

Broadcom

1320 Ridder Park Drive

San Jose, CA 95131

www.broadcom.com

Privacy Notice and Policy for California Candidates of Employment

The California Consumer Privacy Act ("CCPA") and the California Privacy Rights Act ("CPRA") (collectively with relevant implementing regulations, "California Privacy Law") require the provision of a privacy notice to California candidates of employment using a specified format. This California Privacy Notice and Policy for Candidates of Employment (the "Privacy Notice") contains information about how Broadcom Inc. and each of its controlled subsidiaries (together, the "Company") collects, stores, discloses, and uses personal data about California residents ("you," "your") under California Privacy Law. This notice is applicable to Broadcom candidates of employment who are California residents and summarizes the rights you have.

This Privacy Notice is operative as of January 1, 2023.

General Background

The Company collects, stores, holds, processes, uses, records, consults, discloses, erases, makes decisions based upon, destroys and, in some instances, transmits Personal Information about you. These activities are referred to as "Process/Processing". The term "Personal Information" means any information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with you or your household.

This Notice describes how the Company collects and uses Personal Information about you and gives examples of the types of Personal Information the Company holds and the Processing activities the Company may undertake. It also discusses when your Personal Information may be transferred between legal entities within the Broadcom group or to third parties or service providers. In addition, it informs you about your rights with regard to your Personal Information.

This Privacy Notice does not form part of any contract of employment or other contract to provide services. It is important that you read this Privacy Notice, together with any other privacy notice the Company may provide on specific occasions when collecting or Processing Personal Information about you, so that you are aware of how and why the Company is collecting and using such information.

The person responsible for overseeing data protection compliance issues within the Company is the Company's Global Privacy Officer ("GPO"). If you have questions about anything contained in this Privacy Notice or you wish to submit a request for information, please contact the Company through the [Data Subject Request Portal](#) or through our designated toll free number at +1 (888) 914-9661 and providing the following PIN: 904 474. Where the Company receives a verifiable request for information from you, the Company will provide you with the requested information within 45 days of receiving such a request or within the timeframe provided for under applicable law.

Your Right to Information

You have the right to request from the Company i) the categories of Personal Information collected about you, ii) the categories of sources from which Personal Information is collected, iii) the business or commercial purposes for collecting or selling Personal Information, iv) the categories of third parties to whom the business discloses Personal Information, and v) the specific pieces of Personal Information collected about you. Where the Company receives a verifiable request from you, the Company will provide you with the foregoing information collected about you.

Categories. The Company may Process the following categories of Personal Information (among others) about you:

- Personal contact details, such as name, title, addresses, telephone numbers, and personal email addresses;
- Date and place of birth;
- Marital status and dependents;
- Citizenship;
- Birth certificate;
- Government issued ID;
- Bank account details, payroll records and tax status information;
- Insurance documents;
- Recruitment information (including copies of right to work documentation or immigration status documents, references, educational information, and other information included in a Curriculum Vitae (CV) or cover letter or obtained as part of the application process or background screening);
- Employment records (including job titles, work history, working hours, training records and professional memberships, performance-related information, and information from your named referees);
- Compensation history;
- Photographs and profiles;
- Visa number;
- Veteran status/military service;

In certain cases, and for specific purposes including regulatory compliance, and subject to applicable legal requirements, the Company may also need to Process or collect Data that is more sensitive and which require a higher level of protection and may include (but are not limited to):

- Social security, driver's license, state identification card or passport number
- Information about your gender, race, ethnic or national origin, religious or philosophical beliefs, sexual orientation and political opinions;
- Trade union membership;
- Information about your health, including any physical or mental condition or disability, health and sickness records, and doctor notes, including medical reports and vaccination information;
- Information related to your use of personal social media, in particular information that you have manifestly made public;
- Information about criminal convictions and offences;
- Credit information; and
- Drug screening results.

Should the Company need to collect any additional Personal Information not listed in the above categories, specific supplemental notice will be provided prior to or at the time of collection.

Sometimes, the Company may need to Process information relating to criminal convictions or offenses. This is necessary to carry out the Company's legal obligations or where relevant for your role with the Company. The Company may sometimes use information relating to criminal convictions where it is necessary in relation to legal claims, to protect your vital interests (or someone else's interests) and you are not capable of giving your consent, or where you have already made the information public.

Sources. Personal Information is collected directly from you or through an employment agency or background check provider. The Company may sometimes collect additional information from third parties, including former employers or credit reference agencies. Additional Personal Information will be collected in the course of job-related activities throughout the period of you working for the Company.

Business Purposes. The Company does not engage in Processing your Personal Information for commercial purposes. The Company may Process your Personal Information for the following business purposes:

- Hiring and staffing:
 - Making decisions about your recruitment or engagement;
 - Making hiring decisions, resource planning, skills allocation;
 - Undertaking employment screening to assess your suitability for a role;
 - Checking of references;
 - Checking that you are legally entitled to work;
 - Communicating with you during the recruitment process
 - Determining the terms and conditions of your employment or engagement;
 - Liaising with benefit providers, pension providers, insurers or agents;
 - Making decisions about salary and compensation;
 - Assessing qualifications for a particular job or task;
 - Complying with health and safety regulations;
- Deciding whether to make an offer of employment to you
- The furtherance of the Company's business operations, including human resources, IT, finance, and other administrative functions and initiatives;
- The pursuit or defense of any claims, rights, or litigation;
- The detection or investigation of criminal activities affecting the Company;
- Accounting or auditing functions and reporting duties;
- Ensuring the security of the Company's information networks and systems;
- The furtherance of the Company's commercial development, strategy, planning or growth, including any business sales or transactions;
- The protection of the Company's intellectual property rights, confidential information, security or product development;
- Monitoring and ensuring compliance with policies, processes and procedures, such as security, fraud prevention, employee benefits, and training.

Categories of third parties. The Company does not engage in selling or sharing your Personal Information. The Company may disclose your Personal Information to third parties or service providers outside of the Company where all or part of the following activities are carried out by a third party or service provider:

- Accounting, human resources, and payroll services;
- Legal representation, defense or prosecution of the Company's claims and rights;
- ;
- Medical, disability, and life insurance;
- Legal services;
- IT services;
- Recruitment; and
- Travel services.

The recipients of the Data will typically be, as relevant:

- The Company's human resources information systems providers (e.g., Workday);
- Legal counsel and other authorized legal representatives appointed by the Company;
- Competent industry and public regulators and professional bodies;
- National or statutory bodies competent in labor matters;
- Recruiters or reference checking agencies;

- Criminal records or other background checking agencies;
- Payroll and benefits providers;
- Pension providers, insurers, or other insurance providers (including brokers);
- Occupational health providers;
- Medical practitioners, clinicians, doctors, other health providers and consultants;
- Cloud service providers hosting Data and IT applications used for the Company's business purposes;
- Clients or customers (where necessary for the purposes of assessing suitability for a project or specific piece of work);
- Training providers or organisations;
- Travel agencies;
- Consultants or contractors and providers of professional services working on the Company's behalf;
- Employment agencies.

Your Right to Disclosure (Know and Access)

You have the right to request from the Company i) the categories of Personal Information collected about you, ii) the categories of sources from which Personal Information is collected, iii) the business or commercial purposes for collecting or selling Personal Information, iv) the categories of third parties with whom the business discloses Personal Information, v) the specific pieces of Personal Information collected about you. Where the Company receives a verifiable request from you, the Company will provide you with the categories and specific pieces of Personal Information the Company has collected. The Company may provide the information by mail or electronically.

Sale and Sharing of Personal Information

The Company does not sell or share your Personal Information as defined under California Privacy Law.

California Privacy Law rights to information on Sale and Sharing and to Opt-Out of Sale and Sharing of Personal Information are therefore not applicable in this case.

Your Right to Deletion

You have the right to request that the Company delete any personal information about you, which the Company has collected from you. Where the Company receives a verifiable request from you, we will delete your Personal Information, unless this Personal Information is necessary to comply with a legal obligation or is required for internal uses, in a lawful manner and compatible with the context in which you provided the information.

Your Right to Correct Inaccurate Personal Information

Taking into account the nature of the Personal Information and the purposes of the processing of the Personal Information, you have the right to request that the Company correct any inaccurate personal information about you, which the Company has collected about you. Where the Company receives a verifiable request from you, we will use commercially reasonable efforts to correct the inaccurate Personal Information, unless this Personal Information is necessary to comply with a legal obligation or is required for internal uses, in a lawful manner and compatible with the context in which you provided the information.

Your Right to Limit Use and Disclosure of Sensitive Personal Information

You have the right to request that the Company limit its use of your sensitive Personal Information if that use goes beyond what is permissible by applicable California Privacy Law. Examples of permissible uses include uses that are necessary to ensure security and integrity to the extent that your Personal Information is reasonably necessary and proportionate, for short-term, transient use without disclosure to a third party or building a profile, or performing services on behalf of the Company

No Retaliation Following Opt Out or Exercise of Other Rights

The Company will not retaliate against you for exercising your rights.

Authorized Agents

To the extent that you elect to designate an authorized agent to make a request on your behalf, they must provide appropriate documentation including written signed permission from you, proof of your identity, and verification of their identity; or a valid, designated power of attorney as defined under the California Probate Code.

Retention of California Personal Information

The Company follows a Record Retention and Destruction Policy and will keep your Personal Information for no longer than is necessary for the purposes for which it is collected or Processed. The criteria used to determine retention periods or whether Personal Information can be purged will depend, among other things, on the ongoing need for the information as well as the legally mandated retention periods, and whether the information is subject to a document preservation order due to current or anticipated litigation or other legal claims. In general, Personal Information will be removed if it has been superseded by more relevant or up to date information, or if it is out of date, irrelevant, or no longer necessary.

Changing this Privacy Notice

The Company reserves the right to update this Privacy Notice at any time, and it will provide you with a new Privacy Notice when substantial changes are made.

Approved By:

Ilias Chantzios
Global Privacy Officer

Date:

May-19-2023

DocuSigned by:
Ilias Chantzios
19C712194CF34AD...

Revision History

Revision	Date	Change Description
1	01/20//2223	Addressing requirements of CPRA
2	05/19/2023	Update with signature and date