



Setting specific goals focuses and improves our sustainability efforts and helps us to better monitor our progress and report more transparently. These are the sustainability goals we aim to achieve.

Sustainability Area	Priority Area	Goal
<p>Our Governance</p> <p>We demonstrate accountability, transparency, integrity and ethical business practices throughout our operations and interactions with our stakeholders.</p>	Corporate Governance	<ul style="list-style-type: none"> Regularly review our corporate governance principles and practices to ensure they serve the best interests of our stockholders and other stakeholders.
	QSR Governance	<ul style="list-style-type: none"> Develop measurable goals and reporting metrics for each of our QSR priorities.
	Ethical Behavior	<ul style="list-style-type: none"> Require employees to review and acknowledge our Code of Business Conduct and our Foreign Corrupt Practices Act (FCPA) and Anti-Corruption Policy, as applicable.
	Stakeholder Engagement	<ul style="list-style-type: none"> Foster ongoing, transparent communication with our key stakeholders.
<p>Our Workplace</p> <p>We provide a safe and healthy work environment where diversity is embraced and various opportunities for training, growth and advancement are strongly encouraged for all employees.</p>	Diversity and Inclusion	<ul style="list-style-type: none"> Expand diversity and inclusion efforts globally with a focus on the recruitment, retention and development of traditionally underrepresented minorities and women globally. Support transition of United States military personnel into the corporate workforce. Expand efforts to support opportunities for the employment of people with disabilities within Qualcomm and the community.
	Ethical Employment	<ul style="list-style-type: none"> Increase awareness of employee recognition programs and promote increased recognition of employee contributions. Provide employees with increased visibility to their total compensation and benefits package. Increase awareness and visibility of human rights principles within our Company as well as with contracted vendors and key suppliers.
	Employee Development	<ul style="list-style-type: none"> Promote global employee wellness and improve overall health and fitness of our employees. Provide training globally that enables Qualcomm employees to operate at the leading edge of technology and help them to meet our future business needs.
	Workplace Safety	<ul style="list-style-type: none"> Maintain injury rates below industry average.

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<p>Our Products</p> <p>We meet or exceed industry standards for product responsibility and supplier management.</p>	<p>Privacy and Security</p>	<ul style="list-style-type: none"> • Enhance efforts to build a comprehensive privacy and information security program.
	<p>Product Responsibility</p>	<ul style="list-style-type: none"> • Develop products taking into account environmental and social impact considerations.
	<p>Supplier Management</p>	<ul style="list-style-type: none"> • Engage suppliers to advance sustainability efforts and transparency, including promoting efficient energy and water uses. • Encourage conflict-free sourcing of materials used in products.
<p>Our Environment</p> <p>We expand our operations while minimizing our carbon footprint, conserving water and reducing waste.</p>	<p>Energy</p>	<ul style="list-style-type: none"> • Seek innovative and practical methods to improve our energy efficiency. • Increase our contribution to the development of the smart energy ecosystem.
	<p>Air Quality</p>	<ul style="list-style-type: none"> • Identify opportunities to better track and reduce our direct and indirect greenhouse gas and other significant air emissions.
	<p>Waste Reduction</p>	<ul style="list-style-type: none"> • Identify opportunities to increase recycling and decrease the amount of waste sent to landfill, as well as continue to implement best practices in hazardous waste disposal. • Maintain recycling of IT-managed e-waste and provide opportunities for our employees to recycle personal e-waste.
	<p>Water Management</p>	<ul style="list-style-type: none"> • Seek additional, practical methods to enhance water conservation and sustainability practices. • Increase transparency on water use in our operation and our supply chain.
	<p>Facilities and IT Operations</p>	<ul style="list-style-type: none"> • Consider design factors that enhance energy efficiency and sustainable construction. • Enhance our efforts to utilize energy-efficient IT infrastructure, with a particular focus on our data centers.
	<p>Employee Initiatives</p>	<ul style="list-style-type: none"> • Inspire employees to engage proactively in environmental initiatives in the workplace and beyond.
<p>Our Community</p> <p>We grow strategic relationships with a wide range of local organizations and programs that develop and strengthen communities worldwide.</p>	<p>Philanthropy</p>	<ul style="list-style-type: none"> • Expand our philanthropic support toward areas of need in alignment with Qualcomm’s growth.
	<p>Volunteerism</p>	<ul style="list-style-type: none"> • Increase employee volunteerism through innovative programs with local nonprofit organizations globally.
	<p>Wireless Reach</p>	<ul style="list-style-type: none"> • Create sustainable advanced wireless projects that strengthen economic and social development with a focus on education, entrepreneurship, health care, the environment and public safety. • Support United Nations Millennium Development Goals and help local governments reach their Information and Communications Technology and universal service goals.