



California Employee/Contractor/Applicant Privacy Policy

Skyworks Solutions, Inc. and its affiliates (“Skyworks” or the “Company”) value the personal information of their applicants and employees. Skyworks prohibits employees from accessing others’ personal information without authorization and requires employees to protect personal information and handle it consistently with this California Privacy Policy (“California Privacy Policy”). This Privacy Policy applies to Skyworks job applicants, employees, and contractors who reside in California, and to any Skyworks entity that receives or processes their personal information.

For the purposes of this policy, “Company” refers to the Skyworks entity to which the applicant applies or that employs the employee.

What Personal Information Is Collected and Disclosed

Skyworks may collect and disclose for our business purposes certain forms of information about you within the context of your role as an employee of, a contractor for, or an applicant for a job with Skyworks. The categories of personal information the Company has collected within the past 12 months may include:

- Identifiers such as a full name, home address, email address, Social Security number, or other similar identifiers;
- Categories of personal information described in subdivision (e) of [California Civil Code Section 1798.80](#);
- Characteristics of protected classifications under California or federal law;
- Internet or other electronic network activity information;
- Geolocation data, such as the approximate location of devices connected to Company networks;
- Audio, electronic, visual, thermal, olfactory, or similar information, such as routine security camera recordings;
- Professional or employment-related information;
- Education information;
- Financial account information required for direct deposit purposes;
- Sensitive personal information, such as your social security number and information about your race, gender, sexual orientation, or health;
- The contents of mail, email, and text messages sent or received via Company networks; and
- Inferences drawn from any of the information identified above.

Skyworks may also collect personal information relating to other individuals in the case of emergency contact information or when it is necessary for Skyworks to administer employee benefits.

This information is collected directly from you, including in materials that you submit to Skyworks in the course of your application or employment. The Company may also collect information through automated means, such as information about devices connected to Company networks or messages sent or received via Company networks.

If you are an applicant, the Company may collect your personal information from third-party sources, such as the references you provide on your job application, government agencies (in relation to your immigration status, if applicable), and from companies that conduct background checks.

Purposes for Which We Collect, Use, and Disclose Personal Information

Skyworks may collect and process your personal information for the purposes of providing administration, support, and management of Human Resources (HR) and business operations, including:

- Job application processing;
- Background or reference checks;
- Employee management, development, and training;
- Performance evaluations;
- Compensation and benefits;
- Leave administration;
- Expense reimbursement;
- Business travel;
- Protecting Skyworks' property, electronic resources, intellectual property, and confidential information;
- Building and other security;
- Accounts and recordkeeping;
- Measuring and increasing employee engagement;
- Company marketing or recruiting materials;
- Protecting employee health and safety;
- Investigations;
- Administration of Skyworks' policies and whistleblower hotline;
- Responding to emergencies or government agencies; and
- Compliance with legal and regulatory obligations.

Entities with Whom We May Share the Personal Information

Skyworks shares employee personal information in order to effectively manage the Company and meet its employment obligations for the purposes listed above. In addition, employee personal information (regardless of an employee's location) may be stored on central servers or repositories that are owned by or managed by employees of other entities or located in other jurisdictions outside of the country of employment. As a result, the personal information which Skyworks collects is frequently shared between and/or jointly used by Skyworks entities and affiliates. Details of such Skyworks entities and affiliates may be found [here](#).

We will disclose personal information to third parties when we are legally or contractually obligated to do so, when we believe it is needed to manage our business or pursue the legitimate interests of the Company, or when we need to comply with any obligations or legal duties to you, including employment obligations. For example, Skyworks has outsourced certain administrative functions and needs to provide personal information to these outsourced service providers. We may need to transfer certain information to our external payroll provider, health insurance providers, and other administrative partners. We may also need to transfer personal information to our professional legal, financial and other advisors on an entrusted basis to seek advice, conduct internal audits and investigations, or comply with any other legal or contractual duties. In certain circumstances, employees' personal

information (for example, their Skyworks email address and phone number) may be provided to customers, suppliers, and other partners for purposes of facilitating business objectives, protecting confidential information, or pursuing business opportunities.

Sometimes the Company will make use of business productivity tools that are located in the cloud or on third-party servers, meaning that the personal information, such as employees' Skyworks email address, may be shared with these third parties in order to facilitate employees' use of and access to these tools.

To the extent contracts are legally required to ensure that data recipients adequately protect personal information, the Company will enter into such contracts. In addition, the Company may rely on contractual protections, including non-disclosure, confidentiality obligations, and data protection or data processing agreements, to ensure that third parties properly protect and use employee personal information.

In the context of possible reorganizations or acquisitions, personal information may also be communicated to third parties involved in these transactions (in the context of a due diligence and further on in the transaction process), but limited to the purposes of those transactions.

Note that the Company may disclose personal information in response to lawful requests by public authorities, including to meet national security or law enforcement requirements. In such cases, personal information may be proportionately disclosed to law enforcement agencies, regulatory bodies, and government agencies to comply with legal obligations or pursue legal remedies, including to initiate or defend a legal claim. In addition, personal information may be used or disclosed in an emergency to protect the vital interests of the Company or its employees.

Skyworks has not sold personal information of California residents in the past 12 months.

How Long Personal Information May Be Kept

Employees' personal information will be kept and maintained during the period of employment and following the end of employment at the Company in order to allow the Company to comply with employment obligations and other applicable laws, rules, and regulations. Applicants' personal information will likewise be kept and maintained for as long as needed to comply with the Company's legal obligations. In addition, certain personal information (such as emails the employee may have sent or received) may be kept and used for ongoing Company business purposes. The criteria used for determining when and how long to maintain such records generally includes consideration of legal requirements, the legitimate business needs of the Company, and its actual and potential obligations and liabilities toward others, including former employees.

Choices Regarding Personal Information

Subject to applicable law, an applicant or employee may choose to provide or withhold their personal information from Skyworks. However, if an applicant or employee refuses to provide personal information that is necessary for Skyworks to process an application, benefit, or right or to exercise its rights under any employment agreement, Skyworks may refuse to process such application, benefit, or right and the ongoing employment of the employee may be affected. When permitted by law, Skyworks may require the applicant or employee to provide the personal information at issue.

California law provides you with specific rights regarding your personal information, including:

- the right to request that Skyworks disclose certain information to you about its collection, disclosure, and use of your personal information over the past 12 months;
- the right to request that Skyworks delete any of your personal information that Skyworks has collected from you, subject to certain exceptions; and
- the right to correct inaccurate personal information.

To make such a request, please send an email to DataProtection@skyworksinc.com, call us at (844) 946-0017, or write us at:

Skyworks Solutions, Inc.
5260 California Ave.
#60-3, Web Development
Irvine, CA 92617, U.S.A.

If you want to submit a request via an authorized agent, you may do so by providing the agent with a valid power of attorney. If the agent does not have a valid power of attorney, you must give the agent signed permission to submit the request, verify your identity directly with Skyworks, and confirm directly to Skyworks that you have provided the agent with such permission. Skyworks may contact you after receiving a request from a purported agent.

Skyworks will not discriminate against you for exercising any of your rights under California privacy law.

Skyworks does not “sell” or “share” your personal information, as those terms are defined under California privacy law.

Skyworks only uses “sensitive personal information” to perform services that would reasonably be expected by a Skyworks job applicant, employee, or contractor or for other permitted purposes identified under California privacy law. We do not use any “sensitive personal information” for purposes that would confer California residents with the right to “limit” our use of such information.

Changes to this Privacy Policy

We will post changes to this Policy on our website from time to time. We will alert you of changes by indicating in this Policy the date it was last updated. If we change the Policy in a material way, we will provide appropriate advance online notice to you and/or obtain your express consent as required by law. When you visit our website or use our services, the current version of this Policy will apply.

Effective January 1, 2023