



## Benefits Summary

The benefits listed below apply to the employees of all Qualcomm entities located in the United Kingdom (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 UK Programmes

#### Bank Holidays

Qualcomm provides paid time off to employees for public holidays. Please see the Bank Holidays Policy for a complete listing of specific days.

#### Leave

Qualcomm will provide employees with maternity, paternity, parental, sickness and other statutory leave benefits and allowances. Please see the Qualcomm UK Personnel Guide for specific leave information.

#### Statutory Programmes

Qualcomm makes the necessary contributions for statutory benefit programmes.

### Insurance Programmes

#### Group Disability Protection Insurance Scheme

Qualcomm will provide eligible employees with permanent health insurance (PHI) to provide them with protection in the event that they are absent from work for a prolonged period of time due to sickness or disability. Employees will be eligible for this benefit after 6 months of continuous employment. The amount of the PHI benefit will be equal to 75% of their annual basic salary less the Single Person's State Incapacity Benefit (SPSIB).

#### Group Medical Scheme

Qualcomm will provide eligible employees and dependents with private medical cover from their first day of employment. Qualcomm will pay 100% of the employee's premium and 50% of any qualified dependent's premium. Cover is provided for many specialist fees, in and out-patient treatment and hospitalisation. An eligible dependent is defined as a spouse or unmarried partner and/or dependent child(ren) up to age 21 or 24 if a full time student.

#### Lump Sum Death-In-Service Scheme

Qualcomm will provide eligible employees with lump sum death-in-service insurance. The benefit is equal to 4x the employee's basic annual salary, subject to insurance underwriting limitations. Life insurance premium will be 100% paid by Qualcomm.

#### Business Travel Insurance

Qualcomm will provide coverage for medical, legal, and travel delay expenses while traveling on company business.

## Retirement and Stock Programmes

### Employee Stock Purchase Programme

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 1% to 15% of their monthly salary.

### Group Personal Pension Scheme

Qualcomm will contribute 7% of an eligible employee's gross basic salary to the Group Personal Pension Scheme after 3 months of employment. Employees will also be eligible to contribute towards the scheme up to the limits permitted by the HM Revenue and Customs. Employees will be eligible to choose from a range of investment funds.

## Additional Qualcomm Benefit Programmes

### Childcare Vouchers

Childcare vouchers are designed to help employees benefit from tax savings through a salary sacrifice scheme. On a pre-tax basis, the Plan allows employees from their first day of employment to defer money from their salary for use towards eligible childcare expenses. Amounts above the pre-tax limit are subject to tax.

### Computer Subsidy

Qualcomm will subsidise 20% (up to £340) of the purchase of a computer; this subsidy is available once every 3 years. Employees are eligible for this benefit after 3 months of employment.

### Education Assistance

Employees may be eligible for Education Assistance after three months of employment. Eligible employees may receive reimbursement based on the approved programme of study. For continuing education, two year degrees, four year undergraduate degrees or certificate programmes, employees may request up to £3,500 each calendar year. For graduate and postgraduate degree programmes, employees may request up to £7,000 each calendar year.

### Employee Recognition

Qualcomm recognises its employees for their accomplishments via the Qualstar Programme. Through this programme, employees are eligible to receive non-cash prizes/awards for their exceptional individual performance from their peers.

### Health Club Reimbursement

Qualcomm will reimburse employees up to 50% of their health club and recreational facility membership fees, up to a maximum of £500 on an annual basis. Employees are eligible for this benefit after 3 months of employment. Employees located at offices with fitness centres provided by Qualcomm are not eligible for this benefit.

### Holidays

In order to provide employees with paid time off for relaxation or personal time away from the office, employees are eligible to accrue 25 days each calendar year plus statutory public holidays.

### Service Awards

Employees are recognised for years of service through the Service Award Programme. Employees receive awards for their 5, 10, 15 and 20 year anniversaries with Qualcomm.

**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.