

# Equal Employment Opportunity Statement

## Qorvo US, Inc.

January 1, 2021

Qorvo US, Inc. is committed to providing equal employment opportunity for all employees and applicants. It is our policy that employment decisions are made on the basis of job requirements, independent of an individual's race, color, religion, sex, sexual orientation, gender identity, national origin, age, military or veteran status, physical or mental disability, ancestry, medical condition, genetic information, marital status, pregnancy, childbirth, and related conditions including lactation, gender expression, political affiliation, union membership, or any other status protected by federal, state or local law, regulation or ordinance. This includes decisions involving hiring, job placement, transfer, promotion, compensation, benefits, training, and company-sponsored programs. Qorvo maintains formal employment policies, available to employees online and by request.

All forms of discrimination and harassment based on a status protected by law are unacceptable by, toward or between any member of the work environment: co-workers, employees, managers, contractors, and nonemployees with whom the company has a business, service or professional relationship. Nonemployees may be barred from the company and employees may be disciplined, up to and including dismissal, for conduct that is found to be inconsistent with the company's employment policies.

Harassment based on a protected status is a form of discrimination that encompasses a broad spectrum of verbal, written, physical, and visual behavior that creates an intimidating, offensive or hostile work environment or interferes with work performance. Qorvo is committed to a workplace free of harassment. Examples of prohibited behavior include, but are not limited to: sexual advances, propositions and/or abuse; suggestive or offensive comments about an individual's body, gender, race/ethnicity, disability, or veteran status; obscene, suggestive or offensive comments communicated verbally or through letters, notes, email, social media, website postings, photos, cartoons and/or jokes; and/or menacing behavior such as threats, coercion, slurs, and epithets.

Employees and applicants are asked to report incidents of conduct that they believe to be discriminatory or harassing, as well as conduct that feels uncomfortable or inappropriate. All such reports will be taken seriously and will be promptly investigated. Retaliation for making a report will not be tolerated. Employees and applicants will not experience adverse consequences for making a good-faith complaint, assisting in the review of a complaint, and/or opposing any act or practice made unlawful by applicable federal, state or local nondiscrimination law.

Managers, employees and on-site contractors are expected to help maintain an environment free of discrimination and harassment and to take appropriate action if an employment policy is not followed. Debra Howard, Corporate Vice President and Chief Human Resources Officer, is responsible for managing and auditing our employment policies and programs and will periodically report to me about their effectiveness.

Qorvo is also committed to taking affirmative steps to employ and advance women, minorities, protected veterans, and individuals with disabilities. Our Affirmative Action Program helps ensure that our recruiting efforts reach and are open to a diverse group of candidates, and that equal opportunity for advancement is available to all employees. The value for a diverse workforce means that the company makes reasonable accommodations for religious beliefs and practices and for individuals with disabilities, unless providing accommodation would result in an undue hardship.

Employees and applicants may contact Deborah Sicard, Director, HR Operations, Qorvo US, Inc., 2300 NE Brookwood Parkway, Hillsboro, OR 97124, (503) 615-9193 to: view this statement in a format that is accessible and understandable, make a request for accommodation, review the Affirmative Action Plan for Protected Veterans and Individuals with Disabilities during HR business hours, and/or report circumstances where an employment policy may not have been followed. Debra Howard may also be contacted at Qorvo US, Inc., 7628 Thorndike Road, Greensboro, NC 27409, (336) 678-7255.



Robert Bruggeworth  
President and Chief Executive Officer