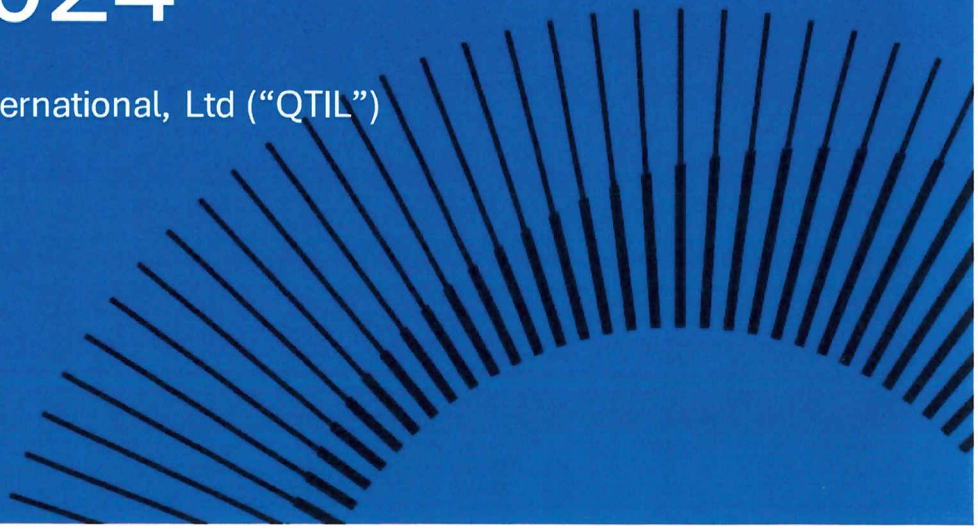


Qualcomm

UK Gender Pay Gap Report 2024

Qualcomm Technologies International, Ltd (“QTIL”)

March 19, 2025



Disclaimer

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Contents

About Qualcomm	4
The Gender Pay Gap	5
The Gender Pay Gap in the UK.....	3
Gender Pay Gap Metrics	3

Section 1

About Qualcomm

Engineering Human Progress

Qualcomm is the world's leading wireless technology innovator and the driving force behind the development, launch and expansion of 5G. We invent foundational technologies that transform how the world connects, computes and communicates.

Qualcomm is 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'll find our technologies behind and inside the innovations that deliver significant value across multiple industries and to billions of people every day.

Section 2

The Gender Pay Gap in the UK

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires UK employers with over 250 employees to publish the difference in average hourly pay rates for male and female employees. The gender pay gap report differs from an equal pay report, which compares the pay of men and women performing equal work. The gender pay gap measures the mean and median hourly wages of all men and women within an organisation and generally reflects the representation of men and women at various levels of seniority. Our reference date is 5 April 2024, and the headcount in our English company, Qualcomm Technologies International, Ltd (“QTIL”), on this date was 590.

Gender Pay Gap Metrics

The overall mean gender pay gap for QTIL is 12.3%.

Definitions:

The Mean is the calculation of the average value of men and women’s pay; it is calculated by adding up all the wages of the employees and dividing that figure by the number of employees.

The Median is the number that falls in the middle of the range when all wages are lined up from smallest to largest.

Table 1: QTIL Gender Pay Gap Data

	Hourly Pay		Bonus Pay	
	Mean	Median	Mean	Median
2024	12.3%	15.9%	34.3%	42.4%
Difference to 2023	▼ 3.9%	▼ 0.1%	▼ 1.7%	▲ 8.5%

Table 2: Receiving Bonus

Percentage of women and men who were paid a bonus in the 12-month period to the snapshot date.

	Female	Male
% employees receiving bonus ¹	96.0%	99.1%

¹The difference in percentage of employees receiving bonus is primarily linked to hire date and corresponding bonus eligibility.

Table 3: Proportion of Women and Men in each Pay Quartile

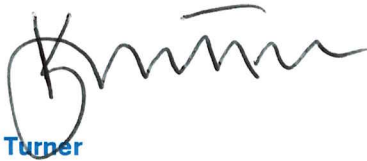
The proportions of female and male employees who are in the lower, lower middle, upper middle and upper salary quartile bands based on hourly rates of pay.

	Women	Men
Lower (1 st quartile)	28.3%	71.7%
Lower Middle (2 nd quartile)	29.2%	70.8%
Upper Middle (3 rd quartile)	15.9%	84.1%
Upper (4 th quartile)	13.2%	86.8%

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

A handwritten signature in black ink, appearing to read 'K. Turner', with a large circular flourish at the start.

Kate Turner
Director

for and on behalf of Qualcomm Technologies International, Ltd.