

Qualcomm

# Corporate Responsibility Report

OUR PERFORMANCE IN 2024



# Table of Contents

<b>ABOUT QUALCOMM®</b>	<b>3</b>	<b>OPERATING SUSTAINABLY</b>	<b>38</b>
Purposeful Innovation	6	Environmental Sustainability	39
Our Corporate Responsibility Governance	7	Resources Management	42
Our Approach to Stakeholder Engagement	8	Operational Resilience	45
Our Goals	12		
Our Awards and Recognitions	13	<b>PROGRESS</b>	<b>46</b>
		Progress On Our Goals	47
<b>EMPOWERING DIGITAL TRANSFORMATION</b>	<b>14</b>	Performance Summary	48
Ecosystem Enablement	15		
Breakthrough Inventions	18	<b>APPENDIX</b>	<b>58</b>
Expanding Access	22	Global Reporting Initiative (GRI) Index	59
		Sustainability Accounting Standards Board (SASB) Index	64
<b>ACTING RESPONSIBLY</b>	<b>25</b>	Task Force on Climate-Related Financial Disclosures (TCFD) Index	66
Workforce	26	About This Report	67
Business Integrity	29		
Ethical Governance	35		



# About Qualcomm

## IN THIS SECTION

- Purposeful Innovation
- Our Corporate Responsibility Governance
- Our Approach to Stakeholder Engagement
- Our Goals
- Our Awards and Recognitions



# About Qualcomm

We relentlessly innovate to deliver intelligent computing everywhere, helping the world tackle some of its most important challenges. Our proven solutions drive transformation across major industries.

We're building on our nearly 40-year leadership in setting industry standards and creating era-defining technology breakthroughs by weaving leading-edge AI, high-performance, low-power computing and unrivaled connectivity into the fabric of everyday life. Together with our ecosystem partners, we enable next-generation digital transformation to help enrich lives and improve business.

## Our QCT<sup>1</sup> Semiconductor Business Production Model

Other than for certain of our Radio Frequency Front End (RFFE) modules and Radio Frequency (RF) filter products, QCT utilizes a fabless production model, 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 are also 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 silicon wafers are the essential components of all 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. In the turnkey model, our foundry suppliers are responsible for delivering fully assembled and tested integrated circuits. In 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 include Taiwan Semiconductor Manufacturing Company

(TSMC), Global Foundries and Samsung Electronics. Our primary semiconductor assembly and test suppliers are Advanced Semiconductor Engineering, Amkor Technology, Siliconware Precision Industries and STATSChipPAC.

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 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 testing of RFFE modules and RF filter products and their preparation for distribution.



<sup>1</sup> Qualcomm CDMA Technologies

## Qualcomm business segments in fiscal year 2024

### \$33.2b

#### QCT

QCT develops and supplies integrated circuits and system software with advanced connectivity and high-performance, low-power computing technologies for use in mobile devices, automotive systems for connectivity, digital cockpit and advanced driver assistance system/automated driving (ADAS/AD) and the Internet of Things (IoT), including consumer electronic devices, industrial devices and edge networking products.

#### QSI<sup>3</sup>

QSI makes strategic investments primarily through Qualcomm Ventures, the Company's investment 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 and services.

### \$5.6b

#### QTL<sup>2</sup>

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.

#### Other

Other includes activities from nonreportable segments.



<sup>2</sup> Qualcomm Technology Licensing

<sup>3</sup> Qualcomm Strategic Initiatives

# Purposeful Innovation

At Qualcomm, purposeful innovation drives us to take on some of the world’s biggest challenges. We pursue purposeful innovation through three strategic focus areas:

## Empowering Digital Transformation:

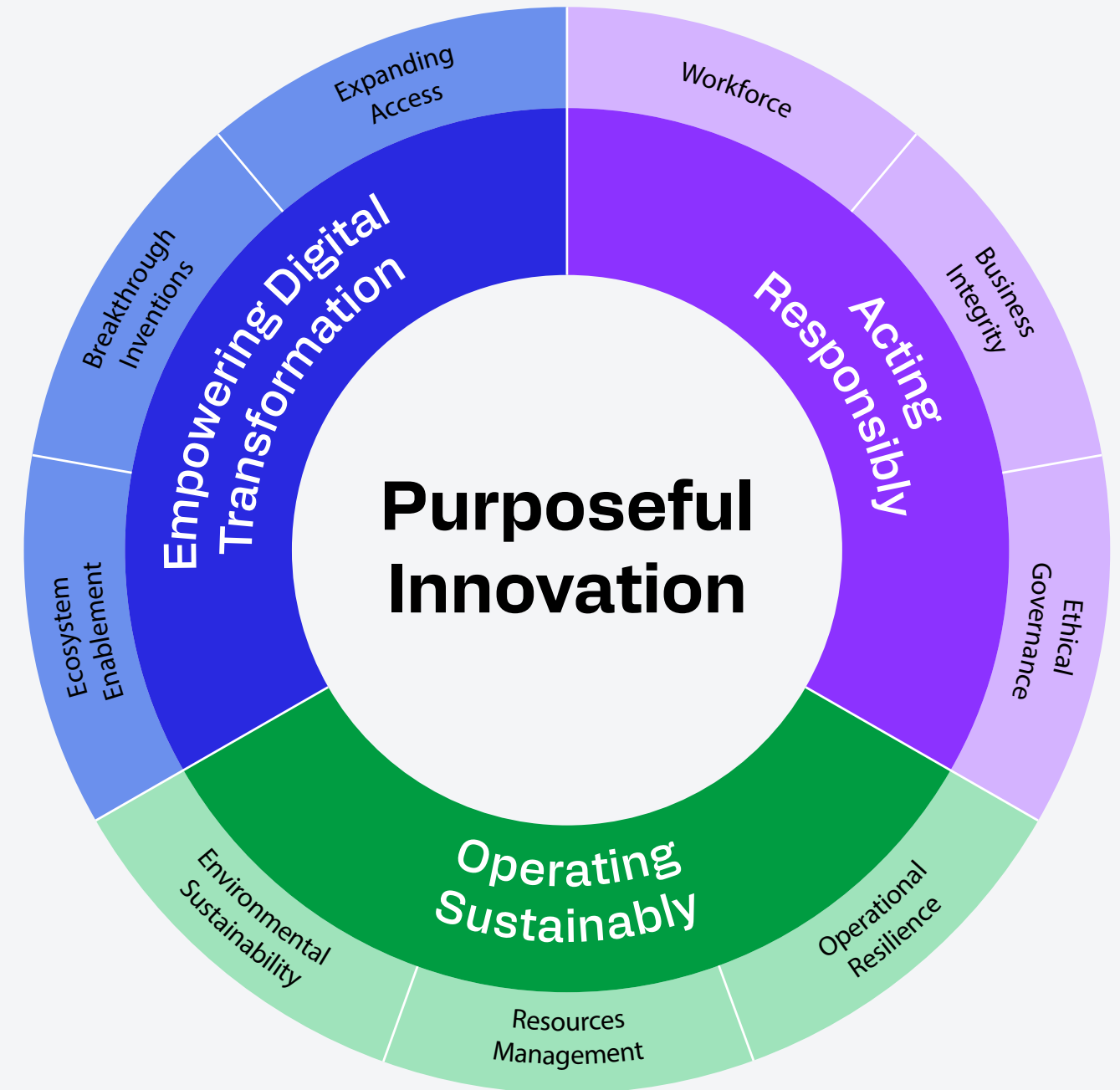
We believe technology can transform industries and business, and benefit individual lives. We invent solutions that are foundational to the advancement of the global wireless ecosystem and the digital transformation of industries, such as automotive, personal computing and industrial IoT.

## Acting Responsibly:

We invest in our people, strive to behave with integrity and implement governance standards that uphold our Company values — winning together, achieving excellence, making the impossible inevitable and doing the right thing. We are committed to responsible business practices, from promoting respect in the workplace, aiming to protect privacy, providing leading employee development programs and 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.



**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 corporate responsibility and sustainability matters not delegated to other Board committees, including relevant policies, programs and initiatives. The HR and Compensation Committee of our Board provides oversight of our human capital initiatives. The Audit Committee of our Board periodically reviews legislative and regulatory developments affecting ESG disclosures in Securities and Exchange Commission (SEC) reports, provides financial oversight of our disclosure controls and procedures with respect to ESG disclosures in SEC reports and any assurance being provided by the Company's independent auditor with respect to such reports and disclosures. The Audit Committee also regularly reviews the Company's information technology (IT) security/cybersecurity policies, risk mitigation and recovery plans.

At the management level, our ESG Leadership Committee, chaired by our 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 committee is also responsible for overseeing programs related to our corporate responsibility portfolio. It is composed of executives from Finance, Global Affairs, Human Resources (HR) and 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 corporate responsibility 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. The Working Group includes managers and other subject matter experts from functions

across the Company, including Cybersecurity, Health and Safety, Finance, HR, Human Rights, Investor Relations, Legal, Manufacturing, Operations, Supply Chain Management and STEM Education, among others. It also includes representatives from our different technology areas to ensure alignment with business development.

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

Our corporate responsibility team, reporting to our CSO, coordinates the governance structure and drives overall corporate responsibility and sustainability strategy for the Company. The team looks at risks, 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 the Company.

Our stakeholders include our employees, investors, customers, suppliers, governments and communities with whom we interact, 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 2024.

Stakeholder	How We Engage	Examples of Engagement in 2024
<p><b>Communities (including civil society organizations and NGOs)</b></p>	<ul style="list-style-type: none"> <li>• Corporate citizenship programs</li> <li>• Qualcomm Foundation and philanthropic events, including employee volunteering</li> <li>• Ecosystem partnerships with academia and startups</li> <li>• Participation in conferences and forums</li> <li>• Strategic engagement and consultation on specific issue areas</li> <li>• Neighbor relations officers at our three manufacturing facilities</li> </ul>	<ul style="list-style-type: none"> <li>• Mentored startups from Tunisia, Egypt, Nigeria, Cameroon, Kenya and South Africa working on regionally relevant advanced technologies.</li> <li>• Supported the Always Connected Student (ASCON) program in Brazil designed to close the digital divide by modernizing education and ensuring all students can connect to educational programs and resources from anywhere.</li> <li>• More than 300 Qualcomm employees volunteered 17,000+ hours with “For Inspiration and Recognition of Science and Technology” (<i>FIRST</i><sup>®</sup>) to engage students in grades PreK–12 in hands-on, mentor-based robotics programs.</li> </ul>



Stakeholder (Continued)	How We Engage	Examples of Engagement in 2024
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Business representatives direct engagement and meetings</li> <li>• Global regions and account teams' direct engagement and meetings</li> <li>• Participation in conferences, customer product launches and trade shows</li> <li>• Qualcomm product launch events</li> <li>• Social media channels</li> </ul>	<ul style="list-style-type: none"> <li>• Thirty industry partners participated in Snapdragon Summit 2024 to support and help showcase the power of Snapdragon® technology with demos, product launches and testimonials.</li> <li>• Executive presence at key industry events, such as Augmented World Expo, IAA Mobility, Embedded World Exhibition &amp; Conference, IFA Berlin and Mobile World Congress, among others.</li> <li>• Held one-to-one meetings with customers to confirm that we are addressing their needs and challenges.</li> <li>• Launched the Qualcomm® AI Hub, built on top of the Qualcomm® AI Stack, a developer-centric platform designed to simplify and accelerate the on-device AI applications across various use cases.</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Employee engagement surveys</li> <li>• Quarterly All Hands Meeting with executives, including Q&amp;A sessions</li> <li>• <i>HRHub</i> a personalized portal for all HR-related content and requests in our Company</li> <li>• Business Conduct Hotline</li> <li>• Training and development</li> </ul>	<ul style="list-style-type: none"> <li>• Designed a Generative AI (GenAI) learning initiative to equip Qualcomm employees with a comprehensive understanding of GenAI, covering technology, policies, risks and opportunities, tools, applications and impact.</li> <li>• Developed new knowledge and skills in thousands of our employees through engineering trainings, leadership and management development courses, professional skills development, mentorship, tuition reimbursement and more.</li> </ul>
<b>Governments and Regulators</b>	<ul style="list-style-type: none"> <li>• Meetings with elected officials, heads of state and relevant policy influencers</li> <li>• Leadership in trade associations and industry groups</li> <li>• Attendance and presentations at forums and conferences</li> </ul>	<ul style="list-style-type: none"> <li>• Worked with the Indian Government to back its Department of Telecom's 100 5G Use Case Labs initiative.</li> <li>• Sponsored The Intersect: Tech + Policy Summit hosted by the Information Technology Industry Council (ITI). The event helped inform policymakers on the forces shaping tech policy today, such as AI, bridging the digital divide and cybersecurity.</li> <li>• Engaged with regulators through SEMI on renewable energy availability.</li> </ul>

Stakeholder (Continued)	How We Engage	Examples of Engagement in 2024
<b>Investors and Stockholders</b>	<ul style="list-style-type: none"> <li>Annual stockholder meetings</li> <li>One-on-one meetings on specific topics</li> <li>Participation in conferences to discuss progress on diversification and growth strategy</li> <li>Quarterly earnings conference calls</li> </ul>	<ul style="list-style-type: none"> <li>Discussed Qualcomm’s progress on our diversification and growth strategy, redefining PCs with our Snapdragon X Series, AI at the edge and more at investor-focused conferences. Events included Bernstein Strategic Decisions Conference, JP Morgan Hardware and Semis and Management Access Forum, CES and Computex 2024, among others.</li> <li>Engaged in individual discussions with investors on our financial performance, business strategy and approach to corporate responsibility and sustainability issues. Topics included our net-zero commitment, GHG emissions, natural resources, responsible AI, human rights and human capital management, among other areas.</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>Supply chain team direct engagement through various means, such as meetings or emails</li> <li>Surveys</li> <li>Webinars, workshops and trainings</li> <li>Responsible Business Alliance (RBA) analysis tools</li> <li>RBA Validated Assessment Program (VAP) audits</li> <li>Supplier Code of Conduct</li> <li>Business Conduct Hotline</li> </ul>	<ul style="list-style-type: none"> <li>Joined the Semiconductor Climate Consortium (SCC) to engage in environmental best practices for the industry.</li> <li>Hosted our Supplier Summit for more than 100 of our major suppliers in San Diego.</li> <li>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.</li> </ul>

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

Our corporate responsibility webpage provides additional information on relevant and related matters and allows external stakeholders to ask us direct questions. 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](mailto:Sustainability.ESG@qualcomm.com). We also share information on our corporate responsibility programs and activities through our social media channels.

Follow **@Qualcomm** on: [LinkedIn](#), [Instagram](#), [X](#)



## Stakeholder Engagement Through Materiality Assessments

Since 2013, we regularly engage third party experts to conduct materiality assessments and identify the corporate responsibility impacts, risks and opportunities that we aim to address to support our long-term business success. The findings help us prioritize the corporate responsibility and sustainability issues that are most important to our business and our key stakeholders and enable us to focus our resources, programs and reporting.

As part of our assessment process, we systematically engage key stakeholders to capture a wide range of perspectives. We recognize that stakeholder priorities and the sustainability reporting landscape shift over time. Therefore, we monitor our top issues and approach for emerging developments and adjust our reporting and programs accordingly.

We worked with a third party in FY24 to implement a materiality assessment exercise that considered GRI, the International Sustainability Standards Board (ISSB) and others. In this context, our 2024 assessment explored the Company’s impact on people and the planet as well as the potential external corporate responsibility and sustainability risks and opportunities for the Company to consider when identifying our priority topics.

Our use of the word “materiality” throughout this report aligns with GRI’s definition and encompasses our whole value chain, both within and outside the Company. It is not the same materiality standard relevant in regulatory or other guidance used around the world, including — but not limited to — SEC purposes or as defined in the standards underlying the European Union’s (EU’s) Corporate Sustainability Reporting Directive (CSRD). Therefore, issues deemed material for the purposes of this report may not rise to the level of materiality for SEC or other reporting purposes.

**Our priority corporate responsibility topics, based on our latest analysis in 2024, are:**

Priority Topics	Corresponding Strategic Focus Areas
Disaster preparedness and response	Operating Sustainably
Employee acquisition, retention and development	Acting Responsibly
Employee health and safety	Acting Responsibly
Ethical business practices and government affairs	Acting Responsibly
Privacy and cybersecurity	Acting Responsibly
Responsible supply chain management	Acting Responsibly
Responsible resource use	Operating Sustainably
Pollution	Operating Sustainably
Technology as a solution	Empowering Digital Transformation

# Our Goals

## 2025 Goals



**Enrich the lives of 27 million people<sup>4</sup>** by continuing to bring technology to communities around the world through the Qualcomm® Wireless Reach™ Initiative, measured against a 2006 base year.



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



**Reduce absolute** Scope 1 and Scope 2 GHG emissions 30 percent, from a 2014 base year.<sup>5</sup>



**Reduce power consumption** by 10 percent every year<sup>6</sup> in our flagship Snapdragon Mobile Platform products.



**Continue to inspire** the next generation of inventors by engaging 1.5 million students and teachers across the globe in our strategic science, technology, engineering and mathematics (STEM) initiatives — our homegrown Qualcomm® Thinkabit Lab™, our collaboration with *FIRST* and our STEM community partnerships — from a 2020 base year.

## 2030 and 2040 Goals



**Reduce absolute** Scope 1 and Scope 2 GHG emissions 50 percent by 2030, from a 2020 base year.<sup>5</sup>



**Reduce absolute** Scope 3 GHG emissions 25 percent by 2030, from a 2020 base year.<sup>5</sup>



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

<sup>4</sup> Defined as direct and indirect beneficiaries

<sup>5</sup> Global

<sup>6</sup> Given equivalent features

# Our Awards and Recognitions

The following are select awards and recognitions that we have received during the last three years (2022–2024):

- 3BL Media 100 Best Corporate Citizens: 2024, 2023, 2022
- Adweek CMO Awards: 2022
- Annual American Business Awards: 2022
- CEO World: The World's Most Influential CEOs: 2022
- CES Innovation Awards: 2024, 2023, 2022
- Clarivate: Top 100 Global Innovators: 2024, 2023, 2022
- Dow Jones Sustainability Index, North America: 2024, 2023, 2022
- EPA's Green Power Partnership Fortune 500® Partners List: 2024
- EPA's Green Power Partnership Top 30 Tech & Telecom Partners: 2024, 2023
- EPA's Green Power Partnership Top Partner Ranking: 2023
- Fast Company, Most Innovative Companies: 2024
- Fast Company, World Changing Ideas: 2022
- Financial Times, American's Fastest Growing Companies: 2024
- Forbes, America's Best-In-State Employers: 2023, 2022
- Forbes, Entrepreneurial CMO 50: 2024
- Forbes, Global 2000: 2024, 2023, 2022
- Forbes, Most Influential CMO: 2024, 2023, 2022
- Forbes, World's Best Employers: 2024, 2023, 2022
- Fortune, America's Most Innovative Companies: 2024
- Fortune, Change the World List: 2022
- Fortune, Fortune 500: 2024
- Fortune, Fortune 1000: 2024
- Fortune, World's Most Admired Companies: 2024, 2023, 2022
- Glassdoor, Best Places to Work: 2022
- GSMA, Global Mobile (GLOMO) Awards, Breakthrough Device Innovation: 2024
- GSMA, GLOMO Awards, Breakthrough Technology Award: 2022
- GTI Awards: 2024, 2022
- IoT Breakthrough Awards: 2024, 2022
- Newsweek, America's Greenest Companies: 2024, 2023
- Newsweek, America's Most Responsible Companies: 2024, 2023, 2022
- Newsweek, World's Most Trustworthy Companies: 2024, 2023, 2022
- RippleMatch Campus Forward Award: 2024, 2023
- San Diego Business Journal, CEO of the Year List: 2024, 2022
- San Diego Business Journal, CFO of the Year List: 2022
- SEAL Business Sustainability Awards: 2024
- The Climate Registry, Climate Registered™ Platinum in Greenhouse Gas Reporting: 2023, 2022
- Time, World's Best Companies: 2024, 2023
- Time, World's Most Sustainable Companies: 2024
- US News and World Report, Best Company to Work For: 2024
- USA Today, America's Climate Leaders: 2024



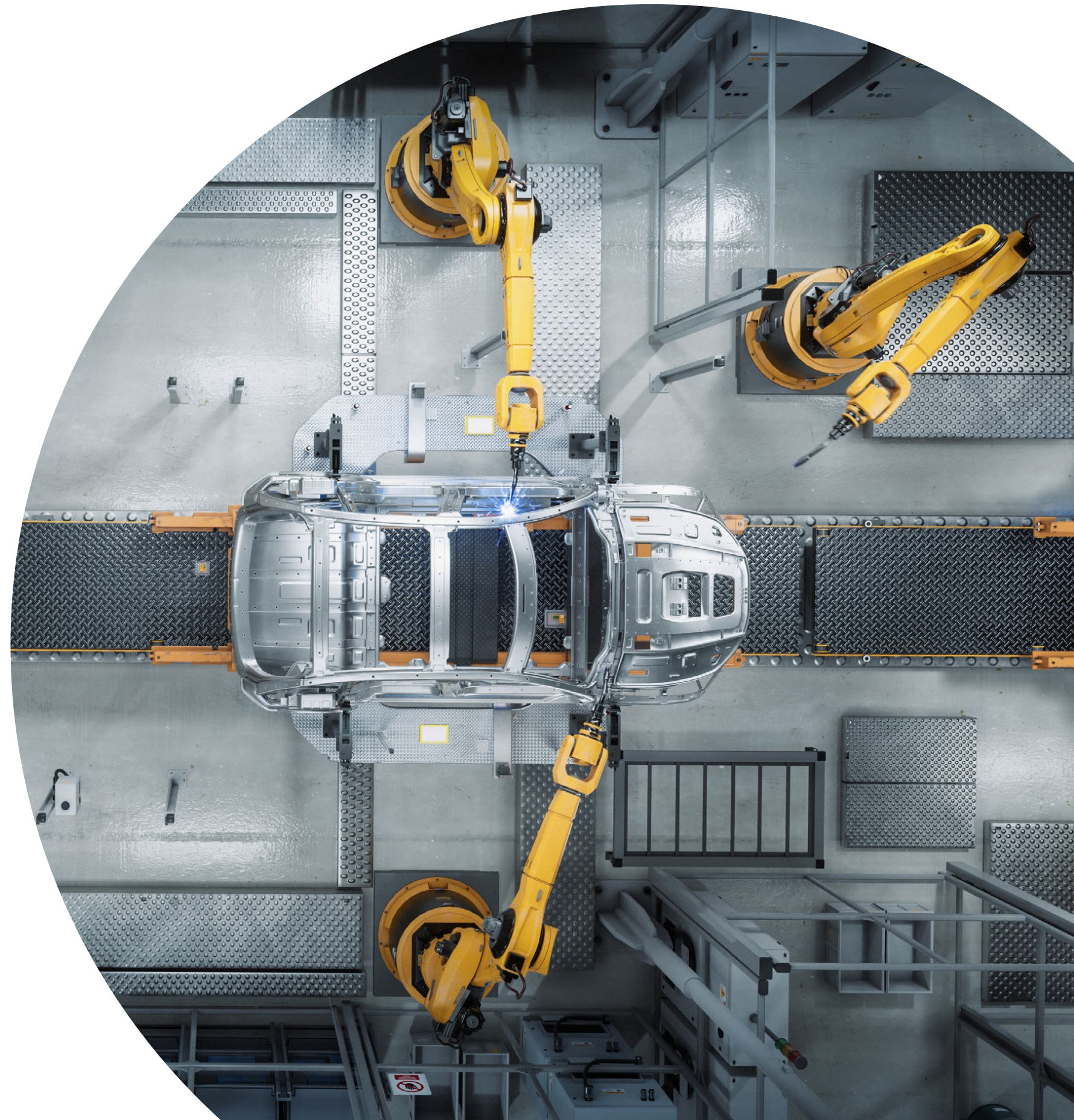
# Empowering Digital Transformation

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

## IN THIS SECTION

- Ecosystem Enablement
- Breakthrough Inventions
- Expanding Access

Our work contributes to the following United Nations Sustainable Development Goals (SDGs):



# Ecosystem Enablement

We support regional use cases of advanced 4G and 5G connectivity, edge AI, computing, robotics, drones, spatial computing, voice and music, wearables and industrial/enterprise IoT. We do this through deep technology (deep tech) incubators and mentorship programs for startups in places like India, Vietnam, Saudi Arabia and across Africa. We also offer free online courses on intellectual property rights (IPR) to innovators worldwide, focusing on regional IPR laws. These programs foster innovation by providing engineering guidance, lab assistance for product development, business coaching and IP training to early stage, deep tech startups. With a track record of helping startups with product commercialization, patent filing and global expansion, our programs — which take no equity — have supported more than 260 startups. Our incubator programs are aimed at growing design talent, local manufacturing expertise and government backing while aligning with other Company programs that support startups at various stages — including Wireless Reach, Qualcomm Ventures' late-stage investments and further business development via Qualcomm business teams.

The startups we've helped are using advanced cellular communication, edge AI and IoT technologies for region-specific applications across various sectors, including agriculture, aerospace, automotive, consumer electronics, communication, defense, education, finance, gaming/entertainment, healthcare, smart cities, smart industry, semiconductor design, software, sustainability, mixed reality (MR), wearables, voice and music, robotics and drones. Our startup programs include mentorships that offer 1:1 pairing with experts, and incubation initiatives that combine mentorship, competition and product development.





Below are highlights of our mentorship programs around the globe:

Region	Highlights
India	<ul style="list-style-type: none"> <li>The top winners of the ninth year of the Qualcomm Design in India Challenge program were Ayati Devices (advanced medical imaging technology for visualizing microcirculation in blood vessels), Rymo Technologies (AI-integrated physical therapy) and SIAMAF Healthcare (magnetic imaging for cancer diagnostics). The winners were among a group of startups focused on fields like healthcare, automotive smart clusters, EV charging, robotics, VR, clean energy and agricultural technology.</li> </ul>
Taiwan	<ul style="list-style-type: none"> <li>Winners of the Qualcomm Innovate in Taiwan Challenge (QITC) were Agromeans, PetaRay and CoolSo, offering solutions for smart agriculture, XR and gesture interaction with AI, respectively. The 2024 cohort startups focused on AI applications across industries, like SaaS, smart industry, manufacturing and government administration, pharmaceuticals, data annotation, learning aids and toys for children, contactless restaurant platforms and aerospace.</li> </ul>
Africa	<ul style="list-style-type: none"> <li>The Qualcomm Make in Africa (QMIA) 2024 cohort includes startups from Tunisia, Egypt, Nigeria, Cameroon, Kenya and South Africa. These startups focus on regionally relevant advanced technologies, such as solar-powered smart farming, smart 3D printed prosthetic arms, smart agriculture warehouse management and AI-based solutions in cardiovascular health care, low-code computer vision, agricultural IoT, emotion-detection in toys, radar signal processing and textile industry inspection.</li> </ul>
Vietnam	<ul style="list-style-type: none"> <li>Winners of the Qualcomm Vietnam Innovation Challenge (QVIC) were Vbee, HSPtek and MET EV, representing Vietnamese language generative AI use cases, solutions for safety in electronics manufacturing and intelligent and connected EV charging stations for EV bikes, respectively. These startups were part of a cohort with other members representing IOT-integrated cold batteries for decarbonizing the cold-chain and AI-based solutions such as multi-camera vision analysis, delta robots for agriculture, patient registration and payment systems, toy platforms, vision analysis for retail industry and multi-gimbals for drones.</li> </ul>

We also collaborate with partners in the mobile ecosystem through our Qualcomm Academy, a virtual education platform. We've launched a portal for startups and innovators covering: Qualcomm AI training, 5G university program, cellular mobile and IoT fundamentals, industry webinars, startup coaching and IPR training. More than 59,000 courses were offered to university students, industry professionals and Qualcomm employees in 2024.



## IPR Training

We invest in helping startups learn about securing IPR. We offer free, localized online IPR training. Startups we incubate or mentor receive IPR training and may receive a small monetary incentive to cover patent drafting and filing expenses. To be consistent with the equity-free nature of our incubation programs, the Company doesn't participate in ownership of the IP generated by these startups.

Over the past decade, we have made significant investments in developing our L2Pro program which offers free online courses about the importance of IP protection for innovators, scientists, educators and the public.

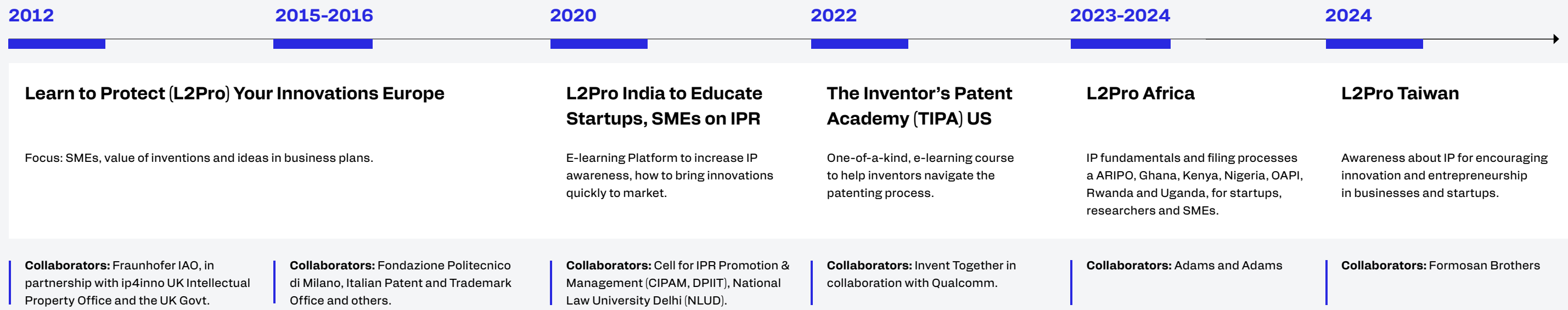
Highlights of specific IPR education programs include:

- L2Pro India, launched in 2020 in collaboration with India's National Law University and the Government of India's Department for Promotion of Industry and Internal Trade, aims to educate participants about the basic forms of IPR, such as patents, trademarks, copyrights and trade secrets. Approximately 10,000 students in India have enrolled in the course.
- The Inventor's Patent Academy (TIPA) in the United States (US) began in 2022 in

collaboration with Invent Together and educates individuals aiming to obtain a patent at the US Patent and Trademark Office (USPTO) about overcoming barriers and challenges that inventors often encounter. The program covers patent law and the process for obtaining a patent in the US and in other countries. It currently has around 2,500 enrollees. The USPTO has listed TIPA as a learning resource for participants in its First-time Filer Expedited Examination pilot program.



### Programs across regions





# Breakthrough Inventions

We enable a world where everyone and everything can be intelligently connected. We invent technological breakthroughs that are taking on some of the world's biggest challenges. We design platforms, chipsets, software, tools and services that help bring those technologies into products and create experiences that change how we live and work. As one of the world's leading technology innovators, we continue to push the boundaries of what's possible across devices and networks to enable next-generation experiences, drive digital transformation and deliver proven solutions that transform industries.

## Making Power-Efficient High-Performance Products a Priority

The increase in performance and features across new generations of devices has the potential to increase power consumption. A long-time focus of ours has been trying to mitigate this energy challenge. We have a deep commitment to power efficiency, including our 2025 goal to reduce power consumption

by 10 percent every year in our Snapdragon Mobile Platform products. With the switch from Snapdragon 8 Gen 3 to Snapdragon 8 Elite, in 2024, we reduced the days-of-use power by 10–14 percent and the gaming use case power by more than 20 percent.

In addition, we are collaborating with wireless network and service providers to create technologies targeting improved power efficiency in communication networks. We are also working across many wireless communications standards development organizations to foster the adoption of energy efficiency specifications for networks, devices and the entire wireless ecosystem.

## Integrating Leading-edge AI Everywhere

AI is revolutionizing the way we live, work and interact with the world around us. Its importance lies in its ability to process vast amounts of data at unprecedented speeds. Moreover, AI's potential to automate routine

tasks allows humans to focus on more creative and strategic endeavors. As we continue to integrate AI into various aspects of our lives, its role in shaping a smarter, more connected future becomes increasingly vital.

At Qualcomm, our values are the core of everything we do. In this light, we strive to create AI technologies that help advance society, while considering the broader implications of our work and taking steps to mitigate potential risk.

*We're pushing boundaries of what's possible across devices and networks to enable next-generation experiences, drive digital transformation and deliver proven solutions that transform industries.*

Our vision for and work on AI are guided by our Responsible AI principles:

- **Privacy and security:** We believe responsible AI systems should honor an individual's privacy rights and special attention should be paid to AI-related privacy risks. They should be designed with an eye towards minimizing security risks and withstanding adversarial attacks and other vulnerabilities, while maintaining confidentiality, integrity and availability through protection mechanisms that help prevent unauthorized access and use.
- **Robustness and safety:** We believe responsible AI systems should be safe and reliable. They should be dependable — perform as expected and in ways that minimize potential risk to people and the environment.
- **Fairness:** We believe responsible AI systems should be fair, inclusive, non-biased and non-discriminatory. They should be designed to help benefit humanity in a manner that amplifies human abilities and keeps people at the center of design and operation.
- **Transparency:** We believe appropriate levels of information about a responsible AI system; its intended use and its outputs should be made available to individuals interacting with such a system.
- **Accountability:** We believe responsible AI systems should identify who is responsible for the outcomes of the system, its intended use and the severity of potential risk.
- **Environmental sustainability:** We believe responsible AI systems should be designed, developed and deployed in a way that is mindful of environmental impact throughout their lifecycle and value chain.

At Qualcomm, we recognize that compliance with AI regulations and implementing best practices are fundamental aspects of responsible AI innovation. We have a multidisciplinary group, including Engineering, IT, Government Affairs, Legal, Standards and other functions, that closely monitors AI-related legal, regulatory and standards developments globally, as well as our internal activities and developments. We also strive to align our governance practices with the evolving landscape of AI regulations.

In addition to our existing internal policies, such as [The Qualcomm Way: Our Code of Business Conduct \(CoBC\)](#) and our [Human Rights Statement](#), we look to the National Institute of Standards and Technology (NIST) Risk Management Framework, the EU AI Act and other AI regulatory frameworks for guidance as we develop and evolve our AI practices and policies. We are also mindful of ongoing developments in state and country-specific legislation.



## Enabling Digital Transformations

We are at the intersection of transformative trends that are creating new and diverse opportunities across industries. Our solutions are designed to improve efficiency, enable enhanced capabilities and much more. Below are some examples of the digital transformations we are enabling.

### Making the Grid Smarter Through the Connected Intelligent Edge

Qualcomm® IoT technologies and solutions utilize the real-world connected intelligent edge to offer end-to-end, ready-to-deploy solutions so customers can digitally transform their businesses to optimize their operations, innovate and drive cost savings. Our energy platforms can help create a secure and modern grid by digitalizing network infrastructure.

Through digital transformation, utility companies can more effectively advance their efforts to modernize the electrical grid. This modernization is important to increase reliability, resilience and efficiency, generate cost savings, support the integration of renewable energy sources, enhance security and enable adaptability to the future needs of the grid.

Our end-to-end utilities solutions address requirements for existing and emerging applications. Our solutions enable utility companies to monitor grid assets and manage decentralized resources.

Our products also support utility providers in monitoring and managing decentralized grid assets to reduce costs while maintaining reliability. Monitoring the condition of utility equipment through the connected intelligent edge can enable predictive maintenance, reduce downtime and save money. By constantly monitoring assets, utility companies can gain awareness and insight to prevent service interruptions.

Through decentralized monitoring and management, renewable energy sources such as solar and wind can be integrated into the grid more seamlessly and efficiently.

We are also continuing efforts to support the growing electric vehicle (EV) segment. Our solutions particularly focus on helping address the usage of EV to residential and commercial charger interfaces and support advanced bidirectional communication in smart grid applications to help manage and balance energy flow between electric vehicles and the grid. We are working with leading automakers and their suppliers in support of the Combined Charging System international standard for charging EVs.

Smart EV to grid integration allows vehicles to seamlessly authenticate on the network through plug and charge automated payments for EV charging, coordinating the timing and direction of energy to and from the grid and home. Smart grid charging applications allow users the flexibility to choose optimal charging times and extract energy from their EVs as needed, supporting the growing need for EV charging.

### Increasing Accessibility to Connectivity Through Wi-Fi

At Qualcomm, we are pioneers in Wi-Fi technology and conduct R&D that helps shape the future of wireless connectivity. Our Wi-Fi solutions go beyond the enhancement of connectivity to create greater accessibility and empower communities.

One example of how our solutions enable greater access to connectivity is the implementation of Wi-Fi 6E at a public market and transportation hub in Chile. The program equips merchants with essential tools for success in the digital age, setting the stage for a more interconnected and prosperous future for Los Ángeles in Chile. La Vega, one of the largest produce markets in Los Ángeles, and the adjacent bustling public transportation hub, serve approximately 400 small business owners and more than 2,000 customers daily. The market has historically faced challenges with internet connectivity owing to its metal structure.



The País Digital (Digital Country) Foundation's *Conectando Territorios* (Connecting Territories) program addressed these issues by implementing Wi-Fi 6E technology. This deployment was a joint effort involving Subtel, CMPC, the Los Ángeles Municipality, *Mundo Telecomunicaciones*, Cisco, INACAP and Wireless Reach. The new high-capacity dual-band Wi-Fi network supports up to 500 devices, covering nearly 90 percent of the area, ensuring robust and reliable connectivity and making it the first commercial complex in the region to feature such advanced infrastructure.

For the small businesses operating within La Vega, this technological enhancement was transformative. This advancement has significantly improved digital payment transactions and allows merchants to explore new business opportunities.

## Enabling a Safety and Security Focused Efficient Transportation System

The digital transformation of the automotive industry, coupled with electrification, is bringing new levels of computing, intelligence and cloud connectivity to the vehicle.

Our Snapdragon® Digital Chassis™ solutions include a comprehensive set of cloud-connected platforms for connectivity and

telematics, computing, driver assistance and automated driving. Advanced driver assistance features are designed to enhance safety while vehicle-to-everything (V2X) supports direct communication among vehicles and infrastructure for 360° awareness and real-time safety alerts.

Cellular V2X (C-V2X) technology allows vehicles to communicate directly with other vehicles (V2V), infrastructure (V2I) and vulnerable road users (V2P) with low-latency messages to drive applications that can have an immediate safety benefit. The data exchanged among vehicles and road infrastructure, when complemented with cellular network connectivity, can help make entire transportation systems more efficient and personal travel more convenient.

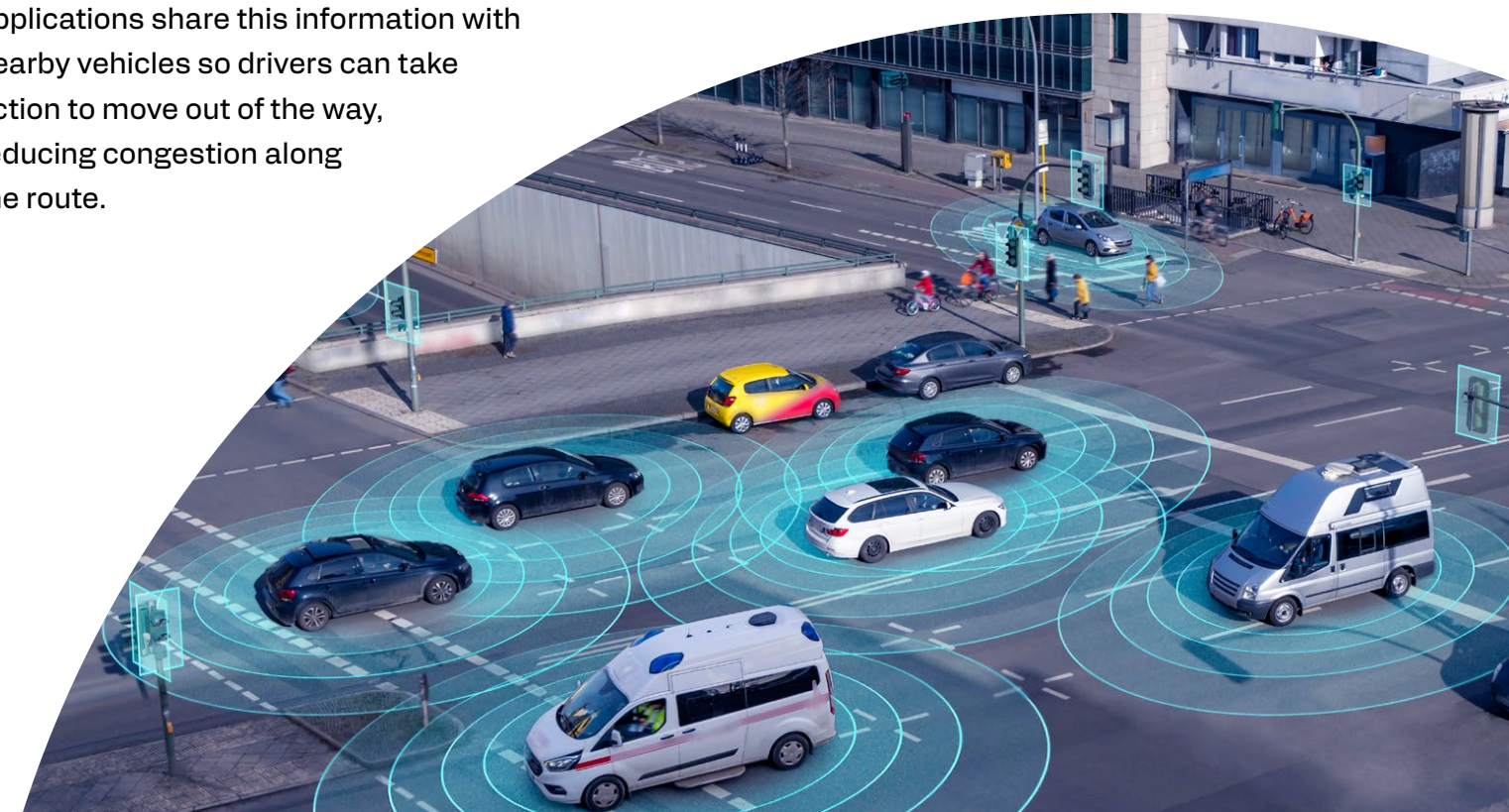
C-V2X applications can also help vehicles avoid unnecessary braking which would reduce fuel usage and may also reduce traffic congestion. In 2024, the Federal Communications Commission (FCC)<sup>7</sup> issued final rules for C-V2X direct operations in the 5.9 GHz band, allowing automakers and road operators to deploy C-V2X in the US. Accordingly, stakeholders can now begin rolling out applications that can assist in enhanced safety for road users.

Examples of applications that use C-V2X technology and could improve road safety include:

- **Red-light violation warning (RLVW):**  
It enables a connected vehicle approaching an intersection to receive information from the infrastructure regarding the signal timing and the geometry of the intersection. More than half of all fatal and injury crashes happen at intersections.<sup>8</sup> Drivers running red lights are the most common cause of all urban crashes, resulting in an average of seven fatalities and more than 1,000 injuries per day at signalized intersections across the US.<sup>9</sup>
- **Traffic signal preemption:**  
This application is aimed at shortening emergency response time, by enabling vehicles like ambulances and fire trucks to remotely trigger a green light. Related V2V applications share this information with nearby vehicles so drivers can take action to move out of the way, reducing congestion along the route.

- **Intersection movement assist (IMA):**  
Similar to RLVW, IMA safety applications can alert other drivers when there is a movement conflict at an intersection.
- **Do-Not-Pass Warning (DNPW):**  
DNPW warns the driver about passing a slower-moving vehicle when vehicles are approaching from the opposite direction.

At Qualcomm, we look forward to working with public and private sector stakeholders on a shared national deployment vision. We believe the adoption of C-V2X technology is crucial for the future of transportation. This technology not only supports automated driving but also paves the way for smarter cities and more efficient mobility solutions. Embracing C-V2X is a significant step towards a more connected and more environmentally friendly transportation ecosystem.



<sup>7</sup> Federal Communications Commissions. <https://docs.fcc.gov/public/attachments/FCC-24-123A1.pdf>

<sup>8</sup> US Department of Transportation. Federal Highway Administration. <https://highways.dot.gov/research/research-programs/safety/intersection-safety>

<sup>9</sup> US Department of Transportation. Federal Highway Administration. <https://highways.dot.gov/media/11401>

# Expanding Access

We bring advanced wireless technologies to numerous people and communities across the globe. Through our Wireless Reach program, we promote the adoption of transformative technologies in communities. The program invests in programs that demonstrate innovative uses of wireless technology to strengthen economic and social development. We also focus heavily on promoting STEM education as it is a significant part of who we are and the foundation for our capacity to innovate. We believe making STEM skills more widespread is crucial for the world's capacity to address current and future challenges.

## Wireless Reach

Wireless Reach is intended to accelerate human progress through the adoption of intelligently connected technologies. Wireless Reach programs help to create connected environments and accelerate technology adoption in sectors such as healthcare, education, public safety and economic wellbeing. Eligible programs must address widespread community needs, align with government information and communication

technology (ICT) goals, collaborate with strategic stakeholders and have measurable outcomes with a plan for scalability.

Last year, we met our Wireless Reach 2025 goal of enriching the lives of more than 27 million people around the world. Since 2006, we have collaborated with approximately 800 different organizations in 75 countries through 150 programs.

Wireless Reach works to improve educational opportunities and advance digital skills. To this end, we have integrated connectivity, XR and VR capabilities enabled by Qualcomm technologies, and teacher training to offer students interactive and immersive educational content, supporting the digital transformation of classrooms.



Below are highlights of programs supported by Wireless Reach that bridge the digital divide and enable immersive teaching and learning experiences.

## US

The STEAM [STEM+arts] Mobile Learning program, in collaboration with the University of Kentucky College of Education, Southeast South-Central Educational Cooperative, Project Tomorrow and four K-12 school districts, has effectively integrated PCs enabled with Qualcomm technology and high-quality educational content for students, teachers and preservice teachers in Kentucky. In a recent phase, the initiative provided elementary students with VR headsets, offering immersive experiences that increased student engagement. More than 170 elementary students and more than 35 teachers and preservice teachers have benefited from this latest phase of the program.

## Brazil

The Always Connected Student (ASCON) program aims to close the digital divide by modernizing education and enabling students to connect from anywhere. The program equips teachers with knowledge on advanced technology, cybersecurity, cyberbullying, AI, emerging technologies and designing immersive learning experiences.

ASCON, a collaboration with *Instituto Crescer*, has helped more than 200 middle school students and 20 educators in Goiania, Brazil. In 2024, mobile VR labs opened at participating schools. Initial reports show that 83 percent of students and 89 percent of teachers have improved their digital skills.

## Italy

5G Smart School, in collaboration with WeSchool, Telecom Italia (TIM) and Acer, equips schools with technology solutions for enhanced digital learning. The initiative aims to transform secondary education in Italy through 5G, online learning platforms, training in digital teaching methods, laptops and VR headsets.

Since April 2022, more than 2,500 students and 140 teachers in 11 Italian schools across different regions have participated in the program. Teachers noted improved collaboration, altered classroom dynamics and — due to VR technology — better engagement for students with specific learning needs.

## Philippines

The Ericsson Educate: Teaching with Technology program, in collaboration with Smart Communications Inc., Philippine Normal University and the Department of Education in Muntinlupa City, trains teachers from nine public secondary schools and preservice teachers from Philippine Normal University on how to effectively use ICT technology for classroom instruction. Teachers use internet connectivity and VR headsets to refine their teaching skills and lesson development plans. They receive feedback in a virtual classroom, helping them gain confidence and helping improve their classroom management and ICT integration. As of 2024, more than 1,300 teachers have participated in the program.

## Spain and Portugal

The Smart Connected Classroom project, in collaboration with Scientix STE(A)M Partnerships and European Schoolnet, provides classrooms with PCs enabled with Qualcomm technology and education-as-a-service solutions. Key findings from phase one showed improved cognitive and collaborative learning, better teacher attitudes towards digital tech and higher student motivation.<sup>10</sup> In subsequent phases, ClassVR headsets were integrated into classroom activities. As part of the project, teachers at Humanes School in Madrid, Spain, are utilizing these tools creatively for collaborative learning, and secondary students are learning basic coding to create VR modules for primary students. In 2025, a study will evaluate the effect of VR science modules on educational outcomes.

<sup>10</sup> Kralj, L., Kovac, I., Lotina, J., & Gras-Velazquez, A. (2023). *Smart Connected Classrooms: Pilot Project Phase 1: Final Evaluation Research Report*, December 2023. European Schoolnet, Brussels.



## Advancing STEM Education

Constant innovation is the driving force behind our business and STEM skills are at the core of what brings our innovations to life. As a technology leader, we aim to advance STEM education for students at all levels and from all backgrounds. Ensuring a pipeline of professionals is essential for maintaining our technological leadership. We are addressing some of the current workforce challenges in the US and beyond by supporting initiatives that aim to:

- Bridge the STEM skills gap among students
- Enhance STEM capacity among teachers and educators
- Leverage our employees as STEM ambassadors within our communities

In 2022, we surpassed our goal to engage 1.5 million students and teachers across the globe by 2025 and we maintained this momentum in 2024. We saw growth with our Thinkabit Lab sites and our global collaboration with *FIRST*. Our investment in STEM programs has reached more than 6.7 million students and educators since 2020. We reached more than 1.97 million students and over 52,500 teachers in 2024 alone. Our workforce also gets involved in inspiring the next generation of inventors. Hundreds of

Qualcomm employees across the globe volunteered over 34,000 hours on STEM education initiatives in 2024.

### FIRST

*FIRST*, a leading nonprofit for STEM education, engages students in grades PreK–12 in hands-on, mentor-based robotics programs. Our ongoing collaboration with *FIRST* helps us expand access to STEM education and develop skills that are critical to our future workforce. Since 2006, we've supported thousands of teams, helping all students find their place in STEM while boosting their confidence and self-esteem. Our support in 2024 included:

- Presenting Sponsor of the 2023–2024 season “*FIRST*® IN SHOW<sup>SM</sup>” theme, which challenged more than 775,000 students to discover the roles STEM skills play in bringing their innovations to life.
- More than 300 Qualcomm employees volunteered more than 17,000 hours with *FIRST* as coaches, mentors, judges and volunteers.

### Thinkabit Lab

Our Thinkabit Lab program offers students the opportunity to engage in hands-on invention and engineering activities that help to develop foundational STEM skills, encourage career exploration and foster students' interest in pursuing STEM careers. This standards-aligned

program is offered throughout the year and is taught across the US through a network of educators trained by the Thinkabit Lab team. In 2024, we celebrated the 10th anniversary of the Thinkabit Lab program.

This year, we also celebrated the 10th anniversary of the Thinkabit Lab Program. Since 2019, the program has reached over 55,000 students.

### Project Aqriti

The Qualcomm® Aqriti™ program has enhanced STEM education for students in India by improving classroom infrastructure and providing access to STEM learning materials. Aqriti impacted more than 69,000 children and 700 teachers across more than 400 government schools in Telangana, Karnataka and Tamil Nadu in 2024. Additionally, the new Aqriti Model School Program has equipped 18 government schools with laptops, internet connectivity, STEM labs and video conferencing. Additional key highlights from the Aqriti program include:

- Established eight labs in schools for students to learn vocational skills, apply science concepts in real life and enhance livelihood opportunities.
- More than 190 Qualcomm employees spent more than 16,000 hours conducting skills and robotics sessions, teacher trainings and student interactions.

## Building a Lasting Impression

Sabeane Escobedo is currently majoring in aerospace engineering at UC Berkeley as a SEEDS Scholar. In the summer of 2024, she was a junior instructor at Tech Trek/Thinkabit Camp at Whittier College. She taught students without coding or circuitry experience to create IoT prototypes. She inspired creativity by helping campers turn their ideas into working circuits. Sabine's passion for engineering grew from building robots, designing circuits and applying theory to solve real-world problems.

Sabeane's role complemented her other STEM activities, including internships at Lockheed Martin and volunteer work at Encino Hospital Medical Center.





# Acting Responsibly

At Qualcomm, we consider ethical conduct to be an imperative.



## IN THIS SECTION

- Workforce
- Business Integrity
- Ethical Governance

Our work contributes to the following SDGs:



# Workforce

## The Qualcomm Employee Experience

### Employee Engagement and Development

We offer a variety of learning opportunities for our employees as part of the Qualcomm Employee Experience. We care about our people and support them to learn, grow and succeed through compelling learning solutions that also propel the business forward. Our goal is to build future-ready talent that is empowered to drive a Qualcomm technology-enabled world.

Each year, in person and online, thousands of our employees expand their knowledge through engineering training, leadership and management development courses, professional skills development, mentorship, tuition reimbursement and more.

Our learning and development ecosystem comprises many resources with separate access points. The Qualcomm Learning Portal brings all of these resources together on one site to help learners find classes and on-demand content more easily. The portal helps employees find learning opportunities that matter to them and supports the achievement of their professional and career goals.

The Learning Portal includes learning paths, called QRated learning paths, which are recommended, curated and organized by our employees. These paths 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 the Company's competencies. In 2024, additions to the QRated learning path library included productivity hacks, coaching capabilities, GenAI essentials, demystifying finance and introduction to accessibility, among others.

The Qualcomm Learning Network is a global collaborative learning community for all our employees. It provides a host of training and learning opportunities while ensuring there are channels for feedback. The network provides opportunities for employees to collectively build their knowledge about the Company and gain insights and inspiration from what others within the Company are doing. It is a collaborative training community that goes beyond mere learning opportunities.

The Qualcomm Learning Network focuses on four specific areas: people management and leadership, supporting employees in the onboarding process, personalized employee learning experience and emerging needs in engineering development.

We take great pride in our engineering culture and make sure our world-leading technical employees have the 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.

The Learning Council, composed of executives from across business teams, engineering and HR, creates a shared vision for the Company's competency needs and how to address them.

The input and recommendations from the Learning Council are used to refresh our engineering learning and development plan annually to foster close alignment with the Company's short-term and long-term strategic business objectives. In 2024, our engineers completed more than 96,000 hours of training on many different topics, such as machine learning and AI, automotive safety standards, software engineering and wireless connectivity.

The GenAI learning initiative was designed in 2024 to equip our employees with a comprehensive understanding of generative artificial intelligence. The initiative covers basics of the technology, policies, risks and opportunities, tools, applications and impact on the Company's business. We are empowering employees to leverage GenAI tools in their respective roles by continuously offering curated learning resources on GenAI.

We provide new live, monthly training sessions for our engineers and AI developers. When curating the AI/GenAI courses, we focus on in-depth technical architectures and models.



We scaled a new approach to training and developing managers within the Company in 2024. Managing the Qualcomm Way is our new, foundational learning and development program for training people managers and technical leads on how to lead high-performing teams. The program enables participants to grow as respectful people leaders and act as coaches for their direct reports. Managers reported seeing employee behavior changes that they had struggled to transform for a year or more, within just six weeks of implementing the learning acquired in the program. Nearly 1,000 managers completed the program by the end of FY24. Our goal is to train approximately 10 percent of all our people managers per year, which we are proud to have exceeded in 2024.

## Compensation and Benefits

Our success would not be possible without our dedicated employees. Our compensation and benefits programs are an important part of how we recognize and reward our people for their contributions. These programs are designed to attract and retain talent.

We train our managers on job-related performance assessments. We broadly gather feedback from managers and co-workers for

annual performance evaluations, we calibrate ratings across managers and we provide performance and compensation feedback to our employees. Our Open Door Policy and Anti-retaliation Policy encourage employees to ask any questions or voice any concerns they may have regarding their performance evaluation and/or their compensation.

We review and consider many factors when determining our compensation programs. Our practices support our efforts to balance market competitiveness, Company financial performance and fiscal year budgets. 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 discretionary 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 Engagement and Feedback

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

We regularly conduct full census engagement surveys, as well as pulse surveys, which cover a random sample of the organization. These surveys provide employees with the opportunity to give feedback and enable management to assess employee engagement. Leaders receive a detailed, confidential 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.



## Health and Safety

Our workplace health and safety programs are critical for our employees, contractors and those with whom we do business.

Our Environment, Health and Safety (EHS) Code of Practice forms the framework of our EHS management system and builds upon our CoBC and our [EHS Policy](#).

The EHS Code of Practice is comprised of a set of globally applicable business practices and assurance processes related to our operations and activities. It establishes consistent methods for managing occupational health and safety, protecting the environment, supporting community health and safety, complying with internal and external requirements and promoting continuous improvements. The EHS management system is structured according to the International Organization for Standardization (ISO) 14001 and ISO 45001 frameworks.

Our three manufacturing facilities, located in Germany, Singapore and China, are formally certified by the internationally recognized ISO 45001 standard on occupational health and safety management and by the ISO 14001 standard for environmental management. Compliance with these international standards is regularly audited and verified by external auditors each year.

We strive to learn from our experiences and attain continuous improvements by adopting and implementing industry best practices.

We share those lessons with internal stakeholders to enhance safety performance and practices. One method we use is our incident management reporting system, a centralized, global tool accessible to all our employees. We encourage reporting of incidents and near misses, no matter how minor they may seem.

In 2024, our Singapore manufacturing facility was, once again, honored by the Singapore Workplace Safety and Health (WSH) Council with the Workplace Safety and Health Performance Silver Award. This accolade acknowledges the facility's enhanced safety culture achieved through employee engagement in near-miss reporting via the incident e-reporting tool, as well as through the integration of rigorous WSH standards into staff evaluations and procurement procedures.

We conduct health and safety self-assessments of our research laboratory areas using an internal scorecard as part of our annual compliance assurance process. Engineering lab representatives and local EHS engineers perform periodic spot checks and inspections to assess compliance within the lab environment. Regular internal EHS gap assessments evaluate program effectiveness and third party external audits 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 reviews focusing on relevant health and safety topics with specific recommended actions to prevent incidents.
- Periodic management reviews of our certified EHS management systems presented to senior leadership at manufacturing facilities. These reviews provide insights into current safety performance trends, detail lessons

learned from recent incidents, share compliance evaluation results and highlight achieved improvements.

- Workplace health and safety committee meetings aimed at implementing local safety management, promoting safety culture programs and advancing performance initiatives. These committees are composed of site leaders and employee representatives from various organizational areas, including administration, operations and engineering.

## Contractor Safety

Each year, we evaluate and establish targets to reduce workplace injuries. Our 2024 targets for Lost Time Incident Rate (LTIR) and Total Recordable Incident Rate (TRIR) were <0.50 and <0.60, respectively, aiming for zero fatalities. Performance on these indicators is published annually in the [Performance Summary](#).

The importance of workplace safety and protecting the environment applies equally to our contractors. The Contractor Safety Management standard is the primary safety guideline that governs contractor performance. This standard outlines the expectations for contractor prequalification, contract administration and management and ongoing monitoring of contractors.

Contractors engaged in potentially hazardous work are required to have established safety protocols and procedures, verify qualifications and complete required training before beginning their work. This includes completing any site- and task-specific safety training prior to starting the contract. Additionally, if they encounter unsafe conditions, our contractors are expected to stop work and comply with all applicable safety regulations.



# Business Integrity

Doing the right thing is one of our core values. We strive to operate with uncompromising integrity and conduct business responsibly. We expect the same from our business partners and suppliers.

Our values are bolstered by our Legal and Compliance functions, which coordinate compliance and risk-mitigation strategies that span various disciplines and are supported by a dedicated cross-functional team of Information Security and Risk Management (ISRM), Legal, Trade and other specialists, including the Chief Risk and Compliance Officer, who reports to our General Counsel.

## Privacy and Data Protection

We adhere to privacy and data protection practices that aim to safeguard our employees, customers and other stakeholders, as part of our efforts to uphold the trust they place in us.

Our [Qualcomm Privacy Policy](#) discloses how we process personal data and instructs our customers and data subjects on how to exercise their data-subject rights. Internally, we maintain various awareness and training

programs and related resources, including policies, guidelines and procedures, to educate our employees and workers on topics such as lawful bases for processing data, transparency, privacy-by-design, data-subject rights, data management, information security and data transfers.

The Data Legal Team within our Legal function is tasked with overseeing global data and privacy compliance in collaboration with other legal and business stakeholders. The team coordinates compliance efforts across multiple departments, including convening internal cross-functional groups to educate stakeholders on the latest legislative, regulatory and judicial developments regarding privacy and data protection law.

We see value in ongoing external engagement regarding new and emerging privacy issues. We are part of organizations that work to help advance responsible privacy and data protection practices. These organizations 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

US 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 to and advocate for privacy- and data-protection standards applicable to our

business and the semiconductor industry. For example, we are on the NIST Information Security and Privacy Advisory Board (ISPAB) to help advise the US government on security and privacy topics.



## Cybersecurity

We place a high priority on cybersecurity to protect our employees, customers and business partners, as well as our IP, operations and products.

To identify, assess and manage cybersecurity risks, we have an IT security/cybersecurity program (the “Cybersecurity Program”) informed by international frameworks, with customizations to accommodate the Company’s unique security requirements.

We maintain both Trusted Information Security Assessment Exchange (TISAX) certification and ISO 27001:2022 certification, in support of our diversification into new industries and service offerings. These certifications require 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.

Key elements of our Cybersecurity Program — including defending against key cybersecurity threats and risks — are overseen by our Vice President of Cybersecurity, the ISRM organization and certain legal functions under our General Counsel. Legal functions include 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 the Company’s senior management.

Our cybersecurity risk profile is evaluated through assessment of the cybersecurity threat landscape and ongoing security monitoring. Our Cybersecurity Program and associated priorities are updated as new risk information becomes available.

We have also implemented a set of policies, procedures and administrative, physical and technical controls designed to protect, defend and mitigate effects on the Company from cybersecurity attacks. Our Cybersecurity Program, or portions thereof, is periodically reviewed by independent third party firms and subject to internal audits. We conduct penetration tests and tabletop exercises to simulate attacks against our infrastructure, systems or portions thereof, to validate the efficacy of our security controls and response capabilities. 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.

We provide recurring cybersecurity training to help employees better understand cybersecurity threats; the Company’s policies, actions and approach to managing this type of risk; and how employees can help improve the Company’s security posture.

Our Cybersecurity Program also includes an incident response process supported by an internal team of cybersecurity specialists, with involvement from Business, Legal and senior management, as appropriate. Incident response efforts are also assisted by external resources, such as technical, legal and law enforcement support, as appropriate.

We did not experience any material cybersecurity incidents in FY24. We annually report the number of such incidents in the [Performance Summary](#) of this report.

## Engaging the supply chain on cybersecurity and data protection

Our supplier community plays a large role in the Company’s success, and we actively engage 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 our Legal organization — to assess and attempt to remediate potential data protection and cybersecurity risks across our supplier community commensurate with their cybersecurity risk. Specifically, our third party risk management process includes steps such as the evaluation of a supplier’s security controls, posture and maturity. This process also incorporates the identification and treatment of cybersecurity-related risks.



## 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 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 the potential of security vulnerabilities in our products seriously. 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.

We operate a responsible disclosure program for invited security researchers in addition to coordinated disclosure practice with the security community. This program is designed to improve the security of our Snapdragon family of processors, 5G modems and related technologies and software.

## Responsible Supply Chain Management

Our supply chain 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 way in which we design and produce them. Because we primarily employ a fabless production model, we rely on suppliers for the manufacturing of our integrated circuit products.

We expect our suppliers to uphold the same corporate responsibility standards as we do, including respect for the human rights of the workers who make our products, responsible sourcing of minerals for our products, reducing emissions and minimizing the use of resources such as water and energy. We include applicable language in our contracts with suppliers.

We are a Full Member of the Responsible Business Alliance (RBA) and require suppliers to adopt either the RBA Code of Conduct or a similar code. We leverage RBA tools and resources in our supply chain management program to 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 our CoBC, are the cornerstones of our commitment to responsible supply chain management. We regularly engage the primary semiconductor foundries and assembly suppliers that manufacture our products to assess risks and monitor conformance to our Supplier Code of Conduct.

A key part of acting responsibly is understanding risks and enabling supply chain sustainability. Our risk-based approach includes requiring our primary semiconductor manufacturing suppliers to annually complete the RBA Self-Assessment Questionnaire (SAQ).

The SAQ is a risk-assessment tool that enables companies to evaluate specific supply chain risks in areas such as labor, health and safety, environment and ethics. We use SAQ results from our suppliers to inform our strategy around supply chain audits, inspections and capacity building. The SAQ results from our suppliers have not identified any high-risk manufacturing facilities operated by our primary semiconductor manufacturing suppliers.



To minimize potential harm to individuals, communities and the environment, as well as create more resilient supply chains, we regularly assess and monitor suppliers for compliance with our Supplier Code of Conduct. Our direct suppliers are subject to RBA VAP audits and/or customer managed audits, in addition to completing the SAQ. We also conduct audits of selected non-primary manufacturing suppliers and suppliers that are new to our supply chain for conformance to our corporate responsibility requirements.

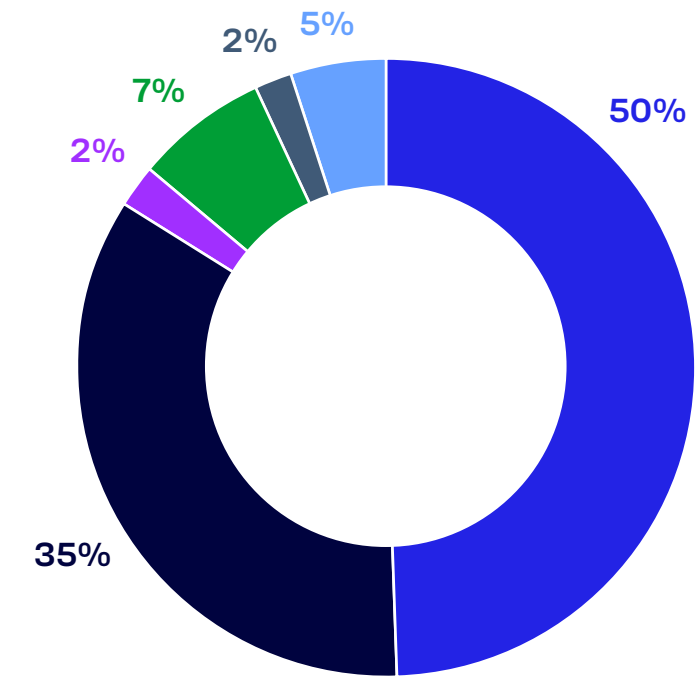
We have a 2025 goal of having 100 percent of our primary semiconductor manufacturing suppliers audited at least every two years. As of 2024, 88 percent of them underwent such audits.

Our own supplier audits and assessments are conducted by our supply chain management team. The group includes RBA Lead Auditor trained personnel who conduct on-site audits of selected suppliers. The audits focus on suppliers' adherence to our Supplier Code of Conduct and other requirements, including product, environmental, governance and conflict minerals. For more on our audit program, see our section on [Human Rights](#).

When VAP assessments uncover non-compliance to the protocol, those findings are rated by severity as "minor," "major" or "priority." Over the last two years, RBA VAP audits of our direct primary manufacturing suppliers discovered 60 non-conformance findings, of which 19 were minor, 37 were major and four were priority instances of non-conformance. Among the five categories of the VAP assessment, the largest number of non-conformances found were in the health and safety area.

## VAP Audit Findings by Category

- Health & Safety
- Labor
- Environment
- Supply Chain
- Ethics
- Management System



We believe that the real value of an audit is not only in the identification of issues but in the correction of those issues. Therefore, we work with suppliers to remediate priority non-conformances and negative impacts and to prevent potential future occurrences. We use corrective action plans and closure audits to resolve non-conformances as part of the overall RBA VAP audit process. All three categories of VAP assessment findings have specified periods of time during which the assessed facility must remedy the findings and implement systems to prevent recurrences. Remedy and prevention measures are part of corrective action plans.

Our 2024 Supplier Summit brought together our major suppliers in San Diego to celebrate our collaboration, discuss our CoBC and share our expectations of suppliers. The event drew more than 300 attendees, from more than 130 companies from around the world, including 40 CEOs, and featured full-day presentations by the Company's senior executives, who shared their vision for the Company's future. The Summit emphasized that a responsible supply chain, including due diligence on human rights and the environmental impacts of our value chain, is a key part of our approach to corporate responsibility. We provide resources, training and support to help our suppliers on their sustainability journey alongside Qualcomm.







## Environmental Management in the Supply Chain

We work within our value chain at multiple stages of design and manufacturing and strive to ensure that our primary manufacturing suppliers are aligned with environmental standards, including conformance to applicable environmental laws, adherence to various environmental initiatives and observation of RBA's Code of Conduct. Each of these suppliers is also required to have an ISO-14001-certified environmental management system. In 2024, all such suppliers reported meeting this requirement.

We survey our suppliers annually on important issues such as water, energy and other relevant climate-related information to evaluate whether they are taking the appropriate steps to align with our sustainability goals. We built on these engagement efforts in 2024 by expanding our survey to additional direct suppliers and including select indirect suppliers for the first time to understand their environmental impacts on a more granular level.

We joined the SCC to engage and assist in learning and developing environmental best practices for the industry. Notably, we are working on refining our Scope 3 methodology and advocating for the right policies to support more access and better affordability with renewable energy through the SCC's Energy Collaborative (EC).

As climate risks have heightened, we continue to monitor these risks as they relate to both climate and water within our supply chain. For water, we assess current and future water risks at the global and local levels, using the World Resources Institute (WRI) Aqueduct™ tool. With climate, we 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 the [Operating Sustainably](#) section of this report.

As a continuous effort, we work with several of our primary semiconductor manufacturing suppliers to discuss the Company's net-zero commitment, opportunities for deploying renewable energy and projects to realize GHG emission reductions. We seek similar opportunities with other suppliers.

## Respect for Human Rights

We are committed to promoting and respecting all internationally recognized human rights and avoiding complicity in any human rights abuse. 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 (UNGC) and the UN Guiding Principles on Business and Human Rights.

The Company's respect for human rights is enshrined in our [CoBC](#) and our Supplier Code of Conduct. We explain our approach in further detail in our [Human Rights Statement](#). We closely monitor the intersection of global human rights-related legislative and regulatory developments and our internal activities and business strategy, with the goal of aligning our practices.

We conduct risk analyses and human rights impact assessments (HRIAs) to assess potential risks across our operations and/or value chain. HRIAs help us identify any salient human rights issues. We evaluate and prioritize any identified potential risks. Our risk response is then determined by several factors: the type and scope of our business activities; our ability to influence the direct cause of a given risk; the expected severity, reversibility and likelihood of a risk coming to fruition; and our causal contribution.

Because we rely primarily on third parties to perform the manufacturing, assembly and most of the testing of our semiconductor products, our direct operations are low risk for forced labor, child labor and human trafficking. We have not encountered forced labor, child labor or human trafficking in our operations.

Indirect human rights risks exist primarily in our supply chains. Although we may not have direct control over 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, the Company has taken specific steps to prevent and mitigate human rights risks and impacts. Our efforts include annual assessments of our suppliers' operations in accordance with the RBA SAQ, engagement with suppliers to encourage conformance to our expectations, capacity building and training for suppliers, 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 and freedom of association. All our primary semiconductor manufacturing suppliers comply with this requirement and according to the SAQ ratings, none of these suppliers have high-risk manufacturing facilities. For more information on supply chain risk analysis, please see [Supply Chain Management](#).

Our suppliers have access to information and training regarding conformance expectations through the RBA Learning Academy, capability activities and various other outreach activities. In 2024, we provided training to suppliers in the APAC region on supply chain due diligence, including best practices, available diligence tools and expectations on protection of human rights and the environment.

We encourage all of our primary semiconductor manufacturing suppliers to

complete an RBA VAP audit. RBA VAP audits include record reviews, manager interviews and worker interviews by third party auditors to determine 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 review supplier audit results, engage suppliers directly and support the correction of non-compliances at supplier sites when necessary. Corrective Action Plans and closure audits are put in place to resolve non-compliance as part of the RBA VAP audit process. We engage directly with suppliers to support effective correction of any audit findings, including those related to labor, human rights and supply chain management.

We conduct regular business reviews with our semiconductor manufacturing suppliers, and conformance to our Supplier Code of Conduct is often discussed during those reviews. These supplier business reviews provide an optimal venue for accountability with respect to responsible business conduct, including labor standards, because of participation from the Company's senior management and potential business contract impact.

Upon hire, and periodically thereafter, our employees complete mandatory CoBC training, which includes information on human rights. Certain employees at our manufacturing sites receive additional

training that delves deeper into the Company's policies around human rights, upholding human rights in our operations and engaging our supply chain on human rights issues.

Furthermore, our suppliers have access to information and training regarding our Supplier Code of Conduct conformance expectations, human rights and other related topics through RBA offerings, capacity building activities and individual supplier engagement.

We are committed to addressing adverse human rights impacts on individuals or communities where such impacts are caused, or contributed to, by Qualcomm or third parties working on our behalf. To that end, we provide a Business Conduct Hotline run by a third party. It operates a toll-free telephone and online portal for escalating concerns, which is one of several mechanisms we make available to escalate concerns.

The hotline is a reporting tool enabling anyone, external or internal, to raise concerns, ask questions or seek guidance, including, confidentially and anonymously where permitted by law. Stakeholders can submit concerns via phone or email to other reporting channels such as their managers, other trusted leaders or our Compliance, HR and/or Legal departments. We do not tolerate retaliation against anyone for raising concerns in good faith.



# Ethical Governance

We have innovated new technologies that revolutionize the way people live, work and connect with each other for the last four decades. We do all of this with a commitment to our values of winning together, achieving excellence, making the impossible inevitable and — at the heart of it all — doing the right thing. Doing the right thing means we achieve excellence in the right way: ethically and in compliance with the law. Our [CoBC](#) guides us through ethical challenges, helping us ensure integrity with everything we do as a Company — that's The Qualcomm Way.

Our Anti-Corruption Policy applies to the entire Company, including all employees, officers and directors. It is our policy to obey all laws, including those that regulate the Company's conduct in the marketing and selling of our 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 conduct risk-based due diligence on relevant business partners, vendors and suppliers. We include relevant anti-corruption and other "obey-the-law" requirements in our agreements with contractors and service providers who may act as the Company's agents or intermediaries.

We conduct periodic risk assessments to review and enhance our corporate compliance program (Program) — including updating policies, procedures, controls and training. We use internal and third party experts to ensure the Program aligns with regulatory expectations and the specific risks of our business. We utilize the findings and recommendations from these assessments to stay apprised of best practices and pursue continuous improvements.

Ethical conduct and decision-making are expectations for all employees and are core elements of our performance assessment framework for leaders. Team managers and senior leaders strive to create an environment where employees are free to raise ethical questions or concerns without threat of retaliation. The Company strictly prohibits retaliation against anyone raising a good faith concern.

We provide regular mandatory training, including on our CoBC and Anti-Corruption Policy, in addition to mandatory Program and ethics training during the onboarding process for employees and temporary workers. In 2024, we did an in-depth review and update of our CoBC, including attendant training and re-certification. In 2024, we did an in-depth

review and update of our CoBC, including attendant training and re-certification. The CoBC training is mandatory for all Company employees, including part-time, contractors, interns, and temporary workers, as well as certification by our executive leadership and members of our Board. We design our training to help all individuals understand how we build integrity into everything we do as a Company. Adherence to our CoBC and supporting policies is critical to maintaining our long-standing reputation for conducting business with the utmost integrity. In addition, we provide multiple instructor-led training opportunities, including risk-tailored training and compliance communications for specific groups and regions.

Our Ethics Liaison program reinforces and promotes a positive ethical culture in our operations across the globe. The Ethics Liaison program is composed of more than 15 representatives from various functions, business teams and offices around the world. The liaisons provide timely updates to our Compliance team on local business operations and emerging risks. They also serve as trusted peers from whom local employees can seek guidance and support with applying compliance-related policies to every day situations.



## Empowering Voices: Building a Culture of Open Communication and Trust

A company culture where employees feel comfortable voicing their concerns and speaking up is crucial for establishing organizational health and success.

We offer multiple channels for raising concerns, including our internal HR portal, management, our Compliance and Legal teams and through our third party managed Business Conduct Hotline, with the option to report anonymously where permitted by law.

Reported concerns are evaluated by an appropriate team of dedicated investigators and professionals. Our subject matter experts conduct intake conversations, appropriately preserve necessary data, gather details and plan next steps. The Company thoroughly investigates all credible claims of potential misconduct. Where we identify violations of our CoBC, policies or procedures — or simply find opportunities for improvement — we take appropriate remedial steps. We follow the law and industry best practices to respect the privacy and confidentiality of those involved in the investigative process.

An important element of our ethical governance and employee relations efforts is promoting and facilitating a corporate culture where everyone feels comfortable speaking up. To gauge comfort in raising concerns, we include ethics-related questions in employee engagement surveys annually. 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 appropriately.

We support employees' education and strive to provide easily accessible on-demand information whenever and wherever it is needed, including through our Open Door Portal — an internal webpage where employees have access to additional information and learning opportunities regarding our speak-up culture. We regularly update the resources in the portal to present lessons learned from investigations and matters impacting our industry.





## Public Policy and Regulation

Public policy plays a critical role in ensuring that the benefits of mobile and wireless technology reach every corner of the world.

We have been a committed partner to countries around the world for almost 40 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.

Our public policy approach is implemented 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.

- **Transparency:** We publicly disclose to the Federal Elections Commission all political contributions made by the Company and our Political Action Committee, and we abide by all legal obligations of the Foreign Corrupt Practices Act 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 outlined in our [public policy website](#).

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

# Operating Sustainably

We are committed to conducting our operations and activities in a manner that seeks to protect the environment and conserve natural resources.

## IN THIS SECTION

- Environmental Sustainability
- Resources Management
- Operational Resilience

Our work contributes to the following SDGs:



# Environmental Sustainability

We are committed to our Science Based Targets initiative's (SBTi) validated goal of achieving net-zero GHG emissions across our value chain by 2040.

We achieved our 2025 Scope 1 and 2 GHG goal to reduce absolute Scope 1 and 2 emissions by 30 percent compared to a 2014 base year. Our 2030 GHG reduction targets are as follows:

- Reduce absolute Scope 1 and Scope 2 GHG emissions 50 percent from a 2020 base year.
- Reduce absolute Scope 3 GHG emissions 25 percent from a 2020 base year.

We seek to limit global temperature rise, as evidenced by our commitment to emission cuts aligned with the latest climate science. Our operations are designed to provide and maintain safe, healthy and productive working conditions that meet relevant and applicable requirements. We work to ensure that our environmental program capitalizes on actions that conserve water, reduce energy consumption and minimize the impact of our waste disposal practices.

**California SB 261 disclosure on climate-related financial risk:** At Qualcomm, we conducted a Climate Scenario Analysis in 2023, which determined that no climate risks or opportunities are material to the company. More information is included in our TCFD disclosures at pages 38-45 and 66.

Our strategy to meet our environmental goals includes several key measures:

- Utilizing renewable energy in our top operational footprint regions via long-term power purchase agreements (PPAs) that add new renewable energy generation to the grid and utility-provided renewable energy options
- Limiting emissions in our operations through the replacement of high global warming potential GHGs in our manufacturing processes, to the extent feasible
- Reducing natural gas usage at our headquarters in San Diego and moving towards electrification
- Working with key suppliers to develop collaborative initiatives to facilitate emissions reductions



We are proud to have achieved our 2025 Scope 1 and Scope 2 GHG emissions goal in 2023. We are reporting against our 2030 Scope 1 and 2 target for the first time.

Other than for certain of our RFFE modules and RF filter products, we do not own or operate foundries for the production of silicon wafer from which our integrated circuits are made, because the Company mainly utilizes a fabless production model. Our business model translates into a higher Scope 2 emissions and a less significant Scope 1 emissions profile. With this in mind, our GHG emissions reduction goals represent a Company-wide absolute target related to both Scope 1 and Scope 2 emissions.

Our 2030 Scope 1 and Scope 2 (market-based) GHG emissions target breakdown is as follows:

- **Type:** Absolute Target
- **Target coverage:** Company-wide Scope(s) 1 and 2
- **Targeted reduction from base year percent:** 50 percent
- **Timelines:** Base year: 2020; Start year: 2020; Target year: 2030
- **Percent of target achieved:** 38 percent
- **Base year emissions covered by target (metric tons of carbon dioxide equivalent-tCO<sub>2</sub>e):** 315,526 tCO<sub>2</sub>e
- **Target status:** Underway



We have continued to advance on the execution of our net-zero strategy. The examples below illustrate the implementation of our efforts in 2024 to meet our 2040 goal:

- Commenced efforts to drive our colocation data centers to utilize renewable energy
- Installed solar panels at key manufacturing sites
- Expanded our supplier engagement and set up strategic check-ins with key value chain partners to improve our Scope 3 data collection and reporting
- Procured renewable energy in locations where we have a significant operational footprint, such as India

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. In 2024, we also implemented focused efforts to expand engagement within our value chain.

These efforts have resulted in key recognitions that we are proud to celebrate. We're honored to be included in the following lists: US Environmental Protection Agency's Green Power Partnership Top 30 Tech & Telecom,

USA Today's America's Climate Leaders 2024, Time's World's Most Sustainable Companies 2024 and Newsweek's America's Greenest Companies 2024. We also received an Environmental Initiatives Award at the Sustainability, Environmental Achievement and Leadership (SEAL) 2024 Business Sustainability Awards for our continued effort to reduce our Scope 1 and Scope 2 emissions footprint.

## Climate-Related Risks and Opportunities

The Governance Committee of our Board provides oversight on corporate responsibility and sustainability matters not delegated to other Board committees, including relevant policies, programs and initiatives. Additionally, the Company's Chief Financial Officer (CFO) and Chief Operating Officer (COO) provides overarching guidance on sustainability matters, including climate-related issues, and holds the highest management-level position on the ESG Leadership Committee. The CFO/COO reports directly to the Company's Chief Executive Officer (CEO).

To determine which climate-related risks and/or opportunities could have a substantive financial or strategic impact, potential risks are classified either at Company-level, when evaluated during the materiality<sup>11</sup> assessment

process, or asset-level, when evaluated through either our CSA or the Company's Business Resilience Program.

- **Company-level risks:** We regularly conduct materiality<sup>11</sup> assessments. For more information about these assessments, please see the section on [Stakeholder Engagement](#).
- **Asset-level risks:** We conduct our CSA to evaluate the projected financial materiality of climate-related physical and transition risks in the regions where the Company operates. This process is completed on a recurring basis. The outputs are presented to our ESG Leadership Committee and Working Group for consideration in our business strategy.
- Additionally, the Company's Business Resilience Program utilizes a threat risk assessment process to identify and evaluate regional risks that could affect the Company's resiliency. We consider risks from this assessment within its detailed resilience planning framework. For more information about this assessment, please see the section on [Operational Resilience](#).

<sup>11</sup> Our use of the word "materiality" throughout this report aligns with GRI's definition and encompasses our whole value chain, both within and outside the Company. It is not the same materiality standard relevant in regulatory or other guidance used around the world, including — but not limited to — SEC purposes or as defined in the standards underlying the EU CSRD. Therefore, issues deemed material for the purposes of this report may not rise to the level of materiality for SEC or other reporting purposes.



## CSA

We conduct a CSA on a regular cycle to assess relevant climate-related risks and opportunities. 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 the Company.

The following information provides the results related to our 2023 CSA:

- **Time horizons:** The time horizons considered in the CSA 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 Company and supplier facilities. For each facility, projected modeled 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 facilities are

projected to be exposed to some financial impacts in the space between medium- and long-term. Overall, projected MAAL to the evaluated facilities were larger under the RCP8.5 scenario than the RCP4.5 scenario. 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 (NZE) by 2050 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 analyzed the potential impact of these climate-related transition risks and opportunities on our business strategy and operations. We considered both quantitative and qualitative factors. Our transition opportunities are projected to be most significant under the NZE

scenario, increasing from the present through 2040. For climate-related risks, the STEPS scenario is projected to pose higher financial costs for us due to higher energy costs and a higher carbon dioxide abatement cost compared to the NZE scenario.

- **Climate-related risks:** 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 climate-related risks on a regular basis.

- **Climate-related opportunities:** To date, we have not identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on our business. We plan to continue to monitor climate-related opportunities on a regular basis.
- **Conclusion:** We have concluded that the climate-related risks identified in our 2023 CSA are not financially material.



# Resources Management

We conduct our operations and activities in a manner designed to provide and maintain safe, healthy and productive working conditions and conserve natural resources. We focus our efforts on minimizing energy use, water and waste.

## Energy

As we progress towards our 2040 net-zero goal, we are making efforts to procure renewable energy across our global portfolio. We had several achievements in 2024 that related to these efforts:

Our manufacturing operations in Wuxi, China and Munich, Germany continue to be fully covered by renewable energy. In India, we continue to pursue additional renewable energy agreements, including at our site in Bangalore, India where our PPA has contributed to emissions reductions by approximately 12,400 tCO<sub>2</sub>e. At our sites in Hyderabad, India and at additional locations in Bangalore, we are exploring new agreements to procure additional renewables in line with our goals. We are also exploring renewable

energy in Singapore, working with regional experts to help navigate the limited supply of available renewable energy.

We directly engaged with all of our colocation data center providers to increase the utilization of clean energy. Over 95 percent of the electricity used in our colocation data center sites was comprised of renewable energy. In July 2024, we ceased operations of our second cogeneration plant. This action is now helping us to avoid approximately 19,000 tCO<sub>2</sub>e emissions per year and supports our efforts towards our net-zero goal.

For our direct operations, we continue to identify and execute on relevant energy savings projects. In 2024, we implemented 21 projects saving, in total, over 2,000 MWh per year.



## Water

Water is a critical component for our direct operations and within our value chain, and we understand the importance of reducing our impact, particularly in areas of water stress. As we continue to identify and manage our water-related impacts, we are searching for projects to minimize our usage.

We continue to leverage an internal price for water at our manufacturing facilities to make sure that the real cost of water usage and water treatment is evident by site. This incentivizes the development of cost-effective processes. We strive to conduct water audits to identify hotspots for water optimization projects every several years. In 2024, we began work with the SCC on building out a location-specific supply chain water risk assessment.

In our direct operations, we work to identify water savings projects. In 2024, we implemented six projects, saving more than 200,000 cubic meters (m<sup>3</sup>) of water per year.

Projects included the recycling of dicing and grinding wastewater from our manufacturing operations (saving over 147,000 m<sup>3</sup> at our Munich site) and the optimization of our local scrubber reclaim system drain in Singapore that is saving more than 30,000 m<sup>3</sup> of water per year.

In our office spaces and at our headquarters in San Diego, we continue to use reclaimed water instead of potable water for irrigation and our cooling plant systems. Approximately 75 percent of water used in our San Diego headquarters is non-potable reclaimed water. At our sites in Bangalore, a water-scarce area, we have worked to reduce our dependency on tanker water by 12 percent from 2023. Our efforts to increase water recycling rates in these sites through methods focused on rainwater, subsoil water and other recycled water streams have resulted in overall water savings of over 31,000 m<sup>3</sup> year-over-year, a 60 percent increase from 2023.

***In 2024, we saved over 200,000 cubic meters of water in our direct operations through projects such as wastewater recycling in Munich, optimizing local water use in Singapore and use of non-potable reclaimed water in our San Diego headquarters.***

## Enabling local communities to measure water usage

Our Wireless Reach program has worked to improve water conservation efforts through its partnership with Nimble Vision, an organization that developed Ni-The Water Saviour equipment which works to help conserve water and bring behavioral change in water usage. Currently, Nimble Vision's IoT platform is operational in multiple areas in India, including Bangalore, Delhi, Hyderabad, Kalaburagi and Horanadu, and in Jakarta, Indonesia.

Ni-The Water Saviour is a smart IoT solution that acts as a conventional pump controller, water meter and quality monitor. Actionable analytics on water availability, consumption, leakage and quality are provided to decision-makers. In addition, other solutions automate water process and system diagnostics and make manholes and sewage treatment plants smart. Nimble Vision's solution leverages the Qualcomm MDM9207 LTE modem, which supports computing and connectivity, helps monitor the sensors and controls the motor-pump state. Nimble Vision is upgrading the solution to leverage Cavli-C10QMS, a made-in-India product that incorporates 5G connectivity modules for enhanced functionality.

Early results of an impact assessment undertaken by Nimble Vision show that awareness on water usage and availability empower communities to reduce water wastage, detect leaks and automate water distribution, potentially saving 30–50 percent of water consumption and related energy usage. Geo-location in manholes are helping to identify the blockages in real time. More than 200 individual homes, 20 apartment buildings and one municipality are benefiting from Ni-The Water Saviour, for a total of four billion liters of water conserved.



## Pollution and 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.

Our approach to waste management involves reuse and recycling programs to help us decrease the amount of waste we send to landfills. Our approach also includes initiatives to reduce our overall waste footprint and the promotion of less toxic, more durable, reusable and recycled materials in our operations.

Several functional areas lead our waste recycling and management programs. The areas include:

- **Qualcomm Real Estate and Facilities (QREF):** Our QREF and site support teams manage general solid waste at our sites. 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 business operations 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 recycle or reuse, followed by physical treatment or disposal in an appropriate landfill, as a last resort.

## Managing Substances of Concern in our Operations

Our manufacturing sites perform risk assessments for substances used in our production processes and products. These assessments prioritize compliance with applicable regulations and alignment with existing permits. They also help to ensure that we are following customer requirements and contractual prohibitions.

We have set up business processes to manage the introduction or changes of any substances used in our products and operations. These processes are integrated into our quality management system and focus on critical chemicals of concern. We strive to comply with regulatory and customer requirements, evaluate occupational health and safety risks of new substances and identify any existing and potential environmental impacts. Waste management requirements, as well as air and water treatment practices designed to mitigate pollution and appropriate storage requirements, are also considered within the business processes.

Potentially new substances or substances subject to change must undergo a risk assessment. Dedicated experts at our three manufacturing sites review the assessment results and provide approval before a change or inclusion of a new substance is granted.

New substances receive a limited approval for 12 months. Following that period, the appropriate lead engineer must reapply for approval by undergoing the risk assessment process again.

At our non-manufacturing sites, like offices and research engineering labs, we utilize an inventory system to manage and track chemicals. Similar to our manufacturing sites, prior to using any particularly hazardous substance in our lab areas, specific safety documentation must be completed and a risk assessment carried out. This process helps to ensure that both the Company and our employees adhere to all relevant legislation regarding chemical usage and procurement.



# Operational Resilience

Our Operational Resilience program is designed to provide agile decision-making in the face of potential threats or disasters and during an event. Our Operational Resilience function oversees the Company's emergency operations, business resilience, IT incident response and IT service resilience disciplines. These resilience disciplines enhance our capability to mitigate, prepare for, respond to and recover from operational disruptions. These can include disruptions due to local incidents, regional incidents, technology disruptions, national incidents 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 Operational Resilience team presents annually to the Governance Committee of the Board.

Our Operational Resilience team utilizes a site risk assessment process to identify and

evaluate risks on a regional basis that may affect the Company's resilience. The site 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.

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

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, Government Affairs, IT, Legal, Marketing and Supply Chain. Annually, 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 Audit Committee of the Board. Mitigation plans are reviewed by executive leadership bi-annually for continued relevance.

*Our Operational Resilience program is designed to enable us to mitigate, respond to and recover from disruptions. This is done by leveraging data, site risk assessments and ISO 22301 standards to maintain critical business operations in the face of local, regional or global challenges.*

# Progress

## IN THIS SECTION

- Progress on Our Goals
- Performance Summary



# Progress on our Goals

## GOAL

**Enrich the lives of 27 million people<sup>12</sup>** by continuing to bring technology to communities around the world through Wireless Reach, measured against a 2006 base year.

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

**Reduce power consumption by 10 percent every year<sup>13</sup>** in our flagship Snapdragon Mobile Platform products.

**Continue to inspire** the next generation of inventors by **engaging 1.5 million students and teachers** across the globe in our strategic STEM Initiatives.

## PROGRESS

→ While we achieved our goal in 2023, we have continued our work to enable access to technology. Since 2006, we have enriched the lives of more than 27 million people.

→ As of 2024, 88 percent of our primary semiconductor manufacturing suppliers have received audits, in the last two years, for conformance to our Supplier Code of Conduct.

→ Year over year, we reduced power consumption by over 10 percent<sup>13</sup> in our flagship Snapdragon Mobile Platform products when averaged across all use cases.

→ We achieved our goal in 2022 and continued our efforts in STEM around the world. Since 2020, we've reached over 6.7 million students and teachers across the globe.

## GOAL

**Reduce absolute Scopes 1 and 2 GHG emissions 30 percent** from our global operations, compared to a 2014 baseline, by 2025.<sup>14</sup>

**Reduce absolute Scope 1 and Scope 2 GHG emissions 50 percent** by 2030, from a 2020 base year.<sup>14</sup>

**Reduce absolute Scope 3 GHG emissions 25 percent** by 2030, from a 2020 base year.<sup>14</sup>

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

## PROGRESS

→ In 2023 we achieved our 2025 GHG emissions goal two years ahead of schedule. We continue our efforts that are helping us advance towards our 2040 net-zero strategy.

Since 2014, we have reduced our Scope 1 and Scope 2 GHG emissions by 47 percent.

Since 2020, we have reduced our Scope 1 and Scope 2 GHG emissions by 38 percent.

→ Our Scope 3 emissions account for the majority of our total emissions, with the largest upstream category coming from Purchased Goods and Services (Category 1). Use of Sold Products (Category 11) accounts for the most significant downstream category. We continue to engage our top suppliers and have seen an increase in renewable energy used for the manufacturing of our products. We have also expanded our engagement to more of our direct and indirect suppliers to continue to collect and refine our data. Also, through consortia like SCC, we are also working across our industry to define more standardized methods of calculating and reducing the footprint associated with use of sold products.

<sup>12</sup> Defined as direct and indirect beneficiaries

<sup>13</sup> Given equivalent features

<sup>14</sup> Global

# 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	2024	2023	2022
Privacy and Security	Certified information privacy professionals	# of	9	10	11
	Privacy training hours	# of	2,042	2,143	2,377
	Targeted employees trained in privacy <sup>15</sup>	# of	10,125	9,227	14,011
	Employees trained in cybersecurity <sup>16</sup>	# of	38,042	8,623	43,509
	Requests for customer information received from government or law enforcement agencies <sup>17</sup>	# of	0	0	1
	Complaints (breaches of customer privacy) received from outside parties and substantiated by Qualcomm <sup>18</sup>	# of	0	0	0
	Complaints from regulatory bodies <sup>19</sup>	# of	0	0	0
	Information security breaches involving customers' personally identifiable information <sup>20</sup>	# of	0	0	0
	Information security breaches or other cybersecurity incidents <sup>21</sup>	# of	0	0	0
	Amount of fines/penalties paid in relation to information security breaches or other cybersecurity incidents	Dollars	0	0	0

<sup>15</sup> 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.

<sup>16</sup> Company-wide trainings were provided in 2024 and 2022. The number reported in 2023 is related to new hires completing the training during onboarding.

<sup>17</sup> 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.

<sup>18</sup> Customer privacy is defined as end-user consumers of a Qualcomm technology.

<sup>19</sup> 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.

<sup>20</sup> Limited to instances involving end-user consumers of Qualcomm technology and requiring disclosure in Company SEC filings.

<sup>21</sup> Limited to instances requiring disclosure in Company SEC filings.



Our Supply Chain		Units	2024	2023	2022
<b>Primary Semiconductor Manufacturing Suppliers (Suppliers)<sup>22</sup></b>	Suppliers who complete RBA SAQ <sup>23</sup>	%	100	100	100
	Suppliers with all low-risk manufacturing facilities per RBA SAQ <sup>24</sup>	%	38	100	100
	Suppliers who have completed an RBA VAP <sup>23</sup> audit in the last two years	%	88	88	88
	Suppliers who provided GHG data <sup>25</sup>	%	100	100	100
	Suppliers who provided water use data <sup>25</sup>	%	100	100	100
	Suppliers who have an ISO 14001 Certification <sup>26</sup>	%	100	100	100
	Suppliers who have achieved silver, gold or platinum on one or more audits <sup>27</sup>	%	100	100	100
<b>Conflict Free Minerals<sup>28</sup></b>	RMAP-Conformant processing facilities <sup>29</sup>	# of	218	213	237
	RMAP-Conformant processing facilities <sup>29</sup>	%	97	89	97

<sup>22</sup> 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.

<sup>23</sup> Responsible Business Alliance (RBA). Self-Assessment Questionnaire (SAQ). Validated Assessment Program (VAP).

<sup>24</sup> In 2024, RBA made changes to the facility-level SAQ resulting in changes in the way facilities are classified.

<sup>25</sup> Previous calendar year data.

<sup>26</sup> International Organization for Standardization (ISO) 14001 is the international standard for environmental management systems (EMS).

<sup>27</sup> Through verified closure of non-conformances identified in RBA VAP audits.

<sup>28</sup> Amount represents prior-year calendar year data as of January 31, 2024.

<sup>29</sup> Responsible Minerals Assurance Process (RMAP).

Our Environment		Units	2024	2023	2022
<b>Energy and Air Quality<sup>30</sup></b>	Electricity avoided as a result of energy saving initiatives	Megawatt hours	74,203	67,573	76,118
	Emissions avoided as a result of energy saving initiatives	Tons	29,448	26,570	27,517
<b>GHG Emissions<sup>31</sup></b>	CO <sub>2</sub> e per gross square foot of facilities space (Scope 1 & 2)	CO <sub>2</sub> e metric tons	0.0125	0.0152	0.0169
	<b>Total Scope 1-Direct GHG emissions by weight</b>	<b>CO<sub>2</sub>e metric tons</b>	<b>84,465</b>	<b>80,589</b>	<b>104,850</b>
	Carbon dioxide (CO <sub>2</sub> )	CO <sub>2</sub> e metric tons	51,354	62,993	NR
	Methane (CH <sub>4</sub> )	CO <sub>2</sub> e metric tons	67	143	NR
	Nitrous oxide (N <sub>2</sub> O)	CO <sub>2</sub> e metric tons	1,463	903	NR
	Hydrofluorocarbons (HFCs)	CO <sub>2</sub> e metric tons	3,360	3,186	NR
	Perfluorocarbons (PFCs)	CO <sub>2</sub> e metric tons	4,285	1,837	NR
	Sulphur hexafluoride (SF <sub>6</sub> )	CO <sub>2</sub> e metric tons	10,495	5,311	NR
	Nitrogen trifluoride (NF <sub>3</sub> )	CO <sub>2</sub> e metric tons	13,441	6,217	NR
	<b>Total Scope 2-Indirect GHG emissions by weight, market based</b>	<b>CO<sub>2</sub>e metric tons</b>	<b>111,157</b>	<b>157,293</b>	<b>160,417</b>
	Carbon dioxide (CO <sub>2</sub> )	CO <sub>2</sub> e metric tons	110,502	156,290	NR
	Methane (CH <sub>4</sub> )	CO <sub>2</sub> e metric tons	148	330	NR
	Nitrous oxide (N <sub>2</sub> O)	CO <sub>2</sub> e metric tons	507	673	NR
	<b>Total Scope 2-Indirect GHG emissions by weight, location based</b>	<b>CO<sub>2</sub>e metric tons</b>	<b>300,408</b>	<b>NR</b>	<b>NR</b>
	Carbon dioxide (CO <sub>2</sub> )	CO <sub>2</sub> e metric tons	299,015	NR	NR
	Methane (CH <sub>4</sub> )	CO <sub>2</sub> e metric tons	337	NR	NR
Nitrous oxide (N <sub>2</sub> O)	CO <sub>2</sub> e metric tons	1,056	NR	NR	

<sup>30</sup> Annual avoided emissions of CO<sub>2</sub>e due to cumulative investments made for energy efficiency for global facilities.

<sup>31</sup> GHG emissions data are calculated using the GHG Protocol Corporate Accounting and Reporting Standard.

Our Environment		Units	2024	2023	2022
GHG Emissions <sup>31</sup> (Continued)	<b>Total Scope 3-Other indirect GHG emissions by weight<sup>32</sup></b>	<b>CO<sub>2</sub>e metric tons</b>	<b>3,935,138</b>	<b>5,070,086</b>	<b>6,394,094</b>
	Purchased goods and services <sup>33</sup>	CO <sub>2</sub> e metric tons	2,779,307	3,796,564	4,699,435
	Capital goods	CO <sub>2</sub> e metric tons	18,442	83,228	184,637
	Fuel-and energy-related activities (not included in Scope 1 or Scope 2)	CO <sub>2</sub> e metric tons	84,938	82,068	75,894
	Upstream transportation and distribution	CO <sub>2</sub> e metric tons	25,541	22,650	40,727
	Waste generated in operations	CO <sub>2</sub> e metric tons	2,749	2,365	1,172
	Business travel	CO <sub>2</sub> e metric tons	37,678	24,770	19,385
	Employee commuting	CO <sub>2</sub> e metric tons	35,395	30,074	17,914
	Upstream leased assets	CO <sub>2</sub> e metric tons	NA	NA	NA
	Downstream transportation and distribution	CO <sub>2</sub> e metric tons	89	66	111
	Processing of sold products	CO <sub>2</sub> e metric tons	NA	NA	NA
	Use of sold products	CO <sub>2</sub> e metric tons	947,032	1,025,305	1,350,477
	End-of-life treatment of sold products	CO <sub>2</sub> e metric tons	3,968	2,994	4,343
	Downstream leased assets	CO <sub>2</sub> e metric tons	NA	NA	NA
	Franchises	CO <sub>2</sub> e metric tons	NA	NA	NA
Investments	CO <sub>2</sub> e metric tons	NA	NA	NA	

<sup>31</sup> GHG emissions data are calculated using the GHG Protocol Corporate Accounting and Reporting Standard.

<sup>32</sup> In 2022, we revised 2021 data in accordance with our GHG base year emissions recalculation policy.

<sup>33</sup> Supplier emissions data represent previous calendar year.

Our Environment		Units	2024	2023	2022
<b>Direct Energy Consumption by Primary Energy Source</b>	Natural gas (facilities)	MMBtu	790,852	1,056,000	1,208,224
	Jet Fuel (aviation-related)	Gallons	781,673	576,763	572,859
	Vehicle gasoline (shuttle/test vehicles)	Gallons	43,422	40,641	38,336
	Diesel fuel (cars/trucks)	Gallons	4,937	3,557	2,762
	Diesel fuel (generators)	Gallons	60,310	80,086	59,335
	Propane vehicles (truck)	Gallons	0	0	0
	Liquid petroleum gas (LPG)	Gallons	17,535	13,883	5,624
	Renewable energy: onsite generation (owned)	Megawatt hours	1,766	572	116
	Carbon offsets (purchased)	CO <sub>2</sub> e metric tons	0	0	0
<b>Indirect Energy Consumption by Primary Energy Source</b>	Non-renewable electricity (purchased)	Megawatt hours	227,623	252,727	298,797
	Renewable electricity: Power Purchase Agreements (purchased)	Megawatt hours	282,361	226,681	182,152
	Renewable electricity: International Renewable Energy Certificates (purchased)	Megawatt hours	192,818	84,860	81,971
	Indirect heating (purchased)	Megawatt hours	9,853	28,667	44,735
	Indirect cooling (purchased)	Megawatt hours	4,515	NR	NR
	Indirect steam (purchased)	Megawatt hours	11,985	NR	NR
<b>Energy Management in Manufacturing</b>	Total energy consumed in manufacturing	Gigajoules (GJ)	737,198	668,348	731,262
	Grid electricity used in manufacturing	%	88	86	87
	Renewable energy used in manufacturing	%	56	44	34
<b>Significant Air Emissions<sup>34</sup></b>	NOx	Metric tons	18.50	37.20	19.17
	SOx	Metric tons	7.00	6.65	9.29
	Volatile Organic Compounds (VOCs)	Metric tons	2.60	2.19	2.74

<sup>34</sup> All NOx, SOx and VOC data includes manufacturing sites. In 2023, we changed the unit for reporting significant air quality emissions from tons (US) 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.

Our Environment		Units	2024	2023	2022
Waste Management	<b>Total non-hazardous waste generated<sup>35</sup></b>	<b>Metric tons</b>	<b>7,275</b>	<b>6,632</b>	<b>2,720</b>
	Non-hazardous waste diverted from disposal	Metric tons	3,731	3,342	NR
	Diverted from disposal-recycled/reused	Metric tons	3,278	2,968	1,394
	Diverted from disposal-composted	Metric tons	453	374	NR
	Non-hazardous waste directed to disposal	Metric tons	3,544	3,290	NR
	Directed to disposal-incinerated with energy recovery	Metric tons	1,156	1,087	NR
	Directed to disposal-incinerated without energy recovery	Metric tons	0	0	NR
	Directed to disposal-landfilled	Metric tons	2,220	2,052	1,327
	Directed to disposal-other	Metric tons	168	152	NR
	<b>Total hazardous waste generated</b>	<b>Metric tons</b>	<b>1,136</b>	<b>860</b>	<b>1,116</b>
	Hazardous waste diverted from disposal	Metric tons	741	532	NR
	Diverted from disposal-recycled/reused	Metric tons	741	532	717
	Diverted from disposal-other	Metric tons	0	0	NR
	Hazardous waste directed to disposal	Metric tons	395	329	NR
	Directed to disposal-incinerated with energy recovery	Metric tons	250	184	NR
	Directed to disposal-incinerated without energy recovery	Metric tons	5	3	NR
	Directed to disposal-landfilled	Metric tons	137	142	NR
	Directed to disposal-other	Metric tons	3	1	NR
	Global operational waste-diversion rate	%	53	52	NR
	Global operational waste-landfill	%	72	71	NR
Amount of hazardous waste from manufacturing	Metric tons	791	592	779	
Percentage of hazardous waste from manufacturing recycled	%	52	46	51	

<sup>35</sup> The increase in quantity of non-hazardous waste from 2022 to 2023 reflects expansion of scope of waste reported from our smaller offices using a Full Time Employee (FTE) equivalent calculation.

Our Environment		Units	2024	2023	2022
<b>E-Waste Collection<sup>36</sup></b>	E-waste collection	Pounds of waste	498,374	271,739	299,160
<b>Water Management</b>	<b>Total water withdrawals</b>	<b>Million gallons</b>	<b>547</b>	<b>503</b>	<b>698</b>
	Potable water withdrawals-water utilities	Million gallons	444	398	600
	Reclaimed water withdrawals-water utilities	Million gallons	103	105	98
	Water consumed	Million gallons	170	142	156
	Water discharged	Million gallons	377	361	542
	Ultrapure water usage	Million gallons	0	0	0
	Water reuse rate <sup>37</sup>	%	73	NR	NR
	Total water withdrawn in manufacturing	Thousand cubic meters (TCM)	1,081.65	1,019.85	1,699.57
	Total water consumed in manufacturing	Thousand cubic meters (TCM)	350.14	240.51	180.12
Water consumed in manufacturing in regions with high or extremely high baseline water scarcity <sup>38</sup>	%	29	0	0	
<b>Product Lifecycle and Management</b>	Percentage of products by revenue that contain IEC 62474 declarable substances	%	6.4	3.7	1.3

<sup>36</sup> Includes computers, monitors, mixed electronics, servers/network equipment, shredded hard drives and printers. Total amounts calculated as confirmed by our third party recycle vendors. Increase in 2024 due to the implementation of network equipment upgrade, desktop reclamation, printer project and deployment of office monitor upgrades.

<sup>37</sup> Represents our manufacturing facilities only.

<sup>38</sup> Based on the WRI Water Aqueduct Tool™, the area where our manufacturing facility in Wuxi is located is high baseline for water scarcity in 2024.

Our Workforce		Units	2024	2023	2022
<b>Workforce</b>	Total Workers	# of	49,336	50,257	50,755
	Regular employees	%	92	93	92
	Temporary workers	%	8	7	8
<b>Turnover</b>	Employee involuntary turnover rate <sup>39</sup>	%	7.8	4.2	1.2
	Employee voluntary turnover rate	%	5.5	4.4	9.1
<b>Hiring and Recruitment</b>	Open positions filled with internal candidates <sup>40</sup>	%	18	15	13
<b>Employee Training and Development</b>	<b>Training courses enrollments</b>				
	Classroom training course enrollments	# of	70,745	42,905	43,817
	Classroom training course enrollments-instructor led sessions	# of	1,234	1,201	1,305
	Classroom training course enrollments-online course	# of	19,287	20,757	17,760
	Average training and development hours per full time employee	Hours	19	16	14
	Average amount spent per full time employee on training and development	Dollars	165	129	197
	<b>Training hours by employee group</b>				
	Individual contributor	Hours/Employee	21.0	17.4	14.7
	Management	Hours/Employee	11.3	8.5	9.6
	Executive	Hours/Employee	6.9	4.1	5.8
Employees receiving training in non-mandatory programs	%	70	70	81	

<sup>39</sup> In response to the need to adjust to market conditions and industry-wide challenges, we made the difficult decision to reduce our workforce in fiscal years 2023 and 2024. 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.

<sup>40</sup> Percentages based on total new hires for the corresponding fiscal year (excluding interns and acquisition hires).

Our Workforce		Units	2024	2023	2022
Workplace Safety	Lost Time Incident Rate (LTIR)	Per 200,000 hours worked	0.01	0.01	0.01
	Total Recordable Incident Rate (TRIR)	Per 200,000 hours worked	0.11	0.11	0.10
	Work-related fatalities	# of	0	0	0
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Dollars	0	0	0
Our Community		Units	2024	2023	2022
Corporate Citizenship	Employees participating in employee grant programs	# of	2,408	2,765	2,977
	Nonprofit organizations helped by employee grant programs	# of	1,362	1,593	1,548
	Annual corporate citizenship contributions-total <sup>41</sup>	Dollars	41,531,084	40,522,931	38,897,417
	Annual charitable giving <sup>42</sup>	% of annual corporate citizenship contributions	28	33	47
	Community investments <sup>43</sup>	% of annual corporate citizenship contributions	61	61	47
	Commercial initiatives <sup>44</sup>	% of annual corporate citizenship contributions	12	6	6

<sup>41</sup> Total contributions from Qualcomm and the Qualcomm Foundation.

<sup>42</sup> 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.

<sup>43</sup> 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.

<sup>44</sup> 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.



Our Community		Units	2024	2023	2022
<b>Wireless Reach</b>	Stakeholders <sup>45</sup>	# of	800	757	712
	Active projects <sup>46</sup>	# of	32	37	35
	Total projects since 2006 <sup>45</sup>	# of	150	144	137
	Countries	# of	75	73	73
	Beneficiaries (direct and indirect) <sup>45</sup>	# of	27,292,293	27,020,283	26,518,364
<b>STEM Education</b>	Student beneficiaries <sup>47</sup>	# of	1,979,803	2,177,576	1,765,284
	Teacher beneficiaries <sup>47</sup>	# of	52,549	132,710	97,399
	Thinkabit Lab collaborators	# of	20	23	24
	STEM community partnerships	# of	14	15	16
	Volunteer hours in Qualcomm STEM education activities <sup>48</sup>	# of	34,086	11,102	6,964
	Employees involved in Qualcomm STEM education activities <sup>48</sup>	# of	546	395	168

<sup>45</sup> Cumulative data since 2006.

<sup>46</sup> Programs that are currently using Wireless Reach funds.

<sup>47</sup> Includes beneficiaries from all STEM education programs coordinated with the involvement of the corporate responsibility team.

<sup>48</sup> 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, data represented full year *FIRST* volunteer hours and numbers.

# Appendix

## IN THIS SECTION

- [GRI Index](#)
- [SASB Index](#)
- [TCFD Index](#)
- [About This Report](#)



# GRI Index

<b>Statement of use</b>	Qualcomm has reported the information cited in this GRI content index for the period September 25, 2023, through September 29, 2024 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	<a href="#">FY24 Annual Report on Form 10-K</a>
	2-2 Entities included in the organization’s sustainability reporting	<a href="#">About This Report</a>
	2-3 Reporting period, frequency and contact point	<a href="#">About This Report</a>
	2-4 Restatements of information	<a href="#">About This Report</a>
	2-5 External assurance	<a href="#">About This Report</a>
	2-6 Activities, value chain and other business relationships	<a href="#">FY24 Annual Report on Form 10-K</a>
	2-7 Employees	<a href="#">Performance Summary</a>
	2-8 Workers who are not employees	<a href="#">Performance Summary</a>
	2-9 Governance structure and composition	<a href="#">2025 Proxy Statement</a>
	2-10 Nomination and selection of the highest governance body	<a href="#">2025 Proxy Statement</a>
	2-11 Chair of the highest governance body	<a href="#">2025 Proxy Statement</a>
	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">About Qualcomm-Our Corporate Responsibility Governance</a>
	2-13 Delegation of responsibility for managing impacts	<a href="#">About Qualcomm-Our Corporate Responsibility Governance</a>
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">About Qualcomm-Our Corporate Responsibility Governance</a>
	2-15 Conflicts of interest	<a href="#">2025 Proxy Statement</a>

GRI STANDARD (Continued)	DISCLOSURE		LOCATION
<b>GRI 2: General Disclosures 2021</b>	2-16	Communication of critical concerns	<a href="#">FY24 Annual Report on Form 10-K</a>
	2-17	Collective knowledge of the highest governance body	<a href="#">2025 Proxy Statement</a>
	2-18	Evaluation of the performance of the highest governance body	<a href="#">2025 Proxy Statement</a>
	2-19	Remuneration policies	<a href="#">2025 Proxy Statement</a>
	2-20	Process to determine remuneration	<a href="#">2025 Proxy Statement</a> <a href="#">Acting Responsibly-Compensation and Benefits</a>
	2-21	Annual total compensation ratio	<a href="#">2025 Proxy Statement</a>
	2-22	Statement on sustainable development strategy	<a href="#">FY24 Annual Report on Form 10-K</a> <a href="#">About Qualcomm-Purposeful Innovation</a>
	2-23	Policy commitments	<a href="#">Acting Responsibly</a> <a href="#">Operating Sustainably</a>
	2-24	Embedding policy commitments	<a href="#">Acting Responsibly</a> <a href="#">Operating Sustainably</a>
	2-25	Processes to remediate negative impacts	<a href="#">Acting Responsibly-Ethical Governance</a>
	2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Acting Responsibly-Ethical Governance</a> <a href="#">Acting Responsibly-Human Rights</a>
	2-27	Compliance with laws and regulations	<a href="#">FY24 Annual Report on Form 10-K</a>
	2-28	Membership associations	<a href="#">Qualcomm Memberships and Industry Affiliations</a>
	2-29	Approach to stakeholder engagement	<a href="#">About Qualcomm-Stakeholder Engagement</a>
2-30	Collective bargaining agreements	None of our US employees are covered by collective bargaining agreements. Outside the US, less than 50% of our employees are covered by collective bargaining agreements. <a href="#">Human Rights Statement</a>	

GRI STANDARD (Continued)	DISCLOSURE		LOCATION
<b>GRI 3: Material Topics 2021</b>	3-1	Process to determine material topics	<a href="#">About Qualcomm-Stakeholder Engagement Through Materiality Assessments</a> <a href="#">Operating Sustainably</a>
	3-2	List of material topics	Disaster preparedness and response; Employee acquisition, retention and development; Employee health and safety; Ethical business practices and government affairs; Privacy and cybersecurity; Responsible supply chain management; Responsible resource use; Pollution; Technology as a solution
	3-3	Management of material topics	<a href="#">Empowering Digital Transformation</a> <a href="#">Acting Responsibly</a> <a href="#">Operating Sustainably</a>
<b>Qualcomm Priority Topic: Technology as a Solution</b>			
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1	Infrastructure investments and services supported	<a href="#">Empowering Digital Transformation-Breakthrough Inventions</a> <a href="#">Empowering Digital Transformation-Ecosystem Enablement</a>
	203-2	Significant indirect economic impacts	<a href="#">Empowering Digital Transformation-Breakthrough Inventions</a> <a href="#">Empowering Digital Transformation-Ecosystem Enablement</a> <a href="#">Empowering Digital Transformation-Expanding Access</a>
<b>Qualcomm Priority Topic: Ethical Business Practices</b>			
<b>GRI 205: Anti-corruption 2016</b>	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	<a href="#">Acting Responsibly-Ethical Governance</a>
	205-3	Confirmed incidents of corruption and actions taken	Qualcomm has not received any fines or penalties relating to confirmed incidents of corruption during 2024.

GRI STANDARD (Continued)	DISCLOSURE		LOCATION
<b>Qualcomm Priority Topic: Disaster preparedness and response</b>			
<b>Qualcomm Priority Topic: Employee Acquisition, Retention and Development; Employee Health and Safety</b>			
<b>GRI 401: Employment 2016</b>	401-1	New employee hires and employee turnover	<a href="#">Performance Summary</a>
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Acting Responsibly-The Qualcomm Employee Experience</a>
	401-3	Parental leave	<a href="#">Acting Responsibly-The Qualcomm Employee Experience</a>
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1	Occupational health and safety management system	<a href="#">Acting Responsibly-Health and Safety</a>
	403-2	Hazard identification, risk assessment and incident investigation	<a href="#">Acting Responsibly-Health and Safety</a>
	403-5	Worker training on occupational health and safety	<a href="#">Acting Responsibly-Health and Safety</a>
	403-6	Promotion of worker health	<a href="#">Acting Responsibly-Health and Safety</a>
	403-8	Workers covered by an occupational health and safety management system	<a href="#">Acting Responsibly-Health and Safety</a>
	403-9	Work-related injuries	<a href="#">Acting Responsibly-Health and Safety</a> <a href="#">Performance Summary</a>
<b>GRI 404: Training and Education 2016</b>	404-1	Average hours of training per year per employee	<a href="#">Performance Summary</a>
	404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Acting Responsibly-Employee Engagement and Development</a>
	404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Acting Responsibly-Employee Engagement and Development</a>
<b>GRI 406: Non-discrimination 2016</b>	406-1	Incidents of discrimination and corrective actions taken	Qualcomm has not received any fines or penalties relating to confirmed incidents of discrimination during 2024.

GRI STANDARD (Continued)	DISCLOSURE		LOCATION
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	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.
<b>GRI 408: Child Labor 2016</b>	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.
<b>GRI 409: Forced or Compulsory Labor 2016</b>	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.
<b>GRI 410: Security Practices 2016</b>	410-1	Security personnel trained in human rights policies or procedures	100 percent of security personnel are trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.
<b>Qualcomm Priority Topic: Government Affairs</b>			
<b>GRI 415: Public Policy 2016</b>	415-1	Political contributions	<a href="#">Political Contributions and Expenditures Policy</a> <a href="#">Disclosures Under Political Contributions and Expenditures Policy</a>
<b>Qualcomm Material Topic: Privacy and Cybersecurity</b>			
<b>GRI 418: Customer Privacy 2016</b>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We have not identified any substantiated breaches of customer privacy or data in 2024 or in the three years prior.  <a href="#">Performance Summary</a>

# SASB Index

TOPIC & SASB CODE	METRIC	SOURCE
GHG Emissions TC-SC-110a.1	1. Gross global Scope 1 emissions and 2. amount of total emissions from perfluorinated compounds  <i>Metric tons (t) CO<sub>2</sub>e</i>	<a href="#">Operating Sustainably-Environmental Sustainability Performance Summary</a>
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  <i>Discussion &amp; analysis</i>	<a href="#">Operating Sustainably</a>
Energy Management in Manufacturing TC-SC-130a.1	1. Total energy consumed, 2. percentage grid electricity and 3. percentage renewable  <i>Gigajoules (GJ), Percentage (%)</i>	<a href="#">Performance Summary</a>
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  <i>Thousand cubic meters (TCM), Percentage (%)</i>	<a href="#">Performance Summary</a>
Waste Management in Manufacturing TC-SC-150a.1	3. Amount of hazardous waste from manufacturing and 4. percentage recycled  <i>Metric tons (t), Percentage (%)</i>	<a href="#">Performance Summary</a>
Employee Health & Safety TC-SC-320a.1.	1. Description of efforts to assess, monitor and reduce exposure of employees to human health hazards	<a href="#">Acting Responsibly-Health and Safety</a>
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  <i>Dollars</i>	<a href="#">Performance Summary</a>



TOPIC & SASB CODE (Continued)	METRIC	SOURCE
Recruiting & Managing Global and Skilled Workforce TC-SC-330a.1	1. Employees that are foreign nationals	<a href="#">Performance Summary</a> Implementing our business strategy requires specialized engineering talent. We support existing future and future employees through a dedicated team of talent acquisition specialists. We also have experts that support the Company’s hiring and recruitment efforts. We also engage in public policy efforts that contribute to the laws that support the Company’s ability to develop leading-edge technologies and the innovation based global economy. <a href="#">FY24 Annual Report on Form 10-K</a>
Product Lifecycle and Management TC-SC-410a.1	1. Percentage of products by revenue that contain IEC 62474 declarable substances  <i>Percentage (%)</i>	<a href="#">Performance Summary</a>
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 <a href="#">Sustainable Product Design</a> .  For more information on Qualcomm® Quick Charge™ technology, please see our <a href="#">Quick Charge 5 webpage</a> .  For more information on our AI related products and power efficiency as a primary area of AI research and development, please see our <a href="#">AI webpage</a> .  For more information on our Company’s efforts around 5G IoT, please see our <a href="#">5G IoT webpage</a> .
Materials Sourcing TS-SC-440a.1	1. Description of the management of risks associated with the use of critical materials	<a href="#">Conflict free minerals webpage</a>
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. <a href="#">FY24 Annual Report on Form 10-K</a> <a href="#">Investors Relations Website 10-Q Forms</a>

# TCFD Index

TCFD RECOMMENDATION	QUALCOMM DISCLOSURE
<b>Governance: Disclose the organization’s governance around climate-related risks and opportunities</b>	
a) Describe the board’s oversight of climate-related risks and opportunities.	<a href="#">About Qualcomm- Our Corporate Responsibility Governance</a> <a href="#">Operating Sustainably- Environmental Sustainability</a>
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	<a href="#">Operating Sustainably- Environmental Sustainability</a>
<b>Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.</b>	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	<a href="#">Operating Sustainably- Environmental Sustainability</a>
b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	
c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<a href="#">Operating Sustainably- Environmental Sustainability</a>
<b>Risk Management: Disclose how the organization identifies, assesses and manages climate-related risks.</b>	
a) Describe the organization’s process for identifying and assessing climate-related risks.	<a href="#">Operating Sustainably- Environmental Sustainability</a>
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.	
<b>Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.</b>	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk-management process.	<a href="#">Operating Sustainably</a>
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	<a href="#">Progress on our Goals Performance Summary</a>
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	

# 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 2024 fiscal year: September 25, 2023 to September 29, 2024. 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 US 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 TCFD, GRI and SASB 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 aligns with GRI's definition and encompasses our whole value chain, 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 CSRD. Therefore, issues deemed material for the purposes of this report may not rise to the level of materiality 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 [ESG & Corporate Responsibility webpage](#).

## Forward-Looking Statements

This report contains forward-looking statements within the meaning of the US 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 judgment 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](mailto:Sustainability.ESG@qualcomm.com)

© 2024-2025 Qualcomm Technologies, Inc. and/or its affiliated companies.  
All Rights Reserved.

Snapdragon and Qualcomm branded products are products of Qualcomm Technologies, Inc. and/or its subsidiaries. Qualcomm patented technologies are licensed by Qualcomm Incorporated. Other products and brand names may be trademarks or registered trademarks of their respective owners.

References to “Qualcomm” may mean Qualcomm Incorporated, or subsidiaries or business units within the Qualcomm corporate structure, as applicable. Qualcomm Incorporated includes our licensing business, QTL and the vast majority of our patent portfolio. Qualcomm Technologies, Inc., a subsidiary of Qualcomm Incorporated, operates, along with its subsidiaries, substantially all of our engineering and research and development functions and substantially all of our products and services businesses, including our QCT semiconductor business. Snapdragon and Qualcomm branded products are products of Qualcomm Technologies, Inc. and/or its subsidiaries. Qualcomm patents are licensed by Qualcomm Incorporated.