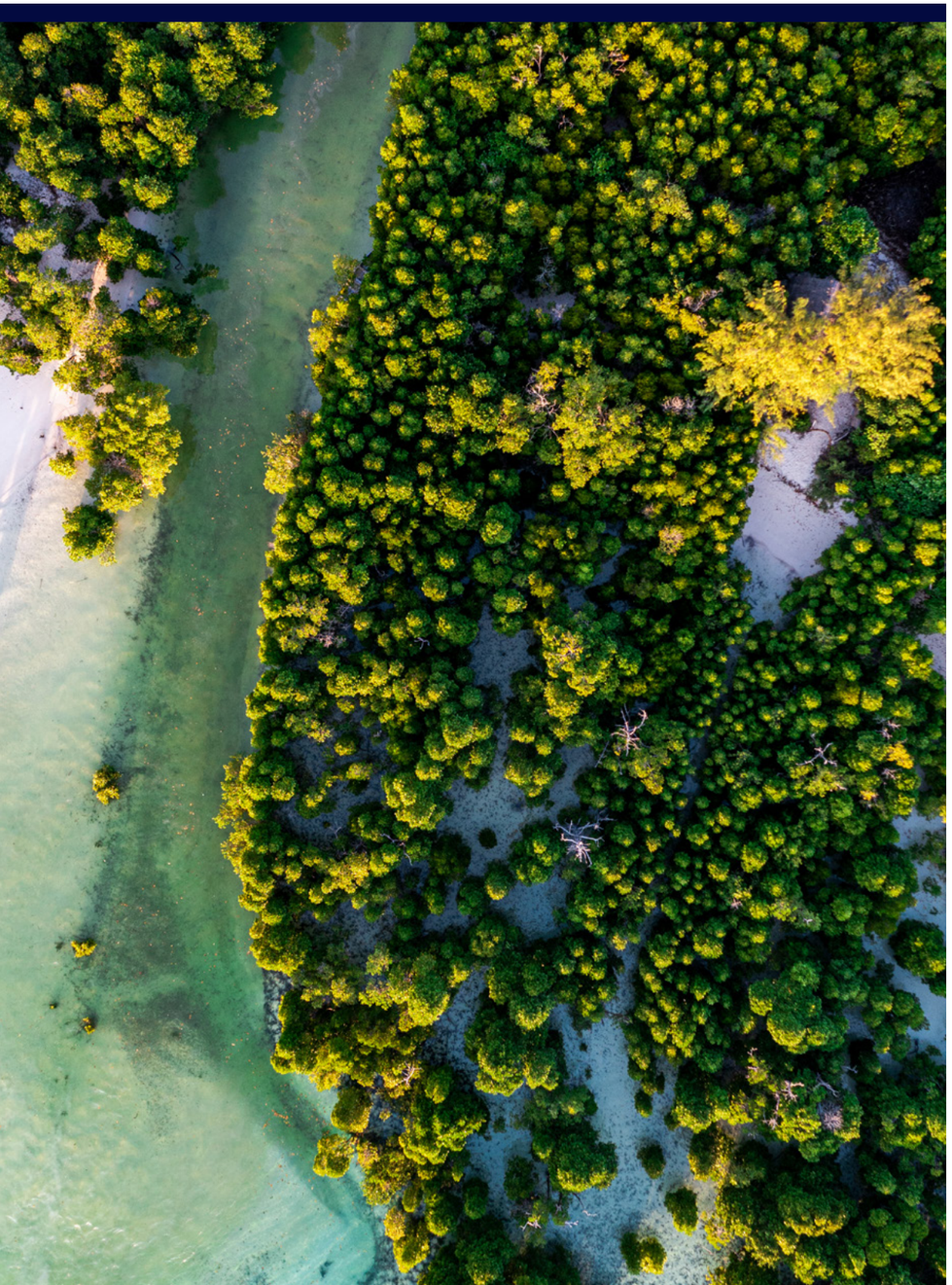
Qualcomm

Corporate Responsibility Report

OUR ESG PERFORMANCE IN 2023



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Introduction

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Message from Our CEO

Qualcomm engineers human progress. We relentlessly innovate to enable intelligent computing everywhere. Our solutions deliver powerful intelligence and connectivity across devices to make our lives better in new ways and transform industries.

Throughout the year, we remained focused on executing our strategy, prioritizing our future growth and setting the pace of innovation, while navigating the challenging macroeconomic environment. Building on our nearly 40-year history of era-defining technology breakthroughs, our proven technologies span across unrivaled connectivity, high-performance, low-power computing, and leading edge artificial intelligence (AI). Together with our ecosystem partners, we are creating opportunities designed to drive innovation, societal advancement and sustainability.

"Together with our ecosystem partners, we are creating opportunities designed to drive innovation, societal advancement and sustainability."

Empowering Digital Transformation

Qualcomm is playing a fundamental role in enabling industries to digitally transform leveraging our advanced technologies. As a new generation of always connected, smarter and more capable devices scale at the edge, they will help enterprises drive sustainable growth and innovation, unlock operational efficiencies, increase productivity, enable new business models and foster greater opportunities for participation in the digital economy.

The rapid development of generative artificial intelligence promises to accelerate this transformation and enable entirely new experiences and applications. Achieving this will require intelligent computing everywhere – in the cloud and on devices. Qualcomm is the company bringing the capabilities of generative AI directly to smartphones, PCs, virtual and mixed reality devices, vehicles, IoT and more. On-device intelligence will provide greater precision, personalization, reliability, efficiency and privacy.

Acting Responsibly

We strive to make our technology broadly available in an increasingly digital world. In collaboration with our ecosystem partners, we are working to deliver impactful solutions at scale to enrich lives, improve businesses and enable communities to progress. Providing broad access to technology and programs that strengthen economic and social development helps make quality education, entrepreneurial and employment opportunities, health care and other services more attainable for underserved communities globally.

Our success is rooted in the hard work and dedication of our people worldwide. While economic and industry-wide challenges required certain balancing actions, we remain committed to empowering our employees by providing support and resources to cultivate a company culture that celebrates continued growth, creativity and innovation. We continue to strive to be a workplace that reflects the world in which we do business, and we know that our diverse workforce increases our global awareness, creates an authentic sense of belonging and accelerates our ability to innovate.

Having a diverse talent pipeline helps enable future innovation. Last year, we announced that we had met our science, technology, engineering and math (STEM) education goal of engaging 1.5 million students and teachers across the world three years ahead of schedule. This year, I am proud to share that we have met our 2025 Qualcomm® Wireless Reach™ goal – one year early – to bring technology to underserved communities around the world. Since 2006, our Wireless Reach program has directly and indirectly supported over 27 million people.

Operating Sustainably

We believe that environmental sustainability is critical, and we continue our efforts to reduce our environmental footprint. This year, the Science Based Targets initiative (SBTi) approved our corporate GHG reduction targets as consistent with the latest climate science and the most ambitious goal of the Paris Agreement.

We met our 2025 GHG emissions goal two years ahead of schedule, reducing our Scope 1 and 2 by over 35 percent; we did this by switching to renewable energy and decommissioning one of our electricity cogeneration plants at our headquarters in San Diego, as well as pursuing other purchase power agreements in key markets.

We are honored that our hard work and commitment to environmental and social efforts continue to be acknowledged. This year, we have been recognized on lists such as America's Greenest Companies and the World's Best Employers. Once again, we made Newsweek's list of America's Most Responsible Companies, Fortune's Change the World list and led our industry at the top of The Best Corporate Citizen's ranking. Additional awards can be found in the Our Awards and Recognitions section of this report.

We are driving the world toward a more intelligently connected world. We will continue to focus on purposeful innovation to help enrich lives and shape a better future for all.

Cristiano Amon
Chief Executive Officer

About Qualcomm

Qualcomm engineers human progress. We relentlessly innovate to help the world tackle some of its most important challenges.

We unlock the possibilities of intelligent computing everywhere with our leading-edge AI, high-performance, low-power computing and unrivaled connectivity. Our solutions are helping transform industries for the digital economy and bringing new possibilities to the places where we work and live. We're particularly proud of how our Snapdragon® platforms are powering extraordinary experiences across devices and vehicles we use every day.

For more than 35 years, we've been making the "impossible" possible. We are proud to be the technology partner of choice to many of the world's largest enterprises. Together with our ecosystem, we continue to create next-generation opportunities to improve the ways people experience the world.

Our QCT[1] Semiconductor Business Production Model

QCT utilizes a fabless production model (other than for certain of our radio frequency front-end (RFFE) modules and RF filter products), which means that we do not own or operate foundries for the production of silicon wafers from which our integrated circuits are made. Therefore, we primarily rely on third parties to perform the manufacturing and assembly, and most of the testing, of our integrated circuits based primarily on our proprietary designs and test programs. Our suppliers also are responsible for the procurement of most of the raw materials used in the production of our integrated circuits. Integrated circuits are die cut from silicon wafers that have completed the package assembly and test manufacturing processes. The semiconductor package supports the electrical contacts that connect the integrated circuit to a circuit board. Die cut from silicon wafers are the essential components of all of our integrated circuits and a significant portion of the total integrated circuit cost.

We employ both turnkey and two-stage manufacturing models to purchase our integrated circuits. Under the turnkey model, our foundry suppliers are responsible for delivering fully assembled and tested integrated circuits. Under the two-stage manufacturing model, we purchase die in singular or wafer form from semiconductor manufacturing foundries and contract with separate third parties for manufacturing services such as wafer bump, probe, assembly and the majority of our final test requirements. The primary foundry suppliers for our various digital, analog/mixed-signal, RF and power management (PM) integrated circuits are Global Foundries, Samsung Electronics, Semiconductor Manufacturing International Corporation (SMIC) and Taiwan Semiconductor Manufacturing Company (TSMC). Our primary semiconductor assembly and test suppliers are Advanced Semiconductor Engineering, Amkor Technology, Siliconware Precision Industries and STATSChipPAC. The majority of our foundry and semiconductor assembly and test suppliers are located in the Asia-Pacific region.

QCT primarily uses internal fabrication facilities to manufacture certain RFFE modules and RF filter products, and our manufacturing operations consist of front-end and back-end processes. The front-end processes primarily take place at manufacturing facilities located in Germany and Singapore and involve the imprinting of substrate wafers with the structure and circuitry required for the products to function (also known as wafer fabrication). The back-end processes include the assembly, packaging and test of RFFE modules and RF filter products and their preparation for distribution. Our back-end manufacturing facilities are located in China and Singapore.

Snapdragon and Qualcomm branded products are products of Qualcomm Technologies, Inc. and/or its subsidiaries.

[1] Qualcomm CDMA Technologies

Qualcomm business segments in Fiscal 2023 (FY23)

$30.4b

QCT

QCT develops and supplies integrated circuits and system software based on 3G/4G/5G and other technologies, including RFFE, for use in mobile devices, automotive systems for connectivity, digital cockpit and advanced driver-assistance system/autonomous driving (ADAS/AD) and IoT including consumer electronic devices, industrial devices and edge networking products.

$5.3b

QTL[2]

QTL grants licenses or otherwise provides rights to use portions of our intellectual property (IP) portfolio, which includes certain patent rights essential to and/or useful in the manufacture and sale of certain wireless products.

QSI[3]

QSI makes strategic investments primarily through our Qualcomm Ventures arm. Investments are focused on expanding or opening new opportunities for our technologies as well as supporting the design and introduction of new products and services (or enhancing existing products or services).

Other

Other includes revenues from non-reportable segments.

[2] Qualcomm Technology Licensing
[3] Qualcomm Strategic Investment

Purposeful Innovation

At Qualcomm, purposeful innovation drives us to take on some of the world's biggest challenges, using technology to positively impact society. We pursue purposeful innovation through three strategic focus areas:

Empowering Digital Transformation

We believe technology can transform industries, businesses, communities and individual lives. We invent solutions that are foundational to the advancement of the global wireless ecosystem to improve how we work, live and, ultimately, thrive.

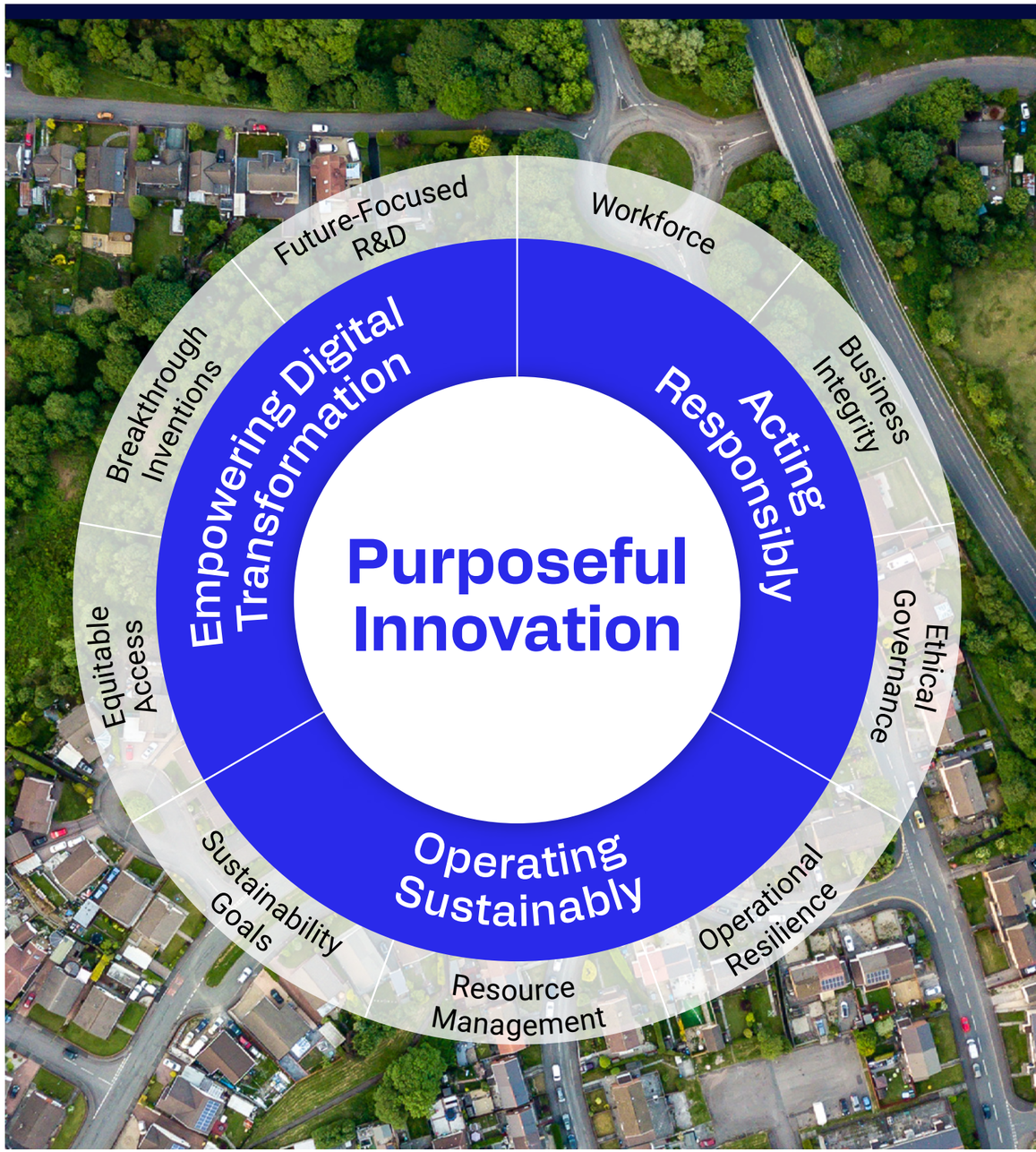
Acting Responsibly

We invest in our people, strive to always behave with integrity and implement governance standards that uphold our Company values. We are committed to responsible business practices, from upholding diversity, equity and inclusion (DEI) to aiming to protect privacy to providing leading development programs to fostering an ethical culture.

Operating Sustainably

We aim to maintain safe, healthy and productive working conditions and conserve natural resources. Our environmental efforts center on reducing greenhouse gas (GHG) emissions, optimizing energy consumption, managing water use and minimizing waste throughout our operations and the communities in which we work.

Paired with the ingenuity and dedication of our people, these focus areas guide our approach to addressing future challenges and to making the impossible inevitable.



Our Corporate Responsibility Governance

Our governance structure is designed to facilitate accountability, transparency and the ongoing improvement of our programs.

We've integrated corporate responsibility throughout our business, from our daily operations to our executive leadership and our Board of Directors (Board).

The Governance Committee of our Board provides oversight on ESG matters not delegated to other Board committees, including ESG policies, programs and initiatives. The HR and Compensation Committee of our Board provides oversight on our human capital initiatives and our workforce DEI policies, programs and initiatives. The Audit Committee of our Board provides oversight of our ESG disclosure controls and procedures, as well as the Company's information technology (IT) security/cybersecurity policies, risk mitigation and recovery plans.

Given the increased focus on ESG issues, in 2023, we strengthened and further consolidated our ESG committees and governance process. The ESG Leadership Committee, chaired by the Chief Sustainability Officer (CSO), provides guidance on global corporate responsibility issues, reviews progress on our goals, discusses risks and corresponding mitigation activities and provides oversight of external reporting. The ESG Leadership Committee is also responsible for ensuring that ESG continues to remain a visible component of our business strategy. It is composed of executives from Finance, Global Affairs, Human Resources (HR), Legal and other senior management representatives are periodically invited for updates, discussions and engagement. The CSO, on behalf of the Committee, reports to the Governance Committee of the Board at least two times a year.

Our ESG Working Group is a cross-functional committee made up of business and functional leads who are responsible for the execution and coordination of activities, goals and key ESG issue areas. It integrates directives from the ESG Leadership Committee into company-wide programs, measures progress on achieving our goals and reports accomplishments and challenges. Our ESG Working Group includes managers and other subject matter experts from functions across the Company, including Cybersecurity, DEI, Health and Safety, Human Rights, Investor Relations, Legal, Operations, Supply Chain Management and STEM Education, among others. In 2023, it was expanded to include subject matter experts from key technology areas and manufacturing facilities. This change looks to create greater alignment with business development and ensure that all areas of the Company are represented to support timely and proper delivery of our overall ESG strategy and programming.

"The ESG Leadership Committee is also responsible for ensuring that ESG continues to remain a visible component of our business strategy."

The ESG issues overseen by the ESG Leadership Committee and ESG Working Group include climate change mitigation and adaptation, STEM education, DEI, supply chain sustainability including forced labor risks, social impact programs, human rights, health and safety, sustainability reporting, policy and regulation and resource management, among others.

Our ESG team, reporting to our Chief Sustainability Officer, coordinates the governance structure and drives overall ESG strategy for the Company. The team looks at risks, materiality, regulation, peer benchmarking and stakeholder expectations to define plans and facilitate progress.

Our Approach to Stakeholder Engagement

Conversations with our key stakeholders are important to aligning our corporate responsibility strategy, priorities and efforts with the current needs of our business and with the expectations of the people, organizations and communities that have an interest in our Company.

Our stakeholders include our employees, investors, customers, suppliers, governments and communities where we operate, including civil society and non-governmental organizations (NGOs).

We are committed to transparency in our engagements with stakeholders to develop trusted and constructive relationships. We continually seek ways to better communicate and obtain feedback on a variety of topics.

The following table provides some examples of our stakeholder engagement practices and topics in 2023.

Stakeholder	How We Engage	Examples of Engagement in 2023
Communities (including Civil Society and NGOs)	• Corporate citizenship collaborations and programs • Qualcomm Foundation and philanthropic events, including employee volunteering • Participation in conferences and forums • Strategic engagement and consultation on specific issue areas • Neighbor relations officers at our three manufacturing facilities • Corporate website and social media	• Opened our 23rd Qualcomm® Thinkabit Lab™ site in the United States (U.S.) in New Bedford, Massachusetts. Thinkabit Lab now operates in eight states. • Sponsored the Smithsonian National Museum of Natural History's "Cellphone: Unseen Connections," an interactive exhibit that tells the story of semiconductors. The exhibit focuses on the minerals, infrastructure and human ingenuity that power cellphones, as well as the positive global economic, social and environmental impacts of semiconductors. • Launched Alumno Sempre Conectado ("Always Connected Student") in Brazil through Wireless Reach to equip students and teachers with always connected personal computers (PCs), virtual reality (VR) experiences and professional development. • Supported the "XR Vision for Future" program in multiple regions in China to bring STEM education and VR tools to rural teachers and students to help address the digital divide.
Customers	• Business unit direct engagement and meetings • Global regions and account teams' direct engagement and meetings • Participation in conferences, customer product launches and trade shows • Qualcomm® product launch events • Social media channels	• Executive presence at key industry events, such as IAA Mobility, embedded world Exhibition & Conference and Mobile World Congress, among others. • Held individual meetings with customers to confirm that we are addressing their needs and challenges. • Hosted our annual Snapdragon Summit, showcasing our newest technologies that define premium experiences and performance across our Snapdragon platforms. More than 30 industry partners joined us to show their support for Snapdragon and learn how our advancements bring digital experiences to life. • Collaboration with customers for the development and testing of products that support the acceleration of electrification and utilization of renewable resources and energy storage.

Stakeholder	How We Engage	Examples of Engagement in 2023
Employees	• Employee engagement surveys • Quarterly All Hands Meeting with executives, including live Q&A sessions • HRHub portal • Employee Networks • Business Conduct Hotline	• Used employee surveys as a channel to get input from employees. • Provided employees training and learning opportunities and enabled channels for employee feedback through the Qualcomm Learning Network. • Supported the growth of our nine employee networks, promoting the professional growth of our employees and fostering inclusion and diversity at Qualcomm.
Governments and Regulators	• Meetings with elected officials, heads of state and relevant policy-influencers • Leadership in trade associations and industry groups • Attendance and presentations at forums and conferences • Participation in U.S. government educational hearings	• Served on the National Institute of Standards and Technology (NIST) Information Security and Privacy Advisory Board (ISPAB) to advise the U.S. government on cyber and data issues. • In collaboration with the U.S. Telecommunications Training Institute (USTTI), we offered tuition-free training to highly technical officials from different countries. • Joined the U.S. Environmental Protection Agency's Green Power Partnership. By choosing green power, Qualcomm and other Green Power Partners are working to reduce air emissions. • Responded to the U.S. Department of Transportation's call to action to reduce roadway deaths and advance road safety by joining the Allies in Action campaign.
Investors and Stockholders	• Annual Stockholder Meetings • One-on-one meetings on specific topics • Responding to surveys from ESG research and rating agencies • Quarterly earnings conference calls	• Engaged in discussions with investors on our financial performance, business strategy and approach to ESG matters. Topics included AI, resource management, our net-zero commitment, GHG emissions and human capital management, among other areas. • Leveraged our Automotive Investor Day to further engage with investors on how the Snapdragon® Digital Chassis™ Solution is helping to drive the auto industry's ongoing transition to a world of intelligent and connected vehicles. • Presented to investors and other stakeholders at Mobile World Congress on a range of topics including the future of 5G, connecting everything, sustainability, satellites and on-device AI.
Suppliers	• Supply chain team direct engagement through various means (meetings, email, etc.) • Surveys • Webinars, workshops and trainings • Responsible Business Alliance (RBA) analysis tools • RBA Validated Assessment Program (VAP) audits • Supplier Code of Conduct • Business Conduct Hotline	• Conducted on-site audits of selected suppliers on their adherence to our Supplier Code of Conduct and other corporate responsibility requirements, including product environmental governance and conflict minerals. • Maintained our Supplier Diversity Program, which promotes participation of small and diverse businesses when sourcing suppliers, including minority, disadvantaged, woman-owned, veteran-owned, disabled-owned, businesses situated in a HUBZone and other related socio-economic subsets. • Held collaborative meetings with several of our primary semiconductor manufacturing suppliers in Taiwan to discuss Qualcomm's net-zero commitment, opportunities for deploying renewable energy and projects to realize GHG reductions.

In addition to meetings, perception surveys and other direct and indirect engagement practices, we have several online channels that provide opportunities for different stakeholders to provide us with valuable and ongoing input about our corporate responsibility efforts.

Our corporate responsibility webpage provides additional information on ESG matters and allows all external stakeholders to ask direct questions of our team. We respond to messages on a wide range of issues related to our corporate responsibility strategy and overall performance. We can be reached at Sustainability.ESG@qualcomm.com. We also receive and respond to messages and feedback through our social media channels. Follow **@Qualcomm** on: LinkedIn Instagram X

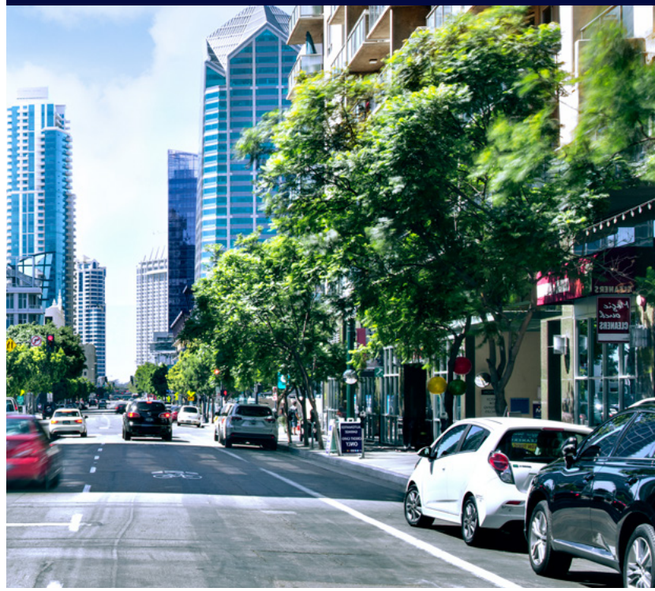
Stakeholder Engagement Through Materiality Assessments

Since 2013, we have regularly engaged third party experts to conduct ESG materiality assessments, which identify and prioritize the corporate responsibility impacts, risks and opportunities that we aim to address to help support our long-term business success. The findings help us prioritize the ESG issues that are most important to our business and our key stakeholders. By identifying our top priorities, we can then focus our resources, programs and reporting on these core topics. We generally reevaluate our priorities every three years.

As part of the materiality assessment process, we systematically engage stakeholders through interviews and surveys to capture a wide range of perspectives. Recognizing that stakeholder priorities shift over time, we monitor our top issues for emerging developments and adjust reporting and programmatic efforts accordingly.

Based on our latest materiality analysis (conducted in fiscal year 2021), we have identified the following as our priority ESG topics:

ESG Priority Topics	Corresponding Strategic Focus Areas
Disaster preparedness and response	Operating sustainably
Employee acquisition, retention and development	Acting responsibly
Employee diversity and inclusion	Acting responsibly
Employee health and safety	Acting responsibly
Ethical business practices and compliance	Acting responsibly
Government affairs	Acting responsibly
Privacy and cybersecurity	Acting responsibly
STEM education	Empowering digital transformation
Technology as a solution	Empowering digital transformation
Women in technology	Acting responsibly and empowering digital transformation



Our use of the word “materiality” throughout this report encompasses our whole value chain, both within and outside the Company. It follows GRI standards’ definition of ESG materiality for corporate responsibility reporting.

It is not the same materiality relevant in regulatory or other guidance used around the world, including but not limited to for U.S. Securities and Exchange Commission (SEC) purposes or as defined in the standards underlying the European Union (EU)’s Corporate Sustainability Reporting Directive (CSRD). Therefore, issues deemed material for the purposes of this report may not be deemed material for SEC or other reporting purposes.

Our Goals

2025 Goals

Enrich the lives of 27 million people[4] by continuing to bring technology to underserved communities around the world through Wireless Reach, measured against a 2006 base year.

Reduce power consumption by 10 percent every year[6] in our flagship Snapdragon Mobile Platform products.

Ensure 100 percent of our primary semiconductor manufacturing suppliers are audited every two years for conformance to our Supplier Code of Conduct, from a 2020 base year.

Continue to inspire the next generation of inventors by engaging 1.5 million students and teachers across the globe in our strategic STEM initiatives — our home-grown Qualcomm Thinkabit Lab, our collaboration with *FIRST*® and our STEM community partnerships — from a 2020 base year.

Reduce absolute Scope 1 and Scope 2 GHG emissions 30 percent, from a 2014 base year.[5]

2030 and 2040 Goals

Reduce absolute Scope 1 and Scope 2 GHG emissions 50 percent by 2030, from a 2020 base year.[5]

Reduce absolute Scope 3 GHG emissions 25 percent by 2030, from a 2020 base year.[5]

Reach net-zero global GHG emissions across the value chain by 2040.

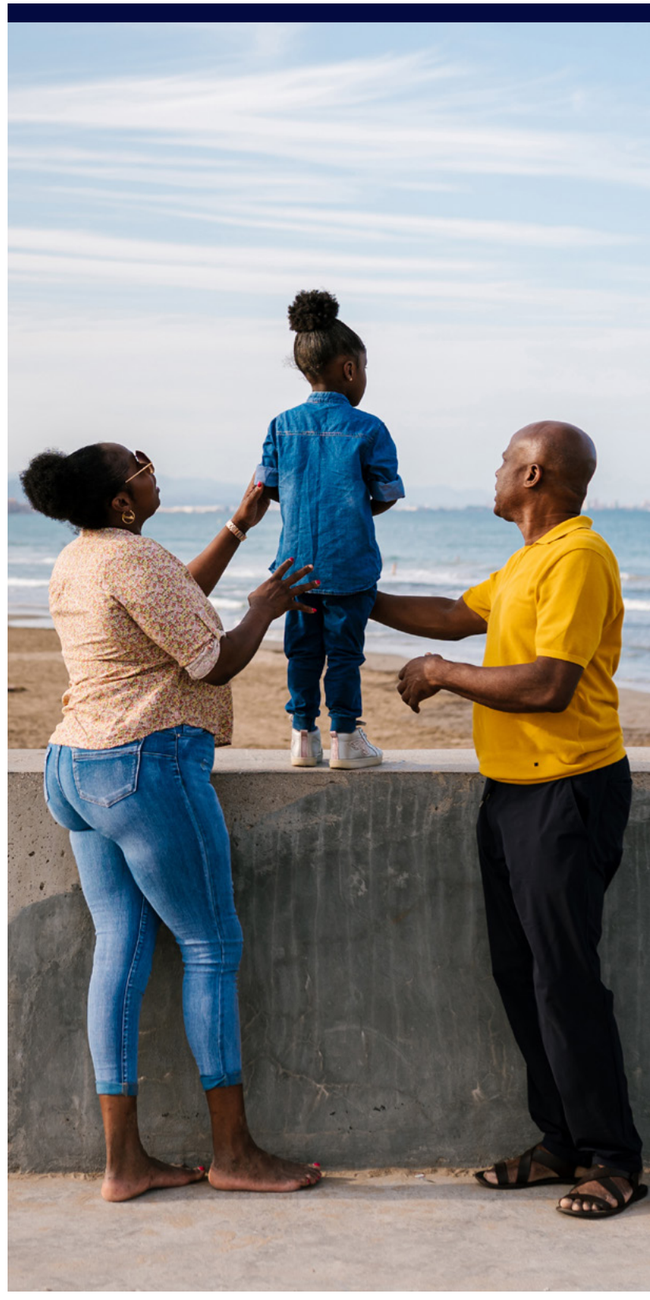
[4] Defined as direct and indirect beneficiaries.
[5] Global.
[6] Given equivalent features.

Our Awards and Recognition

In a time when our breakthrough technologies can be the foundation for life-changing products, experiences and industries, we believe we have a significant opportunity to positively change the world. We have a long-standing reputation for conducting business with integrity, providing a great place to work, developing transformational solutions and much more. The awards and recognitions we receive reflect our steadfast commitment to continue to advance purposeful innovation.

The following are select awards and recognitions that we have received during the last three years (2021-2023):

- 3BL Media 100 Best Corporate Citizens: 2023, 2022, 2021
- Adweek CMO Awards: 2022
- Annual American Business Awards: 2022
- Careers and the disABLED Top 50 Employers: 2023, 2022
- CEO World: The World's Most Influential CEOs: 2022
- CES Innovation Awards: 2023, 2022, 2021
- Clarivate: Top 100 Global Innovators: 2022, 2021
- CSR: Best Places to Work for LGBTQ+ Equality: 2022
- Disability:IN, Best Place to Work for Disability Inclusion: 2023, 2022, 2021
- Dow Jones Sustainability Index, North America: 2023, 2022, 2021
- EPA's Green Power Partnership Top 30 Tech & Telecom Partners: 2023
- EPA's Green Power Partnership Top Partner Ranking: 2023
- Fast Company, Most Innovative Companies: 2021
- Fast Company, World Changing Ideas: 2022, 2021
- Forbes, America's Best Employers for Diversity: 2023, 2022, 2021
- Forbes, America's Best-In-State Employers: 2023, 2022, 2021
- Forbes, Best Employers for New Grads: 2022, 2021
- Forbes, Best Employers for Women: 2022
- Forbes, Global 2000: 2023, 2022, 2021
- Forbes, Most Influential CMO: 2023, 2022
- Forbes, World's Best Employers: 2023, 2022, 2021
- Fortune, Change the World List: 2022
- Fortune, World's Most Admired Companies: 2023, 2022, 2021
- Glassdoor, Best Places to Work: 2022, 2021
- GSMA, Global Mobile (GLOMO) Awards, Breakthrough Technology Award: 2022
- GTI Awards: 2022
- Human Rights Campaign Corporate Equality Index: 2022, 2021
- Investor's Business Daily, Best ESG Companies: 2021
- IoT Breakthrough Awards: 2022, 2021
- Minority Engineer Magazine, Top 50 Employers 2023
- Newsweek, America's Greatest Workplaces for Parents and Families: 2023
- Newsweek, America's Greenest Companies: 2023
- Newsweek, America's Most Responsible Companies: 2023, 2022, 2021
- Newsweek, World's Most Trustworthy Companies: 2023
- RippleMatch Campus Forward Award: 2023
- San Diego Business Journal, CEO of the Year List: 2022, 2021
- San Diego Business Journal, CFO of the Year List: 2022, 2021
- San Diego Business Journal, Most Influential Women in Law: 2022
- San Diego Business Journal, Women of Influence in Technology: 2022
- Sustainability Magazine Top 100 Women: 2023
- The Climate Registry, Climate Registered™ Platinum in Greenhouse Gas Reporting: 2022, 2021
- Time, Best Inventions: 2022, 2021
- Time, World's Best Companies: 2023
- Top Tech Awards: 2022
- United Negro College Fund, Corporation of the Year: 2021
- Women Engineer Magazine, Top 50 Employers: 2023, 2021
- Women We Admire, The Top 50 Women Leaders of San Diego: 2023
- Working Mother & Avtar Best Companies for Women in India: 2023, 2022, 2021
- Working Mother & Avtar Most Inclusive Companies Index: 2023, 2022, 2021



Digital Transformation

Empowering Digital Transformation

Future-Focused Research and Development

Breakthrough Inventions

Equitable Access

Empowering Digital Transformation

We are an invention company that solves fundamental technology problems at the heart of everyday life.

Our inventions have helped power the adoption of smartphones, connecting billions of people to each other and the internet. We make our connected world — and future — possible by pushing the boundaries of AI, VR, connectivity and more.

We are a global leader in the development and commercialization of foundational technologies for the wireless industry. Our technologies and products are used across industries in applications ranging from mobile handsets to automotive to Internet of Things (IoT) and more.

We share our inventions broadly through our licensing program — enabling wide ecosystem access to technologies at the forefront of innovation — and through the sale of our wireless integrated circuit platforms and other products.

We believe in good faith license negotiations and fair value for our patented technologies. We believe this approach to licensing creates efficiency in the ecosystem and reflects the value and innovation that our research, developments and contributions provide. We collaborate across the ecosystem, which includes manufacturers, operators, developers, system integrators, cloud providers, tool vendors, service providers, governments and industry standards organizations, to enable a global environment to drive continued progress and growth.

We inspire the development of regionally relevant use cases of advanced 4G and 5G connectivity, AI at the network edge and IoT through deep-technology incubators and mentorship programs for early-stage startups in many emerging regions, including India, Taiwan, Vietnam and across Africa.

We invest heavily in research and development (R&D), have a long history of driving innovation and have developed foundational technologies that help drive the continued evolution of the wireless industry.

We bring advanced wireless technology to people and communities who need it most, facilitating new business models and unlocking societal benefits that serve the greater good.

The technology development at the foundation of our solutions is governed by our Technical Business Review (TBR) process with oversight by our Chief Technology Officer. The goal of the TBR process is to align long-term technology development with product (application-specific integrated circuit and software) roadmaps. The output of the TBR results is guidance for the development of industry-leading technology roadmaps, which feed into the Company's one technology roadmap and span processing, connectivity, visual and rendering technologies, AI, security and system-level technologies needed for multiple product categories, industries and applications (e.g., mobile, compute, automotive, connected systems and networking).

2025 Goals

Reduce power consumption by 10 percent every year[7] in our flagship Snapdragon Mobile Platform products.

Enrich the lives of 27 million people[8] by continuing to bring technology to underserved communities around the world through Wireless Reach, measured against 2006 base year.

Continue to foster the next generation of innovators by inspiring 1.5 million students and teachers across the globe through our STEM initiatives, from a 2020 base year.

[7] Given equivalent features.
[8] Defined as direct and indirect beneficiaries.

Future-Focused Research and Development

Engineering for Human Progress Starts at Qualcomm.

Investing in R&D

We are one of the world's leading wireless technology innovators and have a long history of investing heavily in R&D. We have developed foundational technologies, including CDMA and orthogonal frequency-division multiplexing (OFDMA), and we are a driving force behind the development, launch and expansion of 5G and 5G Advanced. Our technologies help drive the continued evolution of the wireless industry.

"We are already working on establishing the technical foundation for 6G — the next-generation mobile platform coming in 2030 and beyond."

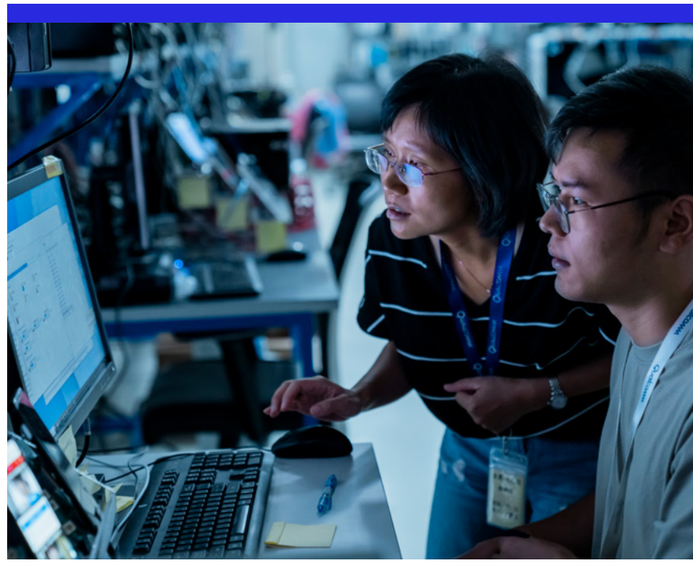
The worldwide demand for wireless devices, data services and applications require continuous innovation to support new services, increase network capacity, make use of different frequency bands, allow for dense network deployments and improve user experiences. The wireless communications industry is also characterized by rapid technological change, evolving industry standards, frequent new product introductions and, with the use of 5G, the expansion into new industries or applications, such as automotive and IoT.

Staying at the forefront of so much change requires a continuous effort to enhance existing and develop new products and technologies. For decades, our inventors have been solving complex, systems-level problems and conducting pioneering research that is years ahead of the industry and often a decade in advance of commercialization. This approach has been continuously recognized and we have received awards from the Institute of Electrical and Electronics Engineers, the White House, the European Patent Office and many more.

We are already working on establishing the technical foundation for 6G — the next-generation mobile platform coming in 2030 and beyond. 6G is expected to allow service providers to continue serving the ever-growing demand for data speed, while also opening new service categories powered by physical-digital convergence and devices powered with ambient energy. While we are still quite a few years away from commercial launches of the 6G platform, we are certain of one thing: 6G will bring technology leaps, new experiences, and use cases that we can barely imagine today.

Our fundamental research and comprehensive approach to AI helps enable us to be a leader in on-device AI solutions. The Qualcomm® AI Engine, featured in our Snapdragon platforms and many of our other products provides high-performance on-device AI solutions at extremely low power to support complex use cases, while enhancing privacy and security. The Qualcomm® AI Stack is a unified AI software portfolio designed to help developers optimize and deploy AI models quickly using our chipset solutions by supporting AI frameworks and runtimes, developer libraries, system software and popular operating systems.

We are also a leading innovator in video, audio and speech compression technologies and



system-level solutions enabling feature-rich, high-quality experiences in imaging, audio and vision intelligence. We are a primary contributor to the advancement of video compression performance, including contributions to the H.265/HEVC standard (deployed to support Ultra High Definition 4K and beyond video) and the next generation H.266/VVC standard, which are designed to power the creation and consumption of richer, immersive media experiences.

We have developed significant multimedia technologies, including camera and imaging technologies, vision intelligence technologies enabling use cases such as smart image processing, augmented reality (AR)/VR and robotics, visual augmentation and frameworks and audio frameworks. These last two allow for

human-machine interfaces, speech compression innovations, spatial audio processing and coding enabling compression and rendering of immersive audio.

To enable the necessary continuous evolution, we have made significant, long-term investments in R&D — with nearly 22 percent of revenues invested since 2006. Our investment already exceeds more than $85B — resulting in more than 160,000 patents and patent applications and more than 35 years of innovation in chipsets, software, services and integrated platform solutions. We have R&D centers in several locations throughout the world but primarily in U.S., India, Europe and China.

The intellectual property (IP) developed and acquired through our R&D efforts has been incorporated into the most widely accepted and deployed cellular wireless communications technology standards, and we have licensed it to several hundred customers and key non-handset suppliers, such as automotive and IoT.

Just as we make long strides in our R&D efforts to drive leading contributions to technologies powering the connected intelligent edge, we make investments to drive growth in countries and industries. We help broader technology ecosystems flourish by being a trusted knowledge advisor in spectrum selection and 5G development, deployment and commercialization, by supporting startups around the world, developing research collaborations and offering technical and IP rights training programs.

Since our founding, we have supported innovative academic research with a range of university programs. We help the academic community to develop new ideas and solutions in a broad range of technological research areas at leading universities around the world. Annually, we engage with more than 100 research faculty, award more than 50 student research fellowships and sponsor more than 70 academic conferences and academia initiatives. In our engagements with academia, we share our expertise and our Qualcomm development platforms and tools across a range of technologies to facilitate research and encourage talent development. Collaborations with academia this past year included developing offline reinforcement learning on devices for vast applications of robotics and autonomous vehicles. The common goal has been to develop improvements for devices to sense, perceive, localize and make real-time decisions in real world environments.

We also support regional innovation through incubation and mentorship programs that cultivate promising startups in vital technology areas. We offer engineering guidance and lab assistance for, business coaching and IP trainings to help startups grow and prosper into successful technology businesses. Our programs — which take no equity in the incubated startups — have a proven record of helping startups commercialize their products and services, receive venture funding, file patent applications and expand their business beyond their home countries. Our incubation and mentorship programs are complemented by other Company programs that support startups at different levels of their lifecycles.

These Company-supported programs have incubated or mentored over 226 startups since 2016 in emerging regions, particularly those with an intensifying design talent pool, growing supply chain and local manufacturing expertise. These include India, Taiwan and Vietnam, or regions witnessing rapid adoption of digital technologies such as Africa. Harnessing advanced cellular communication (4G and 5G) and advanced computing technology (including hybrid AI), these startups have developed end-to-end IoT applications for regionally relevant products and services in healthcare, smart cities, agricultural technology, smart homes, automotive, advanced computing, semiconductor design, mixed reality (XR), wearables, robotics and drones.

In addition to tech mentorship, we provide the startups training on the importance of securing IP rights. Cumulatively, the startups we have supported have filed more than 710 patent applications in regional and international patent offices, including 412 patents filings from Indian organizations, 269 from Taiwan and 29 from Vietnam.

We also work with partners across the mobile ecosystem through our Qualcomm Academy, an industry-leading virtual education platform. In 2023, the academy supported more than 25,000 training courses – such as teaching handset original equipment manufacturers (OEMs) concepts that underpin 5G or explaining the technical benefits of millimeter wave technology. The courses are offered to university students, industry professionals and Qualcomm employees.

Africa Innovation Platform

This past year we launched the Africa Innovation Platform, a suite of mentorship, education and training programs created to support the development of Africa's emerging technology ecosystem. The platform provides resources and support for local universities, small-to-medium sized startups and grant participants, exposing them to Qualcomm engineers and our state-of-the-art capabilities for mobile platforms and technologies, including 4G, 5G, IoT, AI and machine learning.

Aerial view of commercial business district, Lagos Island, Nigeria.

We have engaged governments, trade associations and other key stakeholders across the continent, and we collaborated with the African Telecommunications Union to launch the Africa Innovation Platform. This platform includes:

Qualcomm® Make in Africa Startup Mentorship Program

An equity-free mentorship program that has identified promising early-stage startups keen on applying advanced connectivity and processing technologies to innovative end-to-end systems solutions. We also provide these companies with business coaching, access to engineering consultation for product development and guidance on protecting IP.

Qualcomm Africa University Relations Program

This program bolsters the research and educational capabilities of select African universities, research labs and students by providing them with learning platforms, associated trainings and Qualcomm developer kits. The program also works with university faculty to develop courses and lab curricula. Qualcomm Academy plans to expand its 5G University Training Program to students at select African universities. The students will be able to receive 5G training and certification from industry-leading engineers. In 2023, Qualcomm Academy formed partnerships with companies and universities in Nigeria, Cameroon, Ghana, Rwanda, Zambia and Egypt, with the goal of training engineers across the continent.

Wireless Reach

Since 2007, our Wireless Reach initiative has invested in Africa, including a collaboration with the International Telecommunication Union's Development Bureau. This collaboration focuses on building foundational digital skills for youth, with the aim of fostering the early stage of the talent pipeline to drive digital, inclusive economic transformation across the continent.

Breakthrough Inventions

Inventing technological breakthroughs that are taking on some of the world's biggest challenges.

We enable a world where everyone and everything can be intelligently connected. As one of the world's leading wireless technology innovators, we continue to push the boundaries of what's possible across devices and networks to enable next-generation experiences and drive digital transformation.

We design platforms, chipsets, software, tools and services that help OEMs and developers bring those technologies into products and create experiences that change how we live and work. And we do this at scale, building technologically advanced, in-demand end products that support everything from low- to high-complexity devices — helping us serve virtually every industry at the connected intelligent edge.

Power Efficiency

As each generation of device gets "smarter" and supports higher performance with richer features, more power consumption is typically required. Mitigating this energy challenge is a focus at our Company, and commitment to power efficiency runs deep in our Snapdragon Platforms.

We have a 2025 goal to reduce power consumption by 10 percent every year[9] in our Snapdragon premium-tier smartphone chipset. This year, we reduced the days-of-use power by 10 percent and the gaming use case power by more than 20 percent from Snapdragon 8 Gen 2 in 2022 to Snapdragon 8 Gen 3 in 2023. The efficiency and power-savings advances in each processor functional block add up to considerable potential battery run time savings.

We are leveraging our strong foundation in building power-efficient smartphone devices into all of our product categories. Each of our solutions for compute, AI, XR, automotive and network infrastructure has leading performance for power consumption. For example, the hours-of-battery-life for our laptop chipset improved by 17 percent from Snapdragon 8Cx Gen 2 in 2022 to Snapdragon 8Cx Gen 3 in 2023. Similarly, power consumption in the Procyon AI model has improved by more than 20 percent com-pared to prior generation, while performance improved by more than 40 percent at the same time. In XR, our Snapdragon Gen 2 product improved power by up to 50 percent compared to Snapdragon Gen 1, while doubling the performance in the same use case. In the network infrastructure, our new 5G base station chipset offers 20-50 percent lower power consumption than the existing deployed solution in the field today in various Frequency Range 1 (FR1) use cases.

In addition to fostering power efficiency for mobile devices, we are collaborating with wireless network and service providers in creating technologies targeting improved power efficiency in communication networks. We are also working across many wireless communications standard development organizations to foster the adoption of energy efficient specifications targeting energy efficiency in the network, device and entire wireless ecosystem in an end-to-end fashion. Adopting such specifications would enable us to maximize the overall communication energy efficiency without compromising network performance and user experience.

Leading 5G Advanced

Our innovations helped drive the 5G standards and the benefits that define 5G, including speed, responsiveness, reliability and capacity. Our products have helped accelerate the expansion of 5G, and our work behind the scenes has enabled the growth of the broader 5G ecosystem. In addition to consumer applications, 5G brought increased efficiency across industries, enterprises and educational institutions.

With the first three releases (3GPP release 15, 16 and 17) of the 5G standards completed, the process of connecting virtually everyone and everything that we envisioned is well underway. The globally standardized technologies for the broad range of 5G devices and services are being deployed at a faster pace than in any previous generation.

"Each of our solutions for compute, AI, XR, automotive and network infrastructure has leading performance for power consumption."

[9] Given equivalent features.

We are now helping drive the technology evolution towards 5G Advanced. This second wave of 5G innovation will unleash the full potential of 5G and establish the technical foundation of what's to come. With 5G Advanced, we expect to see even more innovation, including machine learning, customized performance and varied deployment and application scenarios, such as scalable deployments of XR to power remote work, remote education and other economically transformative applications. 5G Advanced will support new devices, services, spectrum and deployments. We're continuing to be a leader the industry in 5G Advanced with our unique expertise that spans connectivity, multimedia, AI and computing technologies.

Enabling Digital Transformations

Like the internet and electricity, 5G and 5G Advanced serve as a foundation to connect everything. This evolution is bringing a second wave of innovation to further support the development of a more resilient and equitable society. Building on our broad technology portfolio, we're at the intersection of transformative trends that are creating new and diverse opportunities across industries. Our solutions improve efficiency, enable enhanced capabilities, improve safety and equity and much more.

Leading the Future of AI

AI has the potential to improve lives, transform industries and drive economic growth and innovation. We strive to create AI technologies that advance society.

We aim to act as a responsible steward of AI, considering the broader implications of our work and taking steps to mitigate potential harm. We also see AI technologies playing an essential role in enabling efficiency and contributing to a more sustainable future.

Our vision for and work on AI are guided by our Responsible AI Principles, which include (1) Privacy and Security, (2) Robustness and Safety, (3) Fairness, (4) Accountability, (5) Transparency, and (6) Environmental Sustainability.

As generative AI adoption grows at record-setting speeds[10] and drives higher demand for compute,[11] AI processing must be distributed between the cloud and devices for AI to scale and reach its full potential – just like traditional computing evolved from mainframes and thin clients to today's mix of cloud and edge devices.

Distributing AI workloads among cloud and edge devices, known as hybrid AI, will allow generative AI developers and providers to take advantage of the compute capabilities available in edge devices to reduce costs. On-device AI offers the additional benefits of performance, personalization, privacy and security on a global scale. This approach is applicable to virtually all generative AI applications and device categories, including phones, laptops, XR headsets, vehicles and IoT. On-device AI is also crucial to scale and meet enterprise and consumer needs globally.

We are enabling intelligent computing everywhere. We have been investing in AI research and development for more than 15 years. As an on-device AI leader, we are well positioned to scale hybrid AI with industry-leading hardware and software solutions for edge devices, spanning across billions of phones, vehicles, XR headsets and glasses, PCs, IoT and more. Our perpetual flywheel of innovation — due to our heavy investment in R&D, fundamental research and our full-stack on-device AI optimization across AI applications, models, hardware and software — keeps us at the forefront of on-device AI solutions.

We are also enabling developers by focusing on ease of development and deployment across the billions of devices worldwide powered by Qualcomm and Snapdragon platforms. Using the Qualcomm® AI Stack, developers can create, optimize and deploy their AI applications on our hardware, writing once and deploying across different products and industry segments using our chipset solutions. With our technology leadership, global scale and ecosystem enablement, we are making on-device AI a reality.

Our on-device AI solutions are designed to enable enhanced privacy and security, which is essential to a robust and trustworthy AI ecosystem.

[10] Threads Shoots Past One Million User Mark at Lightning Speeds, Statista, 07/07/2023
[11] Generative AI drives an explosion in compute: The looming need for sustainable AI, siliconANGLE, 02/05/2023

Reshaping the Automotive Industry

The digital transformation of the automotive industry, coupled with electrification, is bringing new levels of computing, intelligence and cloud connectivity to the vehicle. This is driving new user experiences and will help improve safety with driver assistance features and connectivity, as more vehicles gain the ability to evolve with over-the-air updates and become central hubs for digital services. Qualcomm is at the center of this transformation.

The Snapdragon® Digital Chassis™ is our comprehensive set of cloud-connected automotive platforms for telematics and connectivity, computing and driver assistance features, including automated driving. It allows automakers to deliver connected and intelligent driving experiences that will help improve vehicle safety and which are customizable and immersive with new technology features and digital services available on demand.

This year, we introduced a new concept vehicle showcasing how the Snapdragon Digital Chassis solutions integrate technologies from a diverse ecosystem of companies to deliver driving experiences that are highly personalized and intuitive, including enhanced safety, driver assistance and immersive infotainment. The Snapdragon Cockpit Platform, which is part of the comprehensive Snapdragon Digital Chassis portfolio, is an example. With support for general-purpose operating systems, it can integrate data from occupants and external surroundings to create immersive experiences designed to help enhance safety and convenience. As more vehicles connect to each other and everything around them, consumers can benefit from advanced driving experience applications and the ability to make more informed travel decisions.

Today's cameras, sensors and driver assistance features are making modern vehicles smarter than ever before. Yet, according to the World Health Organization (WHO), nearly 1.3 million people are killed and another 50 million are injured in vehicle crashes around the globe every year.[12] We believe that deploying cellular-vehicle-to-everything technology (C-V2X) will be help the transportation industry reduce the risk of motor vehicle crashes and the resulting injuries and deaths.

A wireless technology that allows vehicles to communicate directly with each other (V2V), with roadside infrastructure (V2I) and potentially with pedestrians (V2P), C-V2X supports direct information sharing designed to enhance safety for road users. According to the National Highway Traffic Safety Administration (NHTSA), safety applications supported by V2V and V2I have the potential to eliminate or mitigate the severity of up to 80 percent of non-driver impaired multi-vehicle crashes.[13]

"The Snapdragon Digital Chassis...allows automakers to deliver connected and intelligent driving experiences that will help improve vehicle safety..."

[12] United Nations to act for global road safety, World Health Organization, 06/22/2022
[13] U.S. DOT Advances Deployment Of Connected Vehicle Technology To Prevent Hundreds Of Thousands Of Crashes, U.S. Department of Transportation, 12/13/2016

C-V2X may play a critical role in safety because it allows the vehicle to “see” more than a human driver can see. Far more robust than today’s sensors that help keep vehicles safe in their immediate surroundings, this technology connects vehicles, roadside infrastructure and pedestrians outside of each other’s line-of-sight and facilitates the sharing of safety and traffic information. And with complementary 5G and cloud connectivity, C-V2X also can extend safety alerts to nearby vehicles and infrastructure. This will help support new services that could help further decrease road incidents and improve trip planning, drive mode choices and traffic efficiency. It supports new safety use cases targeting vulnerable road users, such as pedestrians and cyclists. By using network-to-device communications, the location of smartphones can be used to generate timely, informational safety warnings for road users.

In 2023, we announced the extension of the features and benefits of the Snapdragon Digital Chassis beyond cars, trucks and SUVs to a wide range of two-wheelers and new vehicle classes. These new platforms leverage the latest technologies from the Snapdragon Cockpit and Automotive Connectivity Platforms and Cloud-Connected Digital Services. For example, Lyft’s next-generation scooter is built with computer vision technology, powered by Qualcomm technologies, to help with sidewalk riding and parking while also aiding in detecting obstacles.

Connected driving solutions also provide an opportunity to help reduce environmental impacts generated by traditional modes of travel. A recent study from the University of Kaiserslautern-Landau (RTPU) found that connected mobility solutions can have a significant impact in reducing GHG emissions and enhancing sustainability. Through trip optimization, dynamic routing based on real-time traffic data and other applications that help minimize congestion, prolonged idle time or extended travel durations, connected driving solutions may have a reduced burden on the environment compared to conventional vehicles. The study’s findings illustrate that introducing just 20 percent of connected vehicles on European city roads can reduce GHG emissions by up to 18 percent. Some countries, for example, Germany, even show potential emissions savings of up to 24 percent.[14]

This study underscores the transformative power of connected vehicles and the role they can play in making progress towards a more sustainable future. Particularly in Europe, the study highlights how these types of technologies might aid in making significant progress towards achieving the goals set by the EU’s Green Deal. They have the potential to reshape the transportation landscape, revolutionize the automotive industry and foster a more harmonious relationship between mobility and the planet.

[14] Accelerating Safe and Sustainable Transportation: Smart Cars Communicating with Smart Roads, University of Kaiserslautern (TUK) and German Centre for Artificial Intelligence (DFKI), 03/28/2023

Equitable Access

Bringing advanced wireless technologies to people and communities who need it most.

Expanding Connectivity

Wireless Reach accelerates human progress and social good through the adoption of wireless technology. Our programs are transforming lives and strengthening communities. Our goal is to develop innovative and thoughtful solutions that enable individuals to reach their full potential and enhance the quality of life in the communities that we serve.

Through Wireless Reach, we provide funding to support programs that use Qualcomm-enabled technologies to improve people's lives. Eligible programs must address a widespread community need in a strategic area, be aligned with government information and communication technology goals in education, healthcare, environmental and/or other relevant policy objectives, collaborate with strategic stakeholders and have measurable outcomes with a viable plan to reach scalability and program sustainability.

We have, for example, integrated VR headsets and teacher training in several of our education programs in Brazil, China, Italy, Spain, Philippines, Portugal and Taiwan. Through the use of VR headsets, students have access to interactive and immersive learning content on a variety of educational topics to aid in the digital transformation of the classroom. We are also supporting small-scale agricultural farms in India and China, sustainable ocean management and fishing in Malaysia and a public safety using C-V2X technology in the U.S.

Through Wireless Reach, we enriched the lives of over 27 million people by continuing to bring technologies to underserved communities around the world, exceeding our 2025 goal.

Here are some highlights of our healthcare programs from 2023:

Increasing Digital Health Literacy

Through the Tech2Home Care Unit program in the U.S., health professionals from George Washington University Medical Faculty Associates coach elderly patients with hypertension to improve digital literacy and the use of health tools. The program incorporates a 5G smartphone, telehealth platform and a Bluetooth-enabled device for remote blood pressure monitoring.

Access to high-speed internet is a social determinant of health,[15] and disparities across neighborhoods in Washington, D.C. significantly impact health outcomes. This program demonstrates the advantages of emerging 5G capabilities, such as improved data capabilities, speeds, latency, reliability and increased capacity in areas typically impacted by poor connectivity.

Phase I of the program highlighted the critical role of digital health literacy in underserved communities and introduced health coaching to bridge the digital divide. The care team researched the feasibility of utilizing a 5G smartphone as a home health hub for hypertensive patients living in multi-generational households. The phone served as a hotspot, enabling the connection of Bluetooth-enabled health devices and facilitating secure telehealth interactions. Phase II will enhance both capacity and digital health coaching content among a broader group of clinical and non-clinical professionals. Phase II will also explore the potential of AR headsets for conducting personalized, virtual training sessions via 5G connectivity.

Vaccinating Rural Communities

Immunization continues to make a positive difference in both developed and developing economies, as demonstrated by the recent COVID-19 pandemic. While life-saving vaccines are available, challenges continue with delivery in hard-to-reach areas.

Vaccines are temperature-sensitive biological products, which may lose potency when not maintained properly. Last-mile immunization cold chain in remote, low-income settings mainly relies on ice-based cool boxes, which may not be reliable. The Emvólio refrigerator, a solution developed by Blackfrog Technologies, provides a reliable and efficient means to preserve effectiveness, extend reach, enhance emergency response capabilities and improve management — leading to better outcomes even in the remotest regions. In 2019, Blackfrog was the winner of the Qualcomm Design in India Challenge.

[15] Broadband Internet Access Is a Social Determinant of Health!, American Public Health Association, 07/08/2020

Emvólio is a portable, battery-powered, internet-connected refrigerator for the last-mile transport of vaccines and other biologicals. It can maintain any preset temperature for more than 12 hours, even in extreme temperature and humidity conditions. The 1.8-liter capacity enables it to carry 30-50 vials — enough for a standard day-long immunization campaign into a rural community.

Health care professionals can continuously monitor the refrigerator units by tracking location, temperature and battery conditions.

The Emvólio refrigerators have been deployed across India and are now certified by the WHO. Nearly 1,000 refrigerators have been used to vaccinate more than 156,000 people for both routine vaccinations and COVID-19 vaccination.

Facilitating HIV Education

Great strides have been made in the fight against HIV and AIDS globally. This is especially true in South Africa, which has the world's largest HIV treatment program. However, due to social and structural barriers, children and adolescents are still undertreated.

Developed by Zoë-Life Innovative Solutions and [partially] funded through a grant provided by Qualcomm, the KidzAlive Mobilised Project leverages the Talk Tool App to provide healthcare workers with support to interact with children and their caregivers. Healthcare workers use the mobile app to engage children in the animated journey of a frog named Sibusiso as he goes for HIV testing, learns his positive status and comes to understand the importance of adhering to his treatment.

The KidzAlive digital model has trained more than 400 healthcare workers to empower children and adolescents living with or at risk for HIV and their primary caregivers to overcome barriers that prevent children from receiving testing and treatment. Nearly 30,000 children and adolescents have participated in one-on-one counselling or in a support group since the program launched in 2018.

The program also features the KidzAlive@Home App, which works with children who are newly diagnosed with HIV and started on a treatment plan or already undergoing treatment. This app features reminders for the child to take their antiretroviral drugs and track their mood and physical well-being. Caregivers can set clinic appointment reminders and access a daily summary of the child's medication intake and mood. A third platform offered by the program, KidzAlive Caregiver Connect, leverages WhatsApp and Chatbot integration to support parents and caregivers by offering 24/7 access to HIV management information in multiple languages, enabling caregivers to educate and engage with their children effectively.

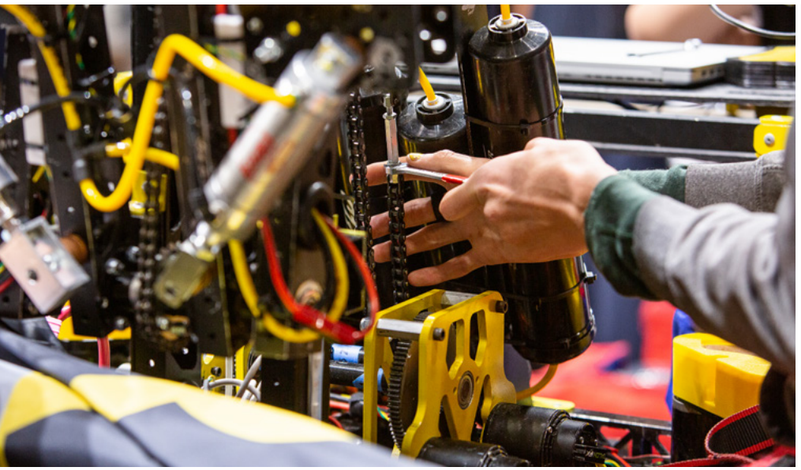
STEM Education

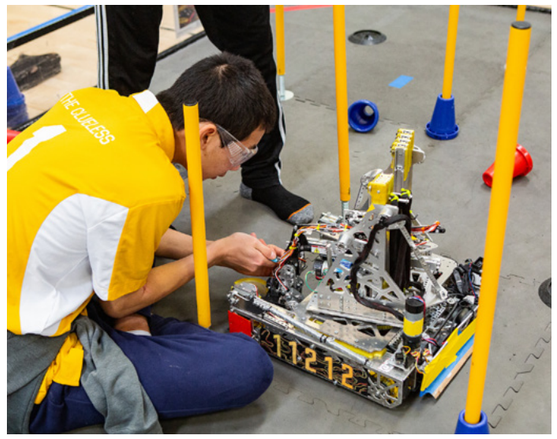
STEM drives the breakthrough technologies and inventions we bring to life. As technology leaders and a company of inventors, we are committed to developing a highly skilled and inclusive workforce that stands ready to create innovative solutions that address the most pressing challenges of our time.

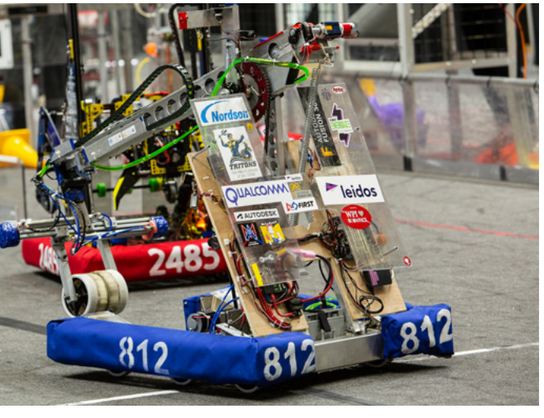
A diverse pipeline of STEM professionals is vital for our continued technological leadership. As we look at some of the current workforce challenges in the U.S. and beyond, we support initiatives that:

- Help to bridge the STEM skills gap among students globally.
- Build STEM capacity among teachers and educators.
- Engage women and underrepresented minorities (URM) in STEM fields.
- Leverage our employees as STEM ambassadors in our communities.

In 2022, we exceeded our goal to engage 1.5 million students and teachers across the globe by 2025, and we continued our engagement in 2023. We saw strong growth across several initiatives, including our Thinkabit Lab sites and our collaborations with Million Girls Moonshot and FIRST. Our STEM programs have reached more than 4.7 million students and more than 240,000 educators since 2020. This past







year alone, we reached more than 2.3 million students and teachers. Our workforce also gets involved, and this past year hundreds of Qualcomm employees volunteered a total of 11,080 hours throughout our global communities on STEM Education initiatives.

FIRST

Our long-standing collaboration with *FIRST* is one way that we are increasing access to STEM education and developing our future workforce. *FIRST* is the world's leading youth-serving, nonprofit organization advancing STEM education and engages students in grades PreK-12 in hands-on, mentor-based robotics programs. Since 2006, we have been supporting thousands of teams globally helping all students see that they have a place in STEM while helping them develop confidence and self-esteem.

This year, our support went beyond building robots to include:

- Presenting Sponsor of the 2022-2023 season "Energize" theme, which challenged teams to reimagine the future of sustainable energy, power their ideas forward and realize a brighter future.
- Supporter of the More Than campaign, which aims to dismantle labels for young people and promote self-esteem through STEM. The campaign included a video series that highlighted the need to see young people as "more than" how they are perceived.

Million Girls Moonshot

The Million Girls Moonshot (The Moonshot) engages and inspires millions of girls in STEM. To date the program has reached 2.75 million kids, including 1.4 million girls.

The Moonshot is the premier initiative of STEM Next, an organization making out-of-school STEM opportunities a reality for millions of young people to help them thrive. STEM Next's goal is to inspire 20 million young people by 2027 through its collective initiatives.

With The Moonshot, we're changing the narrative on who can become an inventor. In order to help students see themselves as a valuable part of the innovation ecosystem, we:

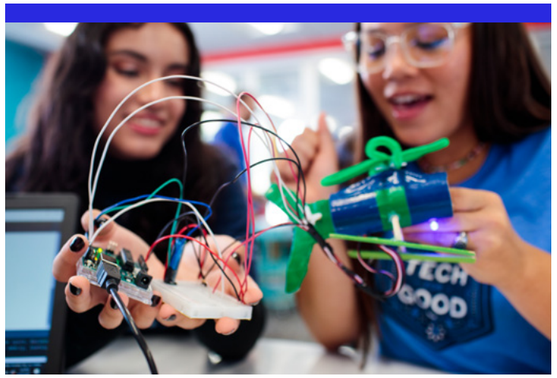
- Developed a series of videos reimagining who can become an inventor. Three Qualcomm supported female inventors — an experienced engineer, a young entrepreneur and a student inventor — were all featured as part of the If/Then Collective video series in which they shared their life inspirations, career triumphs and passion.
- Collaborated on a segment for the CBS show Mission Unstoppable hosted by Miranda Cosgrove. The segment featured Qualcomm Technologies engineer Yun Lin and Moonshot Flight Crew student Mackenzie Hill as they explored invention, patents, coding and mentor-ship.

Thinkabit Lab

Thinkabit Lab is our home-grown STEM engagement program that introduces students to the invention process through hands-on engineering activities. Thinkabit Lab works with students from diverse backgrounds to wire circuits like an electrical engineer, code like a computer scientist and build and design IoT-themed inventions that address a real-world problem. Students are also led through a series of career exploration activities that provide insights into the types of jobs found at technology companies like Qualcomm.

Thinkabit Lab 2023 program highlights:

- Experienced a 29 percent increase in student participation from 2022.
- Added a new lab at the Global Learning Charter Public School in New Bedford, Massachusetts. The lab is housed in the new Joan and Irwin Jacobs Center for STEAM Education. All eighth graders will participate in the Thinkabit Lab program, while all sixth and seventh graders learn coding, engineering and design skills that will prepare them for the program.
- Vista Innovation and Design Academy (VIDA), a Thinkabit Lab site based in San Diego, was honored with an Innovation in Education award by the Classroom of the Future Foundation. The award honors programs that motivate students to learn and increase student achievement. VIDA won for their “Design Lab Rotation of Innovation,” which comprises four rotations in sixth to eighth grades, one of which is the Thinkabit Lab program.
- Enhanced our online teacher resources by creating a lesson plan for all activities, along with a suggested lesson flow, answer keys and instructional tips that align with K-12 standards.



Qualcomm® Aqriti™ Program

Our Aqriti program has made big strides in improving access and exposure to quality STEM education at hundreds of schools in India, with a key focus on engaging young girls. In the last fiscal year, Aqriti has impacted more than 59,000 children and more than 570 teachers across 314 schools in Hyderabad, Bangalore, Mumbai and Chennai.

Additional highlights of the Aqriti program include:

- Provided additional afterschool academic sessions for more than 16,000 students to help with learning loss due to the pandemic.
- Awarded scholarships for 415 female students to help pursue careers in STEM.
- Equipped six STEM mobile lab vans with science experiments and materials for bimonthly lessons to teach science concepts.

Acting Responsibly

Workforce

Business Integrity

Ethical Governance

Acting Responsibly

We are committed to operating ethically, holding ourselves and those with whom we do business to high standards of integrity. All of our employees must follow The Qualcomm Way: Our Code of Business Conduct (CoBC), creating a culture where employees take pride in ethical behavior.

We believe that varied backgrounds, experiences, perspectives and ideas enhance our ability to innovate and execute on our goals. We provide opportunities for our employees to grow and develop in their careers, supported by strong compensation, benefits, health and wellness offerings and programs that build connections between our employees and their communities.

We support public policies that encourage innovation, foster the proliferation of mobile technology and enable business-friendly environments.

We endeavor to manage data and privacy responsibly, striving to uphold the trust of our customers and employees. We place a high priority on cybersecurity, not only in endeavoring to protect our employees, customers and business collaborators but also our IP, operations and products. We evaluate our cyber-risk profile through assessment of the cyber-threat landscape and the operation of our cyber vulnerability management program. We are guided by the principle that for technology to fulfill its promise, it must work to support robust, extensible security while not compromising user experience.

We work for our products to be distinguished not only by their capabilities but also by the responsible way in which we design and produce them. Assessing and monitoring our primary semiconductor manufacturing suppliers for compliance with our Supplier Code of Conduct allows us to minimize potential harms and develop a more resilient supply chain.

2025 Goal

Ensure 100%

of our primary semiconductor manufacturing suppliers are audited every two years for conformance to the Supplier Code of Conduct, from a 2020 base year.

Workforce

Empowering and inspiring our people.

DEI

Our Company's success is rooted in the hard work and dedication of our workforce. We're a diverse group of employees from varied backgrounds, experiences, perspectives and ideas. We strive to be a workplace that reflects the world in which we do business. We use resources and solutions that integrate DEI into our global business and culture so that everyone can be their best selves at work. Our diversity increases our global awareness, helps us create an authentic sense of belonging and accelerates our ability to innovate.

Our DEI efforts have grown from initial grassroots employee-led initiatives to a consolidated program with a global policy that has Board oversight. Operationally, it is led through leadership councils, an ecosystem of allies and a team of dedicated staff. Our DEI Policy highlights our commitment to a work environment that is inclusive, respectful and free of harassment, discrimination and retaliation. The policy also emphasizes our efforts to cultivate innovators who have varying backgrounds, ideas and points of view.

We have continued our effort to promote greater diversity, equity and inclusion throughout the Company through education, training and mentorship while continuing to engage with leaders, managers and our nine employee networks. In 2023, we launched a DEI Advisory Council to provide leadership, visibility and support for our DEI strategy and initiatives. This group serves as thought partners to evolve and further embed DEI into Qualcomm's people and business operations. The council is composed of a cross-functional group of leaders who serve for a tenure of two years. Our commitment to DEI includes promoting employee development, working to educate employees on how to enhance inclusion and building and sustaining collaborations with external organizations to provide resources and best practices to support our employees.

"We strive to be a workplace that reflects the world in which we do business."

Employee networks as key DEI allies

To continue to build a strong internal ecosystem, this past year we have put significant focus on employee networks as key allies within our DEI ecosystem. Employee networks are open and voluntary employee-led groups that aim to provide a community of support and sense of belonging for employees and help foster an inclusive workplace. We currently have nine global employee networks with 38 chapters touching a third of our workforce worldwide.

Whether it be our group of employees who work to foster safe, inclusive, supportive and open work environments for all employees, regardless of sexual orientation, gender identity or gender expression, or our employee network dedicated to creating a workplace where people with disabilities thrive, all of our employee networks are critical in bringing the Company's DEI commitment to life. In 2023, we improved governance standards and grew chapters globally. This effort included building out resources and providing the groups with clear responsibilities and expectations through employee network charters.

Employee networks support the organization of events and celebrations during key commemorative months and the Company's commitment to diversity. Qualcomm Black Inclusion Group, for example, organized a month-long celebration to commemorate Black History Month which, in 2023, focused on the theme of resilience. This employee group works to build an environment that drives employee development, professional networking and community outreach among the African American and Black community. Throughout the month, the group organized different speakers and events to educate and raise awareness around the power of diversity — whether in innovation and entrepreneurship, invention or patents. It spotlighted Black inventors within our Company and Black-owned businesses across our different communities, hosted authors for talks and recommended organizations for collaboration.

Black History month QBIG social

Another important piece of the DEI ecosystem within our Company is the Women's Leadership Council, made up of women in leadership positions across the Company and who work to enhance the experiences of senior women at Qualcomm. With the vision to support and lead impactful strategies that promote the engagement and advancement of women leaders at our Company, the council was revitalized in 2023. This group's priorities for 2023 and beyond include developing a pipeline for our Company through focused developmental efforts for leadership talent, enlisting and enabling senior leaders to support women's engagement and advancement and providing meaningful internal and external networking opportunities to build community.

DEI is also a key part of our internal processes, including the annual employee review process. We train our managers on job-related performance assessment and bias avoidance, broadly gather feedback from managers and co-workers for annual performance evaluations, calibrate ratings across managers and provide performance feedback to our employees. Our open-door policy encourages employees to ask questions or voice any concerns they may have regarding their performance assessment or their compensation. In line with our transparency and open philosophy, we also organize interactive panel discussions around the annual review process to offer recommendations on how employees can advocate for themselves and to provide insights into how fairness and equity are achieved throughout the process. Employees are encouraged to join these discussions and actively participate with questions and comments.

Diverse teams bring together individuals with different backgrounds, experiences, and worldviews. This diversity fuels innovation that enables Qualcomm to engineer human progress. Qualcomm's commitment to promoting a diverse, equitable, and inclusive work environment remains steadfast. We are proud of our culture and work hard to promote equity in our people practices. Where the data is collected, we will continue to track the representation of women, underrepresented minorities, persons with disabilities, and covered veterans.

Our global efforts continue to earn us prestigious external recognitions. We are regularly named on many "best places to work" lists. Some examples of such awards in 2023 include Forbes Best Employers for Diversity, Top 50 Employers for Women and Minority Engineers by Readers' Choice and Avtar & Seramount 100 Best Companies for Women in India.

DEI Training Initiatives

Every employee at our Company is responsible for supporting an inclusive, respectful and harassment-free, discrimination-free and retaliation-free work environment. We have several initiatives and trainings to uphold these values. For example, we offer training for new hires on DEI as part of the employee onboarding process and provide Company-wide access to a library of online and in-person trainings on interpersonal topics, such as soliciting feedback, articulating your value, reducing team burnout, becoming an ally at work, building a diverse professional network and more.

To highlight our conviction that our varied backgrounds, experiences and ideas are pivotal to innovating with purpose in 2023, we launched a DEI Learning Series. Available for all employees, the learning series is titled "Fostering an Inclusive Culture — What You Can Do!" and includes resources and virtual learning designed to enable everyone across our workforce to be equipped with the essential tools to build an inclusive mindset, recognize and challenge their own biases, be an ally and create a strong sense of belonging for colleagues around the world.

The inclusive leadership learning path for managers focuses on supporting their understanding of the important role they play in fostering an inclusive work culture and sustaining an environment where all employees feel empowered to reach their potential. The learning path includes resources and virtual learning to enhance our leaders' knowledge of concepts, such as belonging and psychological safety, allyship, inclusive communication and interrupting bias, while supporting them with the tools to continue to build high-performing diverse and inclusive teams.

We also focus on empowering managers by providing training on topics such as unconscious bias and creating inclusive teams to help positively influence decision-making and people management. These concepts, which are woven into the foundation of our processes — including those related to promotion and annual reviews — support inclusive and equitable treatment amongst employees at all levels. We offer dynamic development programs tailored to employees' job level and aspirations. This year, in India and APAC we offered training around unconscious bias to more than 250 managers. The goal was to create awareness, increase the number of allies within the Company and promote a more inclusive work environment. Participating managers appreciated the meaningful dialogues around existing beliefs and stereotypes especially within diverse communities and learning about the role they can play to be bias disrupters.

We are committed to our DEI efforts across our communities worldwide. And as a testimony to this continuous journey, we proudly sponsored the Taiwan Pride Parade in Taipei last year; the Taiwan Pride Parade is the largest Pride event in the APAC region.

– ST Liew, VP & President, QC Taiwan and Southeast Asia (SEA)

Collaborations with External Organizations

Our work with organizations that champion DEI is vital to our success in providing additional resources, support and capacity-building to our employees. Highlights in 2023 included the following:

- We advanced our support of DEI efforts across our communities worldwide. This year, we proudly sponsored the Taiwan Pride Parade in Taipei. We also, for the first time, participated in the Munich Pride Parade. This is in addition to our long-standing support of San Diego Pride, where we had a custom-designed float and more than 300 participants, including employees, family and friends. This type of involvement is an extension of our Company's decades-long support for the lesbian, gay, bisexual, transgender, questioning/queer and others (LGBTQ+) community across the globe.
- We continued to be an Inclusion Works Partner with Disability:IN, the leading nonprofit resource for business disability inclusion worldwide. Our CEO signed Disability:IN's CEO Letter on Disability Inclusion, demonstrating our commitment to taking action to build inclusive, accessible and equitable workplaces. In 2023, we were proud to celebrate a score of 100 (out of 100) on Disability:IN's annual Disability Equality Index survey. This recognition — achieved for nine consecutive years — highlights our commitment to diversity and recognizes our Company as a "Best Places to Work for Disability Inclusion." We have also established an engagement with Enna, a specialist neurodiversity recruitment consultancy, as part of our targeted efforts to hire from this talent pool.
- We repeated our sponsorship of and attendance at three key conferences — the Grace Hopper Celebration, the Society of Hispanic Professional Engineers' National Convention and the National Society of Black Engineers' Annual Convention — where we recruited diverse talent and provided development opportunities to support the career growth of current employees. Further, we sponsored two conferences in Europe: Women of Silicon Roundabout, which is the United Kingdom's (U.K.) largest tech conference for women, and European Women in Tech. Together, these two conferences support a community of more than 4,500 women, underrepresented technologists and allies.
- We initiated a collaboration with Women in AI (WAI), the first global community for women in the field of AI. It currently has more than 8,000 members in more than 140 countries. To support their mission of closing the gender gap in AI, we collaborated with WAI in the framework of their global learning platform in the Metaverse where one of Qualcomm's leading female engineers spoke about all things on-device AI, large language models, responsible AI and more. We also supported the WAI Awards which honors excellence in women in AI.
- We continued our collaboration with Athena, a premier women's advocacy organization that fast-tracks women in STEM through leadership development. Our sponsorship supports their efforts to empower one million women in STEM by 2030. We also provided support for their unique leadership programs, designed to foster career advancement and personal development, in which our employees participated as well.
- We successfully underwent reaccreditation in the U.K. to continue in our third year as an endorsed employer by WORK180. This organization helps employers to do better and empower women to expect better. They only endorse employers who they believe are committed to making real progress and helping women thrive.
- We participated in the U.S. Secretary of Navy's Tours with Industry Fellowship Program, which offers the service member a chance to learn from and with leading industry partners to improve leadership, management and communication skills. The program provides valuable perspective to the civilian business world about the Navy.

Employee Engagement and Development

We strive to provide our employees with a healthy and safe work environment. We offer professional development opportunities and cultivate a culture that celebrates continued growth and creativity. In doing so, we believe that we foster an environment in which innovative problem solving and ideas propel today's most important technological advancements.

Compensation and Benefits

Our Company's success would not be possible without our dedicated employees and our compensation and benefits programs are an important part of how we recognize and reward them for their contributions. These programs are designed to attract and retain talent and to deliver on our commitment to equitable pay. Worldwide, we pay female employees 100 cents on the dollar in the aggregate when compared to male employees, taking into account rewards group, time in level, geographic area and job family.[16] While we do not track race/ethnicity outside the U.S., in the U.S., we pay our non-white employees 100 cents on the dollar in the aggregate when compared to our white employees, taking the same factors into consideration.

Our compensation program includes the following three core elements:

- Base pay provides non-variable pay based on role and individual performance.
- Bonus provides an additional cash compensation opportunity based on Company performance and individual contributions.
- Stock-based awards allow for participation in the long-term success of the Company. Grants are awarded to new hires and broadly to employees in many roles each year, based on future potential, amongst other factors.

Employee Growth and Development

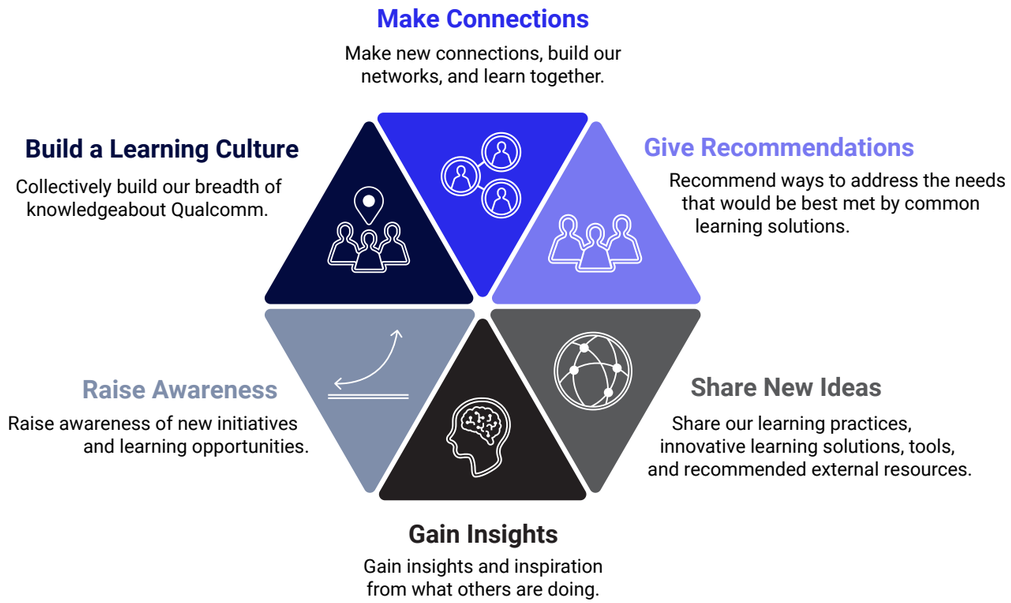
We offer learning opportunities to enrich the employee experience. We care about our people and support them to learn, grow and succeed through best-in-class learning solutions that also propel the business forward. Our ultimate goal is to cultivate a culture to build future-ready talent that is continuous, inclusive, scalable and digitally enabled to drive a Qualcomm technology-powered connected world. Each year, in person and online, thousands of our employees expand their knowledge through engineering trainings, leadership and management development courses, professional skills development, mentorship, tuition reimbursement and more.

We take great pride in our engineering culture and make sure our world-leading technical employees have the freedom and flexibility to continuously develop and refine their expertise in various domains. Our Learning Council exists to create alignment between our talent development needs and business critical strategies. Composed of executives from across engineering, HR and business units, the Learning Council creates a shared vision for our Company's competency needs and how to address them. Using the input and recommendations of this group, our engineering learning and development plan is refreshed annually to guarantee close alignment with our Company's short-term and long-term strategic business objectives. In 2023, our engineers attended more than 79,500 training hours on many different topics, such as AI with machine learning, automotive safety standards, software engineering and wireless connectivity.

Our Talent and Engineering Development team validates the top development needs across professional, leadership and technical domains with the Learning Council and HR leaders.

"In 2023, our engineers attended more than 79,500 training hours."

[16] Based on base pay, annual bonus and stock-based awards granted in the Annual Review cycle completed in FY 2023 (covering work performed in FY 2022).



We also take into account inputs from development planning, engineering development requests and feedback from our technology leaders. This multi-channel approach helps ensure that our development offerings are focused on high demand areas.

The Qualcomm Learning Network, illustrated above, is a global collaborative learning community for all employees, whether they have technical engineering roles or not. Focused on what employees can do together, it provides a host of training and learning opportunities while ensuring there are channels for feedback. This network looks to facilitate employees making new connections, building networks with other employees and promoting learning together. The network also provides opportunities for employees to collectively build knowledge about Qualcomm and gain insights and inspiration from what others within the Company are doing. Finally, it includes options to address the needs that would be best met via common learning solutions. It is a collaborative training community that goes beyond mere learning opportunities.

The Qualcomm Learning Network focuses on four specific areas for the Company:

- People management and leadership development: providing training content and learning material around foundational management skills for all people managers and leaders across the Company.
- Onboarding: Supporting new employees in their onboarding process.
- Employee learning experience: Providing a single place to go for all learning with the opportunity to create personalized learning paths and social learning, participate in events and forums and streamline mandatory trainings.
- Engineering development strategies: Facilitating resource sharing across organizations and geographies while raising awareness around emerging needs and addressing potential skills gaps.

We've found that professional development needs voiced by employees show strong alignment with the way managers rate employees on skills and competencies evaluated during the annual review process. Individuals leading teams have expressed great interest in developing their skills around motivating and retaining employees, influencing others, coaching and mentoring.

The learning ecosystem at our Company comprises many resources with separate access points. The Qualcomm Learning Directory, called *Go Learn*, endeavors to bring all these resources together on one site to help learners find classes and on-demand learning more easily. *Go Learn* is a one-stop-shop that makes it easy for employees to find learning opportunities that matter to them and supports the achievement of their professional and career goals. Our Talent and Engineering Development team work to identify existing challenges in finding resources across our multiple platforms. This led to the creation of a user-friendly and intuitive central access point for all learning opportunities across our Company in 2023.

Go Learn is an opportunity to find resources, such as LinkedIn learning classes, books, webinars and live events, to grow technical and professional skills. With its business focus, the directory allows for deepening of business acumen, enhancing knowledge around our business processes, developing new functional expertise and obtaining a greater understanding of marketing and communications.

The Learning Directory includes new learning paths, called QRated learning paths, which are recommended, curated and organized by Qualcomm employees. These are blended learning experiences incorporating a variety of resources intended to provide unique and timely opportunities for employees to build critical professional skills aligned to our Company's competencies. In 2023, there were a number of QRated learning paths offered around topics such as creative thinking, decision-making, mental agility and resilience, critical thinking and problem solving. There are other paths in development focusing on generative AI, accessibility, everyday practices for new people managers and persuading with storytelling and data. To date, more than 2,500 employees have enrolled in the existing QRated learning paths.

Employee Feedback and Engagement

We provide employees with frequent opportunities to share their feedback on what it's like for them to work at our Company. We hold company-wide and business unit "All Hands" meetings on a quarterly basis to give employees opportunities to hear directly from and ask questions of executive leadership.

We regularly conduct full census engagement surveys as well as pulse surveys. These surveys provide employees with the opportunity to give feedback and enable management to assess employee engagement. Based on results, programs are developed to address opportunities for improvement. Leaders also receive a detailed report of the results for their organization within a few weeks after a survey closes to help them understand their organization's strengths and opportunity areas.

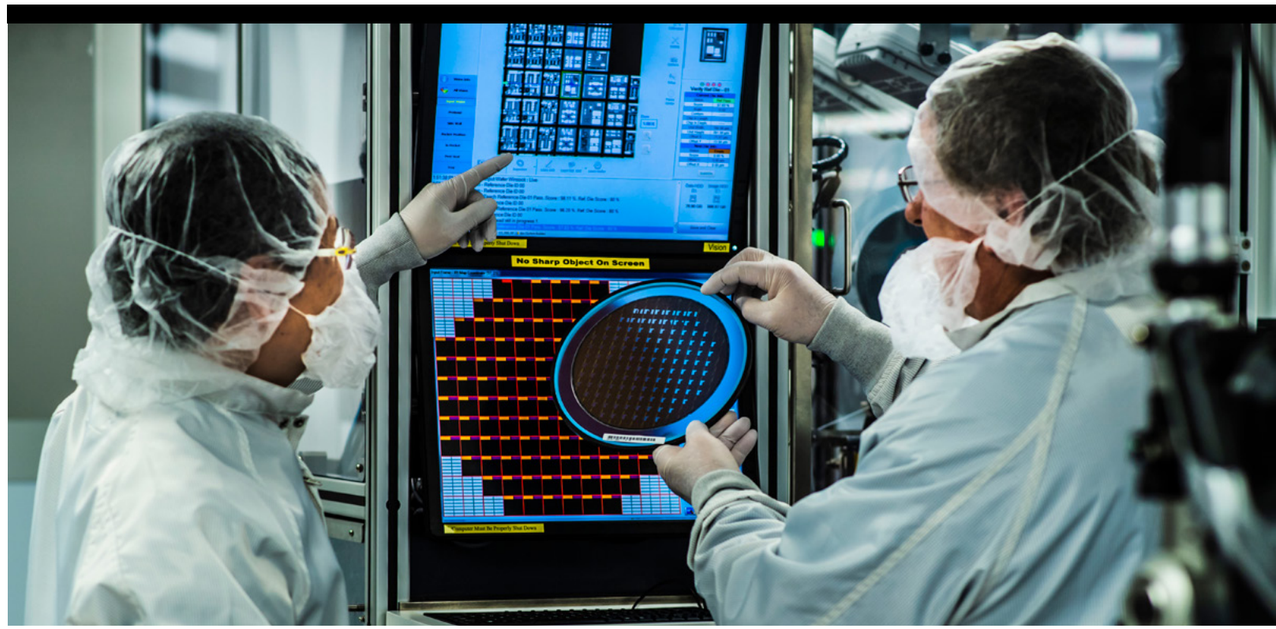
"We regularly conduct full census engagement surveys as well as pulse surveys."

Health and Safety

Success in our workplace health and safety programs is critical for our employees, contractors and those with whom we do business. For our employees and contractors, providing a safe and healthy workplace is vital to attracting and retaining top talent for the growth of our Company. For our external stakeholders, we understand our obligations to maintain compliance with applicable legal and other requirements. We do this by incorporating industry best practices to meet expected health and safety criteria and to minimize adverse health and safety impacts in our operations and activities. Our Environment, Health and Safety (EHS) Code of Practice is the framework of our EHS management system and builds on the foundation of our CoBC and our EHS Policy.

Our EHS Code of Practice comprises a series of globally applicable business practices and assurance processes associated with our operations and activities. It provides the framework for consistent methods of managing occupational health and safety, protecting the environment, supporting community health and safety and compliance with internal and external requirements and driving continuous improvements.

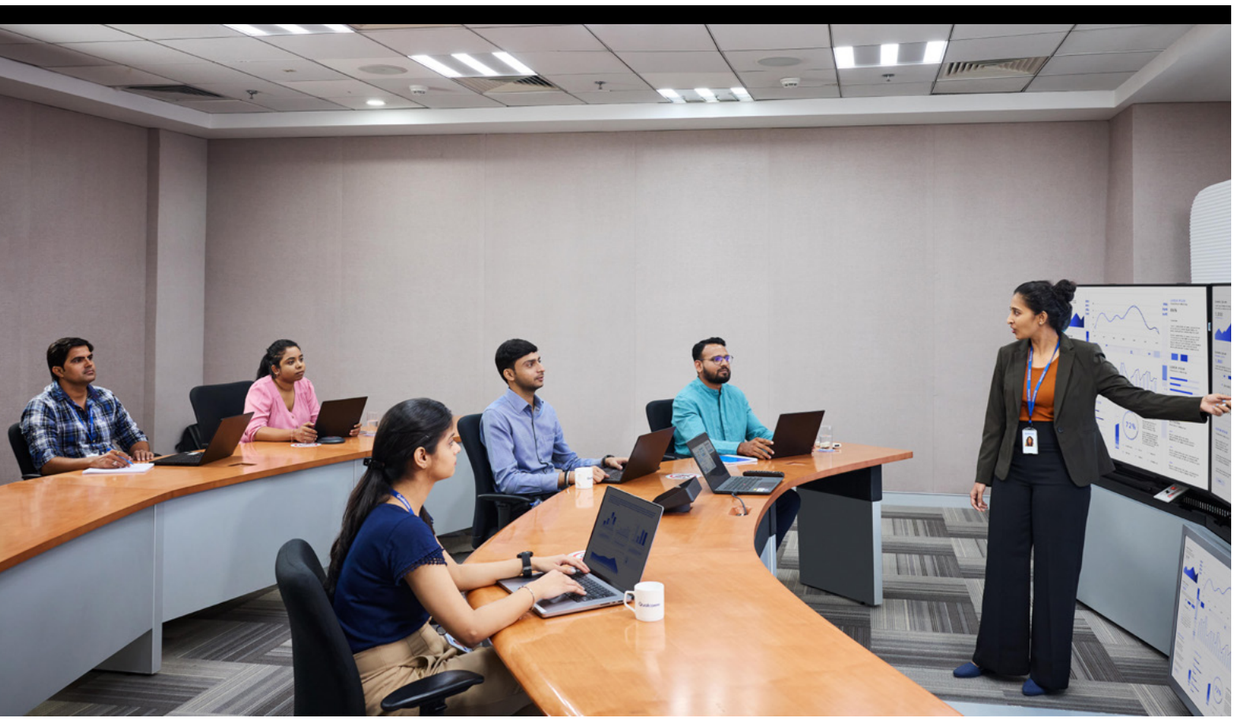
The EHS management system is structured using the International Organization for Standardization (ISO) 14001 and ISO 45001 frameworks. Our three manufacturing facilities are formally certified by the internationally recognized ISO 45001 standard on occupational health and safety management and ISO 14001 standard for environmental management. Compliance with these international standards is regularly audited and verified by external auditors annually.



Using our EHS Code of Practice and continuous improvement principles, we look for ways to learn from our experiences as well as industry best practices, and we share those lessons among our stakeholders to improve safety performance and safety practices.

One way we do this is through our incident management reporting system, a centralized global tool that is accessible to all employees. We strongly encourage employees to report incidents and near-misses, no matter how minor they may seem.

In 2023, the Singapore Workplace Safety and Health (WSH) Council recognized our manufacturing facility in Singapore with the Workplace Safety and Health Performance Silver Award for implementation of our Incident e-Reporting Tool, which uses QR codes. Since the program's inception in 2020, employees have submitted nearly 500 reports to the site, which has helped to identify and reduce the recurrence of safety incidents.



Each year, we evaluate and establish targets for reducing workplace injuries. We also track key metrics to evaluate performance based on the nature of the injury. This year, our targets for the Lost Time Incident Rate (LTIR) and Total Recordable Incident Rate (TRIR) remained the same at <0.50 and <0.60, respectively. We target zero fatalities. We publish our performance on these indicators annually in the ESG Performance Summary.

As part of our annual compliance assurance process, we require health and safety self-assessments of our laboratory sites using an internal scorecard. Engineering lab management and local EHS engineers conduct periodic spot checks and inspections to assess compliance within the lab environment. In addition, we require regular internal EHS gap assessments to assess the effective implementation of our programs and training as well as periodic external third party audits to verify compliance with country-specific regulatory requirements.

We have several governance channels that reinforce the importance of safety for our workforce. These channels include:

- Monthly regional safety and compliance reviews of relevant topics, with targeted calls to action to prevent incidents or negative trends.
- Periodic management reviews of our certified EHS management systems to manufacturing facility senior leadership. These reviews reflect current safety performance trends, review lessons learned from recent incidents, perform compliance evaluation and celebrate improvements.
- Workplace health and safety committees implement local safety management, safety culture programs and performance initiatives. Committee membership consists of site leader(s) and employee representatives from various areas and levels of the organization, covering administration, operations and engineering.

Business Integrity

A strong commitment to always operate ethically.

Integrity is one of our core values. As such, we strive to conduct business responsibly and expect the same from those with whom we do business.

As we continue to expand our technologies into more types of devices and applications, such as automotive and IoT, the Company's support structures have correspondingly grown. This includes the compliance function who coordinate compliance and risk-mitigation strategies that span various disciplines and is supported by a dedicated cross-functional team of legal, technical, information security and other specialists, including the Chief Risk and Compliance Officer, within the office of the General Counsel.

Privacy and Data Protection

We endeavor to follow privacy and data protection practices that support our employees, customers and other stakeholders and uphold the trust placed in us. Our Qualcomm Privacy Policy provides information about how we collect, use, process and transfer personal data.

We maintain a privacy and data protection awareness and training program. The awareness and training sessions cover relevant internal policies and procedures as well as topics such as lawful basis for processing data, transparency, privacy-by-design, data-subject rights, data management, information security and data transfers. We provide new employees with privacy and data-protection awareness training as part of the new employee onboarding experience, as well as targeted role-based training for new and existing employees. We also host various privacy and data protection awareness and training programs and resources for our employees through our internal "Data Legal — Privacy" webpage. This includes a recognition program in which employees who have demonstrated responsible privacy and data protection practices can be nominated to receive "privacy badges" displayed in their profiles in the internal directory. In 2023, more than 9,200 employees participated in at least one of our awareness or training sessions.

Our Data Legal Team routinely meets with two internal cross-functional groups to educate stakeholders on relevant current events, case studies and changes in privacy and data-protection law and to coordinate the Company's compliance program and training activities:

- Our Data Legal Stakeholder Meetings are focused on customer and consumer privacy and data-protection issues. Attendees include stakeholders from departments such as Engineering, Product Management, IT, Marketing, Government Affairs, Public Relations, Product Security and Legal, among others.
- Our Internal Privacy Committee Meetings are focused on employee privacy and data protection. Attendees include representatives from HR, IT, Payroll, Physical Security, Stock Administration and Legal, among others.

We strive to work with business partners and suppliers who prioritize data protection and privacy within their businesses. In 2023, the Company continued to perform cybersecurity and privacy assessments for select vendors and key suppliers to help provide reasonable assurance they meet our security standards, which are informed by international cybersecurity frameworks with deliberate customizations to address Qualcomm's environment, among other inputs. These assessments evaluated, among other items, whether vendors and key suppliers maintain appropriate security controls in line with the type of information being processed and commensurate with the risk.

We see value in ongoing external engagement regarding new and emerging privacy issues. Our Company is a member or sponsor of

many organizations that work to help advance responsible privacy and data protection practices. These include the International Association of Privacy Professionals and Cyber Information Sharing and Analysis Centers. We also engage with subgroups of industry associations focused on privacy and security issues, such as the U.S. Chamber of Commerce, Information Technology Industry Council, Digital Europe and 5GAA.

Our participation and, in some cases, leadership in these groups allows us to listen and advocate for privacy- and data-protection standards applicable to our business and the semiconductor industry. For example, the Company sits on the NIST ISPAB to advise the U.S. government on security and privacy topics.

Cybersecurity

We place a high priority on cybersecurity, not only in endeavoring to protect our employees, customers and business partners, but also our intellectual property, operations and products.

We maintain a cybersecurity program informed by international frameworks with deliberate customizations to address the Company's environment and business unit security requirements (the Cybersecurity Program). Further, the Company has been working to gain cybersecurity-related certifications for relevant portions of our business. During 2023, the Company achieved Trusted Information Security Assessment Exchange certification and ISO 27001:2013 certification, as required to diversify into new industries and service offerings. These certifications provide third party assessment of controls within the Company's Information Security Management System (ISMS) related to, among other items, protection of the confidentiality, availability and integrity of the information within its possession.

Our ISMS Policy specifies that we will take reasonable and technically feasible actions to:

- Maintain an ISMS that supports information security policies, standards, and procedures to meet business requirements and address compliance with relevant information security, privacy, and regulatory specifications.
- Identify risks in protecting information and endeavor to address these risks by establishing appropriate and acceptable controls.
- Measure and maintain compliance with the ISMS Policy.
- Solicit and address ISMS Policy user feedback and recommendations to help facilitate continuous improvement.
- Maintain an information security awareness program that helps users understand how to use Qualcomm's information assets properly and securely.
- Endeavor to monitor security risks in a timely manner and respond to security threats in accordance with their respective severity and level of risk.

We have a global team of internal experts dedicated to helping protect the Company from cybersecurity threats. Key elements of our Cybersecurity Program — including defending against key cybersecurity threats and risks — are overseen by our Vice President of Cybersecurity, the legal functions under the office of the General Counsel, including the Chief Risk and Compliance Officer, and the supporting compliance and risk organization, which includes subject matter experts focused on identifying and managing cybersecurity threats and consequences where technically feasible and commensurate with risk. The Cybersecurity Program is also supported by additional members of senior management and the Audit Committee of the Board of Directors through regular reporting and review.

We evaluate our cybersecurity risk profile through assessment of the cybersecurity threat landscape and the operation of our vulnerability-management program. We use the evaluation of our cybersecurity risk profile of known risks to determine our Cybersecurity Program priorities. We work to track and measure these priorities using an associated cybersecurity risk register, which is updated as new relevant risk information becomes available.

As a part of our Cybersecurity Program, we implemented a set of policies, procedures and administrative, physical and technical controls that seek to protect, defend and mitigate effects to the Company from cybersecurity attacks. Our Cybersecurity Program is periodically reviewed for maturity and effectiveness by independent third party firms and is subject to internal audits. We conduct penetration tests to simulate attacks against our network to validate the efficacy of our security controls and response capabilities.

We provide recurring cybersecurity training and guidance for our employees to help them better understand cybersecurity threats, our Company's policies, actions and approach to managing this type of risk and how they can help increase the Company's security posture.

We maintain a cybersecurity incident response process supported by an internal team of cybersecurity specialists and integrated with business, legal and senior management. The internal team also engages with third party cybersecurity experts to assist as needed in the event of a cybersecurity incident. We test our processes through table-top exercises and penetration tests. The results of those activities typically include a discussion of continuous improvement opportunities and action items that may be used to update policies and processes.

Our supplier community is critical to Qualcomm's success, and we believe in engaging with our suppliers to help them protect against cybersecurity threats. We operate a supplier cybersecurity assurance program, which is integrated with our procurement processes and supported by the relevant groups within the legal organization, to assess and attempt to remediate potential cybersecurity risks across our supplier community. We follow a third party risk management process that includes the evaluation of supplier's security controls, posture, maturity as well as the identification and treatment of cybersecurity-related risks. Finally, we partner with our suppliers to help them improve their security posture, providing benefits to them and to the Company.

Our Company did not experience any material cybersecurity incidents in 2023. We annually report the number of such incidents in the ESG Performance Summary of this report.

Product Security

We believe in developing our chipsets to support robust, extensible security as an integral part of the user experience. Our security-platform solutions work to secure data and build defense in depth on devices in both hardware and software.

We work to provide robust security features to our customers. Our Secure Processor capability is certified to the Common Criteria (CC) Evaluation Assurance Level (EAL) 4+. We work to support secured development and deployment of emerging technologies. The evolution toward connected edge not only raises the need for strong security but also provides opportunity for more security differentiations on a device. Our portfolio includes products for processors, modems, platforms, RF systems and connectivity, as well as products based on the end-use application. We offer a range of purpose-built, pre-packaged software, hardware and tools that can help our partners streamline their development processes while working to integrate security by design and secure configuration.

We understand and endeavor to support efforts to deploy a diverse set of secure devices. There is no "one size fits all" solution for security, and we are implementing multiple solutions. For example, our CC EAL 4+ certified Secure Processing Unit provides an execution environment for concise but security sensitive use cases. On the other side, our Trusted Virtual Machine based secure execution environment offers a good balance between security requirements and functional features.

We participate actively in industry-led global standards-development efforts and industry activities for cybersecurity. Our participation in these efforts allows us to advocate for security standards that pertain to our business and industry.

We take security vulnerabilities in our products seriously, and we strive to address any security-related issues in a timely manner, where technically feasible and commensurate with risk. We work to educate our developers on secure software design, implementation and development lifecycle practices and have implemented a range of security controls to detect and address security vulnerabilities across our products. In addition to coordinated disclosure practice with the security community, we operate a responsible disclosure program for invited security researchers. This program is designed to improve the security of the Snapdragon family of processors, 5G modems and related technologies and software.

"We believe in developing our chipsets to support robust, extensible security as an integral part of the user experience."

Supply Chain Management

We work to have a sustainable supply chain management program that emphasizes product quality while minimizing risk and improving overall sustainability. Our due diligence strategy focuses on making appropriate supplier selections, assessing for risk, conducting comprehensive onboarding and monitoring adherence to our Supplier Code of Conduct.

We want our products to be distinguished not only by their capabilities but also by the responsible way in which we design and produce them. Because we primarily employ a fabless production model, we rely on suppliers to perform the manufacturing of our integrated circuit products. We regularly work with the primary semiconductor foundries and assembly suppliers that manufacture our products to assess risks and monitor conformance to our Supplier Code of Conduct.

We expect our suppliers to uphold the same corporate responsibility standards as ours, including respect for human rights, responsible sourcing of minerals, reducing emissions and minimizing use of resources such as water and energy.

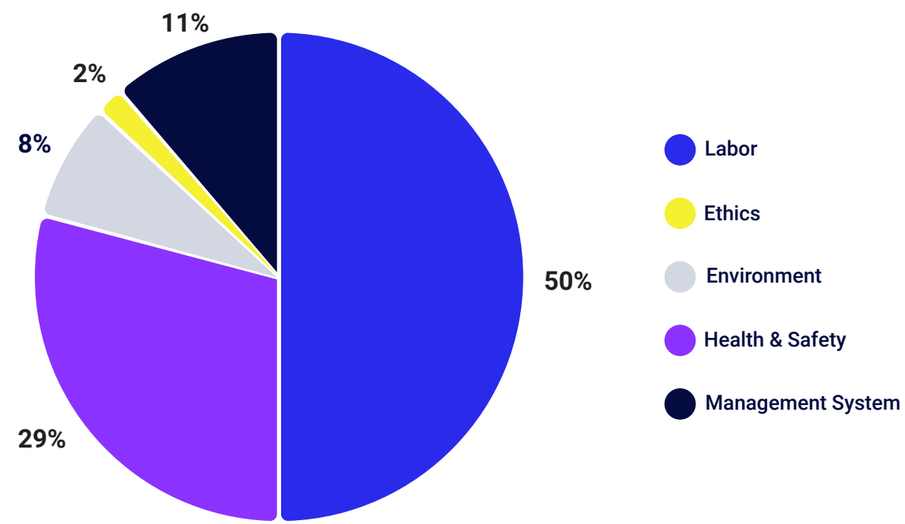
As a Full Member of the RBA, we require suppliers to adopt either the RBA Code of Conduct or a similar code. By leveraging RBA tools and resources in our supply chain management program, we can focus on driving our suppliers to conform to high standards in relation to labor issues, health and safety, the environment, ethics and management systems.

The RBA Code of Conduct, which serves as our Supplier Code of Conduct, and The Qualcomm Way: Our Code of Business Conduct, are the cornerstones of our commitment to the RBA and responsible supply chain management.

Understanding risks and enabling supply chain sustainability is a key part of acting responsibly. As part of our risk-based approach, we require our primary semiconductor manufacturing suppliers to complete the RBA Self-Assessment Questionnaire (SAQ) annually. The SAQ is a risk-assessment tool that enables companies to evaluate specific supply chain risk in areas such as labor, health and safety, environment and ethics. The SAQ results from our suppliers have indicated that 100 percent of our primary semiconductor manufacturing suppliers all have low-risk manufacturing facilities according to the SAQ ratings.

Regularly assessing and monitoring suppliers for compliance with the Supplier Code of Conduct allows us to minimize potential harm to individuals, communities and the environment, as well as create more resilient supply chains. In addition to completing the SAQ, our direct suppliers are subject to RBA VAP audits and/or customer managed audits. We also conduct sustainability audits of selected non-primary manufacturing suppliers and suppliers that are new to our supply chain for conformance to our corporate responsibility requirements.

VAP Audit Findings by Category



RBA VAP audits are conducted by our supply chain management team and include RBA Lead Auditor trained personnel who conduct on-site audits of selected suppliers for their adherence to our Supplier Code of Conduct and other corporate responsibility requirements, including product environmental governance and conflict minerals. For more on our audit program, see Human Rights.

Over the last two years, RBA VAP audits of our direct primary manufacturing suppliers discovered 62 non-compliance findings, of which 19 were minor, 40 were major and three were priority instances of non-compliance. Corrective action plans and closure audits are put in place to resolve non-compliance as part of the RBA VAP audit process.

We have a 2025 goal of ensuring 100 percent of our primary semiconductor manufacturing suppliers are audited at least every two years. As of 2023, 88 percent of them are receiving biennial audits.

Environmental Management in the Supply Chain

Each of our primary semiconductor manufacturing suppliers is required to have an ISO 14001-certified environmental management system, and in 2023, all such suppliers reported meeting this requirement. We work with these suppliers at multiple stages of design and manufacturing to monitor their conformance to applicable environmental laws and help adherence to various environmental initiatives.

On an annual basis, we assess current and future water risks at the global and local levels, using the World Resources Institute (WRI) Aqueduct™ tool. The combination of the use of this tool with internal Company knowledge and guidance from external consultants has helped us to better understand physical water risks in our operations, including our supply chain.

Annually, we survey our direct manufacturing suppliers and receive water use and GHG metrics that allow us to set benchmarks and strategize future corporate responsibility initiatives. These suppliers have shown effectiveness in many areas of corporate responsibility, particularly in product environmental governance and resource management. Many of these suppliers have set targets for reducing water consumption and mitigating GHG emissions, and we work alongside them to, where possible, help them achieve their goals. To support continued effectiveness, we've designed corrective action processes, including the potential removal of deficient suppliers from our supply chain.

We also evaluate physical risks in our supply chain. In 2023, we conducted our second climate scenario analysis (CSA) where we held interviews and modeled climate change related risks, inclusive of our value chain. More on our CSA can be found in our TCFD Index.

We believe in helping our suppliers build greater knowledge of corporate responsibility issues, such as human rights, responsible minerals sourcing and selecting less harmful substances for manufacturing. We share our knowledge through on-site visits, business meetings, written communication and other efforts.

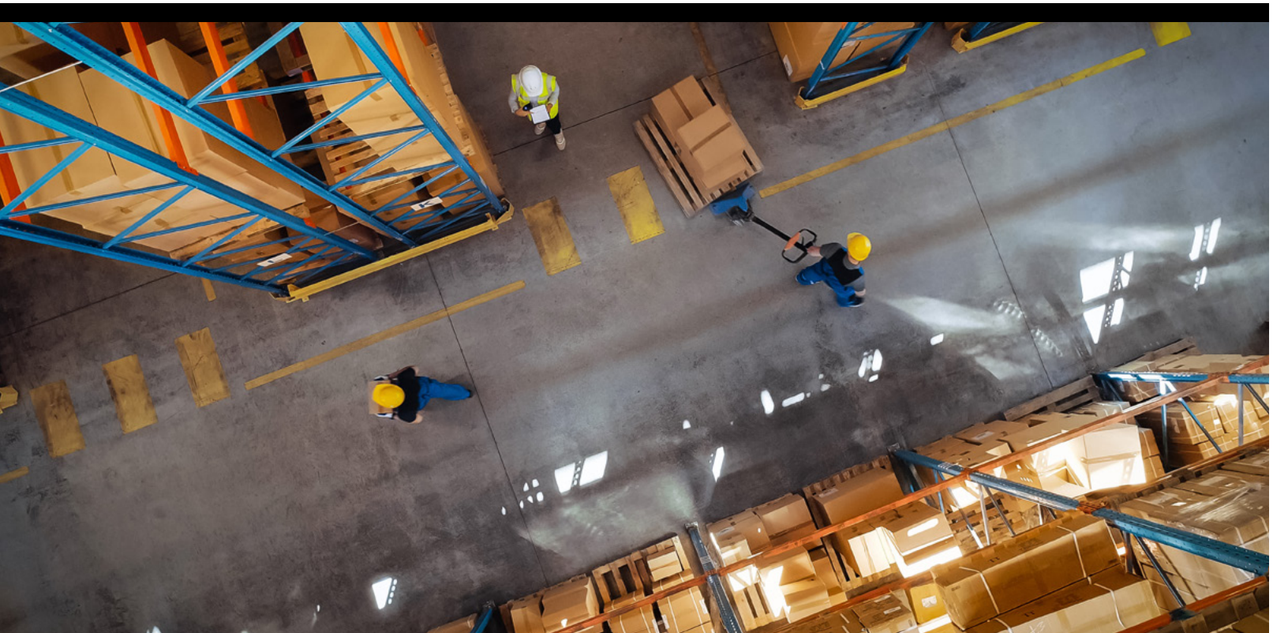
In 2023, for example, we worked with several of our primary semiconductor manufacturing suppliers in Taiwan to discuss Qualcomm's net-zero commitment, opportunities for deploying renewable energy and projects to realize GHG emission reductions. Also, we completed our Taiwan Sustainability Collaboration Project that aimed to help suppliers add renewable energy capacity and which led suppliers to add up to 300 percent in additional funding for their renewable energy commitments.

Respect for Human Rights

We are committed to promoting and respecting all internationally recognized human rights and avoiding complicity in any human rights abuse throughout our Company, our operations and our business relationships, including our subsidiaries, partners, customers and supply chain.

Our efforts are informed by the Universal Declaration of Human Rights, the eight Core Labor Standards of the International Labour Organization (ILO), the UN Global Compact and the UN Guiding Principles on Business and Human Rights. Our Company's respect for human rights is enshrined in our CoBC and our Supplier Code of Conduct. Our approach is explained in further detail in our Human Rights Statement.

We closely monitor human rights-related legislative and regulatory developments globally, as well as our internal activities and developments, with the goal of aligning our due diligence and governance practices. We regularly conduct formal, third party human rights impact assessments (HRIAs) of our operations as a whole or at the country level. These assess potential risks across our operations and/or value chain, including risks related to employees, manufacturing facilities, supply chain and communities. HRIAs help us identify our salient human rights issues — those human rights at potential risk of negative impact due to our Company activities or business relationships.



Because we primarily rely on third parties to perform the manufacturing, assembly and most of the testing of our semiconductor products, we do not generally encounter issues with child labor, forced labor or human trafficking in our direct operations. Indirect risks exist primarily in our supply chains and with local community members. Although we may not have direct control over or causal relationships with these risks, we are committed to raising awareness of our expectations and working toward mitigating any potential link or contribution to these risks.

Due to our reliance on suppliers, our Company has taken specific steps to prevent human rights abuses in our supply chain through our engagement with the RBA. We have undertaken a supply chain analysis to understand and identify risks in order to have a resilient, responsible supply chain. Our efforts to prevent, mitigate and remediate our human rights risks and impacts in our supply chain include annual assessments of suppliers' operations in accordance with the RBA SAQ, engagement with suppliers to encourage conformance to our expectations, risk-based onsite audits and participation in multi-stakeholder initiatives.

We require our primary semiconductor manufacturing suppliers to complete the RBA SAQ, which includes human rights risks, such as working hours, child labor, freedom of association and more. All our primary semiconductor manufacturing suppliers comply with this requirement, and all have low-risk manufacturing facilities according to the SAQ ratings. In addition, we encourage our primary semiconductor manufacturing suppliers to complete an RBA VAP audit.

During RBA VAP audits, third party auditors conduct record reviews, manager interviews and worker interviews for conformance to all standards of the RBA Code of Conduct covering labor, health and safety, environment, ethics and management systems. For more information on these audits, please see the RBA VAP guidance documents.

We are committed to providing remedies for individuals or communities where we have identified that our Company or third parties acting on our behalf caused or contributed to adverse human rights impacts. As such, we have a formal, third party operated grievance and remedy mechanism — our Business Conduct Hotline. The hotline is a comprehensive and confidential reporting tool available to anyone — external or internal — to raise concerns, ask questions or seek guidance anonymously (where permitted by law) and without retaliation. In addition, stakeholders can submit concerns via phone or email to other reporting channels such as HR, Legal and Compliance.

Ethical Governance

Doing business, The Qualcomm Way.

We believe that ethical conduct is a cultural imperative, and all employees are responsible for following the CoBC. Our commitment to purposeful innovation, passionate execution, collaborative community and unquestioned integrity underlies everything we do. Through more than three decades of innovation, we have continued to create technologies that revolutionize the way people live, work and connect. But it's how we make all this possible that defines us — that's The Qualcomm Way.

Compliance with global anti-corruption laws also continues to be a top priority for the Company. To this end, our Global Foreign Corrupt Practices Act (FCPA) and our Anti-Corruption Policy applies to the entire Company, including all employees, agents, consultants and representatives, wherever they are located. It is our policy to obey all laws, including those laws that regulate the Company's conduct in the marketing and selling of Company products, services and technologies.

We strictly prohibit all bribes, corrupt payments, kickbacks and other forms of improper influence involving government officials or private individuals. We obtain that commitment of our third party contractors and service providers who may act as Qualcomm agents or intermediaries by contractual obligations relating to compliance with applicable anti-corruption laws and regulations. We also conduct risk-based due diligence for contractors and service providers who act as Qualcomm's agents or intermediaries with external parties.

Our corporate compliance program (Program) — including policies, procedures, controls, risk assessments and training — is evaluated for efficacy by our Internal Audit function periodically. We also commission a third party expert Program assessment from time to time to help the Program mature in line with the risks of our business. We use the findings and recommendations from these assessments to stay apprised of best practices and pursue continuous improvements.

Ethical conduct and decision-making are expected of all employees and are core elements of our performance assessment framework for leaders. Team managers and senior leaders are encouraged to create an environment where employees can feel free to raise ethical questions or concerns. They are also reminded to have purposeful conversations with their organizations around the importance of ethical conduct and decision-making, as we believe this is key to building trust as well as the long-term success of the Company.

Training, education and employee outreach are essential to reinforce an ethical culture. In addition to mandatory Program and ethics training during the onboarding process for employees and temporary workers, we

require the completion of a policy training and certification process every 1-2 years covering our CoBC and Anti-Corruption policies as well as the FCPA. These training requirements are mandatory for all our regular and temporary employees. In 2023, we issued company-wide mandatory training on our CoBC to help employees recognize and understand how we build integrity into everything we do as a Company. Adhering to these policies is critical to maintaining our long-standing reputation for conducting business with the utmost integrity.

To support our workforce's education and knowledge of our policies and provide easily accessible on-demand information whenever and wherever it is needed, in 2023, we introduced a micro-learning library covering commonly asked questions. It includes instructional short videos related to the FCPA, our Anti-Corruption policy and our Conflict-of-Interest policy. Topics covered through this repository include conflict situations and reporting, anti-corruption compliance related to event sponsorships, managing third parties and introductory training on compliance basics, among others.

Beyond mandatory Company-wide training, employees who have externally facing roles periodically complete supplemental Anti-Corruption and Compliance training. In 2023, we offered a total of 29 sessions that were attended by more than 2,500 employees in externally facing business functions (Business Development, Government Affairs, Marketing, Sales and Ventures) and assurance partners (Finance, HR Talent Acquisition, Legal and Procurement).

To gauge ethical culture and comfort in raising legal or ethical concerns, we include ethics-related questions in employee engagement surveys. The survey results are analyzed to identify opportunities for additional outreach, to better understand employee perceptions of Company culture and to raise awareness of the systems in place to investigate concerns and remediate risks. In the 2023 pulse survey, 81 percent of employees highlighted that they can freely raise ethical concerns without negative consequences. This represents a 5 percent increase from the previous year.

We celebrated "We ❤️Compliance" Week for the fifth consecutive year. This initiative showcases the importance of exemplifying Company values, connecting with the Compliance team, recognizing compliance champions and being familiar with the Company's Program. It exists to highlight that compliance is everyone's responsibility. With the onsite return of most employees in 2023, we saw record engagement and participation since the inception of the Program. This year, this celebration of compliance and integrity included more live and onsite employee engagement events.

We continued to consolidate and formalize our Ethics Liaison program with the goal of reinforcing and promoting a positive ethical culture in our operations across the globe. The Ethics Liaison program is composed of 18 representatives from various functions, business units and offices around the world who provide timely updates to the corporate compliance team on local business operations or emerging risks. They also serve as trusted peers to whom employees can reach out in their local office for guidance, decision support, and the application of compliance-related policies and program requirements.

Our open-door culture is designed to empower employees and other stakeholders to voice any concerns they may have about our Company, without fear of retaliation. Concerns may be submitted anonymously (where permitted by law) through our Business Conduct Hotline, via phone or via email to other reporting groups, such as Management, HR, Legal and Compliance, and we strive to respond promptly and as appropriate.

Ethics concerns are reviewed and investigated by a centralized cross-functional team composed of experienced Internal Audit, Risk and Compliance and Legal personnel. This team also reviews and approves case determinations and remedial action plans for substantiated incidents. Business Conduct Hotline data can be found in our ESG Performance Summary.

Through resources like the Open-Door Portal, an internal webpage, employees have access to additional information and learning opportunities regarding our speak-up culture. We regularly update the resources in the portal to present concerns that were investigated to conclusion. The cases represent a small subset of the total internal ethics investigations that are conducted and are chosen because we believe they will be the most helpful to employees in learning about the types of challenges or perceptions that can arise when we do not align our conduct with Qualcomm's values. The goal is to inform and educate our community while also serving as examples of how our Company addresses concerns diligently and appropriately.

Public Policy and Regulation

We have been a committed partner to countries around the world for more than 30 years, supporting policies that encourage innovation, foster the advancement of technology and enable business-friendly environments globally. With each new generation of wireless connectivity, we strive to create shared success in collaboration with lawmakers and regulators and to create new opportunities for local industries and communities.

We implement our public policy approach around four key principles:

- **Participation:** We engage in policy discussions with governments, organizations and industries around the world to advocate for policies that promote innovation and protect and foster new ideas in connectivity. We are committed to helping policymakers at all levels understand our business model and role as an ecosystem enabler.
- **Responsible Governance:** We abide by all applicable laws and regulations regarding political contributions and expenditures, and our contributions are subject to the approval of our senior management with oversight by the Governance Committee of our Board of Directors.
- **Transparency:** We publicly disclose to the Federal Elections Commission all political contributions made by our Company and our Political Action Committee, and we abide by all legal obligations of the FCPA and similar legislation around the world.
- **Policy Guides:** We carefully monitor and evaluate developments that affect the world of connectivity. Our key public policy topics are 5G, invention and IP, spectrum, privacy, immigration and taxation. Our general positions are outlined below and published on our public policy website.

Key public policy topics

- **5G:** 5G is a unified connectivity fabric that we believe will continue to transform industries, create jobs and usher in an estimated $13.1 trillion in global sales activity in 2035.[17] To achieve these benefits, we believe governments must continue to adopt policies that support a comprehensive 5G rollout plan.
- **Invention and IP:** Invention, innovation and protection of IP are core drivers of economic growth and competitiveness. Without robust patent systems and strong global protection of IP, innovation would be significantly weakened.
- **Spectrum:** The benefits of wireless connectivity depend on the availability of adequate and appropriate radio spectrum. We believe in freeing new spectrum in a responsible way to meet the demands of consumers and businesses.
- **Privacy:** We believe that cultivating consumer trust through a foundation of security and privacy practices helps drive broader adoption and more personalized wireless technology offerings.
- **Immigration:** Highly skilled talent, especially in the areas of math, engineering and the sciences, is vital to the success of our Company and to the future of technological innovation around the world.
- **Taxation:** We support policies that incentivize innovation and enable American technology companies to compete in today's global marketplace.
- **Environmental Sustainability:** Our technologies, our business model and our role as a driver of technology transformation can support communities, governments and other stakeholders in a transition towards a more sustainable future.

Our public policy position on climate change and environmental sustainability, published in 2023, can be found on our public policy webpage.

We believe that environmental sustainability is a societal imperative. The conservation and protection of natural resources and global ecosystems yields significant social and environmental benefits for present and future generations. These benefits require collective action and leadership from corporate citizens.

Our Global Tax Strategy highlights our commitment to being a responsible and transparent corporate citizen. Our approach to tax is consistent with our CoBC and Code

"We are committed to helping policymakers at all levels understand our business model and role as an ecosystem enabler."

[17] The 5G Economy in a Post-Covid-19 Era, IHS Markit (2020)

of Ethics and is premised on complying with applicable tax laws, maximizing stockholder value and delivering transparent tax reporting and disclosures. We also seek to pay the requisite taxes on profits generated from the activities performed in each jurisdiction.

Implementing our business strategy requires specialized engineering and other talent, as our revenues are highly dependent on technological and product innovations. To attract top talent, we must be able to hire top engineers, regardless of their country of origin. Beyond fierce competition for talent across our industry and with our competitors, existing immigration laws make it more difficult for us to recruit and retain highly skilled foreign nationals, making the pool of available talent even smaller.

We engage in public policy efforts to support regulations that are aligned to today's economic reality. Our Government Affairs team participates in diverse advocacy efforts that contribute to immigration laws that support our Company's ability to develop leading-edge technologies specifically and our innovation-based global economy in general. Our advocacy efforts, as they relate to immigration laws and recruiting a global workforce, are generally implemented through collaborations with trade associations and diverse coalitions of employers. For more information on our approach to managing a diverse highly skilled workforce, please see our SASB Index.

Fostering a more accessible patent ecosystem for all

Our belief that the U.S. patent system should reflect the diversity of this country is stronger than ever. We know that diversifying who is inventing and patenting can create more jobs, boost the national economy, close wage and wealth gaps and enable the U.S. to remain a global leader in innovation. We are actively working within our Company and externally to create equitable opportunities for all.

Last year, we announced, in collaboration with Invent Together, the launch of The Inventor's Patent Academy (TIPA). TIPA is a free mobile-friendly course that guides inventors through the process of protecting their inventions through patenting. The e-learning course readies innovators to apply for their own patents, offering actionable advice for overcoming obstacles and navigating the system. It also shares real-life stories of inventors and how they surmounted challenges and brought their ideas to life. It gives inventors a solid understanding of patent law and the patent filing process.

Since its launch, TIPA has already reached close to 1,400 students. Two-third of those students responded to an optional survey to help TIPA better understand the profile and satisfaction of participants. Around three quarters of survey respondents highlighted being from historically URM and over 40 percent were women, 70 percent of whom were women of color. The United States Patent and Trademark Office's (USPTO's) First-Time Filer Expedited Examination Pilot Program is using TIPA as a learning resource. Students come from all sectors of the economy, including government, higher education, startups and accelerators and private corporations. Nearly a quarter are individual inventors. We are proud of this strong start and intend to continue outreach to our target audiences as we acquire more students.

At Qualcomm, we leveraged our diversity-oriented employee resources, including providing a new inventors' workshop series entitled "Cultivating Innovation." These workshops were a collaboration between our IP Department, Government Affairs and employee networks, with the goal of increasing diversity in innovation within the Company. We provided 16 events, including a workshop on TIPA, as part of that series. More than 90 percent of participants agreed that course material addressing systemic barriers to patenting and patent law content was useful and relevant. Given the positive feedback and our large engineering population, we are exploring ways to offer the course more broadly within the Company.

We are thankful for the help in our recruiting from Invent Together partner organizations like AnitaB.org, the Society of Women Engineers and the Native American Intellectual Property Enterprise Council. We are equally grateful that the USPTO has linked to the TIPA program on its website, featuring it as a learning resource for the USPTO's new First-Time Filer Expedited Examination Pilot Program.

This past year, we also implemented updates and improvements in the content of the online course. For example, we incorporated user feedback and now provide an enhanced smartphone experience, updated voice-narration, learning capsules, improved accessibility and additional inventor resources including information on the patent pro-bono program. The enhancements and updates to TIPA will further our Company's commitment to enabling the accessibility of the inventing and patenting process for all. We firmly believe that empowering inventors with robust patent rights enables them to transform the world for the benefit of all.

Operating Sustainably

Sustainability Goals

Resource Management

Operational Resilience

Our Approach to Operating Sustainably

We work to be a positive force in protecting the environment by continually looking for ways to develop our ESG programs. We take actions that conserve water, lower emissions, minimize energy consumption and strive to reduce the impact of our waste disposal practices. We believe that environmental sustainability is extremely important, with significant social and economic benefits that require collective action and leadership from our Company and other corporate citizens.

Our operations are designed to provide and maintain safe, healthy and productive working conditions that meet relevant and applicable requirements. We strive to conserve natural resources and improve our resilience and our environmental, health and safety performance.

2025 Goal

Reduce absolute Scope 1 and Scope 2 GHG emissions 30 percent from a 2014 base year.[18]

2030 Goals

(SBTi Validated)

Reduce absolute Scope 1 and Scope 2 GHG emissions 50 percent from a 2020 base year.[18]

Reduce absolute Scope 3 GHG emissions 25 percent from a 2020 base year.[18]

2040 Goal

(SBTi Validated)

Reach net-zero global GHG emissions across our value chain.

[18] Global.

Sustainability Goals

The best breakthroughs are sustainable.

Addressing the Climate Challenge

We are committed to achieving net-zero GHG emissions across our value chain by 2040. As of 2023, our corporate GHG reduction targets have been approved by the SBTi. The steps we have taken reflect our belief in the urgency of action to limit global temperature rise to 1.5°C and our commitment to emission cuts aligned with the latest climate science. We act in a manner consistent with the notion that climate change is a serious environmental, social and economic issue that calls for immediate and concerted action among all sectors of society.

In line with our commitments, in 2023, we conducted our second CSA, including a quantitative analysis of climate-related physical risks, a quantitative analysis of climate-related transition risks and opportunities and a qualitative analysis of climate-related transition risks and opportunities. These analyses were used to estimate potential financial impacts on our Company, our key suppliers and customers and our value chain. The timeframes considered included the short term (present-day), medium term (2030) and long term (2040). We identified several potential impacts and opportunities to monitor over the time periods assessed. For more information, please see our TCFD Index.

Our strategy to achieve our environmental commitments includes several key actions:

- Utilizing renewable energy in our top operational footprint regions via long-term power purchase agreements (PPAs).
- Limiting emissions in our operations through the replacement of high global warming potential gases in our manufacturing processes, to the extent feasible.
- Reducing natural gas usage at our San Diego headquarters in California.
- Working with key suppliers to develop collaborative initiatives to facilitate emissions reductions.

We have continued our progress on this strategy over the last year, including the additional procurement of renewable energy. In 2023 we achieved our 2025 GHG emissions goal- two years ahead of schedule. We've reduced our Scope 1 and Scope 2 GHG emissions by over 35 percent compared to a 2014 baseline.

We are also continuing our efforts that are helping us advance towards our 2040 net-zero target. For Scope 3, we continue to refine our methodology to move away from spend-based calculations, and we are developing a strategy to engage a larger portion of our supply chain to gather more accurate and actionable data.

We have also continued our implementation of internal carbon pricing across our three manufacturing facilities. This carbon price creates an assumed cost per ton of carbon emissions with an annual rate increase per year, with the objective of changing our internal behavior toward low carbon innovation. Our efforts have earned us several recognitions, such as being included in the U.S. Environmental Protection Agency's Green Power Partnership Top 30 Tech & Telecom ranking, as well as achieving Climate Registered™ Platinum status from The Climate Registry for setting GHG reduction goals, obtaining verification of our GHG emissions and reporting on our annual progress.

Resources Management

Minimizing water, waste and energy use

Energy

As renewable energy becomes more accessible and the global electricity grid becomes more resilient, it is essential that we shift our strategy-driven efforts towards more climate conscious behaviors. Notably, our goal of reducing direct operational emissions is primarily driven by our commitment to increasingly procure renewable energy and move away from carbon-based fuel use globally in our facilities and manufacturing sites.

We procure renewable energy through long-term commitments. At our headquarters in San Diego, California, we continue to procure additional renewable energy as we decommission[18] our natural gas cogeneration plants. We decommissioned the first of three electricity cogeneration plants and entered into a long-term PPA to replace the cogenerated electricity with renewable energy purchases. This year, our solar PPA in Bangalore, India, contributed to our emissions reductions by about 17,500 tCO_2e. For our new leases in Noida and Bangalore, India, we negotiated long-term supplies of wind and solar energy. On a yearly basis, we continue to procure market instruments and negotiate agreements that reflect our commitment to utilizing renewable energy. For several Bangalore sites, we've renewed contracts for wind, solar and hydro energy supplies, including environmental attributes to enable us to claim renewable energy at those sites. In Hyderabad and at our manufacturing locations in Wuxi, China and Munich, Germany, we continue to procure the necessary market instruments to enable us to claim renewable energy that keeps us on track to meet our goals.

We have also implemented 15 energy saving projects across our manufacturing facilities in 2023. The projects include energy efficiency improvement, equipment operation optimization and adoption of new technologies resulting in more than 3,000 MWh of energy savings per year. At our San Diego headquarters, for example, we have just invested more than $2 million in upgrades to our on-site solar infrastructure, and in Wuxi, we added on-site solar capacity resulting in energy savings of more than 400 MWh per year.

[18] Our cogeneration plants remain available for use as backup power if needed.

Water

As water sources around the world become increasingly stressed, we are acutely aware of the need to treat water as the precious resource it is. We prioritize assessing our water footprint and conserving water, particularly in California and in our manufacturing facilities, so that we act responsibly in areas that are perennially impacted by water challenges.

In our facilities, we make our greatest gains in water conservation by using reclaimed water instead of potable water for irrigation and our cooling plant systems, whenever possible. During our new office construction efforts at our Bangalore sites, for example, our Facilities Engineering team developed an innovative solution to permanently recapture non-potable water sources including rainwater and pump it into the building's raw water tanks for industrial (non-potable) processes, thus reducing the need for tanker-imported water deliveries while also avoiding pollution that the diesel trucks create. These improvements help reduce our dependency on potable water and increase resiliency in our operations.

At our manufacturing facilities, we conduct water audits to assess usage and share best practices between our locations. Additionally, we have an internal price for water that makes the real cost of water usage and water treatment transparent and evident. This facilitates a strong motivation to develop cost-effective and water-efficient processes.

At our Singapore manufacturing facility, we implemented numerous water savings projects. For example, we installed an innovative water-saving technology known as Local Scrubber Drain (LSRD). This was a collaborative effort with Singapore's Public Utility Board to support the government's water conservation initiative. It has resulted in more than 200,000 cumulative cubic meters (m3) of additional annual water savings and an overall improvement of the plant water recovery rate from 24 percent to 50.5 percent.

Waste

Through our Environmental Program Management Standard, we focus on identifying activities, services and processes that generate waste and strive to reduce the impact of our waste disposal practices on the environment. Our operations generate various types of waste, including general solid waste, hazardous and regulated waste and e-waste, including network infrastructure equipment. Our approach to waste management involves reuse and recycling programs to help us decrease the amount of waste we send to landfills. It also comprises the development of initiatives to reduce our overall waste footprint and the promotion of less toxic, more durable, reusable and recycled materials in our operations. A variety of our business units lead our waste recycling and management programs. They include:

- Real Estate and Facilities (QREF): Our QREF and site support teams manage general solid waste at our sites, as well as manage surplus office furniture. The team works with service providers to measure waste and implement programs to encourage waste reduction, recycling and composting.
- EHS: Our EHS group manages hazardous and other regulated waste generated by various business operations. EHS also provides guidance to various business units regarding the recycling of batteries and e-waste and the management of other regulated wastes.
- IT: Our IT group works with several qualified e-waste recyclers to manage electronics recycling. The team is also active in donating computer equipment to local charities and schools.

We continue our efforts to minimize the impacts of hazardous waste by using less toxic material, where possible, and reducing the amount generated. Our disposition approach is recycling or reuse, followed by physical treatment or disposal in an appropriate landfill, as a last resort.

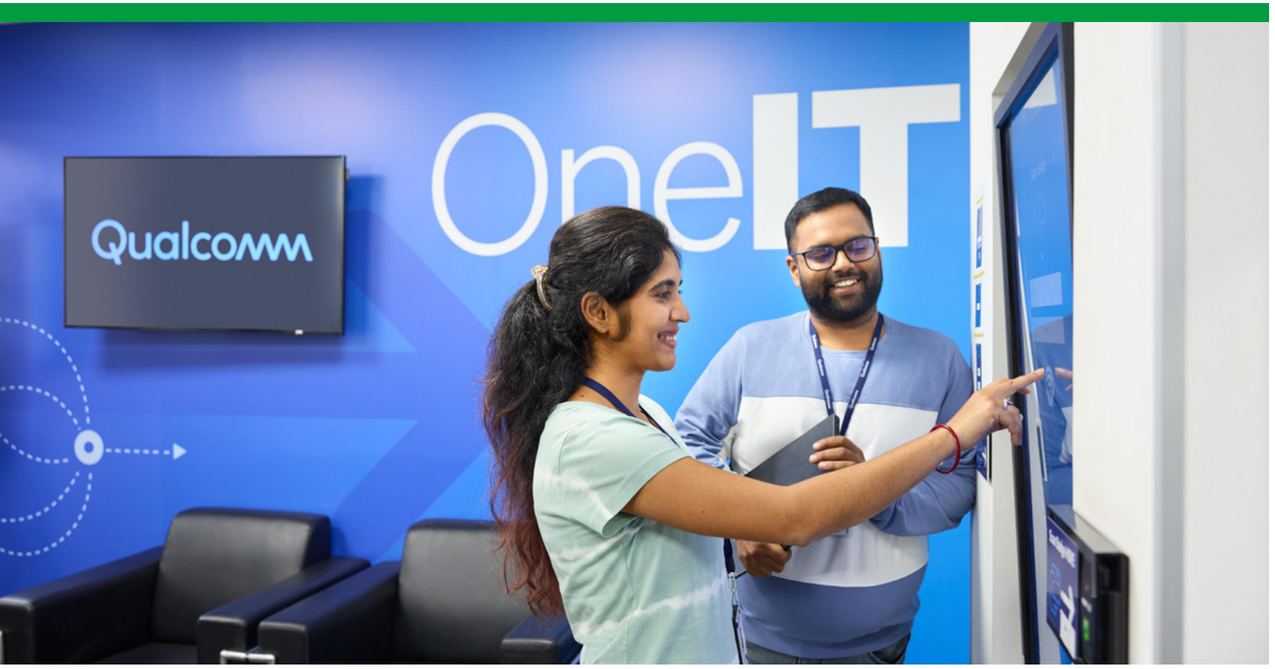
We strive to prioritize our waste mitigation efforts to reduce the number of materials going to landfills. To support this effort, we revamped our internal waste data collection system to increase data availability and accuracy. We also retrained our data providers and supporting vendors to follow our waste data collection processes and practices. By taking these actions, we will have better visibility of our total waste generated and be in a position to identify waste diversion solutions, as well as improve our waste management activities.

"Our approach to waste management involves reuse and recycling programs to help us decrease the amount of waste we send to landfills."

Operational Resilience

Maintaining and safeguarding our operations

Our Operational Resilience function orchestrates the Company's emergency operations, business resilience, IT incident response and IT service resilience disciplines. The proper adoption of these resilience disciplines enhances our capability to mitigate, prepare for, respond to and recover from operational disruptions.



We have established a vision and holistic approach to operational resilience based on leading industry standards. Our program is designed to provide agile decision-making in the face of potential threats, disasters and during an event. Disasters include local incidents such as building fires, regional physical incidents such as earthquakes or hurricanes/typhoons, technology disruptions and national incidents such as pandemic illnesses and events that occur due to climate change. Our approach is driven by Enterprise Risk Management (ERM) assessments, Company strategy, and regulatory and stakeholder requirements.

Our ERM program is integral to executing our strategic objectives. The program is driven by the ERM Operating Committee, which includes approximately 20 members in senior leadership positions across various functional areas, including Engineering, Finance, HR, IT, Legal, Marketing and Supply Chain. On an annual basis, this committee compiles, evaluates and tiers enterprise risks, including climate change-related risks, before developing associated mitigation plans. Oversight is provided by both the ERM Executive Committee and the Board, and mitigation plans are reviewed by the executive leadership bi-annually for continued relevance.

Our Operational Resilience team utilizes a threat risk assessment process to identify and evaluate risks on a regional basis that may affect the Company's resilience. The threat risk assessment process ranks more than 30 environmental, operational and man-made risks based on the likelihood and impact of an occurrence. We consult with resilience leads based on the potential size and scope of specific impacts. This process is completed annually, with the results presented to executive sponsors. A roadmap is then developed by the operational resilience team and presented to the Governance Committee of the Board of Directors.

Operational Resilience leverages this data when determining the potential impacts from operational disruptions and documents recovery requirements, and devises strategies to enable the Company to continue critical business operations in the event of disaster. Operational Resilience evaluates the effectiveness of plans, assessments and risks identified with training and simulations. The overall program is aligned with ISO 22301, an international standard for business continuity management systems.

Progress

Progress on Our Goals

ESG Performance Summary

Progress on our Goals

Goal	2023 Progress
Enrich the lives of 27 million people[19] by continuing to bring technology to underserved communities around the world through Wireless Reach by 2025, measured against a 2006 base year.	Since 2006, we have enriched the lives of more than 27 million people.
Ensure 100 percent of our primary semiconductor manufacturing suppliers are audited every two years for conformance to the Supplier Code of Conduct by 2025.	As of 2023, 88 percent of our primary semiconductor manufacturing suppliers have received audits for conformance to the Supplier Code of Conduct.
Continue to inspire the next generation of inventors by engaging 1.5 million students and teachers across the globe in our strategic STEM initiatives — our home-grown Thinkabit Lab, our collaboration with *FIRST* and our STEM community partnerships — by 2025.	While we achieved our goal in 2022, we have continued our efforts in STEM around the world. Since 2020, we've reached over 4.7 million students and teachers across the globe.
Reduce power consumption 10 percent every year[20] in our flagship Snapdragon Mobile Platform products by 2025.	Year over year, we reduced power consumption by at least 10 percent[20] in our flagship Snapdragon Mobile Platform products when averaged across all use cases.
Reduce absolute Scopes 1 and 2 GHG emissions 30 percent from our global operations, compared to a 2014 baseline, by 2025.[21] Reduce absolute Scopes 1 and 2 GHG emissions 50 percent, compared to a 2020 base year, by 2030.[21] Reduce absolute Scope 3 GHG emissions 25 percent, compared to a 2020 base year, by 2030.[21] Reach net-zero global GHG emissions across our value chain by 2040.	In 2023 we achieved our 2025 GHG emissions goal- two years ahead of schedule. We've reduced our Scope 1 and Scope 2 GHG emissions by over 35 percent compared to a 2014 baseline. We are also continuing our efforts that are helping us advance towards our 2040 net-zero target.

[19] Defined as direct and indirect beneficiaries.
[20] Given equivalent features.
[21] Global.

ESG Performance Summary

NR in a given year, indicates that this metric was not reported. Sums may not equal totals due to rounding.

Our Company		Units	2023	2022	2021
Revenues by Reportable Segment (in millions)	**Total**	**Dollars (in millions)**	**35,820**	**44,200**	**33,566**
	QCT (Qualcomm CDMA Technologies)	Dollars (in millions)	30,382	37,677	27,019
	QTL (Qualcomm Technology Licensing)	Dollars (in millions)	5,306	6,358	6,320
	QSI (Qualcomm Strategic Initiatives)	Dollars (in millions)	28	31	45
	Other[22]	Dollars (in millions)	104	134	182
Total Consolidated Revenues by Country[23] (in millions)	**Total[23]**	**Dollars (in millions)**	**35,820**	**44,200**	**33,566**
	China (including Hong Kong)	Dollars (in millions)	22,382	28,119	22,512
	Vietnam	Dollars (in millions)	4,551	6,063	3,114
	South Korea	Dollars (in millions)	3,272	3,164	2,368
	United States	Dollars (in millions)	1,259	1,482	1,406
	Other Foreign	Dollars (in millions)	4,356	5,372	4,166
Total Capitalization	Stockholders' equity	Dollars (in millions)	21,581	18,013	9,950
Investment in R&D	Revenue invested in R&D since 2006	%	21.9	NR	NR
	Investment in R&D since 2006	Dollars (in millions)	85,303	NR	NR

[22] Certain revenues (and reduction to revenues) were not allocated to our segments in our management reports because they were not considered in evaluating segment results.

[23] We report revenues from external customers by country based on the location to which our products or services are delivered, which for QCT is generally the country in which our customers manufacture their products, and for licensing revenues, the invoiced addresses of our licensees. As a result, the revenues by country presented herein are not necessarily indicative of either the country in which the devices containing our products and/or intellectual property are ultimately sold to consumers or the country in which the companies that sell the devices are headquartered. For example, China revenues could include revenues related to shipments of integrated circuits for a company that is headquartered in South Korea but that manufactures devices in China, which devices are then sold to consumers in Europe and/or the United States.

Our Products and Suppliers		Units	2023	2022	2021
Privacy and Security	Certified information privacy professionals	# of	10	11	10
	Privacy training hours	# of	2,143	2,377	1,463
	Targeted employees trained in privacy[24]	# of	9,227	14,011	3,180
	Employees trained in cybersecurity	# of	8,623	43,509	41,329
	Requests for customer information received from government or law enforcement agencies[25]	# of	0	1	0
	Complaints (breaches of customer privacy) received from outside parties and substantiated by Qualcomm[26]	# of	0	0	0
	Complaints from regulatory bodies[27]	# of	0	0	0
	Information security breaches involving customers' personally identifiable information[28]	# of	0	0	0
	Information security breaches or other cybersecurity incidents[29]	# of	0	0	0
	Amount of fines/penalties paid in relation to information security breaches or other cybersecurity incident	Dollars	0	0	0
Primary Semiconductor Manufacturing Suppliers (Suppliers)[30]	Suppliers who complete RBA SAQ[31]	%	100	100	100
	Suppliers with all low-risk manufacturing facilities per RBA SAQ[32]	%	100	100	100
	Suppliers who have completed an RBA VAP Audit in the last two years	%	88	88	78
	Suppliers who have completed an RBA VAP audit in the last two years, total non-conformances found	# of	62	50	52
	Priority non-conformances	# of	3	2	2
	Major non-conformances	# of	40	27	32
	Minor non-conformances	# of	19	21	18
	Suppliers who have completed an RBA VAP audit in the last two years and have achieved silver, gold or platinum on one or more audits[33]	%	100	100	100
	Suppliers who provided GHG data[34]	%	100	100	100
	Suppliers who provided water use data[34]	%	100	100	100

[24] Includes new employee privacy awareness training, targeted training for employees who process personal data as a significant part of their role, and legally required privacy training.

[25] Limited to formal subpoenas, court orders, or similar obligatory document or information demands regarding end-user consumer personal information issued by governmental or law enforcement.

[26] Customer privacy is defined as end-user consumers of a Qualcomm technology.

[27] Refers to formal legal proceedings initiated by regulatory bodies pertaining to privacy and/or data protection compliance related to end-user consumers of Qualcomm technology.

[28] Limited to instances involving end-user consumers of Qualcomm technology and requiring disclosure in Company SEC filings.

[29] Limited to instances requiring disclosure in Company SEC filings.

[30] The primary foundry suppliers and primary semiconductor assembly and test suppliers that are listed in the Company's Annual Report on Form 10-K for the corresponding year.

[31] Responsible Business Alliance (RBA) Self-Assessment Questionnaire (SAQ).

[32] Validated Assessment Program (VAP).

[33] Through verified closure of nonconformances identified in RBA VAP audits.

[34] Previous calendar year data.

Our Products and Suppliers (cont.)		Units	2023	2022	2021
Primary Semiconductor Manufacturing Suppliers (Suppliers)[30]	Suppliers who have an ISO 14001 Certification[35]	%	100	100	100
Conflict Free Minerals[36]	RMAP-Conformant processing facilities[37]	# of	213	237	241
	RMAP-Conformant processing facilities[37]	%	89	97	98
Supplier Diversity	Diverse suppliers registered[38]	# of	1,019	929	627
	Spending on U.S. government subcontract work directed at diverse businesses[38]	%	36	36	23

Our Environment		Units	2023	2022	2021
Energy and Air Quality[39]	Electricity avoided as a result of energy saving initiatives	Megawatt hours	67,573	76,118	61,408
	Emissions avoided as a result of energy saving initiatives	Tons	26,570	27,517	19,032
GHG Emissions[40]	CO2e per gross square foot of facilities space (Scope 1 & 2)	CO_2e metric tons	0.0152	0.0169	0.0224
	Total Scope 1 - Direct GHG emissions by weight[41]	**CO_2e metric tons**	**80,589**	**104,850**	**106,659**
	Carbon dioxide (CO2)	CO_2e metric tons	62,993	NR	NR
	Methane (CH4)	CO_2e metric tons	143	NR	NR
	Nitrous oxide (N2O)	CO_2e metric tons	903	NR	NR
	Hydrofluorocarbons (HFCs)	CO_2e metric tons	3,186	NR	NR
	Perfluorocarbons (PFCs)	CO_2e metric tons	1,837	NR	NR
	Sulphur hexafluoride (SF6)	CO_2e metric tons	5,311	NR	NR
	Nitrogen trifluoride (NF3)	CO_2e metric tons	6,217	NR	NR
	Total Scope 2 - Indirect GHG emissions by weight[42]	**CO_2e metric tons**	**157,293**	**160,417**	**171,932**
	Carbon dioxide (CO2)	CO_2e metric tons	156,290	NR	NR
	Methane (CH4)	CO_2e metric tons	330	NR	NR
	Nitrous oxide (N2O)	CO_2e metric tons	673	NR	NR

[35] International Organization for Standardization (ISO) 14001 is the international standard for environmental management systems (EMS).

[36] Amount represents prior-year calendar year data as of January 31, 2023.

[37] Responsible Minerals Assurance Process (RMAP).

[38] U.S. only.

[39] Annual avoided emissions of CO_2e due to cumulative investments made for energy and water efficiency for global facilities.

[40] GHG emissions data are calculated using the GHG Protocol Corporate Accounting and Reporting Standard.

[41] Total Scope 1 – Direct GHG emissions by weight.

[42] Total Scope 2 – Indirect GHG emissions by weight, market based: emissions factors where available and purchased International Renewable Energy Certificates (I-RECs)

Our Environment (Cont.)		Units	2023	2022	2021
GHG Emissions[40] (Cont.)	**Total Scope 3 - Other indirect GHG emissions by weight[43]**	**CO_2e metric tons**	**5,070,086**	**6,394,094**	**3,745,914**
	Purchased goods and services[44]	CO_2e metric tons	3,796,564	4,699,435	2,045,638
	Capital goods	CO_2e metric tons	83,228	184,637	362,780
	Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	CO_2e metric tons	82,068	75,894	68,769
	Upstream transportation and distribution	CO_2e metric tons	22,650	40,727	34,316
	Waste generated in operations	CO_2e metric tons	2,365	1,172	1,253
	Business travel	CO_2e metric tons	24,770	19,385	3,829
	Employee commuting	CO_2e metric tons	30,074	17,914	27,028
	Upstream leased assets	CO_2e metric tons	NA	NA	NA
	Downstream transportation and distribution	CO_2e metric tons	66	111	124
	Processing of sold products	CO_2e metric tons	NA	NA	NA
	Use of sold products	CO_2e metric tons	1,025,305	1,350,477	1,196,868
	End-of-life treatment of sold products	CO_2e metric tons	2,994	4,343	5,309
	Downstream leased assets	CO_2e metric tons	NA	NA	NA
	Franchises	CO_2e metric tons	NA	NA	NA
	Investments	CO_2e metric tons	NA	NA	NA
Direct Energy Consumption by Primary Energy Source	Natural gas (Facilities)	MMBtu	1,056,000	1,208,224	1,276,002
	Jet Fuel (aviation related)	Gallons	576,763	572,859	197,741
	Vehicle gasoline (shuttle/test vehicles)	Gallons	40,641	38,336	29,204
	Diesel fuel (cars/trucks)	Gallons	3,557	2,762	5,278
	Diesel fuel (generators)	Gallons	80,086	59,335	48,251
	Propane vehicles (truck)	Gallons	0	0	0
	Liquid petroleum gas (LPG)	Gallons	13,883	5,624	8,116

[43] In 2022, we revised 2021 data in accordance with our GHG base year emissions recalculation policy.

[44] Supplier emissions data represent previous calendar year.

Our Environment (Cont.)		Units	2023	2022	2021
Direct Energy Consumption by Primary Energy Source (Cont.)	Renewable energy: onsite generation (owned)	Megawatt hours	572	116	253
	Carbon offsets (purchased)	CO_2e metric tons	0	0	0
Indirect Energy Consumption by Primary Energy Source	Non-renewable electricity (purchased)	Megawatt hours	252,727	298,797	343,263
	Renewable energy: Power Purchase Agreements (purchased)	Megawatt hours	226,681	182,152	55,006
	Renewable energy: International Renewable Energy Certificates (purchased)	Megawatt hours	84,860	81,971	98,208
	Indirect heating (purchased for leased sites)	Megawatt hours	28,667	44,735	31,348
Significant Air Emissions[45]	NOx	Metric tons	37.2	19.17	18.02
	SOx	Metric tons	6.65	9.29	6.27
	Volatile Organic Compounds (VOCs)	Metric tons	2.19	2.74	1.90
Waste Management[46]	**Total non-hazardous waste generated[47]**	Metric tons	**6,632**	2,720	2,435
	Non-hazardous waste diverted from disposal	**Metric tons**	**3,342**	**NR**	**NR**
	Non-hazardous waste diverted from disposal- recycled/reused	Metric tons	2,968	1,394	1,207
	Non-hazardous waste diverted from disposal- composted	Metric tons	374	NR	NR
	Non-hazardous waste directed to disposal	**Metric tons**	**3,290**	**NR**	**NR**
	Non-hazardous waste directed at disposal- incinerated with energy recovery	Metric tons	1,087	NR	NR
	Non-hazardous waste directed at disposal- incinerated without energy recovery	Metric tons	0	NR	NR
	Non-hazardous waste directed at disposal- landfilled	Metric tons	2,052	1,327	1,228
	Non-hazardous waste directed at disposal- other	Metric tons	152	NR	NR
	Total hazardous waste generated	**Metric tons**	**860**	**1,116**	**1,024**
	Hazardous waste diverted from disposal	**Metric tons**	**532**	**NR**	**NR**
	Hazardous waste diverted from disposal- recycled/reused	Metric tons	532	717	516
	Hazardous waste diverted from disposal- other	Metric tons	0	NR	NR
	Hazardous waste directed to disposal	**Metric tons**	**329**	**NR**	**NR**

[45] All NOx, SOx and VOC data includes manufacturing sites. In 2023, we changed the unit for reporting significant air quality emissions from tons (U.S.) to metric tons. As such, for consistency purposes, we have converted past fiscal years' data. In 2023, we also improved our data collection processes to increase transparency around our significant air quality emissions performance

[46] In 2023, we improved our reporting to increase our transparency around our waste management performance.

[47] The increase in non-hazardous waste reflects expansion of scope of waste reported from our smaller offices using a Full Time Employee (FTE) equivalent calculation.

Our Environment (Cont.)		Units	2023	2022	2021
Waste Management[46] (Cont.)	**Hazardous waste directed to disposal**	**Metric tons**	**329**	**NR**	**NR**
	Hazardous waste directed to disposal- incinerated with energy recovery	Metric tons	184	NR	NR
	Hazardous waste directed to disposal- incinerated without energy recovery	Metric tons	3	NR	NR
	Hazardous waste directed to disposal- landfilled	Metric tons	142	NR	NR
	Hazardous waste directed to disposal- other	Metric tons	0.5	NR	NR
	Global operational waste- overall diversion rate	%	52	NR	NR
	Global operational waste- landfill diversion rate	%	71	NR	NR
E-Waste Collection	E-waste collection	Pounds of waste	271,739	299,160	366,548
Water Management	**Total water withdrawals**	**Million gallons**	**503**	**698**	**773**
	Potable water withdrawals- water utilities	Million gallons	398	600	667
	Reclaimed water withdrawals- water utilities	Million gallons	105	98	106
	Water consumed	Million gallons	142	156	152
	Water discharged	Million gallons	361	542	621
	Ultrapure water usage	Million gallons	0	0	0

[46] In 2023, we improved our reporting to increase our transparency around our waste management performance.

Our Workforce		Units	2023	2022	2021
Worforce	Total Employees	# of	50,257	50,755	45,575
	Regular employees	%	93	92	91
	Temporary employees	%	7	8	9
	Employees by region- U.S.	%	31	33	34
	Employees outside the U.S. by region- Americas[48]	%	2	1	1
	Employees outside the U.S. by region- APAC[49]	%	21	21	22
	Employees outside the U.S. by region- EMEA[50]	%	11	10	9
	Employees outside the U.S. by region- India	%	36	35	34
	Employees that are foreign nationals[51]	%	21	22	21
Turnover and Employee Engagement	Employee involuntary turnover rate[52]	% of total	4.2	1.2	1.3
	Employee voluntary turnover rate	% of total	4.4	9.1	6.8
	Employees responding to employee survey[53]	% of total	43	55	47
	Employees that state they are comfortable voicing their ideas and opinions, even if they are different from others[54]	% of total	85	83	NR
	Employees that would recommend Qualcomm as a great place to work[55]	% of total	83	82	90
	Employees who are confident in the future of Qualcomm[55]	% of total	86	91	91
Hiring and Recruitment	Open positions filled with internal candidates[56]	%	15	13	NR
Business Conduct Hotline	**Total business hotline cases**	**#**	**119**	**115**	**122**
	Business hotline cases- identified	#	40	38	47
	Business hotline cases- anonymous	#	79	77	75

[48] Countries included in Americas: Argentina, Brazil, Canada, Colombia, and Mexico.

[49] Countries included in APAC: Australia, China (PRC), Hong Kong, Indonesia, Japan, Republic of Korea, Malaysia, Singapore, Taiwan, Thailand and Vietnam.

[50] Countries included in EMEA: Austria, Belgium, Czech Republic, Finland, France, Germany, Greece, Ireland, Israel, Italy, Netherlands, Romania, South Africa, Spain, Sweden, Switzerland, Ukraine, and United Kingdom.

[51] U.S. only.

[52] In response to the need to adjust to market conditions and industry-wide challenges, we made the difficult decision to reduce our workforce in 2023. We took steps to ensure impacted employees were provided severance packages and other support as they searched for new roles. The above involuntary turnover numbers reflect those workforce reduction efforts and include people who voluntarily participated in the reductions-in-force.

[53] 2023 survey was a PULSE survey covering a random sample of 33% of the organization. 2022 and 2021 surveys covered all employees (full census).

[54] Based on employee survey results. In 2023, we revised the employee survey question associated to this metric. In 2022, the question focused on employees stating that their team had a climate in which diverse perspectives were valued.

[55] Based on employee survey results.

[56] Percentages based on total new hires in 2023 (excluding interns and acquisition hires).

Our Workforce		Units	2023	2022	2021
Diversity, Equity and Inclusion[57]	Nationalities represented[58]	# of	120	122	117
	Languages spoken[58]	# of	95	95	92
	Women on the Board of Directors	% of total	33	33	29
	Women-overall[59]	% of total	22.9	23.0	22.6
	Leadership[60]	% of total	11.3	11.5	11.0
	Manager and above	% of total	17.9	18.0	17.3
	Management in revenue generating functions[61]	% of total	13.2	14.0	13.1
	Technical	% of total	18.1	18.0	17.3
	Junior management[62]	% of total	20.2	20.4	19.6
	American Indian or Alaskan Native- overall	% of total	0.2	0.2	0.2
	Manager and above	% of total	0.2	0.2	0.2
	Technical	% of total	0.1	0.1	0.1
	Asian—overall	% of total	62.3	60.9	61.7
	Manager and above	% of total	53.5	51.6	51.1
	Technical	% of total	67.5	66.3	67.2
	Black or African American- overall	% of total	1.5	1.5	1.5
	Manager and above	% of total	1.1	1.2	1.3
	Technical	% of total	1.3	1.3	1.3

[57] Unless otherwise indicated, inclusion and diversity data are for U.S. only and regular employees.

[58] Global. Self-identified.

[59] Global. Regular employees.

[60] Global. Regular employees. Leadership is defined as individuals at the principal and above level.

[61] Global. Regular employees. Management in revenue generating roles is defined as individuals at the manager and above level and employees with direct reports in QCT and QTL.

[62] Global. Regular employees. Junior management is defined as individuals at the manager level and employees with direct reports below principal roles.

Our Workforce		Units	2023	2022	2021
Diversity, Equity and Inclusion[57] (Cont.)	Hispanic or Latino- overall	% of total	5.3	5.2	4.8
	Manager and above	% of total	4.3	4.2	4.0
	Technical	% of total	4.2	4.1	3.6
	Native Hawaiian or Pacific Islander- overall	% of total	0.3	0.3	0.2
	Manager and above	% of total	0.2	0.2	0.2
	Technical	% of total	0.2	0.2	0.2
	Two or more groups- overall	% of total	2.1	2.1	2.1
	Manager and above	% of total	1.7	1.7	1.5
	Technical	% of total	1.6	1.6	1.6
	People with disabilities	% of total	3.2	1.9	2.6
	Veterans	% of total	2.1	2.2	2.1

[57] Unless otherwise indicated, inclusion and diversity data are for U.S. only and regular employees.

Our Workforce		Units	2023	2022	2021
Employee Training and Development	**Training course enrollments**				
	Classroom training course enrollments	# of	42,905	43,817	97,452
	Classroom training course enrollments- instructor led sessions	# of	1,201	1,305	1,401
	Classroom training course enrollments- online course	# of	20,757	17,760	16,965
	Average training and development hours per full time employee	Hours	15.6	14	18
	Average amount spent per full time employee on training and development	Dollars	129	197	210
	Training hours by employee group				
	Individual contributor	Hours/Employee	17.4	15	18
	Management	Hours/Employee	8.5	10	17
	Executive	Hours/Employee	4.1	6	10
	Employees receiving training by training type				
	Employees receiving training in mandatory programs	% of total	100	100	100
	Employees receiving training in non-mandatory programs	% of total	70	81	83
Workplace Safety	Lost Time Incident Rate (LTIR)	Per 200,000 hours worked	0.01	0.01	0.02
	Total Recordable Incident Rate (TRIR)	Per 200,000 hours worked	0.11	0.10	0.12
	Work-related fatalities	# of	0	0	0

Our Community		Units	2023	2022	2021
Corporate Citizenship	Employees participating in employee grant programs	# of	2,765	2,977	3,099
	Nonprofit organizations helped by employee grant programs	# of	1,593	1,548	1,711
	Annual corporate citizenship contributions--- total[63]	Dollars	40,522,931	38,897,417	39,110,391
	Annual charitable giving[64]	% of annual corporate citizenship contributions	33	47	44
	Community investments[65]	% of annual corporate citizenship contributions	61	47	52
	Commercial initiatives[66]	% of annual corporate citizenship contributions	6	6	4
Wireless Reach	Stakeholders[67]	# of	757	712	699
	Active projects[68]	# of	37	35	35
	Total projects since 2006[67]	# of	144	137	132
	Countries	# of	73	73	49
	Beneficiaries (direct and indirect)[67]	# of	27,020,283	26,518,364	24,335,693
STEM Education	Student beneficiaries[69]	# of	2,177,576	1,765,284	561,063
	Teacher beneficiaries[69]	# of	132,710	97,399	12,817
	Thinkabit Lab collaborators	# of	23	24	22
	STEM community partnerships	# of	15	16	20
	Volunteer hours in Qualcomm STEM education activities[70]	# of	11,102	6,964	2,204
	Employees involved in Qualcomm STEM education activities[70]	# of	395	168	110

[63] Total contributions from Qualcomm and the Qualcomm Foundation.

[64] Refers to one-off or occasional support to good causes in response to the needs and appeals of charitable and community organizations, requests from employees or in reaction to external events such as emergency relief situations. These are often thought of as traditional philanthropy or grant-making.

[65] Refers to long-term strategic involvement in, and partnership with, community organizations to address a limited range of social issues chosen by the Company to protect its long-term corporate interests and enhance its reputation.

[66] Refers to business-related activities in the community, usually undertaken by commercial departments to directly support the success of the Company, promoting its corporate and brand identities and other policies, in partnership with charities and community-based organizations.

[67] Cumulative data since 2006.

[68] Programs that are currently using Wireless Reach funds.

[69] Includes beneficiaries from all STEM education programs coordinated with the involvement of the corporate responsibility team.

[70] In 2023, we expanded our reporting of volunteer numbers and volunteer hours to be inclusive of all STEM education programs that engage Qualcomm employees and have the involvement of the corporate responsibility team. In 2022 and 2021, data represented full year *FIRST* volunteer hours and numbers.

Appendix

Global Reporting Initiative (GRI) Content Index

Sustainability Accounting Standards Board (SASB) Index

Task Force on Climate-related Financial Disclosures (TCFD) Index

Our Alignment with the United Nations (UN) Sustainable Development Goals

About This Report

GRI Content Index

Statement of use	Qualcomm has reported the information cited in this GRI content index for the period September 26, 2022 through September 24, 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE		LOCATION
GRI 2: General Disclosures 2021	2-1	Organizational details	FY23 Annual Report on Form 10-K
	2-2	Entities included in the organization's sustainability reporting	About This Report
	2-3	Reporting period, frequency and contact point	About This Report
	2-4	Restatements of information	About This Report
	2-5	External assurance	About This Report
	2-6	Activities, value chain and other business relationships	FY23 Annual Report on Form 10-K
	2-7	Employees	ESG Performance Summary
	2-8	Workers who are not employees	ESG Performance Summary
	2-9	Governance structure and composition	2024 Proxy Statement
	2-10	Nomination and selection of the highest governance body	2024 Proxy Statement
	2-11	Chair of the highest governance body	2024 Proxy Statement
	2-12	Role of the highest governance body in overseeing the management of impacts	Our Corporate Responsibility Governance
	2-13	Delegation of responsibility for managing impacts	Our Corporate Responsibility Governance
	2-14	Role of the highest governance body in sustainability reporting	Our Corporate Responsibility Governance
	2-15	Conflicts of interest	2024 Proxy Statement
	2-16	Communication of critical concerns	FY23 Annual Report on Form 10-K
	2-17	Collective knowledge of the highest governance body	2024 Proxy Statement

GRI STANDARD	DISCLOSURE		LOCATION
GRI 2: General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	2024 Proxy Statement
	2-19	Remuneration policies	2024 Proxy Statement
	2-20	Process to determine remuneration	2024 Proxy Statement
	2-21	Annual total compensation ratio	2024 Proxy Statement
	2-22	Statement on sustainable development strategy	FY23 Annual Report on Form 10-K Purposeful Innovation
	2-23	Policy commitments	Acting Responsibly Operating Sustainably
	2-24	Embedding policy commitments	Acting Responsibly Operating Sustainably
	2-25	Processes to remediate negative impacts	Ethical Governance
	2-26	Mechanisms for seeking advice and raising concerns	Ethical Governance Human Rights
	2-27	Compliance with laws and regulations	FY23 Annual Report on Form 10-K
	2-28	Membership associations	Qualcomm Memberships and Industry Affiliations
	2-29	Approach to stakeholder engagement	Stakeholder Engagement
	2-30	Collective bargaining agreements	None of our U.S. employees are covered by collective bargaining agreements. Outside the U.S., less than 50% of our employees are covered by collective bargaining agreements. Human Rights Statement

GRI STANDARD	DISCLOSURE		LOCATION
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Stakeholder Engagement TCFD Index: Risk Management
	3-2	List of material topics	Disaster preparedness and response; Employee acquisition, retention and development; Employee diversity and inclusion; Employee health and safety; Ethical business practices and compliance; Government Affairs; Privacy and cybersecurity; STEM education; Technology as a solution; Women in technology
	3-3	Management of material topics	TCFD Index: Risk Management Empowering Digital Transformation Acting Responsibly Operating Sustainably
Qualcomm Material Topic: Technology as a solution			
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Breakthrough Inventions Future-focused Research and Development
	203-2	Significant indirect economic impacts	Breakthrough Inventions Future-focused Research and Development Equitable Access
Qualcomm Material Topic: Ethical business practices and compliance			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	At least annually, we evaluate our Company for risks related to corruption. We also assess additional risk areas on a case-by-case basis.
	205-2	Communication and training about anti-corruption policies and procedures	Ethical Governance
	205-3	Confirmed incidents of corruption and actions taken	None
Qualcomm Material Topic: STEM Education			
Qualcomm Material Topic: Disaster preparedness and response			

GRI STANDARD	DISCLOSURE		LOCATION
Qualcomm Material Topic: Employee acquisition, retention and development; Employee diversity and inclusion; Employee health and safety; Women in technology			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	ESG Performance Summary
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation and Benefits Qualcomm Employee Benefit Programs
	401-3	Parental leave	Qualcomm Employee Benefit Programs
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Health and Safety
	403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety
	403-5	Worker training on occupational health and safety	Health and Safety
	403-6	Promotion of worker health	Health and Safety
	403-8	Workers covered by an occupational health and safety management system	Health and Safety
	403-9	Work-related injuries	Health and Safety ESG Performance Summary
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	ESG Performance Summary
	404-2	Programs for upgrading employee skills and transition assistance programs	Employee Engagement and Development
	404-3	Percentage of employees receiving regular performance and career development reviews	Employee Engagement and Development
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	2024 Proxy Statement ESG Performance Summary
	405-2	Ratio of basic salary and remuneration of women to men	Diversity, Equity and Inclusion
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Qualcomm has never been found by a court to have unlawfully discriminated against any of our employees.

GRI STANDARD	DISCLOSURE		LOCATION
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Qualcomm is unaware of any operations in which the right to exercise freedom of association and/or collective bargaining are at significant risk.
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Qualcomm is unaware of any operations in which there is a significant risk for incidents of child labor.
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Qualcomm is unaware of any operations in which there is a significant risk for incidents of forced or compulsory labor.
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	100% of security personnel are trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.
Qualcomm Material Topic: Government affairs			
GRI 415: Public Policy 2016	415-1	Political contributions	Political Contributions and Expenditures Policy Disclosures Under Political Contributions and Expenditures Policy
Qualcomm Material Topic: Privacy and Cybersecurity			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We did not receive any substantiated complaints regarding breaches of customer privacy or data in 2023 or in the three years prior. ESG Performance summary

SASB Index

Topic	SASB Code	Metric	Response
GHG Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds Metric tons (t) CO_2e	(1) Total gross Scope 1 emissions for Qualcomm globally is 80,589 tCO_2e. (2) Total emissions from perfluorinated compounds are 13,364 tCO_2e.
GHG Emissions	TC-SC-110a.2	(1) Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, (2) emissions reduction targets and (3) an analysis of performance against those targets *Discussion & analysis*	**(1) Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions** Our QCT semiconductor business utilizes a fabless production model (other than for our RF front-end modules and RF filter products). This means that we do not own or operate foundries for the production of silicon wafers from which our integrated circuits are made. Because we are primarily fabless, our Scope 2 emissions are more significant than our Scope 1 emissions. Thus, our GHG goals represent a Company-wide absolute target related to both Scope 1 and Scope 2 emissions. We believe that climate change is a serious environmental, social and economic threat that calls for immediate and concerted action among all sectors of society. This is why in 2021, we expanded our commitment to reducing operational GHG emissions across our value chain and ensured our new targets were aligned to the latest climate science by committing to and joining the SBTi: • To reduce absolute Scopes 1 and 2 GHG emissions 50 percent by 2030, compared to a 2020 base year • To reduce absolute Scope 3 GHG emissions 25 percent by 2030, compared to a 2020 base year • To reach net-zero global GHG emissions across our value chain by 2040 As of 2023, our corporate GHG emission reduction targets have been approved by the SBTi. The steps we have taken reflect our belief in the urgency of action to limit global temperature rise to 1.5°C and our commitment to emission cuts aligned with the latest climate science. Our strategy to achieve our environmental commitments includes several key actions: • Transitioning to utilizing renewable energy in our top operational footprint regions via long-term PPAs. • Limiting carbon in our operations through the replacement of high global warming potential gases in our manufacturing processes, to the extent feasible. • Reducing natural gas usage at our San Diego, CA headquarters. • Working with key suppliers to develop collaborative initiatives to facilitate emissions reductions

Topic	SASB Code	Metric	Response
GHG Emissions (Cont.)			**(2) emissions reduction targets** **Type:** Absolute Target **Target coverage:** Company-wide Scope(s): 1+2 (market-based) **Targeted reduction from base year (%):** 30 percent **Timelines:** Base year: 2014; Start year: 2015; Target year: 2025 **% of target achieved:** XX percent **Base year emissions covered by target (metric tons CO2 e):** 368,547 tCO_2e Scope 1: 121,977 tCO_2e Scope 2 market-based: 246,550 tCO_2e **Target status:** Underway **(3) an analysis of performance against those targets** We have continued our progress on this strategy over the last year, including additional procurement of renewable energy. In 2023 we achieved our 2025 GHG emissions goal- two years ahead of schedule. We've reduced our Scope 1 and Scope 2 GHG emissions by over 35 percent compared to a 2014 baseline. We are also continuing our efforts that are helping us advance towards our 2040 net-zero target. For Scope 3, we continue to refine our methodology to move away from spend-based calculations, and we are developing a strategy to engage a large portion of our supply chain to gather more accurate and actional data. We have also continued our implementation of an internal carbon price across our three manufacturing facilities. This carbon price creates an assumed cost per ton of carbon emissions with an annual rate increase per year, with the objective of changing our internal behavior toward low carbon innovation. For more information on Qualcomm's environmental responsibility efforts, please see: https://www.qualcomm.com/company/corporate-responsibility/responsible-business/sustainable-product-design/environment
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable *Gigajoules (GJ), Percentage (%)*	For our manufacturing sites, (1) Total energy consumed is 668,348 GJ; this includes (2) 86 percent of grid electricity and (3) 44 percent from renewable energy sources

Topic	SASB Code	Metric	Response
Water Management in Manufacturing	TC-SC-140a.1	(1) Total water withdrawn and (2) Total water consumed, percent of each in regions with High or Extremely High Baseline Water Stress Thousand cubic meters (m^3), Percentage (%)	(1) Total water withdrawn is 1,019,848 m^3, (2) Total water consumed is 240,513 m^3. **None of our manufacturing sites are in regions declared as High or Extremely High Baseline Water Stress Areas according to the WRI.**
Waste Management in Manufacturing	TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing and (2) percentage recycled *Metric tons (t), Percentage*	For our manufacturing sites, (1) Total hazardous waste is 591.66 metric tons. (2) 45.5 percent recycled.
Employee Health & Safety	TC-SC-320a.1.	1) Description of efforts to assess, monitor and reduce exposure of employees to human health hazards	**Employee Health and Safety** (1) Workplace health and safety is one of Qualcomm's highest priorities. We integrate EHS principles and practices into our everyday operations, as we strive to have a safe and healthy workplace for our employees, contractors, visitors and communities. Our EHS Policy highlights our commitment to proactively manage workplace health and safety risks while continually improving our established management system. We maintain compliance with applicable legal and other requirements, regularly monitor and improve our EHS performance, mitigate hazards and risks and incorporate industry best practices. The policy also provides a framework for setting and reviewing EHS objectives. Our EHS governance framework and global EHS management system, which are overseen at the highest levels of the Company, enable us to effectively manage risk, support regulatory compliance and address the health and safety needs of our employees and contractors. Starting with our policy as the foundation, our EHS management system (code of practice) comprises a series of globally applicable Core Principles, Standards and assurance processes that are structured using the ISO 14001 and ISO 45001 frameworks. Our EHS Code of Practice serves as a guide for developing a broad range of programs for the protection of workers and the environment into our day-to-day business management systems. It provides the framework to establish an overall strategy and an organizational structure for managing our Company's EHS program. We require all of our worldwide offices, labs and manufacturing sites to apply the EHS Code of Practice to help avoid, mitigate and manage health and safety risks. The EHS Code of Practice is periodically reviewed and updated to maintain alignment with industry best practice and enable continuous improvement.

Topic	SASB Code	Metric	Response
Employee Health & Safety (Cont.)			Our sites are required to conduct self-assessments as part of our annual compliance assurance process. Lab management and local EHS engineers conduct more frequent spot checks and inspections to assess compliance. In addition, we require regular internal EHS audits to verify the effective implementation of our EHS programs. We also require periodic external audits to verify the compliance status of country-specific regulatory requirements. We conduct risk assessments for all workplaces and production sites that use hazardous substances to produce wafers, such as in our manufacturing facilities, to mitigate and control risks from these substances or manufacturing activities. Any applicable threshold of dangerous substances is regularly monitored. This applies to workstations of our employees as well as emissions to our environment. In addition, we are continuously checking possibilities and options for substitution of hazardous substances with materials of lower risk characteristics. Regardless, any new substances undergo extensive review and approval processes before application can begin. For more information on Qualcomm's EHS Code of Practice: https://www.qualcomm.com/company/corporate-responsibility/responsible-business/sustainable-product-design/environment/health-and-safety **Product Responsibility** We address the sustainability of our products through the Company's Environmental Management System and various hazardous substance elimination programs. We strive to apply the "precautionary principle." We take preventative measures regarding certain chemicals, even if science has not indicated clear environmental or health hazards. Our own requirements are often more stringent than applicable law. We have been proactive in removing lead from our products since 1999. We introduced lead-free flip-chips in 2010. Since then, we have been incorporating a lead-free design into our integrated circuits whenever technically and economically feasible. Regulations do not prohibit the use of all brominated and chlorinated compounds in our products. Nevertheless, we've been proactive in eliminating them because of the potential hazards they may pose. For more information on our efforts to design products in a sustainable and responsible manner, please see our Sustainable Product Design webpage: https://www.qualcomm.com/company/corporate-responsibility/responsible-business/sustainable-product-design

Topic	SASB Code	Metric	Response
Employee Health & Safety	TC-SC-320a.2	(1) Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations *Dollars ($)*	(1) $0 in FY2023
Recruiting & Managing Global and Skilled Workforce	TC-SC-330a.1	(1) Percentage of employees that are foreign nationals and (2) percentage of employees that are located offshore Percentage	(1) 21 percent of employees in the U.S. are foreign nationals. (2) Employees in the US: 31 percent Employees outside of the US by region - Americas: 2 percent APAC: 21 percent EMEA: 11 percent India: 36 percent Implementing our business strategy requires specialized engineering and other talent, as our revenues are highly dependent on technological and product innovations. Our future success depends on our ability to continue to innovate, which includes our ability to identify, attract, retain and motivate qualified employees. Highly skilled talent, especially in the areas of STEM, is important to the success of our industry and to the future of technological innovation around the world. Thus, the market for employees in our industry is extremely competitive. Finding top engineering talent is important to our Company's success. More than two-thirds of our employees are engineers. Beyond fierce competition for talent across our industry and with our competitors, existing immigration laws make it more difficult for us to recruit and retain highly skilled foreign nationals, making the pool of available talent even smaller. If we are unable to attract and retain qualified employees, our business may be harmed. Additionally, increased competition to recruit highly skilled and talented individuals can increase costs. We address this risk by supporting existing and future employees through a dedicated team of talent acquisition specialists, including immigration specialists. We also have experts in immigration law across our legal team and outside counsel that support our Company's hiring and recruitment efforts. We have been a committed partner to countries around the world for more than 30 years, supporting policies that encourage innovation, foster the proliferation of mobile technology and enable business-friendly environments globally. We engage in public policy efforts to support regulations that are aligned to today's economic reality. Our Government Affairs team participates in diverse advocacy efforts that contribute to immigration laws that support our Company's ability to develop leading-edge technologies specifically and our innovation-based, global economy in general. Our advocacy efforts, as they relate to immigration laws and recruiting a global workforce, are generally implemented through collaborations with trade associations and diverse coalitions of employers.

Topic	SASB Code	Metric	Response
Recruiting & Managing Global and Skilled Workforce (Cont.)			For more information on our public policy efforts around immigration, please visit Qualcomm's public policy webpage: https://www.qualcomm.com/company/corporate-responsibility/responsible-business/public-policy For more information on risk factors related to retaining and attracting talent, please visit our latest 10-K: QCOM 09.24.23 FY 2023 10-K (qualcomm.com)
Product Lifecycle and Management	TC-SC-410a.1	(1) Percentage of products by revenue that contain IEC 62474 declarable substances *Percentage*	(1) Products representing 3.7% percent of our revenues contain IEC 62474 declarable substances. For more information on our efforts to design products in a sustainable and responsible manner, please see our Sustainable Product Design webpage: https://www.qualcomm.com/company/corporate-responsibility/responsible-business/sustainable-product-design Qualcomm products are products of Qualcomm Technologies, Inc. (a subsidiary of Qualcomm Incorporated) and/or its subsidiaries.
Product Lifecycle and Management	TC-SC-410a.2	(1) Processor energy efficiency at a system-level for servers, (2) processor energy efficiency at a system-level for desktops and (3) processor energy efficiency at a system-level for laptops	We do not disclose single percentages for these product categories as defined by this metric. Due to the numerous and diverse types of products in our portfolio, as well as the continued release of new products, we believe it is more relevant to report on our efforts around product efficiency in performance and discuss our sustainable product design efforts. For more information on our efforts to design products in a sustainable and responsible manner, please see our Sustainable Product Design webpage: https://www.qualcomm.com/company/corporate-responsibility/responsible-business/sustainable-product-design For more information on Qualcomm® Quick Charge™ technology, which allows charging of smartphones and devices up to 10 degrees C cooler, up to 4X faster, and up to 70 percent more efficiently than with previous solutions, please see our Quick Charge 5 webpage: https://www.qualcomm.com/products/features/quick-charge For more information on our AI related products and power efficiency as a primary area of AI research and development, please see our AI website: https://www.qualcomm.com/invention/artificial-intelligence For more information on our Company's efforts around 5G IoT, please see our 5G IoT webpage: https://www.qualcomm.com/invention/5g/internet-of-things

Topic	SASB Code	Metric	Response
Materials Sourcing	TS-SC-440a.1	(1) Description of the management of risks associated with the use of critical materials	We are aware of concerns that minerals mined in conflict areas in the Democratic Republic of the Congo (DRC) and adjoining countries may be making their way into the electronics industry supply chain and may be fueling human rights violations and environmental degradation in the DRC region. We strive to provide DRC conflict free products. We support industry-wide efforts to drive transparency in the supply chain. As part of our commitment to sourcing excellence, we're working to ensure that the minerals in our products were not mined in ways that contribute to human rights violations in the DRC region. We require our suppliers to obtain materials from environmentally and socially responsible sources, including conflict free sources within the DRC and adjoining countries. Our Conflict Free Minerals policy communicates the expectation that our direct suppliers obtain materials from environmentally and socially responsible sources, including conflict free sources within the "covered countries". Our due diligence measures have been designed to conform, in all material respects, to the framework provided by the Organization for Economic Co-operation and Development Guidance. For more information about our conflict free mineral efforts, including more details on our due diligence process as well as measures we performed for the reporting period to exercise due diligence on the source and chain of custody of our necessary conflict minerals that may have originated in the "covered Countries", please see our conflict free minerals webpage: https://www.qualcomm.com/company/corporate-responsibility/acting-responsibly/sustainable-product-design/conflict-free-minerals
IP Protection and Competitive Behavior	TS-SC-520a.1	(1) Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Information related to litigation and legal proceedings is disclosed in our Annual Report on Form 10-K and in our Quarterly Reports on Form 10-Q. This documentation is publicly available through our Investor Relations website and on SEC.gov. FY23 10-K Annual Report: QCOM 09.24.23 FY 2023 10-K (qualcomm.com) Investors Relations Website 10-Q Forms: https://investor.qualcomm.com/financial-information/sec-filings?form_type=10-Q&year=

Task Force on Climate-related Financial Disclosures Index

TCFD Recommendation	Qualcomm Disclosure	Disclosure Source
Governance: Disclose the organization's governance around climate-related risks and opportunities		
a) Describe the board's oversight of climate-related risks and opportunities	The Governance Committee of our Board provides oversight on ESG matters not delegated to other Board committees, including ESG policies, programs and initiatives. The HR and Compensation Committee of our Board provides oversight on our human capital initiatives and our workforce diversity, equity and inclusion policies, programs and initiatives. The Audit Committee of our Board provides oversight of our ESG disclosure controls and procedures as well as the Company's IT security/cybersecurity policies, risk mitigation and recovery plans. Given the increased focus on ESG issues, in 2023, we strengthened and further consolidated our ESG committees and governance process. The ESG Leadership Committee provides guidance on global corporate responsibility issues, reviews progress on our goals, discusses risks and corresponding mitigation tactics and provides oversight of external reporting. The ESG Leadership Committee also focuses on ensuring that ESG continues to remain a central and visible component of our business strategy. It is composed of executives from Finance, Global Affairs, HR and Legal. Other senior management representatives are periodically invited for updates, discussions and engagement. Our ESG Leadership Committee now reports out to the Governance Committee of the Board at least two times a year.	2023 CDP Climate Survey Questions C1.1a and C1.1b
b) Describe management's role in assessing and managing climate-related risks and opportunities.	The Chief Financial Officer (CFO) reports directly to the Chief Executive Officer (CEO). The CFO provides overarching guidance on ESG matters, including climate-related issues, holds the highest management-level position on the ESG Leadership Committee and is part of Qualcomm's Executive team.	2023 CDP Climate Survey Questions C1.2
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.		
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term. **b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.**	**Qualcomm defines short-, medium- and long-term time horizons as follows:** Short-term: 0 – 5 years Medium-term: 5 – 10 years Long-term: 10 – 20 years **Climate-related Risks Impact:** To date, we have not identified any material climate-related risks with the potential to have a substantive financial or strategic impact on our business. We plan to continue to monitor for climate-related risks on a regular basis. **Climate-related Opportunities:** To date, we have not identified any inherent climate-related opportunities with the potential to have a substantive financial or strategic impact on our business. We plan to continue to monitor for climate-related opportunities on a regular basis.	2023 CDP Climate Survey Questions C2.1a, C2.3, C2.3b, C2.4, C2.4b

TCFD Recommendation	Qualcomm Disclosure	Disclosure Source
c) Describe the potential impact of different scenarios, including a 2ºC scenario, on the organization's businesses, strategy and financial planning.	In 2023, we performed a quantitative CSA of climate-related physical risks. We also performed a qualitative and quantitative analysis of climate-related transition risks and opportunities. These analyses were used to estimate potential financial impacts to our Company, our key suppliers and customers. The timeframes considered included the short term (present-day), medium term (2030) and long term (2040). **Physical risk assessment:** Our quantitative physical risk assessment focused on 25 representative Qualcomm facilities and suppliers' facilities. For each facility, projected modelled average annual losses (MAAL) associated with climate change-related hazards were calculated for each decade from the 2020s to the 2090s. We used the Representative Concentration Pathway (RCP) scenarios RCP4.5 and RCP8.5 to evaluate our facilities' exposure to climate change risks under a range of potential futures. Findings showed that under both scenarios, all 25 Qualcomm facilities and suppliers' facilities are projected to be exposed to some financial impacts in the medium- and long-term. Overall, projected MAAL to the evaluated facilities were larger under the RCP8.5 scenario than the RCP4.5 scenario, and in both scenarios, climate change impacts generally increased in severity progressing from the 2030s to later time horizons. The resilience assessment revealed that most of our facilities have an understanding of climate-related hazards and have a high-risk tolerance and adaptive capacity to these hazards. **Transition risk and opportunity assessment:** For the transition risk and opportunities assessment, two scenarios, Stated Policy (STEPS) and Net-Zero Emissions by 2050 (NZE) from the International Energy Agency's World Economic Outlook 2022, were selected to assess the potential climate-related transition risks and opportunities to our business and our value chain operations. We then analysed the potential impact of these climate-related transition risks and opportunities on our business strategy and operations considering both quantitative and qualitative factors. Our transition opportunities are projected to be most significant under the rapid and smooth transition of the NZE Scenario, increasing from the present through 2040. For climate-related risks, a high-emissions scenario (STEPS) is projected to pose higher financial costs for us due to higher energy costs and a higher CO2 abatement cost compared to the NZE Scenario. **Conclusion:** We have concluded that the climate-related risks identified in our 2023 CSA are not material. The internal qualitative and quantitative factors we review to determine materiality are reviewed annually.	Information on our CSA can also be found on our Corporate Responsibility Website

TCFD Recommendation	Qualcomm Disclosure	Disclosure Source
Risk Management: Disclose how the organization identifies, assesses and manages climate-related risks.		
a) Describe the organization's process for identifying and assessing climate-related risks. **b) Describe the organization's processes for managing climate-related risks.** **c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.**	To determine which risks and/or opportunities could have a substantive financial or strategic impact, potential risks are classified either as Company-level, when evaluated during the materiality assessment process, or asset-level, when evaluated through CSA or Qualcomm's Business Resilience Program. Company-level risks: We regularly conduct ESG materiality assessments. ESG materiality is determined by combining a risk's scores on a variety of business and environmental indices according to a proprietary weighting formula. A risk is considered to be material in part if it has a significant impact in any of these categories, and the magnitude of sustainability risks is considered with equal weight as the risk's importance to business success. Asset-level risks: We conduct CSA to evaluate the projected financial materiality of climate-related physical and transition risks in the regions where Qualcomm works. This process is completed on a recurring basis and the outputs are presented to Qualcomm's ESG Leadership Committee and ESG Working Group for consideration in our business strategy. Additionally, our Company's Business Resilience Program utilizes a threat risk assessment process to identify and evaluate risks on a regional basis that may affect the Company's resiliency. The threat risk assessment process ranks environmental, operational and man-made risks (including climate-related risks) considering on the likelihood and impact of an occurrence. Consultation with resilience leads is completed based on the potential size and scope of specific impacts. This process is similarly completed on a recurring basis, and the outputs are presented to the business resilience management teams. Qualcomm considers risks from this assessment within its detailed resilience planning framework. We are mindful of the impacts that the global electronics supply chain can bring to society and the environment. Thus, we see making appropriate supplier selections, assessing our suppliers for risks (e.g., through CSA), and monitoring their adherence to our Supplier Code of Conduct as integral parts of achieving a sustainable supply chain. We assess our semiconductor manufacturing suppliers annually using the RBA SAQ. Suppliers receive RBA VAP audits and successfully remedy findings identified during these assessments. Note: The definition and use of "materiality" above is not the same materiality relevant in regulatory or other guidance used around the world, including but not limited for SEC purposes or as defined in the standards underlying EU's CSRD. Therefore, issues deemed material for the purposes of this report may not be deemed material for SEC or other reporting purposes.	2023 CDP Climate Survey Questions **C2.2, C2.2a**

TCFD Recommendation	Qualcomm Disclosure	Disclosure Source

Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk-management process.

b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.

c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

	CO2e Metric Tons **2023**	CO2e Metric Tons **2022**	CO2e Metric Tons **2021***
Total **Scope 1** – Direct GHG Emissions by weight (includes purchased carbon offsets).	80,589	104,850	106,659
Total **Scope 2** — Indirect GHG Emissions by Weight (market-based: emission factors where available and purchased International renewable Energy Certificates and Emission Reduction Credits)	157,293	160,417	171,932
Total **Scope 3** — Other Indirect GHG Emissions by Weight	5,070,086	6,394,094	3,745,914

* In 2021, we expanded our reporting of Scope 3 emissions to include all relevant sources: purchased goods and services, capital goods, fuel and energy related activities, upstream and downstream transportation and distribution, waste generated in operations, business travel, employee commuting, use of sold products and end of life treatment of sold products.

We continually look for ways to reduce our GHG emissions. Our GHG reduction goals are as follows:
1. To reduce absolute Scope 1 and 2 GHG emissions 30 percent by 2025 from a 2014 base year
2. To reduce absolute Scope 1 and 2 GHG emissions 50 percent by 2030 from 2020 base year
3. To reduce absolute Scope 3 GHG emissions 25 percent by 2030 from a 2020 base year
4. To reach net-zero GHG emissions across our value chain by 2040

In 2023, we achieved our 2025 GHG emissions goal- two years ahead of schedule. We've reduced our Scope 1 and Scope 2 GHG emissions by over 35 percent compared to a 2014 baseline. We are also continuing our efforts that are helping us advance towards our 2040 net-zero target.

Our climate-related metrics and targets can be found on our Corporate Responsibility Website and in our latest Corporate Responsibility Report.

Our Alignment with the UN Sustainable Development Goals

Our 2030 Vision is our roadmap to inform big-picture thinking on corporate responsibility issues that are most important to our Company and will help us identify where we can collaborate with key stakeholders to create sustainability solutions.

Our 2030 Vision						
Develop transformative mobile technologies that are widely adopted in support of a sustainable world.	Employ a workforce that more closely reflects the demographics of the communities in which we do business.	Be recognized as a global leader in business conduct and ethics.	Maintain adherence to our supplier code of conduct in our extended supply chain.	Ensure that respect for human rights is integrated into all key business decisions.	Ensure sustainable and transparent management of our climate and water impacts across our value chain.	Actively engage stakeholders in our corporate responsibility programs.
1 No Poverty 4 Quality Education 6 Clean Water and Sanitation 8 Decent Work and Economic Growth 9 Industry Innovation and Infrastructure 11 Sustainable Cities and Communities	5 Gender Equality 10 Reduced Inequalities	7 Affordable and Clean Energy 12 Responsible Consumption and Production 16 Peace, Justice and Strong Institutions	8 Decent Work and Economic Growth 12 Responsible Consumption and Production 16 Peace, Justice and Strong Institutions	8 Decent Work and Economic Growth 16 Peace, Justice and Strong Institutions	6 Clean Water and Sanitation 12 Responsible Consumption and Production	16 Peace, Justice and Strong Institutions 17 Partnerships for the Goals

About This Report

Since our founding in 1985, Qualcomm has been committed to bettering the communities where we live and work. We have been producing an annual corporate responsibility report since 2006.

Boundary and Scope

This report covers our 2023 fiscal year: September 26, 2022 to September 24, 2023. In some instances, data is collected and reported on a calendar rather than a fiscal year basis. Such exceptions, as well as any other exceptions to the reporting period, are noted within the report. Financial data is reported in U.S. dollars. The information and data in this report includes Qualcomm Incorporated and its consolidated subsidiaries, unless otherwise stated.

Disclosure and Assurance

This report has been prepared with reference to the GRI, SASB and TCFD standards.

The content of this report was developed using the GRI's "principles for defining report content": materiality, completeness, stakeholder inclusiveness and sustainability context. Our use of the materiality principle encompassed our whole value chain, both within and outside the Company, but it is not the same materiality relevant in regulatory or other guidance used around the world, including but not limited to for SEC purposes or as defined in the standards underlying the EU's CSRD. Therefore, issues deemed material for the purposes of this report may not be deemed material for SEC or other reporting purposes.

Our energy, air quality and GHG emissions data have been third party verified. The report as a whole has not been externally assured. Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements.

Information concerning external initiatives, partnerships or strategic programs is based solely on publicly available materials and has not been prepared, compiled, independently verified or assured by Qualcomm. While such information is believed to be accurate and the sources from which it has been obtained are believed to be reliable, Qualcomm does not accept any responsibility for the content of such information and does not guarantee the accuracy, adequacy or completeness of any such third party information.

Additional information about our operations and financial statements is available in our Annual Report on Form 10-K.

Additional information about corporate responsibility at Qualcomm is available at https://www.qualcomm.com/company/corporate-responsibility

Forward-Looking Statements

This report contains forward-looking statements within the meaning of the U.S. federal securities laws. Forward-looking statements are any statements other than statements of historical fact. These statements are often indicated by words or phrases such as "anticipate," "expect," "estimate," "seek," "plan," "believe," "could," "intend," "will" and similar words or phrases. Forward-looking statements represent our current judgement about possible future events. In making these statements, we rely upon assumptions and analysis based on our experience and perception of historical trends, current conditions and expected future developments as well as other factors we consider appropriate under the circumstances. We believe these judgments are reasonable, but these statements are not guarantees of any future events, outcomes or financial results and involve risks and uncertainties that may cause actual results to differ materially from those contained in the forward-looking statements. While we believe that our assumptions are reasonable, we caution that it is very difficult to predict the impact of known factors, and it is impossible for us to anticipate all factors that could affect our actual results. Accordingly, we caution you not to place undue reliance on these statements. Material factors that could cause actual results to differ materially from our expectations are summarized and disclosed under the "Risk Factors" section of our most recently filed period reports on Form 10-K and Form 10-Q and subsequent filings. Forward-looking statements speak only as of the date they are made, and we undertake no obligation to update publicly or otherwise revise any forward-looking statements, whether as a result of new information, future events or other factors that affect the subject of these statements, except where we are expressly required to do so by law.

Qualcomm

We welcome your comments and feedback at:
Sustainability.ESG@qualcomm.com