

Equal Employment Opportunity Statement

Qorvo US, Inc.

January 1, 2024

Qorvo US, Inc. is committed to providing equal employment opportunity for all employees and applicants. It is our policy that all employment decisions and personnel actions, including those related recruitment, hiring, training, and promotion, are administered only on the basis of valid 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.

Qorvo also prohibits employees and applicants from being subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in activities such as: (1) filing a complaint of discrimination or harassment, either internally or with any anti-discrimination agency; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to potential unlawful discrimination or retaliation; (3) opposing any act or practice made unlawful by any Federal, state or local law requiring equal opportunity, including reporting that another employee has been discriminated against or harassed; (4) exercising any other right protected by any federal, state or local law requiring equal opportunity; or (5) encouraging a fellow employee to report harassment. Retaliating against any individual who reports conduct believed to violate this policy, or who assists in providing information relevant to an issue under this policy, is a serious violation of this policy and will not be tolerated. Any act of retaliation should be reported immediately in the same manner as reports of discrimination or harassment, and will be investigated promptly.

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.

Qorvo is a federal government contractor and has developed Affirmative Action Programs, which, consistent with federal regulations, set forth the policies, practices, and procedures which the company is committed to applying to ensure that its obligation to non-discrimination and affirmative action is met, including an audit and reporting system. This Policy and Qorvo's Affirmative Action Program have the full support of Qorvo's leadership. The Corporate Vice President and Chief Human Resources Officer has been designated as the Company's Affirmative Action Administrator and is responsible for the implementation of Qorvo's Affirmative Action Program, including its audit and reporting components.

Employees and applicants may contact HR Connect, hr.connect@qorvo.com, (503) 615-9500 or (888) 258-5873 x159500 to: view this statement in a format that is accessible and understandable; make a request for an accommodation; review the Affirmative Action Plan for Protected Veterans and Individuals with Disabilities (absent data metrics), which will be made available during HR business hours; and/or report circumstances where an employment policy may not have been followed.

Robert Bruggeworth
President and Chief Executive Officer