

2022 UK Gender Pay Gap Report

April 2023

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Binary Gender Pay Gap Report

We are proud of our history of supporting diversity, equity, and inclusion, which are critical business strategies. We are always actively working to do more, to continue to accelerate progress and to influence meaningful change. We support the broad publication of this data to drive equal opportunities for everyone at all role levels.

“ We are always actively working to do more, to continue to accelerate progress and to influence meaningful change. ”

About the Qualcomm group of companies

The Qualcomm group of companies (“Qualcomm”) includes inventors with diverse skills and backgrounds, who are driven to improve communication around the globe. Today, Qualcomm has 186 offices in 28 countries.

At Qualcomm, we believe in the power of technology. We invent technologies that have the power to catalyse social change and the potential to have a positive impact on society for the better—for everyone. We are enabling a world where everyone and everything can be intelligently connected. You interact with products and technologies made possible by Qualcomm every day, including 5G-enabled

smartphones that double as pro-level cameras and gaming devices, smarter vehicles and cities, and the technology behind the smart, connected factories that manufactured your latest purchase.

Our powerful connectivity solutions keep you connected—even in remote areas. Qualcomm 5G and AI innovations are the power behind the connected intelligent edge. You will find our technologies behind and inside the innovations that deliver significant value across multiple industries and to billions of people every day.

Diversity, Equity & Inclusion

Qualcomm is dedicated to sustaining an environment where all employees feel welcome, inventive, and inspired through initiatives and programmes that foster opportunity, professional growth, and community. We hire the brightest minds and foster a supportive, inclusive culture where everyone can feel welcome and inspired to do their best work every day.

We provide knowledge and capabilities to integrate diversity, equity, and inclusion into our business and culture. We do this by enlisting leaders in the business case for DEI, equipping managers to uphold inclusion, empowering employees to be allies and upstanders, and infusing DEI in our people policies and practices.



The Gender Pay Gap in the UK

The gender pay gap report is not an equal pay report - which would look at the pay of men and women carrying out equal work. The gender pay gap identifies the difference in the mean and median hourly wage of all men and women in an organisation. It is therefore understood to reference the representation of men and women at different levels of seniority in an organisation, rather than equal pay for equal work.

Our reference date is 5 April 2022. Our headcount in our English company, Qualcomm Technologies

International, Ltd ("QTIL"), on this date was 749, of which 144 were female, representing 19.2% of the workforce. The pay gap reported below arises because QTIL has more men employed in senior leadership roles than women. These roles typically attract higher salaries, and this is therefore a contributing factor to the mean and median gender pay gap. Additionally, women are underrepresented in technical and engineering roles across all levels (which translates into a higher proportion of men in senior engineering roles, where remuneration is significantly higher) and a greater number of women in administrative support roles where pay is at the lower end.

This gender distribution is generally common in the technology industry and within engineering positions where the number of women in such roles is low. QTIL continues to take positive action to address this challenge.

“ The gender pay gap identifies the difference in the mean and median hourly wage of all men and women in an organisation. ”

Gender Pay Gap Results

Figure 1:
Remuneration and Bonus Gap

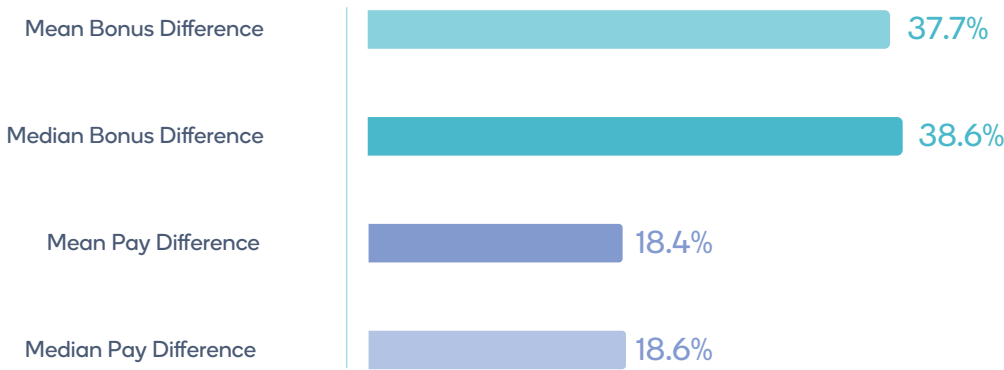
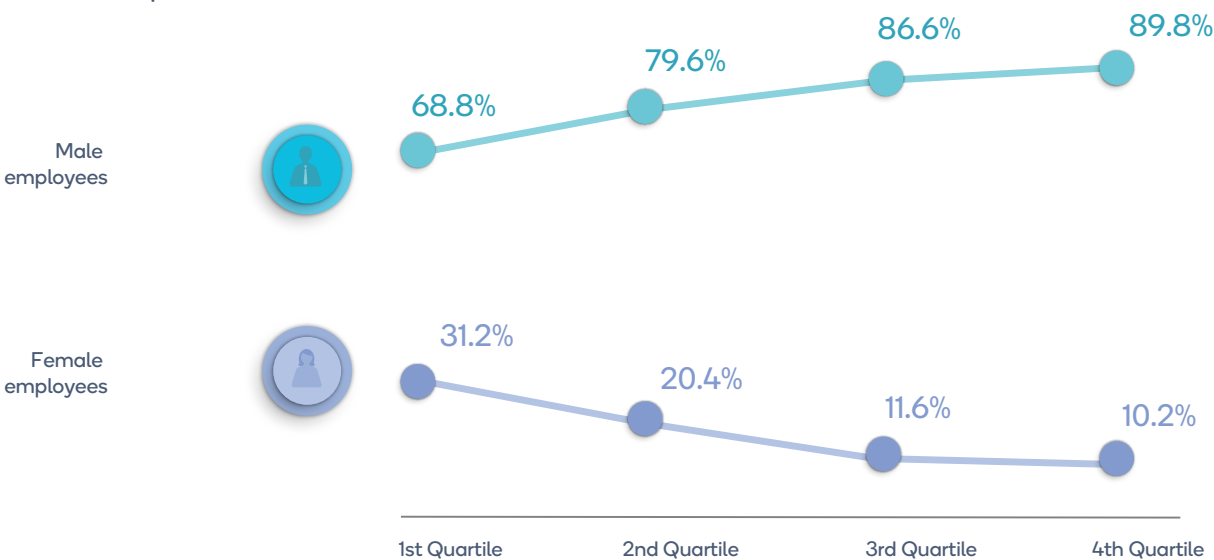


Figure 2:
Employee Ratio & Bonus Recieved



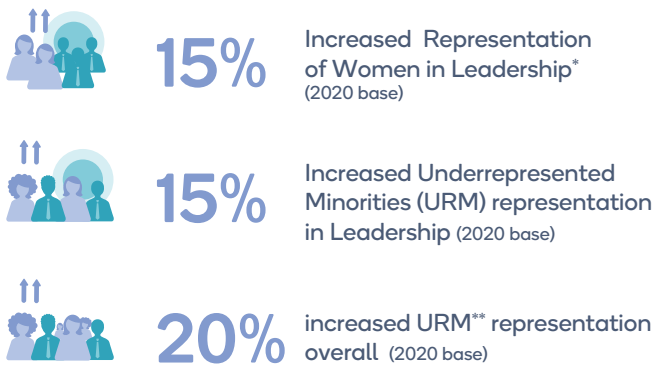
Figure 3:
Quartile Proportions:





Taking Action

Qualcomm is committed to increasing all aspects of diversity, equity, and inclusion and to having specific metrics to monitor and measure progress. Qualcomm Incorporated has publicly set out three Environmental, Social and Governance (ESG) inclusion goals to achieve by the end of October 2025:



To support these goals and to address the gender pay gap, we are devising a robust framework which focuses on strengthening our employee networks, diversifying our talent pools, building diverse hiring strategies, and creating development solutions to underscore a culture of diversity, equity, & inclusion where all employees can thrive.

Talent Attraction & Acquisition

We look to hire from increasingly diverse talent pools, creating partnerships and engagements with universities and organisations to attract more women and underrepresented people to Qualcomm. We are proud to be a WORK180 endorsed employer. WORK180 only endorses employers that are committed to diversity, equity, and inclusion. These organisations recognise the moral and economic necessity for gender equity, and their collective efforts are raising workplace standards to make this happen. Calendar year 2022 saw QTIL undertake an increase in targeted hiring activities including our presence at the European Women in Tech and Women of Silicon Roundabout conferences. As sponsors of these, we were able to showcase QTIL as an employer of choice for women, demonstrate our technology and spotlight vacancies and opportunities at QTIL to a community of women in technology.

In addition, our Campus Recruitment team has been focused on building a diverse pipeline of future talent and participated at Women in Technology events at Kings College, London and University College, London. Aimed at aiding students' discovery of the breadth of opportunities within the technology sector, the networking event

* Global. Regular employees. Leadership is defined as individuals at the Principal and above level.
** U.S. only. Regular employees. For technical positions, "URM" includes Black, Latinx/Hispanic, Native Hawaiian or other Pacific Islander and American Indian or Native American. For non-technical positions, "URM" includes Black, Latinx/Hispanic, Native Hawaiian or other Pacific Islander, American Indian or Native American and Asian.

meant students at Kings College and University College, London were able to meet Campus Recruitment and female engineers from QTIL to learn more about working life within our company.

“ Between April 2021 and April 2022, 21% of all applicants to QTIL were female and 25% of QTIL’s total hires were female ”

Our ongoing collaboration with “FIRST” is another important way that we are increasing access to STEM (science, technology, engineering and mathematics) education and investing in the development of our future workforce. FIRST is the world’s leading youth-serving non-profit organisation advancing STEM education. Qualcomm Incorporated directly supports “FIRST” programming, events, and thousands of teams globally through both funding and time donated by hundreds of employees, including in the UK.

Talent Development, Growth & Retention

We have several programmes and initiatives aimed at developing women and underrepresented groups in Qualcomm through the various stages of their careers. These programmes provide tools for navigating career growth, defining career goals and opportunities for global networking across Qualcomm. We continue to monitor and enhance these programmes to ensure women are supported throughout the stages of their careers. In 2022, 11 women from the UK took part in targeted development initiatives aimed at realising the potential of future female leaders and supporting their progression through the organisation.

In 2022, our Women’s Leadership Council (WLC), an elected group of women in senior leadership roles, defined three priority pillars for our fiscal year 2023. These pillars are focussed on developing a senior leadership pipeline, enlisting, and enabling

senior leaders to support women’s advancement at Qualcomm, and creating networking opportunities both internally and externally to build community.

Pay Transparency

Each year we assess and enhance the Annual Review process as part of ongoing efforts to create an engaging, inclusive, and more transparent experience. This year, we focused enhancements on providing more visibility around how compensation decisions are made and educating employees on their total compensation packages.

Annual Reviews

Diversity, Equity & Inclusion is a key part of our internal processes, including the annual employee review process. We train our managers on job-related performance assessment and bias avoidance, broadly gather feedback from managers and co-workers for annual performance evaluations, calibrate ratings across managers and provide performance feedback to our employees.

“ Diversity, Equity & Inclusion is a key part of our internal processes, including the annual employee review process. ”

Our open-door policy encourages employees to ask questions or voice any concerns they may have regarding their performance assessment or their compensation. In line with our transparency and open philosophy, we also organise interactive panel discussions around the annual review process to offer recommendations on how employees can advocate for themselves and provide insights into how fairness and equity are ensured throughout the process.

Employees are encouraged to join these discussions and actively participate with questions and comments.

Employee Networks at Qualcomm

Qualcomm has nine global employee networks whose mission is to support underrepresented minorities and communities at Qualcomm and play an active role in making Qualcomm an inclusive company. Qualcomm Women Employee Network advocates for its community, engaging with allies and driving change for its members, creating opportunities to develop, learn and build fulfilling careers at Qualcomm.

Qualcomm Women Employee Network in the UK has spearheaded numerous events aimed at developing its members, providing education and aware-

ness on topics of importance and supporting causes important to them. The Family STEM Day in Cambridge hosted by Qualcomm Women Employee Network is an annual event aimed at giving staff and their children the opportunity to come to the office together to participate in fun STEM-related activities such as robot building and coding.

The employee network is also responsible for starting the conversation around menopause in the workplace and has sponsored experts to present on key topics such as Hybrid Working, Unconscious Bias and Imposter Syndrome.

Conclusion

Qualcomm will continue to support the transparency of binary gender pay gap reporting to progress the conversation both inside and throughout the tech industry at large. In sharing our information, we are able to talk about the values we hold and the exciting work ahead towards sustaining a workplace where everyone is valued, respected, and engaged. This type of environment is pivotal to attract and retain the best talent, and to help our people tap into their limitless potential.

We will do this through standing by our three key strategic DEI priorities – Celebrate Diversity, Uphold Equity, and Foster Inclusion

Declaration

I confirm that the information in this report is accurate and has been prepared in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

SIGNED BY



Jane Munro
Director
for and on behalf of Qualcomm Technologies International, Ltd.



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