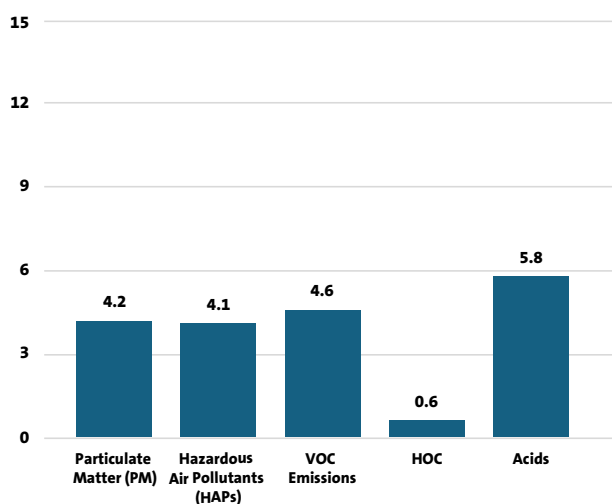
Other significant air emissions totaled 15 metric tons of CO₂e in fiscal year 2024. In fiscal year 2024, MACOM's Scope 1 and 2 Emissions (MTCO₂e) per revenue dollar decreased 6% as compared to fiscal year 2023.

Scope 1 & 2 Emissions (Thousand Metric Tons CO₂e)



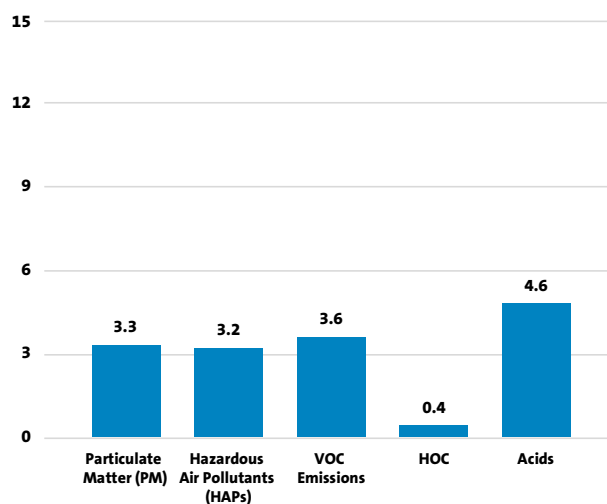
Air Emissions Other (Metric Tons CO₂e)

FY 2023



Air Emissions Other (Metric Tons CO₂e)

FY 2024



Note: GHG emissions refers to all locations globally.

WATER USAGE

At MACOM, we recognize the importance of water conservation as a key component of our sustainability efforts. We work to use water responsibly and conserve water in our facilities, where possible. Wastewater from semiconductor manufacturing is carefully monitored, tested and pretreated before discharge and our teams manage these processes according to local regulations. Opportunities identified to reduce water usage have included process improvements, infrastructure and tool upgrades, along with water capture/reuse, where possible.

Over the last year we have upgraded the control of our Reverse Osmosis Deionization Technology (RODI) in our Lowell facility, realizing more efficient run times. We were successful in eliminating the need for three roof top water scrubber systems saving both the significant water required for their operation and the chemicals required to treat the water.

In addition, at our facility in Limeil-Brévannes, France we are deploying water leak detection sensors.

Our EHS team is responsible for maintaining current wastewater permits for our manufacturing locations and working with our facilities professionals who operate and maintain the treatment systems.

Management plans have been established in specific sites to ensure responsible discharge of wastewater. These plans include Toxic Organic Management (TOMP) and Accidental Spill Prevention plans, among others. Management plans are documented and clearly communicated to internal and external stakeholders.

Wastewater is monitored, tested and pretreated before discharge in compliance with state and local

requirements. Wastewater treatment facilities include acid waste neutralization (AWN) removal systems. Corrosives and metals are key pollutants which are also monitored and treated in compliance with local permits.

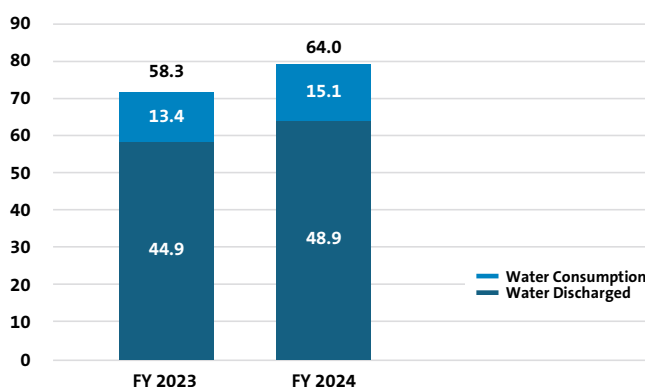
As water is fundamental to the manufacture of semiconductors, our water usage has increased year-over-year, primarily due to the expansion of our business and increased activities in our facilities.

In fiscal year 2024, we expanded the calculation of our water usage to all MACOM locations globally. Third-party municipal water utilities provide 100% of the water withdrawn. Water withdrawn from municipal sources was 64 million gallons. Of the water withdrawn, 48.9 million gallons were later discharged as treated water to municipal systems, while 15.1 million gallons were consumed.

A summary of our water usage and the percentage of water used by baseline stress level can be seen 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. Over 92% of our water was withdrawn from areas considered to be “Low or Low-Medium” risk sources and 6.9% of our water withdrawn was from areas considered to be “Medium-High or High” risk sources, while less than 1% of our water withdrawn was from areas considered to be “Extremely High” risk sources.

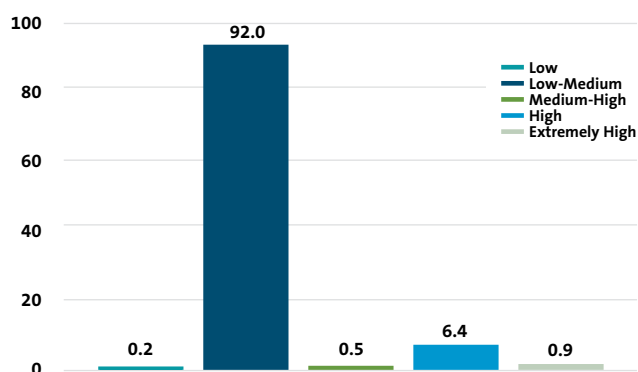
We continue to follow best practices in our management of water usage, the management and reduction of effluents, along with identification of opportunities to conserve, reuse and recycle, where possible.

Water Withdrawn (Million Gallons)



Water Use by Stress Level (%)

FY 2024



Note: Water Usage refers to all locations globally.



WASTE MANAGEMENT

At MACOM, we recognize the importance of responsible waste management and critical resource recovery. Our approach is guided by our commitment to adhering to all applicable local, federal and international regulations governing waste management, along with continuous improvement initiatives.

Our practices are embedded within our ISO 14001:2015 Environmental Management System, which provides a structured framework for identifying, managing and mitigating environmental risks associated with waste generation and disposal.

We maintain a dedicated team responsible for the safe handling and disposal of hazardous waste. This team ensures that all hazardous waste materials are managed in accordance with legal requirements and best practices. In line with our commitment to pollution prevention, we actively seek to minimize the use of hazardous substances in our processes, where feasible.

Our EHS team has implemented waste management programs to identify waste streams through training and regular audits. Waste diversion and recycling opportunities are continuously being evaluated and adopted.

In fiscal year 2024, we expanded the waste calculations to all MACOM locations globally and included additional waste streams of non-hazardous and universal waste.

A key focus of our sustainability efforts is the reclamation of precious metals used in semiconductor manufacturing processes. MACOM has developed and implemented methods to capture and reclaim metals that do not remain in the finished products or are recoverable from scrap materials.

Highlights of our reclamation program include:

- Achieving a reclamation rate of up to 90% of process-related metals, at our corporate headquarters and largest manufacturing facility in Lowell, Massachusetts

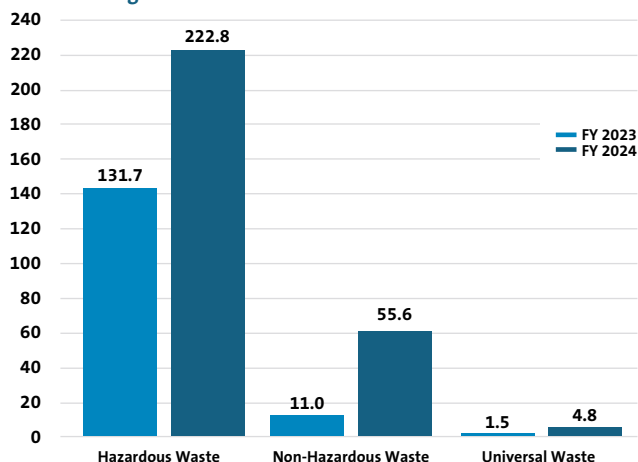
- Monitoring incoming precious metals through supply chain and inventory management systems
- Collection of waste metals from process equipment, liquid waste and solid waste streams

We continue to refine these processes to further improve reclamation efficiency across our facilities globally and to reduce our use of precious material resources, where possible.

MACOM is also committed to the responsible disposal and recycling of electronic waste (e-waste). Our waste management practices include:

- Adhering to legal requirements, international conventions and guidelines, where applicable
- Partnering with third-party service providers to decommission and recycle unused electronic equipment
- Implementing local recycling practices to minimize landfill contributions

Waste Management in Metric Tons



Note: Waste stream data refers to all locations globally.



CHEMICAL STEWARDSHIP

As a global leader in semiconductor innovation, we recognize the critical importance of managing hazardous chemicals responsibly throughout our operations. In line with international best practices and regulatory frameworks, we have implemented rigorous chemical control measures across all manufacturing sites. These include enhanced material screening and safe use protocols, supplier engagement and the adoption of safer alternatives, where feasible. Our facilities are also equipped with advanced containment, monitoring and waste treatment systems to minimize environmental and human health risks.

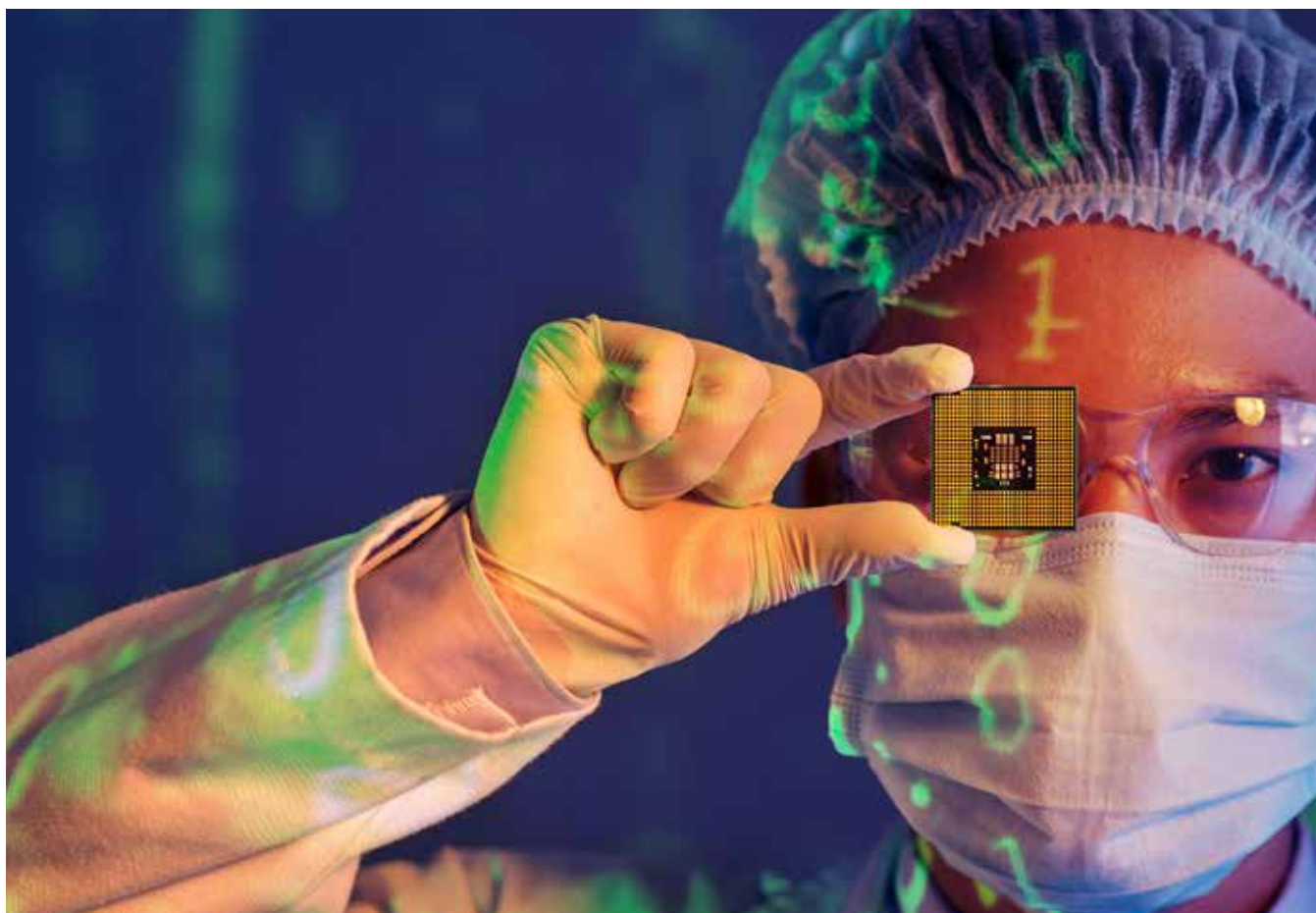
We are committed to reducing the wide range of chemicals used in the semiconductor manufacturing process. Where possible, we eliminate or substitute chemicals in our processes, which could harm the environment or human health. Where elimination or substitution is not possible, safe work practices and engineering controls are put in place. Personal Protective Equipment (PPE) is also provided to ensure the safety of our people. Our EHS team performs routine Job Hazard Assessments (JHA) for all operations to ensure we are applying the best available methods of employee protection.

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 risk 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's REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) Regulation, EU Waste Framework Directive, along with the EU RoHS (Restriction of Hazardous Substances) Directive.

By prioritizing chemical safety and transparency, we are not only protecting our workforce and customers but also reinforcing our commitment to sustainable and responsible electronics manufacturing.



SOCIAL

OUR PEOPLE

Our ability to thrive as a company and culture depends on our people. We want to attract and retain the most qualified and talented people from around the globe. To achieve this, 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 is important to us. We position engaging leadership teams in each of our locations to foster global cohesiveness, to provide local support and to help ensure that employee feedback is continually solicited, reviewed and addressed appropriately.

Creating an environment that promotes innovation helps us to enhance the potential of our greatest asset—our people. It also helps us to achieve quality and continual improvement goals.

The MACOM organization has been structured to maximize efficiency, increase communication and responsiveness, empower our talented team members and promote decision-making at all levels of the organization.

We maintain a robust 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 recognition and service awards
- › Performance review process
- › Learning and career development opportunities
- › Employee resource groups (ERGs)
- › Employee engagement surveys and engagement building activities



RECRUITMENT

We are focused on attracting, 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.

As part of our recruitment and attraction strategy, we leverage job boards, social media and cutting-edge search tools that help us penetrate the market and find the best, brightest and most innovative people. We have also developed strategic partnerships with top universities to ensure brand awareness and direct interaction with graduating students.

We work to ensure equitable hiring practices. We expand our reach by partnering with universities to attend recruiting events aimed at diverse populations. We have developed standardized job descriptions using inclusive language with clearly defined requirements and qualifications. We train managers on how to screen resumes and conduct interviews to reduce biases. We implement structured interview processes that ensure consistent and engaging candidate experiences. We regularly review hiring data and practices, to ensure our approach allows for hiring the best and brightest talent, regardless of background.



EMPLOYEE DEVELOPMENT

At MACOM, we are deeply committed to retaining, motivating and supporting our employees. Our career development initiatives are thoughtfully designed to engage, empower and inspire success, thereby maximizing the potential of our most valuable asset – Our people.

Career growth at MACOM can take many forms, including rotational assignments, interim leadership roles, mentoring partnerships, lateral moves to broaden skill sets and promotional opportunities through our Career Pathways program. These initiatives offer employees the chance to expand their knowledge, gain new experiences and receive guidance across various disciplines, departments and global MACOM locations.

We actively promote open communication around career development, offering advancement and coaching plans tailored to individual performance. Our formal mentoring and job rotation programs, both in the United States and international facilities, foster a deeper cross-functional understanding of our business. Through our global job rotation program, employees can build meaningful connections, acquire new skills and gain a



comprehensive view of our operations, products and diverse workplace cultures.

MACOM also supports continuous learning through tuition and professional development reimbursement, technical talks for knowledge sharing and a range of internal growth opportunities. We conduct performance reviews at least once a year, providing a structured opportunity for employees and managers to align on goals, discuss development opportunities and identify strengths and areas for improvement. These metrics are reviewed throughout the year during regular employee: manager check-ins and during each employee's annual performance review.



We host an annual engineering conference, through 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 cutting-edge 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 36th Annual Engineering Conference in 2024 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 great participation and reduced travel and associated impacts.

RECOGNITION OF OUR PEOPLE

At MACOM, we recognize and celebrate employee contributions through a variety of meaningful initiatives, including:

- Bonuses and promotions for outstanding performance and impactful contributions
- Milestone work anniversary celebrations, featuring personalized gifts and public recognition
- Achievement spotlights for accomplishments such as exceeding sales goals, completing major projects, or receiving patents
- Shout-outs during team meetings and in company-wide communications
- Employee spotlights featured on the company employee portal
- Special project assignments and leadership opportunities as a form of recognition and growth
- Sponsorship for professional development, including courses and certifications
- Mentorship opportunities, reflecting our investment in employee growth and potential
- Virtual and in-person celebrations with games, shout-outs and prizes to foster connection and appreciation

These efforts reflect MACOM's commitment to creating a culture where employees feel valued, supported and empowered to succeed.

COLLABORATIONS

MACOM actively partners with universities in the United States and in Europe to foster strong academic and industry connections. These collaborations include participation in career fairs, recruitment initiatives, on-site student visits, guest lectures, technical presentations and formal academic partnerships

Through these partnerships, MACOM supports students and lifelong learners by offering benefits such as discounted courses, tuition deferment options, academic advising and training opportunities, available to both in-person and virtual learners.

INTERNSHIP PROGRAM

MACOM offers a dynamic, paid internship program that continues to grow, encompassing numerous roles globally, across multiple locations each year. This program provides interns with the opportunity to gain hands-on experience at a leading technology company, develop expertise in key disciplines, contribute to impactful projects and build lasting professional relationships. Interns participate in a variety of scheduled events focused on networking, professional development and

skill-building, balanced with fun and friendly activities like virtual trivia competitions. The program culminates in an annual poster session, where interns showcase their project work and engage directly with MACOM leadership in meaningful one-on-one conversations.

Our internship program not only delivers valuable experience for participants but also serves as a strategic talent pipeline, helping MACOM to identify and hire the next generation of talent for our company and the semiconductor industry.



EMPLOYEE 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, which include competitive compensation, health and welfare and retirement packages.

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

DIVERSITY, EQUITY, INCLUSION & BELONGING

At MACOM, we are proud of our diverse workforce, which serves a broad range of customers across multiple regions. We believe that embracing and nurturing diversity strengthens our ability to serve our customers, employees and stakeholders, ultimately driving greater value for all.

We are enriched by the wide range of perspectives, backgrounds, cultures, lifestyles and experiences our employees bring. This diversity fuels our commitment to building a more connected and safer world through innovative technologies and products.

We are dedicated to fostering a workplace culture rooted in Diversity, Equity, Inclusion and Belonging (DEI&B), a culture that drives meaningful change both within our organization and in the communities we serve. We strive to create an environment where everyone has equal opportunities to learn, grow and thrive.

Our DEI&B efforts are guided by the following principles:

- **Diversity:** Representation of different people within our organization
- **Equity:** Ensuring fair, just and equal opportunities for all
- **Inclusion:** Empowering everyone to contribute to and influence all levels of the workplace
- **Belonging:** Creating a safe, welcoming environment where everyone feels valued

To support these values, we host a variety of global employee events, including:

- Holiday celebrations and team outings
- Virtual games and Employee Appreciation Days
- Lunch & Learns and Technical Talks
- Wellness webinars
- Cultural heritage celebrations and inclusive holiday observances
- Company-sponsored volunteer opportunities and charity drives

These events help strengthen our culture, build community and reinforce our commitment to DEI&B across all levels of the organization.



EMPLOYEE ENGAGEMENT SURVEY

To foster an innovative, collaborative and employee-centered culture, MACOM conducted an employee engagement survey in February 2025. Our response rate was 88% and we received feedback on topics including culture, engagement, development, inclusion and collaboration.

MACOM's employee engagement survey was conducted by an independent third-party research firm to ensure confidentiality and objectivity. All employee responses were kept strictly confidential and results were shared only in aggregate form.

Following the survey, the data was thoroughly analyzed and key findings were communicated to employees across all global locations. Based on the feedback received,

targeted action plans were developed to address areas of opportunity and drive continuous improvement.

As of December 31, 2024 our workforce is approximately distributed as follows:

- 73% are geographically located in the United States (U.S.), of which 6% are foreign nationals, 14% in Asia and 13% in Europe and Canada
- 38% of our employees are in manufacturing or operations-related roles, 41% dedicated to research and development and 21% in professional, administrative or other executive roles
- 30% of our employees worldwide are female. Among our employees worldwide with managerial responsibility, 17% are female



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 operate. 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 2024, MACOM donated up to approximately 30 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, providing educational, physical and mental health support, along with humanitarian services

- MACOM and its employees have also donated to the UN Refugee Agency's efforts to support with humanitarian relief
- 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 and initiatives, including STEM outreach, environmental projects, local public schools, through supporting toy donation drives and by organizing local food drives



HEALTH AND SAFETY

MACOM emphasizes workplace safety through a proactive, multi-faceted approach involving robust building design, comprehensive training, rigorous risk assessment and active incident reporting. Our Environmental, Health & Safety (EHS) teams play a vital role in fostering a safety-conscious culture.

Our buildings and work environments are designed with safety in mind. State-of-the-art building management systems are implemented to ensure air quality, ventilation and isolation control. Equipment is assessed on a regular basis for potential risks to our employees and maintained in accordance with the highest standards. We also evaluate and mitigate workplace risks to ensure they are minimized.

A critical part of managing health and safety within our facilities is providing our employees with the training and knowledge that allows them to perform their roles safely. Employees receive health and safety training upon joining MACOM and regular training thereafter. Contractors working at MACOM facilities receive training and must comply with our EHS policies before commencing work. The use of our EHS software platform is also promoted amongst our employees so that potentially hazardous conditions, observations and near-miss events can be reported. Our EHS team reviews and resolves all reported issues.

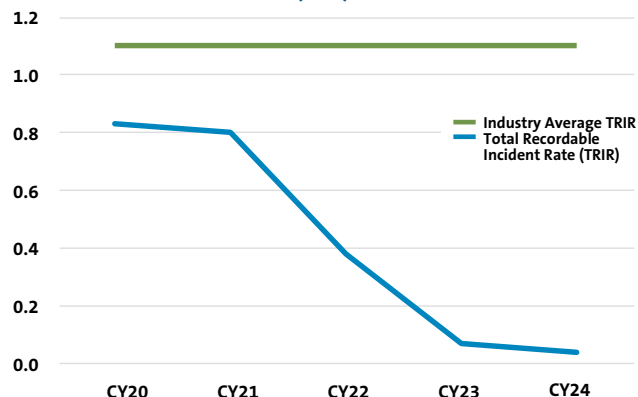
Specific safety measures include Emergency Response Teams (ERTs) in our major manufacturing locations. Emergency plans and procedures are in place, with designated employees and equipment for implementation. For their own safety, ERT members undergo a medical clearance or physical examination prior to joining the team. Team members are then trained, certified and maintain their certifications by attending ongoing training, participating in drills and responding to incidents. While carrying out their function, our ERT members utilize detection equipment and Personal Protective Equipment (PPE) to identify and safely isolate hazardous material releases.

Monitoring progress and continually improving our performance is central to our safety management system. We track and evaluate safety performance through incident rate metrics, which are reported internally and are also reported externally through our reporting mechanisms with the Occupational Safety and Health

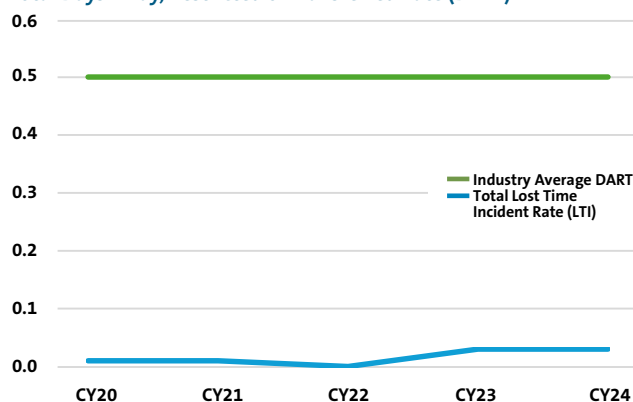
Administration (OSHA). Improvement is also driven through key initiatives such as knowledge checks, near-miss reporting, Gemba walks, audits and inspections.

MACOM's commitment to safety is evident through our comprehensive programs, proactive approach and our objective is to reduce incident and injuries to As Low As Reasonably Practicable (ALARP) levels. This commitment has resulted in an incident rate significantly below the industry average. In calendar year 2024, we expanded the calculation and reporting of the recordable incident rate to all MACOM locations globally. The recordable incident rate across our facilities can be seen in the graph below.

Total Recordable Incident Rate (TRIR)



Total Days Away, Restricted or Transferred Rate (DART)



Note: Health & Safety data refers to all locations globally



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.

| 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 |

As part of our own commitment to responsible business practices, transparency and continuous improvement across our global operations and supply chain, we report on Responsible Business Alliance's platform RBAOnline and on the EcoVadis platform. These globally recognized platforms enable us to align with international standards,

respond to customer expectations and drive improvement on key sustainability issues.

SUPPLIER QUALITY MANUAL

Our Supplier Quality Manual clearly communicates our quality expectations, along with sustainability expectations on key issues. 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.

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.

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 aligned with 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.

As part of our commitment to upholding human rights we conduct due diligence activities aligned with international frameworks including the UN Guiding Principles on Business and Human Rights. Our due diligence activities focus on identifying, assessing and addressing risks of forced labor within our supply chain. We engage with our supply chain through assessment, contractual obligations, capacity building initiatives to promote ethical labor practices and ensure transparency and accountability.

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 28, 2025.





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 sustainability 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 other stakeholders and to oversee the management of the business, including in relation to material sustainability 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.

Over the years, we participated in extensive discussions with our other stakeholders, focused on better understanding their concerns, perspectives and areas of focus. We continue to conduct additional investor outreach involving members of our senior management team and investor relations, focused on better understanding the concerns and perspectives of our other stakeholders and providing updates to our investors on various topics, including with regard to our sustainability programs, board composition and corporate governance. Details of our recent stockholder engagement process, including a summary of what we heard from other stakeholders and how we responded, is included in our Annual Proxy statement filed on Schedule 14A with the Securities and Exchange Commission on January 16, 2025.



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 sustainability strategy and reporting, including climate-related risks and opportunities.

SUSTAINABILITY STEERING COMMITTEE

We believe the success of our sustainability strategy relies on strong governance structures and have built out systems and processes to enhance our sustainability 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 a sustainability steering committee which has responsibility for sustainability matters globally and oversees alignment between our sustainability efforts and our overarching business strategy and financial planning. The steering committee includes C-suite executives and senior leaders in Global Operations, Quality, Sustainability, EHS, Human Resources, Finance, Legal, IT and Data Privacy, Facilities, Sales and Investor Relations. The multifunctional nature of this team provides different perspectives on how sustainability and climate-related issues could potentially affect MACOM's financial performance, reputation, sales, operations and supply chain.

The sustainability steering committee meets at least quarterly, with a subset of certain members frequently meeting on a monthly basis, is responsible for preparing our sustainability reports, monitors climate-related risks and opportunities and oversees the initiatives being undertaken.

The sustainability steering committee regularly reports to the nominating and governance committee of our board of directors, who has the responsibility for overseeing this critical function.

| STAKEHOLDER | ENGAGEMENT | ENGAGEMENT AREAS |
|------------------------------|--|---|
| Employees | CEO communications meetings, local town halls, performance reviews, "open door" policy, whistleblower policy, guest speaker series, technology "podcasts" and corporate-level communications | Health and safety, training, compensation, benefits, job stability, sustainability, advancement, career and professional development, education |
| Customers | Trade shows, direct meetings, website, sustainability reporting, Carbon Disclosure Project (CDP), Responsible Business Alliance (RBA), EcoVadis, regular product roadmap and quality reviews | Product innovation, design, pricing, performance, responsive service, business continuity, cybersecurity, sustainability |
| Investors | Earnings calls, investor conferences, annual stockholder meeting, sustainability report, direct meetings | Quarterly financial data, operational performance, compliance, business risks & opportunities, sustainability |
| Suppliers | Direct interaction and visits, quality reviews | Processes, procedures, contracts, audits, service/yield levels, stability, pricing, sustainability |
| 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, sustainability |



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 international 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 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.

CYBERSECURITY AND DIGITAL RESILIENCE

As part of our commitment to responsible business practices and long-term sustainability and security, we maintain a cybersecurity program that meets high standards of protection, resilience and regulatory compliance. Our approach is grounded in proactive risk management, continuous improvement and executive-level oversight.

The program is led by a dedicated Chief Information Security Officer (CISO), who reports regularly to the audit committee of our board of directors. This governance structure ensures that cybersecurity remains a strategic priority across the organization.

We are supported by a world-class team of internal experts and external third party service providers, and operate a 24/7 Security Operations Center (SOC) to monitor, anticipate, detect, mitigate and respond to threats in real time. This integrated model enables us to safeguard our critical assets and intellectual property (IP) from both internal and external risks.

Key elements of our cybersecurity framework:

- > Advanced security infrastructure
- > Threat intelligence and adaptability
- > Regulatory and contractual compliance
- > Independent validation
- > Security awareness and culture

This cybersecurity framework is a critical component of our broader sustainability strategy, ensuring that we operate securely, ethically and in alignment with the expectations of our stakeholders, customers and regulatory bodies.



GOVERNANCE HIGHLIGHTS

| GOVERNANCE FRAMEWORK | | ADDITIONAL INFORMATION |
|---|--|---|
| Corporate Governance | | MACOM Proxy Statement |
| Nominating and Governance Committee Charter | | Nominating and Governance Committee Charter |
| Compensation Committee Charter | | Compensation Committee Charter |
| Audit Committee Charter | | Audit Committee Charter |
| ETHICS AND COMPLIANCE | | |
| Code of Business Conduct and Ethics | | Code of Business Conduct and Ethics |
| Business and Ethics Training | | 99% Completion |
| BOARD OF DIRECTORS | | |
| All Board Members | | 8 |
| Independent Board Members | | 7 |
| Board Average Tenure | | 9 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.



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.

Site: 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.

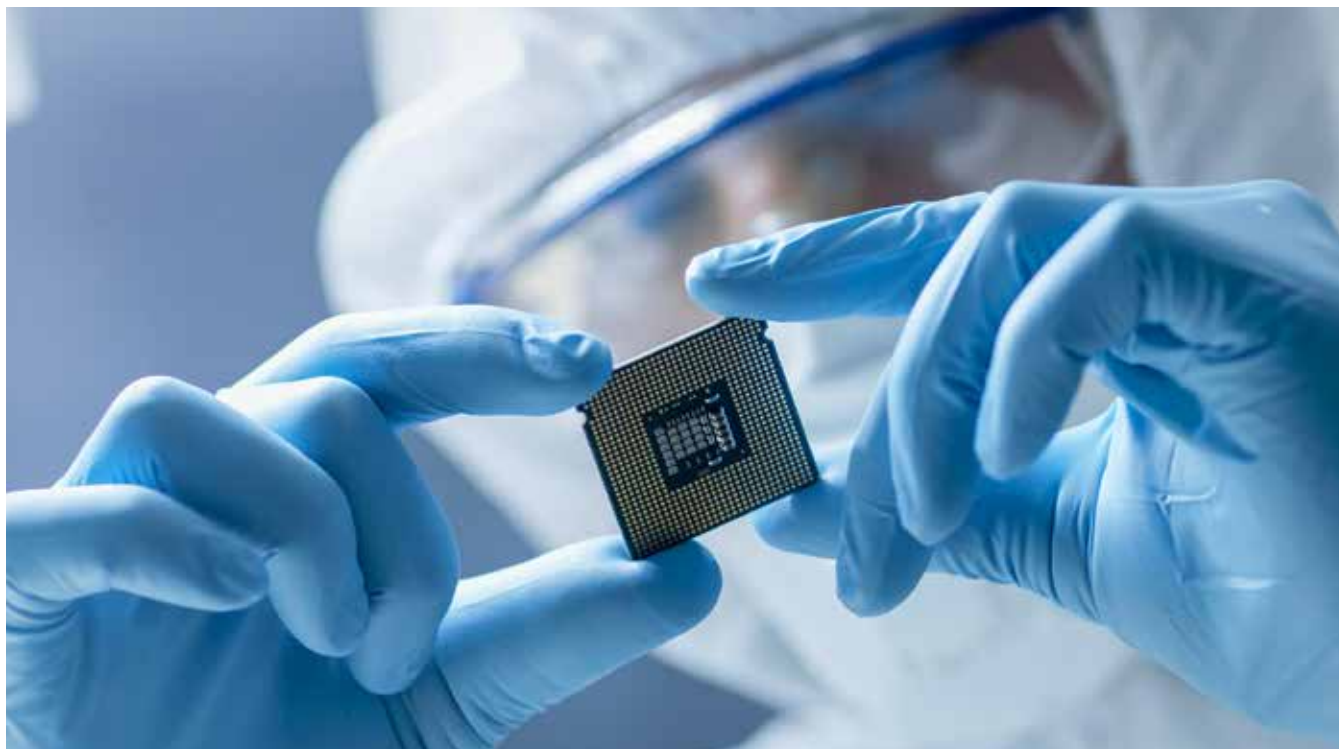
Sites: Lowell, Massachusetts; Ann Arbor, Michigan; Ithaca, New York; Mesa, Arizona; Morgan Hill, Newport Beach and Milpitas, California; Morrisville, North Carolina; Nashua, New Hampshire; Hamilton, New Jersey; Hsinchu, Taiwan; Cork, Ireland; Limeil-Brévannes, France

OTHER SIGNIFICANT 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.

Sites: Lowell, Massachusetts; Morgan Hill, California; Limeil-Brévannes, 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. We recognize that clear, consistent and decision-useful information on climate-related risks and opportunities enables our

stakeholders to better understand how we are addressing climate challenges and building long-term resilience.

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 sustainability 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 Sustainability Steering Committee. | Nominating and Governance Committee on page 25 Sustainability Steering Committee on page 25 |
| 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 and leverage the results of our materiality assessment. | Our Approach to Sustainability on page 6 Climate on page 9 Potential Risks & Opportunities on pages 29 – 30 |
| 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. | Climate on page 9 Audit Committee on page 25 |
| 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 global facilities. Future sustainability reports may disclose additional metrics and targets used to assess and manage climate-related issues. | Energy Management on page 10 Emissions on page 11 Water Usage on page 12 Waste Management on page 13 Health and Safety on page 21 |

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, leveraging the results of

our materiality assessment and through a 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 |
|---|----------------------|--|--|
| Climate Change Mitigation & Adaptation | Medium- to Long-term | Direct Operations and Upstream (Supply Chain): Climate change poses potential physical risks to our operations, including increased frequency of extreme weather events, which could disrupt our manufacturing, supply chains and energy availability. | MACOM assesses potential physical risk to our facilities and operations using various inputs, including Risk Reports from FM Global, our insurer, site-specific risk assessments and emergency planning. We also communicate expectations on strengthening supply chain resilience. Our facilities a teams manage our energy-related systems. Climate on page 9 Energy Management on page 10 Emissions on page 11 Health & Safety on page 21 Supply Chain Responsibility on page 22 |

| CLIMATE-RELATED RISKS | TIME HORIZON | POTENTIAL IMPACT | MANAGEMENT METHOD |
|-------------------------------------|----------------------|---|---|
| Energy Resilience | Medium- to Long-term | Direct Operations and Downstream (customers): Energy grid capacity constraints and resilience could impact our manufacturing operations and our ability to produce our products. | Our facilities teams manage our energy-related systems, including our combined heating and cooling plant (CCHP) in Lowell and interactions with local utilities. Energy Management on page 10 |
| Water Resilience | Medium- to 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 water-related 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 12 |
| Supply Chain Disruption | Medium- to Long-term | Direct Operations and 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. We communicate expectations on strengthening supply chain resilience. Our supply chain responsibility activities also help to manage potential risk within our supply chain. Supply Chain Responsibility on page 22 |
| Regulation & Carbon Taxes | Medium- to Long-term | Direct Operations: Regulations requiring increased GHG emission reporting, reductions obligations and/or the implementation of carbon taxes could increase our operating costs. | Our sustainability steering committee has responsibility for sustainability matters globally and oversees alignment between our sustainability efforts, our overarching business strategy and financial planning. Our facilities and operations teams are constantly working to improve the efficiency of our operations. Emission reduction and abatement technologies are being explored. Our Approach to Sustainability on page 6 Climate on page 9 Energy Management on page 10 Emissions on page 11 Sustainability Steering Committee on page 25 |
| CLIMATE-RELATED OPPORTUNITIES | TIME HORIZON | POTENTIAL IMPACT | MANAGEMENT METHOD |
| Changes to Customer Preferences | Medium-term | Direct Operations and Downstream (customers): Increasing global demand for energy-efficient semiconductors could present new market opportunities. | Increasing global demand for energy-efficient semiconductors could present new market opportunities. Our Approach to Sustainability on page 6 Considering Sustainability in Product Design on page 7 |
| Operational and Resource Efficiency | Medium-term | Direct Operations: Increasing our use of renewable energy sources, along with effectively managing the resources needed to produce our products could decrease our costs, improve operational efficiency and improve the climate impact of our global operations. | We strive to use our energy and resources in the most efficient manner possible and will continue to enhance the operational efficiency of our facilities. Energy Management on page 10 Emissions on page 11 Water Usage on page 12 Waste Management on page 13 |
| 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 28 |
| Reputational | Medium- to Long-term | Direct Operations, Downstream (Customers) and Upstream (Suppliers): Continuously improving our sustainability-related initiatives and disclosures could enhance our reputation and brand with key stakeholders. | We have robust governance structures in place and engage regularly with stakeholders. Through these avenues, we are resolute in our commitment to consider sustainability issues relevant to our business. Our Approach to Sustainability on page 6 Nominating and Governance Committee on page 25 Sustainability Steering Committee on page 25 Stakeholder Engagement on page 25 |

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.

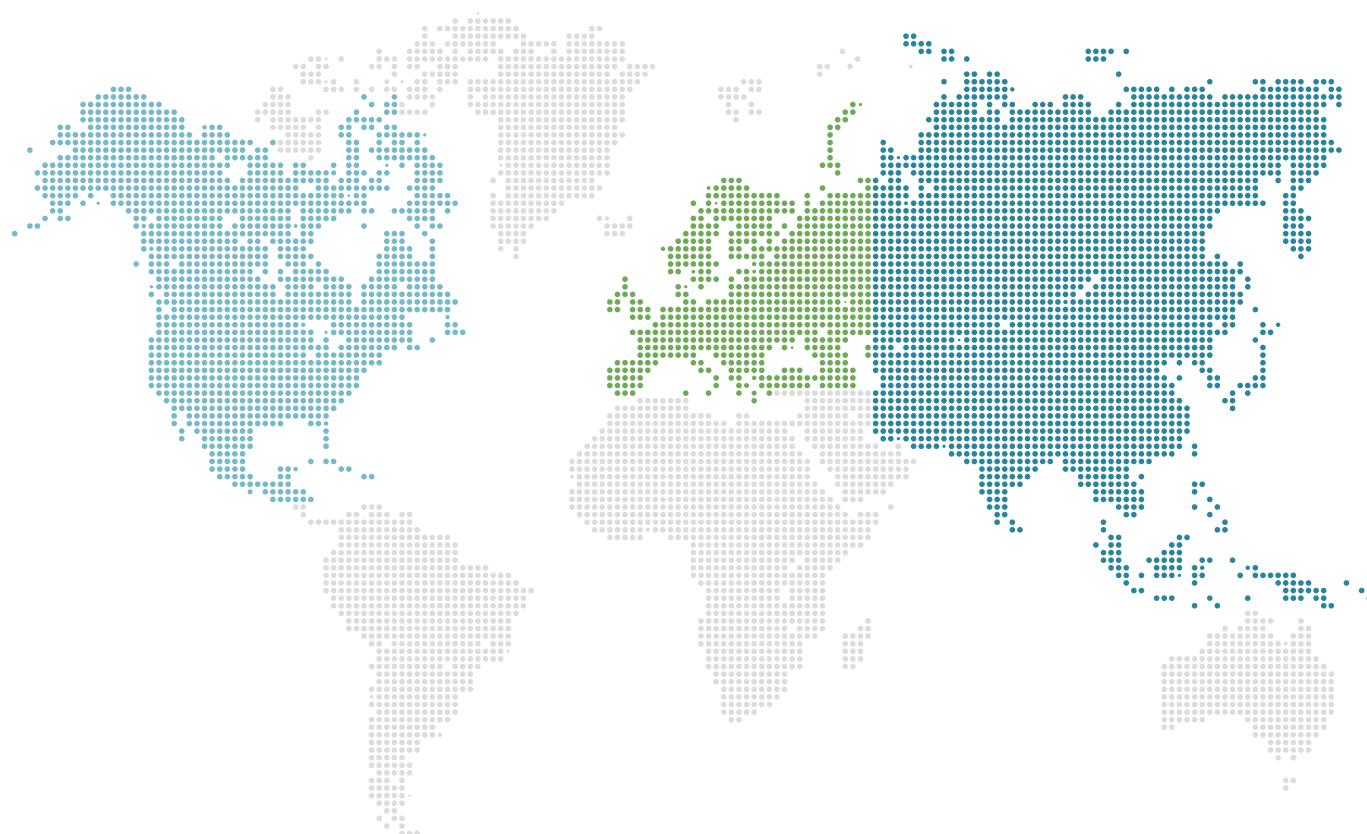
| TOPIC | CODE | ACCOUNTING METRICS | REFERENCE IN REPORT |
|--|--------------|--|---|
| Emissions | TC-SC-110a.1 | (1) Gross global Scope 1 emissions (2) Amount of total emissions from perfluorinated compounds | Emissions on page 11 |
| Energy Management in Manufacturing | TC-SC-130a.1 | (1) Total energy consumed, (2) Percentage grid electricity (3) Percentage renewable | Energy Management on page 10 |
| 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 12 |
| Waste Management | TC-SC-150a.1 | Amount of hazardous waste from manufacturing | Waste Management on page 13 |
| 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 21 |
| Recruiting & Managing a Global & Skilled Workforce | TC-SC-330a.1 | Percentage of employees that are (1) Foreign nationals (2) Located offshore | Employee Engagement Survey on page 19 |
| Materials Sourcing | TC-SC-440a.1 | Description of the management of risks associated with the use of critical materials | Waste Management on page 13 Responsible Sourcing of Conflict Minerals on page 23 |

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 sustainability programs and policies and our objectives, targets, expectations and priorities for sustainability 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 sustainability initiatives, changes in government regulations, economic developments, failure to realize assumptions about the impact of our sustainability programs, technological developments, evolving sustainability 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.



MACOM...A Global Partner



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| New Hampshire | Canada |
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| France | Sweden |
| Germany | United Kingdom |
| Ireland | |

● Asia Pacific

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| China | South Korea |
| India | Taiwan |
| Japan | Thailand |
| Malaysia | Vietnam |

CORPORATE HEADQUARTERS



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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