

PRIVACY STATEMENT FOR CALIFORNIA RESIDENTS

This Privacy Statement applies to California residents and supplements the information contained in [Qorvo's Privacy Policy](#).

Information We Collect

We collect and/or have collected within the last 12 months the following categories of personal information from employees:

Category (PLEASE NOTE – Not all categories are applicable to all employees)	Examples (PLEASE NOTE – The following are examples only. Qorvo does NOT collect all types of data listed in these examples.)	Collected?	Sources of Data	Purposes Used	3 rd Party Transfers for a Business Purpose
A. Identifiers.	A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number, driver's license number, passport number, or other similar identifiers.	YES	Directly from you	To commence and maintain our employment relationship with you.	Service providers
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information. Some personal information included in this category may overlap with other categories.	YES	Directly from you	To commence and maintain our employment relationship with you.	Service providers

C. Protected classification characteristics under California or federal law.	Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information).	YES	Directly from you or an authorized medical provider	To provide benefits. To comply with federal law. To provide reasonable accommodations or family leave if requested. To administer workers' compensation claims.	Service Providers
D. Health Information.	Information about your physical or mental health	YES	Directly from you, an authorized medical provider, or a background check service provider	To provide reasonable accommodations or family leave if requested. To administer workers' compensation claims.	Service Providers
F. Internet or other similar network activity.	Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.	YES	Data collected from your usage of our websites and network.	To ensure the security of Qorvo's network, intellectual property, and other data	Service providers
G. Geolocation Data	Physical location or movements.	YES	Data collected from vendors specific to certain roles	To promote workplace safety	N/A
H. Sensory Data	Audio, electronic, visual, thermal, olfactory, or similar information.	YES	Data collected from virtual meetings or temperature scans	To record meetings for future use To promote workplace safety	Service providers
I. Professional or employment-related information.	Current or past job history or performance evaluations.	YES	Directly from you or a background check service provider	To evaluate your candidacy for employment and to keep records of your performance at Qorvo	Service providers
J. Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	YES	Directly from you or a background check service provider	To evaluate your candidacy for employment	Service providers

K. Inferences drawn from any of the information identified in this subdivision.	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	YES	From a service provider or analysis	To evaluate workplace strengths and aptitudes	Service providers
L. Sensitive Personal Information	Social security, drivers' license, or passport numbers; account log-ins, financial account or credit card numbers in combination with the required access code to access the account; a precise geolocation; racial/ethnicity; religious or philosophical beliefs; union membership; contents of mail, email, or text messages unless the business is the recipient; genetic data; biometric information; health information; or information about sex life or sexual orientation.	YES	Directly from you	<p>To commence and maintain our employment relationship with you.</p> <p>To provide benefits.</p> <p>To comply with federal law.</p> <p>To provide reasonable accommodations or family leave if requested.</p> <p>To administer workers' compensation claims.</p> <p>To promote workplace safety</p>	Service providers

"Service Provers" listed in the above table and with whom Qorvo may share some of the categories of information include cloud services, information services providers, payroll processing, Human Resources management providers, third party leave administrators, and any other vendor whose services are necessary for you to perform your role.

In the preceding twelve (12) months, we have not "sold" (as this term is defined by the CCPA) any personal information. We do not and will not "sell" personal information of California consumers collected under this policy.

The above-collected personal information will be retained until any of the following criteria are met:

- 1. Qorvo policies, published on Qorvo Connect, require deletion of the personal information,***
- 2. Applicable data protection laws require deletion of the personal information, or***
- 3. Qorvo's storage of the information no longer serves a legitimate business purpose.***

Your Rights and Choices

This section describes your rights under the California Consumer Privacy Act (CCPA) and explains how to exercise those rights.

Request to Know

You have the right to request that we disclose the categories of personal information we collect, use, and disclose for business purposes. You may make a Request to Know twice within a 12-month period.

Request to Delete

You have the right to request that we delete your personal information, subject to certain exceptions.

Once we receive and confirm your request and verify your identity, we will delete (and direct our service providers to delete) your personal information from our records, unless an exception applies.

Request to Correct

You have the right to request that we correct your personal information if you believe it to be incorrect. Once we receive and confirm your request and verify your identity, we will correct your personal information in our records.

Exercising Your Rights

To submit a Request to Know, Request to Delete, or Request to Correct – or to request this Privacy Statement in an alternative accessible format – please submit a request to us by either:

- Using our [web submission form](#)
- Calling us at 1-833-458-0040
- Contacting us by email at privacy@qorvo.com

Only you or a person registered with the California Secretary of State that you authorize to act on your behalf may make a request related to your personal information.

The request must:

- Provide sufficient information that allows us to reasonably verify you are the person about whom we collected personal information or an authorized representative.
- Describe your request with sufficient detail that allows us to properly understand, evaluate, and respond to it.

If you do not provide enough information for us to verify your identity or understand your request, Qorvo may contact you for clarification and additional verification. We cannot respond to your request or provide you with personal information if we cannot verify your identity or authority to make the request and confirm the personal information relates to you.

Response Timing and Format

We endeavor to respond to a verifiable consumer request within 45 days of its receipt. If we require more time (up to 90 days from receipt of the request), we will inform you of the reason and extension period in writing. If you have an account with us, we will deliver our written response to that account. If you do not have an account with us, we will deliver our written response by mail or electronically, at your option. Any disclosures we provide will only cover the 12-month period preceding the verifiable consumer request's receipt, except that for personal information collected after January 1, 2022, a consumer may request that the business disclose the required information beyond the 12-month period, and the business shall be required to provide that information unless doing so proves impossible or would involve a disproportionate effort. The response we provide will also explain the reasons we cannot comply with a request, if applicable. The format we select to provide your personal information will be readily useable and should allow you to transmit the information from one entity to another entity without hindrance.

We do not charge a fee to process or respond to your request unless it is excessive, repetitive, or manifestly unfounded. If we determine that the request warrants a fee, we will tell you why we made that decision and provide you with a cost estimate before completing your request.

Non-Discrimination

The CCPA provides that California consumers may not be discriminated against.

Changes to Our Privacy Notice

We reserve the right to amend this privacy notice at our discretion and at any time. When we make changes to this privacy notice, we will notify you by email or through a notice on our website homepage.