



## Benefits Summary

The benefits listed below apply to the employees of all Qualcomm entities located in South Korea (hereafter referred to as Qualcomm). Since this document is a summary of the benefits available, there may be additional terms, conditions, and limitations that apply. Please refer to the actual policy or insurance contract for additional information.

### Statutory Programs

<b>Social Insurance</b>	Qualcomm makes the necessary contributions for statutory benefit programs (including health, pension, etc.).
<b>Statutory Leaves</b>	Qualcomm will comply with all statutory leave requirements.

### Time Off Benefit Programs

<b>Public Holidays</b>	Qualcomm provides paid time off to employees so that they may celebrate festivals and holidays. Please see the Holiday Policy for a complete listing of specific days.
<b>Annual Leave</b>	Employees will receive 12 days of vacation on their hire date. On their first anniversary, employees will receive 22 days of vacation. On subsequent anniversaries, employees will receive 22 days of vacation, plus one additional day for each additional year of service. A maximum of 35 days may be earned in one year. See the Rules of Employment for details.
<b>Sick Time/ Short Term Disability</b>	Due to sickness or short term disability, employees are eligible to receive 100% of pay for up to 60 days and 80% of pay for the next 30 days.
<b>Special Leaves</b>	Employees are eligible for special leaves due to certain life events such as marriages and birthdays.

### Insurance Programs

<b>Medical Insurance</b>	Qualcomm provides private medical coverage in addition to the national scheme to employees and eligible family members.
<b>Life Insurance</b>	Qualcomm will provide eligible employees with life insurance coverage equal to 3 times annual salary.
<b>Accidental Death &amp; Dismemberment</b>	Qualcomm provides eligible employees with AD&D insurance coverage equal to 3 times annual salary.
<b>Business Travel Medical Insurance</b>	Qualcomm provides coverage for emergency medical treatment employees may require while traveling on company business outside of South Korea.
<b>Business Travel Accident Insurance</b>	Up to \$100,000 USD if death occurs while traveling on company business outside of South Korea.

## Retirement & Savings Programs

<b>Pension</b>	Included in statutory social insurance payments.
<b>Employee Stock Purchase Program</b>	Qualcomm Incorporated, Qualcomm's parent company, gives eligible employees the opportunity to purchase Qualcomm Incorporated stock at a 15% discount through payroll deductions; there are 2 offering periods each year. Employees may contribute between 1% to 15% of their monthly salary.

## Additional Benefit Programs

<b>Service Awards</b>	Employees are recognized for years of service through the Service Award Program. Employees receive awards for their 5, 7, and 10 year anniversaries with Qualcomm.
<b>Employee Recognition</b>	Qualcomm provides recognition to employee for life events such as marriage and births. Employees are also recognized for their accomplishments via Qualcomm's Qualstar Program.
<b>Education Assistance</b>	Qualcomm provides reimbursement of eligible educational expenses up to a maximum of 10,000,000KRW per year based upon a reimbursement schedule. Employees are eligible for this benefit after 3 months of employment. Please see the Education Assistance Policy for additional information.
<b>Children's Education</b>	<p>Qualcomm reimburses employees for eligible educational expenses for their children. Employees will be eligible for reimbursement up to the following annual limits:</p> <ul style="list-style-type: none"> <li>• Preschool: 800,000KRW</li> <li>• Elementary School: 1,200,000KRW</li> <li>• Middle School: 1,200,000KRW</li> <li>• High School: 2,000,000KRW (2 child limit)</li> </ul>
<b>Medical Check Up</b>	Qualcomm provides reimbursement up to 425,000 KRW each calendar year for medical check ups.
<b>Health Club Reimbursement</b>	Qualcomm reimburses eligible employees up to 50% of their health club and recreational facility membership fees, up to a maximum of 1,140,000KRW on an annual basis. Employees are eligible for this benefit after 3 months of employment.
<b>Computer Subsidy Program</b>	Qualcomm subsidizes 20% up to 632,000KRW of the purchase of a computer. This subsidy is available once every 3 years and employees are eligible for this benefit after 3 months of employment.

**Note:** Where legally possible, the Company reserves the right to modify or terminate these plans at any time. Eligibility for insurance coverage will be subject to meeting applicable insurance company underwriting requirements and maximum benefit levels.