Qualcomm

Corporate Responsibility Report

Our progress in 2025

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Message from our Chief Sustainability Officer

For over forty years, Qualcomm has been at the forefront of the global technological revolution: driving innovation, transforming industries, and redefining what's possible.

For over forty years, Qualcomm[1] has been at the forefront of the global technological revolution: driving innovation, transforming industries, and redefining what's possible. Since our founding in 1985, we have pursued a bold mission: to serve as a powerhouse of American technological ingenuity to try to solve some of the world's biggest challenges. This commitment resonates across our business — from groundbreaking advancements in wireless connectivity and artificial intelligence (AI) to utilizing our technology and talent for positive social impact.

As Chief Sustainability Officer (CSO), I'm proud to champion a legacy of impact that spans decades — driven by programs providing access to technology, training the next generation of innovators, and embedding environmental responsibility into our operations, among others. These initiatives continue to evolve and inspire, highlighting our belief that breakthrough technology can be a force for positive change.

We have made important progress over the past year. In 2025, we reaffirmed our commitment to purposeful innovation by continuing to empower the digital transformation of industries, practicing ethical conduct as a business imperative, and conducting our operations in ways that aim to protect the environment and conserve natural resources.

This year, we are proud to share the progress and achievements towards our 2025 company-wide corporate responsibility and sustainability goals. From expanding access to technology and STEM education, continuing our high-performance, low-power computing product journey, and working to reduce our environmental footprint to incorporating due diligence practices in our supply chain, these efforts demonstrate our commitment to responsible business. More information can be found in the "Progress Against our Goals" section of the report.

Our efforts continue to be recognized externally. For the last three consecutive years, we were named among Newsweek's America's Most Responsible Companies, Fortune's World's Most Admired Companies, and 3BL Media's 100 Best Corporate Citizens.

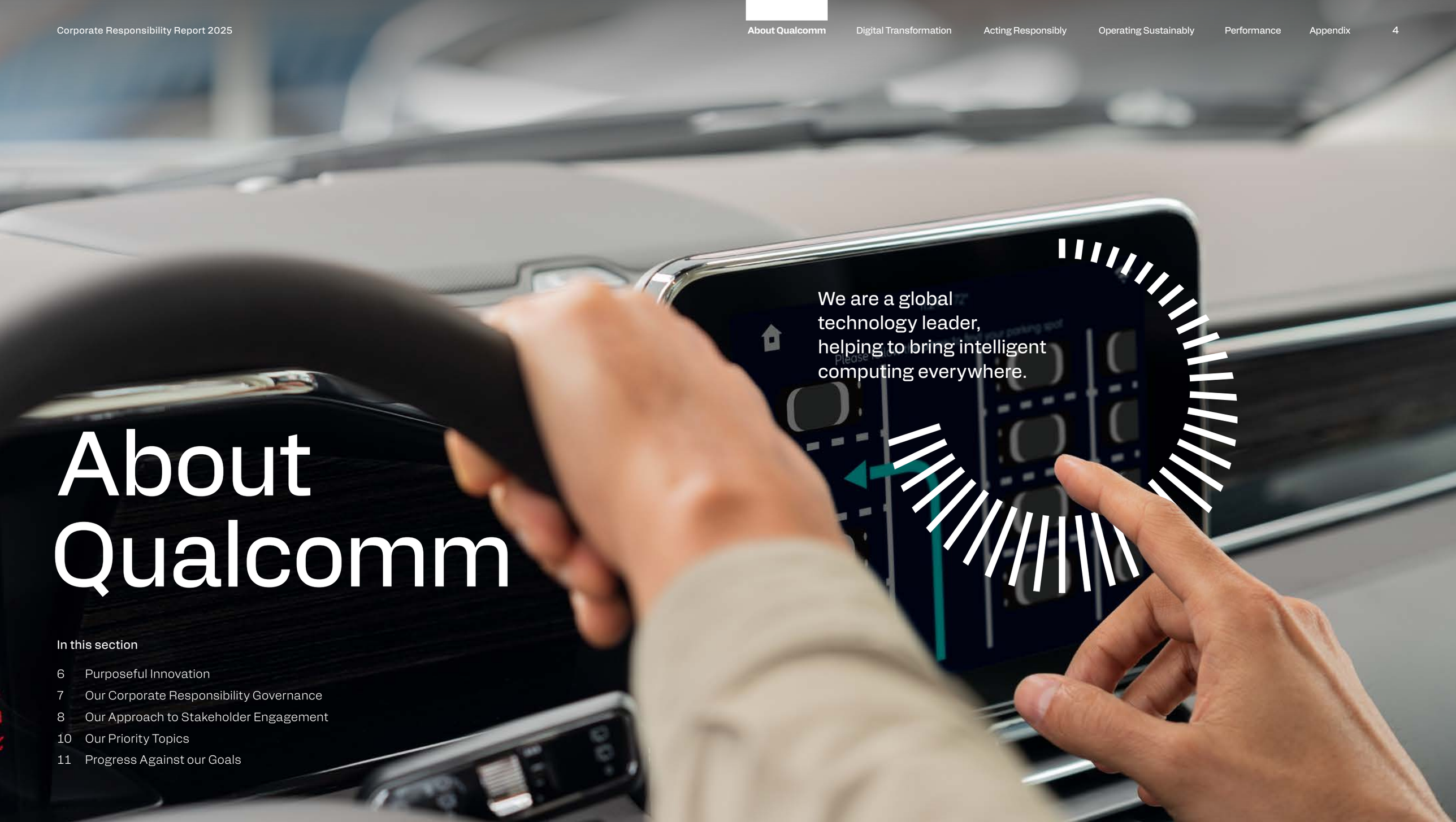
Beyond progress centered around our goals, there are additional accomplishments that I want to highlight:

- We continued investing in startups, universities, and regional innovation programs across the globe, providing mentorship, intellectual property (IP) training, engineering guidance, and patent incentives.
- We invested in our people. Our exceptionally talented team is behind the breakthroughs that have made the Company what it is today. Training and development are at the heart of the Qualcomm employee experience. In 2025, our employees accessed over 110,000 hours of technical training in addition to learning opportunities around leadership development, coaching, and generative AI (GenAI) adoption practices.
- We signed a new virtual Power Purchase Agreement (vPPA), which provides renewable energy covering all our operations in Europe. We also decommissioned our second cogeneration plant at our San Diego headquarters, a key milestone in our strategy to advance towards our net-zero commitment.
- We continued our focus on our products, prioritizing making high-performance, low-power computing a reality. And we expanded our portfolio of product-related environmental efforts, utilizing product carbon footprint assessments to evaluate the cradle-to-grave carbon impact of our products.

As we look to the future, we know that AI is changing everything and that our solutions are transforming not just personal devices, but entire industries — from automotive to energy, and retail to manufacturing. We remain energized by the possibilities that lie before us. Driven by innovation and guided by responsibility, we're striving to build a future where technology plays a role in uplifting communities, protecting our planet, and empowering every generation. Together with our stakeholders, we will continue to work towards shaping a more resilient world.

Angela Baker
Chief Sustainability Officer
Qualcomm Incorporated

1 Qualcomm (or the Company) includes Qualcomm Incorporated and its consolidated subsidiaries.



We are a global technology leader, helping to bring intelligent computing everywhere.

About Qualcomm

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About Qualcomm

We are a global technology leader, helping to bring intelligent computing everywhere through the development and commercialization of foundational technologies, including on-device AI, high-performance and low-power computing, and advanced wireless connectivity. Our platforms help power intelligent devices that people and businesses rely on every day across industries and applications, from handsets to automotive, PCs, extended reality (XR), networking devices, and industrial Internet of Things (IoT).

Our QCT[2] Semiconductor Business Production Model

Other than for certain of our Radio Frequency (RF) Front End (RFFE) modules and RF filter products, QCT utilizes a fabless production model, which means that we do not own or operate foundries producing the silicon wafers from which our integrated circuits are made. Qualcomm designs proprietary integrated circuit products that are manufactured, assembled, and tested by our suppliers, who are responsible for the procurement of most of the production raw materials. Integrated circuits are the die cut from silicon wafers that have completed the package assembly and test manufacturing processes. The semiconductor package supports electrical contacts that connect the integrated circuit to a circuit board. Die cut silicon wafers are the essential components of all our integrated circuits and a significant portion of the total integrated circuit cost.

We employ both turnkey and two-stage manufacturing models to purchase our integrated circuits. Under the turnkey model, our foundry suppliers are responsible for delivering fully assembled and tested integrated circuits. Under the two-stage manufacturing model, we purchase die in singular or wafer form from semiconductor manufacturing foundries and contract with separate third parties for manufacturing services such as wafer bump, probe, assembly, and the majority of our final test requirements.

Qualcomm Business Segments in Fiscal Year 2025

$38.4b

QCT
QCT develops and supplies integrated circuits and system software with advanced connectivity and high-performance, low-power computing technologies for use in mobile devices, automotive systems for connectivity, digital cockpit and advanced driver assistance system/automated driving (ADAS/AD), and IoT — including consumer electronic devices, industrial devices, and edge networking products.

QSI[4]
QSI makes strategic investments primarily through Qualcomm Ventures, LLC, the Company's investment arm. Investments are focused on expanding or opening new opportunities for our technologies, supporting the design and introduction of new products and services, and enhancing existing products and services.

$5.6b

QTL[3]
QTL grants licenses or otherwise provides rights to use portions of our IP portfolio, which includes certain patent rights essential to and/or useful in the manufacture and sale of certain wireless products.

Other
Includes activities from nonreportable segments.

For more information on our Company, value chain, and business model, please see our FY25 Annual Report on Form 10-K.

2 Qualcomm CDMA Technologies
3 Qualcomm Technology Licensing
4 Qualcomm Strategic Initiatives

Purposeful Innovation

At Qualcomm, purposeful innovation drives us to take on some of the world's biggest challenges. We pursue purposeful innovation through three strategic focus areas:

Empowering Digital Transformation

We believe technology can transform industries and businesses and benefit individual lives.

We invent solutions that are foundational to advancing the global wireless ecosystem and to the digital transformation of industries, such as automotive, personal computing, and industrial IoT.

Our work contributes to the following UN SDGs:

Acting Responsibly

We invest in our people, strive to behave with integrity, and implement governance standards that uphold our Company values: winning together, achieving excellence, making the impossible inevitable, and doing the right thing. We are committed to responsible business practices, including striving to: foster an ethical culture, promote respect in the workplace, protect privacy, and provide leading employee development programs.

Our work contributes to the following UN SDGs:

Operating Sustainably

We aim to maintain safe, healthy, and productive working conditions and to conserve natural resources. Our environmental efforts center on reducing greenhouse gas (GHG) emissions, optimizing energy consumption, managing water use, and minimizing waste throughout our operations and the communities in which we work.

Our work contributes to the following UN SDGs:

These focus areas guide our approach to addressing future challenges and to making the impossible inevitable.

Our Corporate Responsibility Governance

Our governance structure is designed to facilitate accountability, transparency, and ongoing improvement of our programs. We've integrated corporate responsibility throughout our business, from our daily operations to our executive leadership and our Board of Directors (Board).

Our Board's Governance Committee provides oversight on corporate responsibility and sustainability matters not delegated to other Board committees, including relevant policies, programs, and initiatives. Our Board's HR and Compensation Committee monitors the effectiveness of strategic human capital initiatives designed to attract, engage, motivate and retain employees. The Audit Committee of our Board periodically reviews legislative and regulatory developments affecting Environmental, Social, and Governance (ESG) disclosures in Securities and Exchange Commission (SEC) reports. The Committee also periodically discusses with management, and as applicable, our independent auditor, our disclosure controls and procedures concerning ESG disclosures in SEC reports and any assurance being provided by the independent auditor with respect to such reports and disclosures. The Audit Committee also regularly reviews the Company's information technology (IT) security/cybersecurity policies, risk mitigation, and recovery plans.

The Audit Committee also oversees Qualcomm's Enterprise Risk Management (ERM) program. More information on our ERM program can be found in the Operational Resilience section of the report.

At the management level, our ESG Leadership Committee — chaired by our CSO— provides guidance on global corporate responsibility issues, reviews progress on our goals, discusses risks and corresponding mitigation activities, and provides oversight of external reporting. The committee is also responsible for overseeing programs related to our corporate responsibility portfolio. The committee is composed of executives from Finance, Global Affairs, Human Resources (HR), and Legal. Other senior management representatives are periodically invited to ESG Leadership Committee meetings for updates, discussions, and engagement. The CSO, on behalf of the Committee, reports to our Board's Governance Committee at least two times a year.

Our ESG Working Group is a cross-functional committee comprising business and functional leaders who oversee the execution and coordination of activities, goals, and key corporate responsibility issue areas. It integrates directives from the ESG Leadership Committee into company-wide programs, measures progress on achieving our goals, and reports accomplishments and challenges. The Working Group includes managers and other subject matter experts from functions across the Company, including Cybersecurity, Health and Safety, Finance, HR, Human Rights, Investor Relations, Legal, Manufacturing, Operations and Supply Chain Management, as well as Science, Technology, Engineering, and Mathematics (STEM) Education, among others. It also includes representatives from our different technology areas to help provide alignment with our business.

The corporate responsibility and sustainability issues overseen by the ESG Leadership Committee and ESG Working Group include climate-related risks and opportunities, climate change mitigation and adaptation, STEM education, supply chain sustainability, social impact programs, human rights, forced labor, health and safety, sustainability reporting, public policy and regulation, and resource management, among others.

Our corporate responsibility team, reporting to our CSO, drives overall corporate responsibility and sustainability strategy for the Company. The team looks at risks, regulations, peer benchmarking, and stakeholder expectations to define plans and facilitate progress.

Our Approach to Stakeholder Engagement

Conversations with key stakeholders help align our corporate responsibility strategy, priorities, and efforts with the current needs of our business and with the expectations of the people, organizations, and communities that have an interest in the Company.

Our stakeholders include our employees, investors, customers, suppliers, governments, and communities with whom we interact, including civil society and non-governmental organizations (NGOs).

We are committed to transparency in our stakeholder engagement and focus on developing trusted and constructive relationships. We continually seek ways to better communicate and obtain feedback on a variety of topics.

The following table provides examples of our stakeholder engagement practices and topics in 2025.

Stakeholder	How We Engage	Examples of Engagement in 2025
Communities (including startups, civil society organizations, and NGOs)	• Corporate citizenship programs • Qualcomm Foundation and philanthropic events, including employee volunteering • Ecosystem collaborations with academia and startups • Participation in conferences and forums • Strategic engagement and consultation on specific issues • Neighbor relations officers at our three manufacturing facilities	• More than 200 Qualcomm employees volunteered 15,000+ hours with For Inspiration and Recognition of Science and Technology (FIRST®) to engage students in grades PreK–12 in hands-on, mentor-based robotics programs. • We've empowered 320+ deep technology (deep tech) startups worldwide through equity-free incubators, mentorship, and IP education. • We've trained 23,000+ inventors globally on IP rights (IPR) through free, localized online courses and equity-free startup incubators, supporting the generation of 1,300+ patents.
Customers	• Business representatives' direct engagement and meetings • Global regions and account teams' direct engagement and meetings • Participation in conferences, customer product launches, and trade shows • Company product launch events • Social media channels	• More than 350 industry partners participated in Snapdragon[5] Summit 2025 to support and help showcase the power of Snapdragon® technology with demos, product launches, and testimonials. • Held one-to-one meetings with customers to confirm that we are addressing their needs and challenges. • Participated, through executive presence, in key industry events, such as Augmented World Expo, Internationale Automobilausstellung (IAA) Mobility, Embedded World Exhibition & Conference, South by Southwest, and Mobile World Congress, among others.
Employees	• Employee engagement surveys • Quarterly All Hands Meetings with executives, including Q&A sessions • myQ, an internal personalized portal for all HR-related content and requests • Business Conduct Hotline • Training and development	• Offered new knowledge and skills development opportunities through engineering trainings, leadership and management development courses, professional skills development, mentorship, tuition reimbursement, and more. • Evolved our competency matrices into seven shared Ways of Working, embodying our values and our consistent job-related criteria and expectations for all employees. • Expanded our GenAI learning initiative by launching an in-house marketplace of GenAI applications. The applications are designed to boost workforce productivity.

5 Snapdragon and Qualcomm branded products are products of Qualcomm Technologies, Inc. and/or its subsidiaries.

Stakeholder	How We Engage	Examples of Engagement in 2025
Governments and Regulators	• Meetings with elected officials, heads of state, and relevant policy influencers • Leadership in trade associations and industry groups • Attendance and presentations at forums and conferences	• Engaged with regulators through SEMI, on renewable energy availability. SEMI is an industry association comprising companies involved in the electronics design and manufacturing supply chain. • Signed the White House Pledge to America's Youth, supporting AI education and helping to make AI literacy essential across the country. • Celebrated our 40th anniversary with a special event at the Smithsonian National Museum of Natural History to showcase the profound impact of mobile technology on our world.
Investors and Stockholders	• Investor Day: IoT and Automotive Diversification Update • Annual stockholder meeting • One-on-one meetings on specific topics • Participation in conferences to discuss progress on diversification and growth strategy • Quarterly earnings conference calls	• Participated in discussions with investors on our financial performance, business strategy, and approach to corporate responsibility and sustainability issues. Among the discussion topics: our GHG emissions reduction goals, responsible AI, human rights, and human capital management. • Discussed our Company's progress on our diversification and growth strategy, including AI at the edge, at investor-focused conferences. Events included Bernstein Strategic Decisions Conference, JP Morgan Technology, Media and Communications conference, UBS Global Technology and AI Conference, among others.
Suppliers	• Supply chain team direct engagement through various means, such as meetings or emails • Surveys • Webinars, workshops, and trainings • Responsible Business Alliance (RBA) analysis tools • RBA Validated Assessment Program (VAP) audits • Supplier Code of Conduct (SCoC) • Business Conduct Hotline	• Maintained membership in the Semiconductor Climate Consortium (SCC) to engage in environmental best practices for the industry. • Conducted on-site audits of selected suppliers on their adherence to our SCoC and other corporate responsibility requirements, including product, environmental, governance, and conflict minerals. • Participated in industry initiatives on training suppliers. Efforts focused on capacity building and providing resources to support our suppliers in conducting due diligence across our shared supply chain.

In addition to meetings, perception surveys, and other engagement practices, we have several online channels that stakeholders can use to provide us with input about our corporate responsibility efforts.

Our corporate responsibility webpage provides additional information on relevant matters and allows external stakeholders to ask us questions. We respond to messages on a wide range of issues related to our corporate responsibility strategy and performance. You can reach us at Sustainability.ESG@qualcomm.com.

We also share information on our corporate responsibility programs and activities through our social media channels. Follow **@Qualcomm** on: LinkedIn, Instagram, X.

Our Priority Topics

Since 2013, we've regularly engaged third party experts to conduct materiality assessments. Our use of the word "materiality" throughout this report, except where otherwise stated, aligns with the Global Reporting Initiative's (GRI) definition and encompasses our whole value chain, both within and outside the Company. It is not the same materiality standard relevant in regulatory or other guidance used around the world, including — but not limited to — standards used by the SEC or as defined in the standards underlying the European Union's (EU's) Corporate Sustainability Reporting Directive (CSRD). Therefore, issues deemed material for this report may not rise to the level of materiality for SEC or other reporting purposes.

Over the years, the findings of these assessments have helped us prioritize the corporate responsibility and sustainability issues that are most important to our business and our key stakeholders, and enable us to focus our resources, programs, and reporting.

We have conducted materiality assessments every three years since 2013. Our last exercise was in fiscal year 2024 (FY24). We worked with a third party to conduct a materiality assessment that considered the GRI, the International Sustainability Standards Board (ISSB), and others.

In line with these frameworks, our FY24 assessment explored the Company's impact on people and the planet, as well as the potential corporate responsibility and sustainability risks and opportunities for the Company to consider when identifying our priority topics. As part of the assessment process, we engaged key stakeholders to capture a wide range of perspectives.

Based on our FY24 assessment, our priority corporate responsibility topics are:

Priority Topics	Corresponding Strategic Focus Areas
Disaster preparedness and response	Operating Sustainably
Employee acquisition, retention, and development	Acting Responsibly
Employee health and safety	Acting Responsibly
Ethical business practices and government affairs	Acting Responsibly
Privacy and cybersecurity	Acting Responsibly
Responsible supply chain management	Acting Responsibly Operating Sustainably
Responsible resource use	Operating Sustainably
Pollution prevention	Operating Sustainably
Technology as a solution	Empowering Digital Transformation

Progress Against our Goals

2025 GOAL

Enrich the lives of 27 million people[6] by continuing to bring technology to communities around the world through our Qualcomm® Wireless Reach™ Initiative, measured against a 2006 base year.

OUR PROGRESS

We have brought technology to communities around the world, enriching the lives of more than 28 million people.[6]
(Since 2006)

2025 GOAL

Reduce power consumption by 10 percent every year[7] in our flagship Snapdragon Mobile Platform products.

OUR PROGRESS

In 2025, we reduced power consumption by over 9 percent[7] in our flagship Snapdragon Mobile Platform products when averaged across all use cases.

Over 10 percent reduction in power consumption annually in our flagship Snapdragon Mobile Platform products.
(since 2020, on average)

2025 GOAL

Have 100 percent of our primary semiconductor manufacturing suppliers audited every two years for conformance with our SCoC, from a 2020 base year.

OUR PROGRESS

100 percent of our primary semiconductor manufacturing suppliers have received audits in the last two years.
(as of 2025 for conformance to our SCoC)

2025 GOAL

Reduce absolute Scope 1 and Scope 2 GHG emissions by 30 percent, from a 2014 base year.[8]

OUR PROGRESS

In 2023, we achieved our 2025 GHG emissions goal two years ahead of schedule. We continue our efforts that are helping us advance towards our 2040 net-zero strategy.

58 percent reduction of our Scope 1 and Scope 2 GHG emissions.[8]
(Since 2014)

2025 GOAL

Continue to inspire the next generation of inventors by engaging 1.5 million students and teachers across the globe in our strategic STEM initiatives — our homegrown Qualcomm® Thinkabit Lab™, our collaboration with FIRST and our STEM community collaborations — from a 2020 base year.

OUR PROGRESS

We achieved our goal in 2022 and have continued our efforts in STEM around the world.

Over 9.5 million students and teachers reached across the globe. (Since 2020)

2030 AND 2040 GOALS

Reduce absolute Scope 1 and Scope 2 GHG emissions by 50 percent by 2030, from a 2020 base year.[8]

Reduce absolute Scope 3 GHG emissions by 25 percent by 2030, from a 2020 base year. [8]

Reach net-zero global GHG emissions across the value chain by 2040.

OUR PROGRESS

51 percent reduction in our Scope 1 and Scope 2 GHG emissions since 2020.[8]

Our Scope 3 emissions represent most of our total footprint, with Category 1 as the largest upstream source and Category 11 as the largest downstream source. Engagement with top suppliers has helped increase renewable energy in product manufacturing. We also work with the industry consortium to standardize calculations of Category 11 footprint.

6 Defined as direct and indirect beneficiaries.
7 Given equivalent features.
8 Global.

We are an engineering company who is transforming the way the world works, lives, and communicates.

Empowering Digital Transformation

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Ecosystem Enablement

As the world becomes more interconnected, we're committed to developing innovative solutions for global challenges.

Many breakthroughs require collaboration. We work closely with partners in our ecosystem and in research and academia to drive progress that transforms industries.

We invest in the broader technology landscape by supporting startups, collaborating with universities, and providing technical and IP training to help inventors and technology ecosystems grow.

IPR Training

Our IPR learning programs offer free online courses about the importance of IP protection for innovators, scientists, educators, and the public.

Promoting Workforce Skills and Entrepreneurship in the US

As America retools for advanced manufacturing and embraces foundational technologies such as AI and 5G, IP literacy has become essential. The Inventor's Patent Academy (TIPA), a free online course co-developed by Qualcomm and Invent Together, is designed to equip students, entrepreneurs, and educators with the skills to navigate the patent system and help transform ideas into economic outcomes. In 2025, TIPA's reach grew to 3,500 students, with adoption in approximately a dozen states.

Integration into workforce skilling and entrepreneurship curricula is the clearest measure of TIPA's impact:

- At San Diego State University (SDSU) and California State University San Marcos (CSUSM), TIPA modules are embedded in entrepreneurship courses.
- Houston Community College (HCC), the nation's largest community college, has implemented TIPA in campus-wide innovation events and entrepreneurship programs.
- Georgia Tech continues to be a pioneer in catalyzing patent filings and business plan development among students and has integrated TIPA into startup and entrepreneurship courses.

TIPA's expansion is not limited to individual institutions. This year, panels at the Association of University Technology Managers (AUTM), Global and US IP Alliances (GLIPA/USIPA), and the National Association for Community College Entrepreneurship (NACCE) discussed integrating IP learning into the core idea–invention–entrepreneurship cycle, with educators sharing implementation stories and strategies for scaling impact.

The Southern California Educator's panel, hosted at Qualcomm, marked the first time regional educators convened specifically to advance IP education. Participants from The University of California, San Diego, SDSU, Cal State San Marcos, Palomar College, Mira Costa College, and San Diego Mesa College exchanged best practices and spotlighted TIPA as a catalyst for empowering students to protect their ideas and pursue commercialization.

TIPA's educator engagement at national and regional conferences has positioned it as a trusted resource for closing the IP skills gap and supporting entrepreneurship. TIPA has also conducted webinars to provide additional IP-related discussions. The United States Patent and Trademark Office (USPTO) has listed TIPA as a learning resource for participants in its First-Time Filer Expedited Examination Pilot Program.

Highlights of other specific IPR education programs include:

- **Learn to Protect (L2Pro) India**, launched in 2020 in collaboration with India's National Law University and the Government of India's Department for Promotion of Industry and Internal Trade, educates participants about the basic forms of IPR, such as patents, trademarks, copyrights, and trade secrets. Approximately 18,000 students in India have enrolled in the course.
- **L2Pro Africa**, launched in 2023 in collaboration with Adams & Adam's law firm, was substantially updated in 2025 with content in English, French, and Arabic. This course covers IPR law basics and filing procedures for several African countries, including Kenya, Nigeria, Uganda, Ghana, Rwanda, South Africa, and for the two African patent organizations: the African Regional Intellectual Property Organization and the African Intellectual Property Organization. Over 150 students have registered for the course thus far.
- **L2Pro Taiwan,** launched in 2024 in Mandarin and covering Taiwanese IPR law, is offered in collaboration with Formosan Brothers. Over 350 students have enrolled in this course.
- We launched **L2Pro courses in Saudi Arabia** (in Arabic and English) and Vietnam (in Vietnamese and English).

We also collaborate with partners in the mobile ecosystem through our Qualcomm Academy,[9] a virtual education platform. In 2025, we had more than 100,000 enrollments of university students, industry professionals, and Qualcomm employees in the US and abroad for courses and mini trainings explaining key concepts such as 5G and Qualcomm® AI technology. More than 20,000 developers have pre-registered for the upcoming AI upskilling certificate program.

Our University Relations (UR) program collaborates with leading universities worldwide to accelerate research, enrich curriculum, and give students hands-on experience with cutting-edge developer platforms across AI compute, robotics, XR, automotive, and cloud/edge AI. The program engages with over 90 annual research projects, more than 70 funded conferences, and more than 45 universities, supported by developer platforms, grants, fellowships, consortiums, awards, sponsorships, collaborations, and lectures.

The 2025 Virtual University Platforms Symposium — West and East editions — brought together educators and student teams to showcase how Qualcomm® platforms are advancing teaching, research, and student experiences. This second annual symposium featured live university talks and demos that highlighted on-device AI with Snapdragon X Elite, rapid model deployment with Qualcomm® AI Hub, and hands-on robotics using the Qualcomm Dragonwing™ RB3 Gen 2 developer kit — illustrating how UR's platforms translate into coursework, labs, and student projects.

Innovation incubators and mentorship programs

We support regional innovation in 5G connectivity, edge AI, computing, robotics, drones, spatial computing, voice and music, wearables, inference, cloud, and industrial/enterprise IoT. We do this through deep tech innovation incubators and mentorship programs for startups and through use-case development at universities in India, Vietnam, Japan, South Korea, Singapore, Saudi Arabia, Brazil, Mexico, and across Africa. Our programs provide engineering guidance, lab assistance for product development, business coaching, IP training, and incentives for patenting to early-stage, deep tech startups.

With a track record of helping startups with product commercialization, patent filing, and global expansion. Our programs — which take no equity — have supported more than 320 startups. These programs are aimed at growing design talent, local manufacturing expertise, and government funding while aligning with other Company programs that support startups and developers at various stages, including Qualcomm for Good, Qualcomm Ventures' investments, developer outreach, and further business development via Company business teams.

The startups we've supported are using advanced cellular communication, edge AI, and IoT technologies for region-specific applications across various sectors. Our startup and university use-case development programs include mentorships that offer 1:1 pairing with experts and incubation initiatives that combine mentorship, competition, and product development. The startups we've incubated have collectively filed over 1,300 domestic and international patents, representing a notable percentage of patents filed by deep tech startups in their respective countries.

Program highlights

320+ startups supported by Qualcomm programs

100,000+ university students, industry professionals, and Qualcomm employees enrolled in courses and mini-trainings in the US and abroad.

1,300+ domestic and international patents collectively filed by the startups we've incubated

For more information on our mentorship programs around the globe, please visit our website: Regional ecosystem enablement | Qualcomm.

9 Qualcomm Academy is a program of Qualcomm Technologies, Inc. and/or its subsidiaries.

Breakthrough Inventions

We design platforms, chipsets, software, tools, and services that help bring our technologies into products that can change how we live and work. As one of the world's leading technology innovators, we continue to push the boundaries of what's possible across devices and networks to enable next-generation experiences, drive digital transformation, and deliver proven solutions that transform industries.

40 years of innovation

Since our founding, we have played a central role in furthering American technology leadership on the world stage. To date, we have invested over $100 billion in research and development (R&D), representing over 20 percent of revenues. Our journey began in 1985 with a team of visionary engineers who defied convention with their groundbreaking work in Code Division Multiple Access (CDMA), a radio transmission technology that set the stage for the mobile revolution. The Company played major roles in the creation of 4G — which brought the internet to the smartphone — and then 5G, which led to innovations such as lightning-fast streaming.

Over the last several years, we have expanded in multiple areas, from our powerful and energy-efficient Snapdragon platforms that drive innovation in smartphones, PCs, vehicles, and XR, to our new Dragonwing platforms, which are enabling the digital transformation of industrial and embedded IoT.

As we look to the future, we know that AI is changing everything — from smarter, more personalized and responsive AI agents to devices powerful enough to handle AI tasks themselves. The Company has pioneered many different breakthroughs over the last four decades, but our mission remains the same: Bringing those innovations to as many people as possible.

Making High-Performance Power-Efficient Products a Priority

A long-time focus of ours has been to try to mitigate the energy challenge associated with higher performance.

Our approach to power efficiency and performance is grounded in measurable progress. We adopted a 2025 goal to reduce power consumption every year since 2020 in our Snapdragon Mobile Platform products. With the transition from Snapdragon 8 Gen 3 to Snapdragon 8 Elite in 2024, we reduced the days-of-use power by nine percent. In parallel, our AI accelerators are expected to deliver over 10× higher effective memory bandwidth compared to prior generations, enabling advanced workloads without proportional increases in energy demand.

In addition, we are collaborating with wireless network and service providers to create technologies targeting improved power efficiency in communication networks. We are also working across many wireless communications standards development organizations to foster the adoption of energy efficiency specifications for networks, devices, and the entire wireless ecosystem.

Environmental Footprints for GenAI Inference

An example of our efforts is the development of edge AI technology, which could potentially lead to a reduction of certain environmental impacts associated with AI. Recent academic research from the University of California, Riverside, comparing Edge and Cloud AI inference[10] has identified on-device AI — AI that runs directly on personal devices such as smartphones and PCs, rather than in remote data centers — as a potential approach to address the energy constraints and environmental impact of AI technologies.

The study tested five large language models on devices including one using the Snapdragon 8 Gen 3 processor. A cloud-based platform by a hyperscaler was used as the cloud model. The results of the study suggested that edge AI can potentially consume less energy and water and produce fewer carbon dioxide emissions.[10]

The study[10] also found that running AI inference on a smartphone with a Snapdragon processor can reduce inference energy consumption by up to 95 percent and its carbon footprint by up to 88 percent compared to running these workloads on a hyperscaler's cloud servers. For water consumption, savings of up to 96 percent were observed. These results suggest that decentralizing AI processing may be able to lower energy demand and environmental impact.

10 A Case Study of Environmental Footprints for Generative AI Inference: Cloud versus Edge, ACM SIGMETRICS Performance Evaluation Review Volume 53, Issue 2, Association of Computing Machinery, University of Riverside

Enhancing digital accessibility

A collaborative initiative in the US between the Amputee Coalition, Cephable, and Qualcomm for Good showcased the potential of on-device AI to enhance digital accessibility and independence for individuals with limb loss and limb differences.[11] The project provided 40 participants across the US with AI-powered PCs powered by the Snapdragon X Elite processor and running Cephable's adaptive software, aiming to improve job readiness, productivity, and quality of life.

Over four weeks, participants integrated these tools into their daily routines, demonstrating how on-device AI can transform digital experiences by automating repetitive tasks, reducing physical strain, and providing data privacy through local processing. On-device AI processed data locally via Neural Processing Units (NPUs) enables security while boosting speed and battery life.

Findings indicated that on-device AI powered by Snapdragon X Elite significantly improved user efficiency and comfort. Cephable's adaptive controls — leveraging voice, facial expressions, and movement — replaced traditional inputs, creating a more intuitive digital environment. Program participants noted broader benefits, such as increased confidence, reduced fatigue, and renewed engagement in professional and creative pursuits.[11]

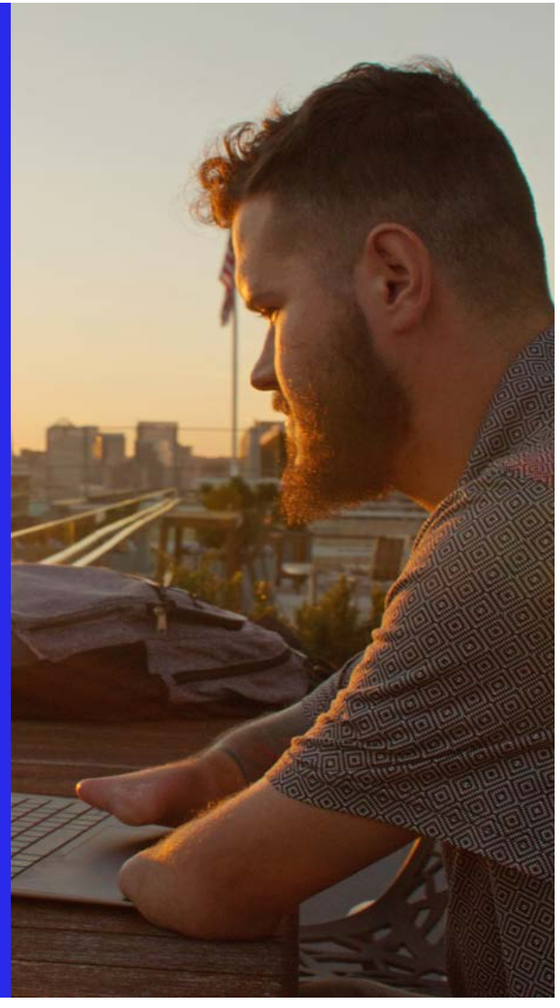
Highlights of findings:

65 percent of participants reported faster task completion within four weeks, with **21 percent** noticing improvements immediately.

70 percent experienced reduced physical strain and fatigue, improving overall digital engagement.

79 percent plan to continue using Cephable post-project, and **88 percent** would recommend it to others.

11 The Power of On-Device AI for Digital Success



Expanding Access

We work to bring advanced wireless technologies to people and communities across the globe. Through our Qualcomm for Good efforts, we promote STEM education and the adoption of transformative technologies.

We invest in programs that demonstrate innovative uses of advanced technology to try to strengthen economic and social development. We focus heavily on promoting STEM education as it is a significant part of who we are, and we believe making STEM skills more widespread is crucial for the world to address current and future challenges.

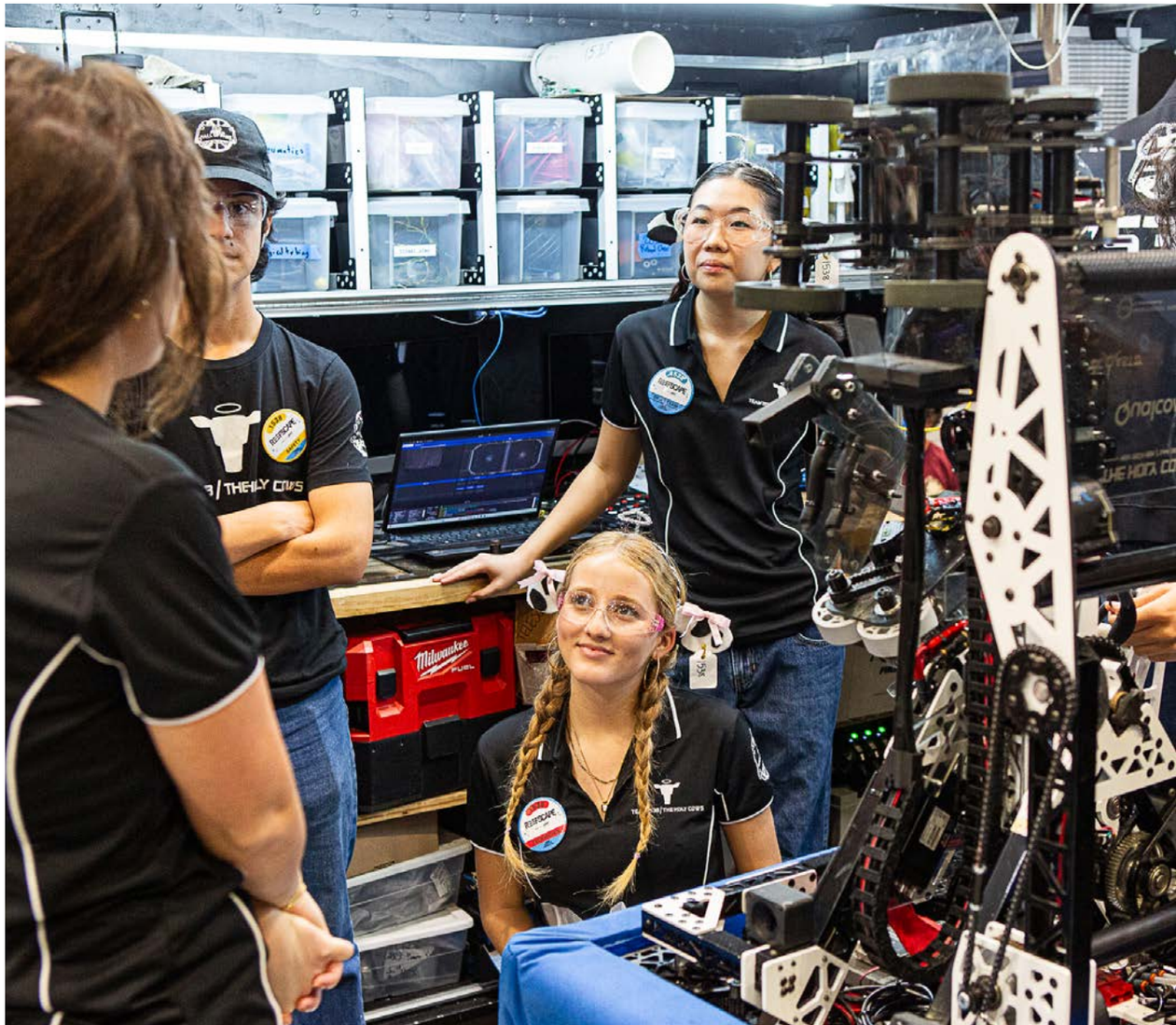
Advancing Workforce Development and STEM Education

STEM skills, such as critical thinking, coding, and scientific literacy, are vital drivers of innovation and progress. As a technology company, we invest in STEM education to build a skilled, future-ready workforce and to address the US and global STEM talent gap.

Since 2020, our STEM initiatives have reached over 9.5 million students and educators across the globe, surpassing our goal to engage 1.5 million students and educators by 2025. These programs promote careers in AI, IoT, robotics, and advanced wireless technologies.

By 2025, our STEM strategy had evolved into a global ecosystem of learning, anchored by our Thinkabit Lab and community collaborations. These efforts support industry innovation and demonstrate how purposeful innovation and community investment can help build a future-ready workforce.

Our employees play a key role, volunteering over 73,000 hours through our STEM education programs since 2020 to inspire the next generation of inventors and innovators.



Here is a glimpse of our impact and what helped us achieve and exceed our five-year goal:

Elementary School

Through our collaboration with the USS Midway, we helped expand STEM virtual offerings for elementary and middle school students to all 50 states, reaching over 22,000 students.

Pivoting to meet students' needs during the Covid pandemic allowed us to expand access to STEM in new ways.

Middle School

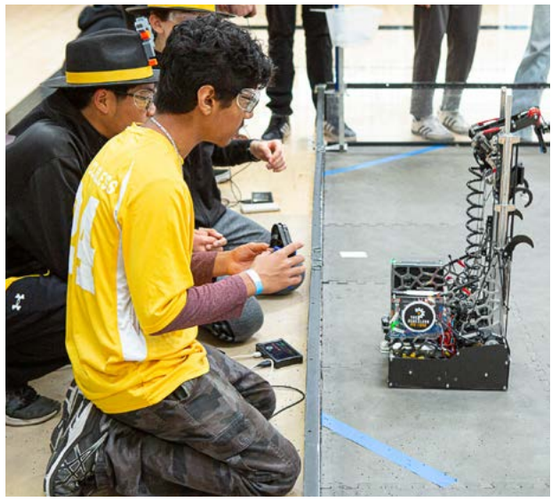
The Thinkabit Lab, our home-grown STEM program, continued to evolve its curriculum offerings while expanding into more school districts across the US — reaching more than 70,000 students since 2020.

Working with school districts streamlined efforts, built capacity with more educators, and expanded our reach across key regions.

High School

Through immersive programs like the Thinkabit Lab City Tech for Good curriculum in Michigan, expansive collaborations with STEM Next, and global engagement with FIRST Robotics, we equipped millions of students with hands-on STEM experiences, career-connected learning, and real-world industry exposure — in an effort to build a future-ready, innovation-driven talent pipeline.

Working with out-of-school providers, afterschool networks, and global STEM ecosystems allowed us to scale our impact far beyond traditional learning pathways.



Post-Secondary Education/ Community College/4-year

Through sustained support of VentureWell's E-Teams programs in American universities and strategic collaboration with the San Diego Economic Development Corporation, we helped cultivate student entrepreneurship, strengthen regional workforce pipelines, and align education with high-demand careers — positively impacting hundreds of students and employers across the innovation ecosystem.

Fostering strategic collaborations with educational and economic development organizations allowed us to better align academic pathways with industry demand.

Educators

We actively engage over 50 educators through the Thinkabit Lab program throughout the US. In 2025, we hosted an Instructor Summit, our first since 2019, offering hands-on training, emerging tech exposure, and an introduction to the City Tech for Good curriculum.

Advancing Purposeful Impact

Qualcomm for Good has established itself as an implementor of purposeful impact, exceeding our 2025 target of enriching the lives of over 27 million individuals globally by expanding access to technology. Building on a legacy that began in 2006, we have scaled over 150 programs across 75 countries, collaborating with more than 800 organizations. Over the past five years, we have deployed breakthrough technology use cases, resulting in connected environments and accelerating technological adoption where it can meaningfully improve quality of life and strengthen communities.

Guided by the commitment to leverage innovation for impact, programs are selected and designed based on clear criteria. Eligible programs must address widespread community needs, align with government digital transformation priorities, collaborate with strategic stakeholders, and demonstrate measurable outcomes and credible paths to scale. This disciplined approach ensures resources are directed at solutions that can be replicated and expanded to address critical needs in education, healthcare, entrepreneurship/economic wellbeing, public safety, and environmental sustainability.

Some program highlights include:

US

STEAM Mobile Learning

2016-2025
Education: Compute, Virtual Reality (VR)

The STEAM Mobile Learning program is a collaboration with the University of Kentucky College of Education, Southeast South-Central Educational Cooperative, and Project Tomorrow. Through this program, K-12 school districts have effectively integrated PCs enabled with Qualcomm technology and high-quality educational content for students, teachers, and preservice teachers in Kentucky. In the most recent phase, the program provided elementary students with VR headsets, offering immersive experiences that increased student engagement. More than 1,100 K-12 students and over 400 pre-service and practicing teachers have benefitted from the program.

CHILE

Smart Connected Hives

2025
Environment: AI, IoT

The Smart Connected Hives program, in collaboration with Fundación Pais Digital, supports sustainable beekeeping in central-southern Chile by helping rural families improve their practices and produce quality honey. Over 70 beekeepers and more than 200 community members have benefited to date.

EUROPE (ITALY, SPAIN, FRANCE)

5G Smart School

2021–Present
Education: 5G, AI, Compute, VR

Our efforts with WeSchool equip schools in Italy, Spain, and soon France, with advanced technology solutions to enhance digital learning. The program leverages 5G networks, online learning platforms, GenAI, and VR headsets to transform secondary education. Teachers are leveraging AI on their Snapdragon X Elite PCs to reduce lesson planning time, enhance personalized and differentiated instruction, and increase productivity so they can spend more time supporting students. The program has reached over 3,000 students and nearly 200 teachers from 12 schools across Italy (11) and Spain (1), and it will scale to France in the 2025–2026 school year.

INDIA

Ni: The Water and Sewage Smart Management

2023–Present
Environment: 4G/5G, AI, IOT

Nimble Vision's AI platform, Ni-The Water Saviour, uses IoT and vision-based technology to monitor water conservation, quality, and usability — aiding communities, industries, and smart cities. In six years, more than 300 homes, over 20 apartment complexes, and two municipalities have conserved more than four billion liters of water.

KENYA

AI-Enabled Wastebot

2024–Present
Environment: AI, IOT

The Wastebot, developed by QMIA grant recipient Ecorich Solutions, is an advanced waste recycling system that converts organic waste into organic fertilizer within 24 hours. Since implementation, more than 300 metric tons of organic waste have been diverted from landfills. In 2025, over 24,000 smallholder farmers received Ecorich fertilizer, which boosted yields per acre by an average of 26 percent and raised incomes from surplus sales by more than 27 percent.

THAILAND

Augmented Intelligence Smart Edge Network

2024–Present
Environment: AI

The program, managed by Green IO, uses Qualcomm technology to deploy a smart AI-powered edge network for environmental monitoring, including climate tracking and forest fire detection. To date, 100 sensors have been delivered to Bangkok hospitals and schools, improving predictive accuracy and delivering timely alerts for air pollution.

At Qualcomm, conducting our business in an ethical way is our imperative

Acting Responsibly

In this section

22 Workforce
29 Business Integrity
33 Ethical Governance

Workforce

Our employees' hard work, dedication, and contributions over the past four decades have been the cornerstone of the Company's success. Our team spans the globe, bringing together extraordinary talent and a rich blend of creativity, experience, and perspectives.

When employees feel valued and empowered, they generate a thriving workplace culture. Investing in employee development and wellbeing isn't just good ethics — it's also smart business.

The Qualcomm Employee Experience

We strive to support our employees in and out of the workplace. We regularly engage with them to understand what they care about most. We're committed to supporting their development and growth, health and safety, and overall wellbeing in ways that matter to them and show we care.

Our efforts have resulted in various recognitions. In 2025, for example, we are proud to celebrate being named among one of Forbes' America's Best Large Employers.

Compensation and Benefits

We recognize and reward our employees' contributions by offering competitive compensation and benefits programs that are designed to retain and motivate current talent and attract new talent.

We take a holistic approach to employee performance and development. Managers are trained in job-related performance assessments, and we gather broad-based feedback from both managers and peers during annual evaluations. To support fairness and consistency, we calibrate performance ratings across teams and provide employees with clear, constructive feedback on their performance and compensation. Our open-door policy and strict prohibition against retaliation reinforce a culture of transparency and trust, encouraging employees to ask questions and raise concerns about their evaluations or compensation without fear of reprisal.

Our compensation program includes the following three core elements:

- **Base pay**, which reflects role responsibilities and individual performance;
- **Annual discretionary bonus**, which rewards both Company success and individual contributions; and
- **Discretionary stock grants**, which offer employees a stake in the Company's long-term growth. These grants are awarded to new hires and annually to employees in many roles, based on their future potential with the Company and other key factors.

We're proud to offer our employees the *Live+Well, Work+Well* program, a thoughtfully designed initiative that supports every aspect of wellbeing: health, wealth, self, and community. This comprehensive program provides a wide range of benefits, including premium-free health coverage, on-site health and fitness centers, retirement and equity plans, and tuition reimbursement. The program also supports work-life balance, offering vacation days and flexible time off for medical, parental, family, and personal needs. Employees also have access to stress management tools and, in select locations, adoption and surrogacy assistance, childcare, and eldercare services. Our goal is to empower employees to thrive, both personally and professionally. More information on the *Live+Well, Work+Well* program and other benefits can be found at our Qualcomm Benefits webpage.

Our Ways of Working

We understand that well-defined performance evaluations are critical to providing employees with the opportunity to grow and to receive recognition for a job well done while highlighting areas that may need more attention. We focus on ensuring that our performance evaluation process helps create tangible paths for employee growth while forging a culture of hard work, accountability, and open conversations with managers and among teams.

Our employees play an active role in their performance evaluations. All employees receive a performance review annually.[12] Our performance evaluation process is designed to aid in the professional development of individual employees while also focusing on the connection between individual and Company objectives.

This is done through three specific facets:

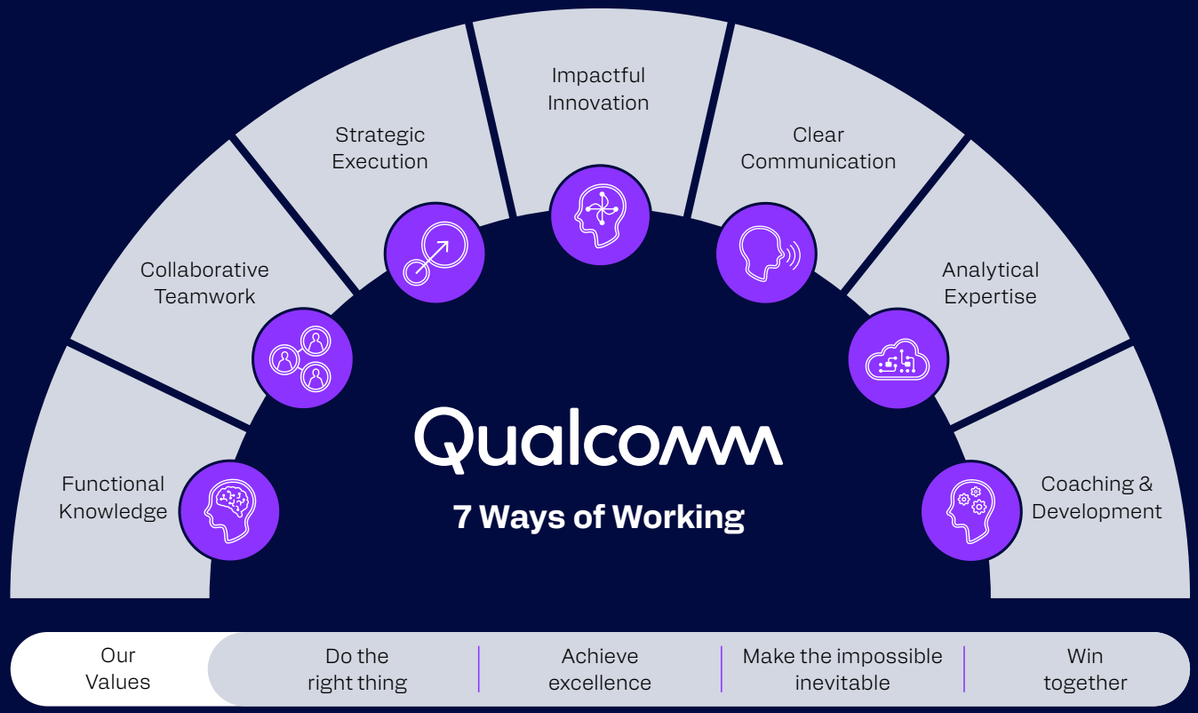
- Concrete and clear objectives for employees;
- Ongoing performance-based conversations with managers; and
- Multi-dimensional performance appraisals, which include feedback from managers, subordinates, and peers.

The overall process aims for a holistic approach to managing teams. It includes an annual performance evaluation and ongoing conversations with managers, recommended at least every six months.

This past year, we've evolved our competencies into seven company-wide Ways of Working. Our Ways of Working are the embodiment of our Company culture and values in action and set consistent job-related criteria and expectations at each level.

Our Ways of Working define what proficiency and leadership behaviors at our Company look like, align with our values, and drive success. They aid our feedback and annual review processes by highlighting strengths and potential development areas and providing clear focus areas for career growth.

These behaviors are the embodiment of our Company culture and our refreshed values, which have been a cornerstone of our success for 40 years.



12 Employees hired on or before our annual review eligibility cutoff, which is usually on or around the second Monday in July, are not eligible for the corresponding year's annual performance review.

Preventing Harassment

All employees have the right to a work environment that allows them to bring their best selves to work. Our efforts in this area are geared towards ensuring that the work environment is free of harassment. We strictly prohibit all sexual harassment, as well as harassment based upon any characteristic protected under the law. All our US-based employees are required to complete harassment prevention training at their time of hire and every two years thereafter.

We provide all global employees with a number of ways to raise concerns – directly to HR, to our Employment Legal team, or through our Business Conduct Hotline. We have a trained and experienced Employee Relations team that investigates concerns when they are raised, conducts appropriate thorough investigations, and works hard to make all participants feel heard and respected. We have a tracking procedure to help ensure that investigations progress reasonably and that determinations are communicated in a timely manner. If inappropriate conduct is found, remedial action is taken, which may include disciplinary action up to and including termination of employment or engagement.

Employee Training and Development

We offer a wide range of learning opportunities designed to help our people grow and thrive, while also contributing to the Company's success.

Each year, thousands of our employees — both in-person and online — enhance their skills through engineering training, leadership and management development training, professional skills courses, mentorship programs, coaching, and more.

Our engineers completed over 110,000 hours of training in critical areas such as machine learning and AI, automotive safety standards, software engineering, and wireless connectivity — demonstrating our continued investment in technical excellence and innovation.

We take pride in our strong engineering culture and ensure our world-class technical talent has the resources to continuously deepen their expertise.

Over the past year, we've also continued to evolve and strengthen our coaching strategy for people, managers and leaders. Foundational tools such as our internal coaching portal have made it easier for employees to utilize coaching resources. Coaching experiences are increasingly tailored to specific leadership levels and are embedded into development plans. We expanded our *BetterUp* coaching participation, which supports skill development in areas such as career development, communicating with impact, influence, and leading others. We have seen participation grow by 50 percent year-over-year in individual enrollments.

More than 300 employees took part in 1:1 coaching. Notably, **94 percent** of participants reported feeling more effective at work as a result.

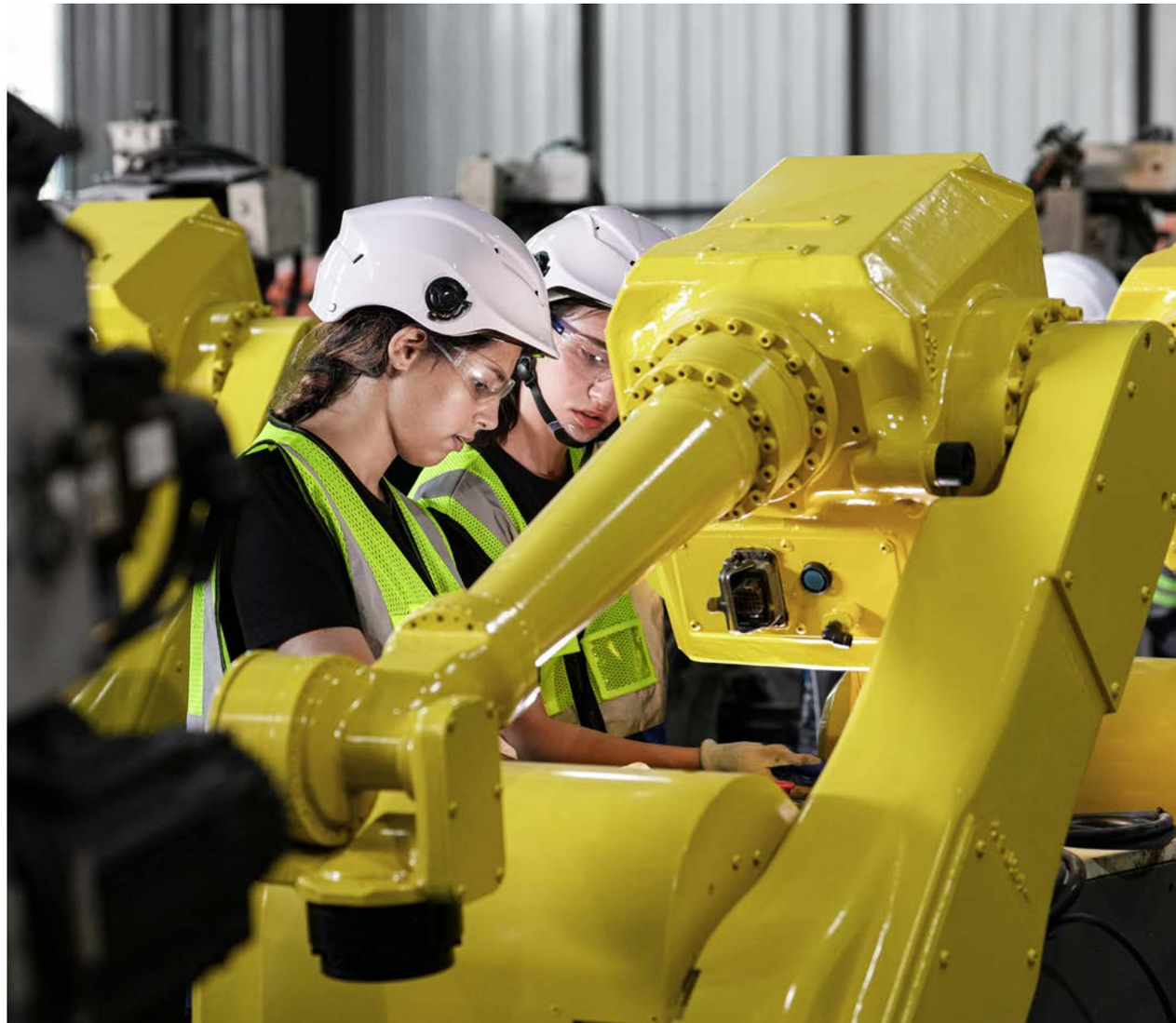
Our *Managing the Qualcomm Way* program remains a cornerstone of leadership development for frontline managers. Since its launch in 2023, the program has steadily grown, earning strong feedback: nine out of ten participants recommend or strongly recommend it to their peers. We aim to train ten percent of our people managers each year, and we're proud to have exceeded that goal in FY25. Managing the Qualcomm Way recently won two Gold Brandon Hall Excellence Awards, recognizing the program's impact, innovation, and global reach: Best Leadership Development Program and Best Development Program for Frontline Leaders.

In 2025, to further invest in leadership at higher levels, we introduced *Leading the Qualcomm Way*, an initiative designed for director-level employees and above. This selective program brings together a group of 25 leaders for a three-day workshop focused on building key capabilities. By broadening our development offerings, we are striving to build a consistent leadership culture across all levels of the organization — one that aligns with our strategic goals and core values.

We want to equip our employees with practical knowledge and the skills needed for effective technological adoption at Qualcomm. For example, our Learning Network GenAI Adoption Working Group supports our employees by helping them understand the Company's GenAI policies and guidelines, explore productivity-enhancing use cases, and stay informed about strategic trends and our roadmap for GenAI tools. The working group includes 50 members from various teams and regularly hosts expert-led sessions featuring leaders from across the organization to deepen employees' understanding of GenAI technologies.

With **more than 50,000** users and **18,000** application subscribers, this in-house Gen AI marketplace is helping employees embrace an AI-first approach to innovation and operational excellence

In 2025, we launched an in-house marketplace of GenAI applications developed by Qualcomm engineers. This in-house marketplace is designed to boost workforce productivity by delivering advanced AI capabilities. With more than 50,000 users and 18,000 application subscribers, this in-house Gen AI marketplace is helping employees embrace an AI-first approach to innovation and operational excellence. Together, these initiatives reflect our commitment to responsible GenAI adoption and to building a future-ready workforce empowered by the latest technologies.



Employee Engagement and Feedback

We encourage employees to share their experiences and perspectives about working at the Company through regular feedback opportunities. Company-wide “All Hands” meetings are held quarterly, offering a platform for employees to hear directly from executive leadership and ask them questions. Many business units host similar sessions periodically.

We also conduct full census engagement surveys along with shorter pulse surveys targeting a random sample of employees. These opportunities allow employees to be heard and help leadership understand engagement levels across the Company.

Planning based on census and pulse survey results has become increasingly important to help ensure our efforts deliver tangible impact for our employees. We updated our census survey in 2025 to include questions that specifically gauge how well employees feel the Company has acted on prior survey results, facilitating accountability and continuous improvement. In 2025, two focus areas emerged from employee feedback: 1) enhancing Company-wide tools, such as AI applications, to allow employees to work more efficiently, and 2) improving the user experience during the procurement process. In response, our leadership took steps to implement changes to address these priorities. In addition, following each survey cycle, leaders receive detailed reports that highlight their team’s strengths and areas for development. The expectation for leaders is that they create and implement team-specific action plans informed by these results. This structured approach is designed to ensure that employee feedback leads to real improvements and reinforces our commitment to proactive and continuous employee engagement.

Corporate Citizenship and Employee Community Engagement

We engage with local community leaders and organizations through our corporate citizenship programs, focusing on areas where we believe we can have the greatest impact. The objectives of these initiatives are consistent with those of our UR programs, STEM Education efforts, and Qualcomm for Good activities, as detailed in the Empowering Digital Transformation section of this report.

Our corporate citizenship initiatives aim to give back to the communities where we live, work, and do business, and are a central component of our workforce culture. We support our employees in enriching our communities through volunteering and community outreach efforts. In 2025, we supported more than 1,300 nonprofits through our employee-driven grant programs, grant matches, and community service and board service grants. Through our employee-directed local giving committees, which are in more than 25 locations globally, employees get a voice in determining how our philanthropic funds are distributed in their communities. For more information on our community giving and corporate citizenship contributions, please see our Performance Summary.

In 2025, as part of our 40th anniversary celebrations, we joined up with Father Joe’s Villages at our home headquarters in San Diego. We provided a significant donation to the organization and have established a collaboration which includes several volunteering opportunities.

Through the Qualcomm Foundation, employee giving committees across the globe supported over 50 charitable organizations. Examples of some of the hands-on volunteering efforts implemented include Hair for Hope and tree planting in Singapore, beautifying a children’s hospice in the United Kingdom (UK), painting the Down Syndrome Centre in Ireland, building skateboards and care bags for foster youth in San Diego, and volunteering at a youth shelter in Canada.

Health and Safety

Our workplace health and safety programs are critical for the wellbeing of our employees, contractors, and anyone we do business with.

Our Environment, Health, and Safety (EHS) Code of Practice serves as the foundation of our EHS management system and reinforces our Code of Business Conduct (CoBC) and EHS Policy. It outlines a set of globally applicable business practices and assurance processes that guide how we manage our operations. These practices help to ensure a consistent approach to occupational health and safety, environmental protection, community health and safety, and regulatory compliance, while promoting continuous improvement. Our EHS management system is structured around internationally recognized standards: International Organization for Standardization (ISO) standards 14001 and 45001.

Each year, we establish measurable targets to reduce workplace injuries. In 2025, we maintained our targets of Lost Time Incident Rate (LTIR) below 0.50 and a Total Recordable Incident Rate (TRIR) below 0.60 and kept our long-standing record of zero fatalities. Progress against these targets is reported annually in our Performance Summary.

Our three manufacturing facilities, located in Germany, Singapore, and China, are certified by the internationally recognized ISO 45001 standard on occupational health and safety management and by the ISO 14001 standard for environmental management. Compliance with these international standards is reviewed and verified by external auditors each year. We are also working to align our other non-manufacturing facilities with these ISO standards.

In 2025, our Singapore manufacturing facility was recognized by the Singapore Workplace Safety and Health (WSH) Council with the Workplace Safety and Health Performance Silver Award; this marks the third consecutive year the facility has received this award. This accolade acknowledges the facility's safety culture, which was achieved through a holistic approach of Total Workplace Safety and Health and Culture of Recognition programs that reinforce shared responsibility and continuous improvement.

With over 1,500 engineering laboratories spanning our global footprint, we've made it a priority to maintain safe laboratory environments. As part of our annual compliance assurance process, we conduct health and safety self-assessments across our research laboratory areas using an internal scorecard. These assessments are supported by periodic spot checks and inspections carried out by engineering lab representatives and local EHS engineers. In addition to these internal efforts, we perform regular EHS gap assessments to evaluate the effectiveness of our programs and enlist third party auditors to verify compliance with country-specific regulatory requirements. All of our operational sites are in scope for, and receive different types of, health and safety assessments annually.

In 2025, the EHS team implemented a multi-pronged Lab Safety Awareness initiative to further strengthen our commitment to lab safety. The initiative is designed to empower lab personnel, drive continuous improvement, and embed a culture of safety in our R&D operations. As a part of this initiative, a Lab Self-Inspection Program was launched, providing a standardized checklist and a Lab Risk Rating Tool for engineering teams to proactively inspect and assess safety risk levels in their lab environments. All staff working in laboratories must complete General Lab Safety Awareness training to receive and maintain badge access. Over 20,000 employees have completed this training to date. Together, we are fostering a culture where every lab user becomes an active participant in sustaining our safety standards.

The importance of workplace safety and protecting the environment applies equally to contractors working at Qualcomm. Our Contractor Safety Management standard governs contractor safety. This standard outlines the expectations for contractor prequalification, contract administration, and the management and ongoing monitoring of contractors.

Contractors engaged in potentially hazardous work are required to establish safety protocols and procedures, verify qualifications, and complete the required training — including any site- and task-specific safety training — prior to beginning their work. Additionally, if they encounter unsafe conditions, contractors are required to stop work and comply with all applicable safety regulations.

We use a centralized, global incident management reporting system that is available to employees and contractors across the Company. This system provides a consistent and accessible way for individuals to report incidents and near misses, regardless of how minor they may seem. By encouraging early and transparent reporting, we're able to identify potential risks, analyze trends, and implement corrective actions before issues escalate.

We maintain several governance channels to reinforce the importance of workplace health and safety across our operations:

- Monthly regional safety reviews focus on timely and relevant health and safety topics, accompanied by specific recommended actions to help prevent incidents and promote awareness.
- Periodic management reviews of our certified EHS management systems are presented to senior leadership at our manufacturing facilities. These reviews provide insights into safety performance trends, share lessons learned from recent incidents, highlight compliance evaluation results, and recognize areas of improvement.
- Workplace health and safety committee meetings support the implementation of local safety management practices, promote a healthy and safe work culture, and advance performance initiatives. These committees include site leaders and employee representatives from various functions, such as administration, operations, and engineering, providing a collaborative approach to safety governance.

Business Integrity

We strive to conduct business responsibly with uncompromising integrity and expect the same from our business partners.

Our Legal Department helps monitor compliance and mitigate risk across multiple disciplines, working in tandem with multiple other assurance functions, including experts from Information Security and Risk Management (ISRM), Internal Audit, Finance, and others. Our compliance efforts are led by our Chief Risk and Compliance Officer and Head of Internal Audit, both operating with independence and a direct reporting line to the Audit Committee of our Board of Directors.

Privacy and Data Protection

We recognize that privacy is fundamental to trust and innovation. We adhere to privacy and data protection best practices that aim to protect the personal data of our employees, customers, business partners, and other stakeholders across our global operations.

The dedicated privacy and data protection team is tasked with providing guidance on global data and privacy compliance in collaboration with business groups and corporate stakeholders. This includes providing advice on embedding privacy by design principles in our technologies, products, and services.

Our Qualcomm Privacy Policy discloses how we process personal data and instructs our customers and data subjects on how to exercise their data-subject rights.

In addition to our Privacy Policy, our privacy and data protection program includes:

- Policies, procedures, standards, and guidance governing use and handling of personal data
- Awareness and training programs and resources educating our employees and workers on privacy topics such as lawful bases for processing data, transparency, privacy-by-design, data-subject rights, data management, information security, and data transfers

Cybersecurity

We place a high priority on cybersecurity to protect our employees, customers, and business partners, as well as our IP, operations, products, and services.

We maintain both Trusted Information Security Assessment Exchange (TISAX) certification and ISO 27001:2022 certification for portions of our products and services. We provide recurring cybersecurity training to help employees better understand cybersecurity threats; the Company's policies, actions, and approach to managing cybersecurity risk; and how employees can help improve the Company's security posture. For more information on our approach to cybersecurity, see p. 34–35 of our 2025 Form 10-K.

We did not experience any material cybersecurity incidents in FY25. Please see the Performance Summary of this report for our annual disclosures.

Product Security

We believe in developing our chipsets to support robust, extensible security as an integral part of the user experience. Our security platform solutions work to secure data and build in-depth defense on devices in both hardware and software.

We actively participate in global, industry-led standards development efforts and industry activities for product security.

We take the potential for security vulnerabilities in our products seriously. We strive to address any security-related issues in a timely manner, where technically feasible, and commensurate with risk. We work to educate our developers on secure software design, implementation, and development lifecycle practices, and have implemented a range of security controls to detect and address security vulnerabilities across our products.

We operate a responsible disclosure program for invited security researchers in addition to coordinated disclosure practice with the security community. This program is designed to improve the security of our Snapdragon family of processors, 5G modems, and related technologies and software.

Responsible Supply Chain Management

We believe our products should be distinguished not only by their capabilities but also by the ways they are designed and produced. As we maintain a primarily fabless production model, we rely on our suppliers for the manufacturing, assembly, and most of the testing of our integrated circuit products. Our suppliers are expected to uphold the same corporate responsibility standards as we do, including human rights, responsible sourcing of minerals and raw materials for our products, product materials compliance, emission reductions, and responsible use of water and energy. This commitment is supported through applicable language in our contracts. This section focuses on human rights, responsible minerals sourcing, and related risk assessments and audits. For more information on supply chain emissions, renewable energy, and resource use, please see Environmental Management in the Supply Chain.

A key part of acting responsibly is understanding potential risks and enabling supply chain sustainability. We focus our supply chain around a risk-based selection of suppliers, continued engagement, and monitoring adherence to our Supplier Code of Conduct (SCoC).

As a full member of the Responsible Business Alliance (RBA) we have adopted the RBA Code of Conduct as our own SCoC and expect our suppliers to do the same. The standards set out in the RBA Code of Conduct reference international norms and standards. Both our CoBC and SCoC reinforce our expectations on human rights and labor issues, health and safety, the environment, ethics, and management systems across our supply chain.

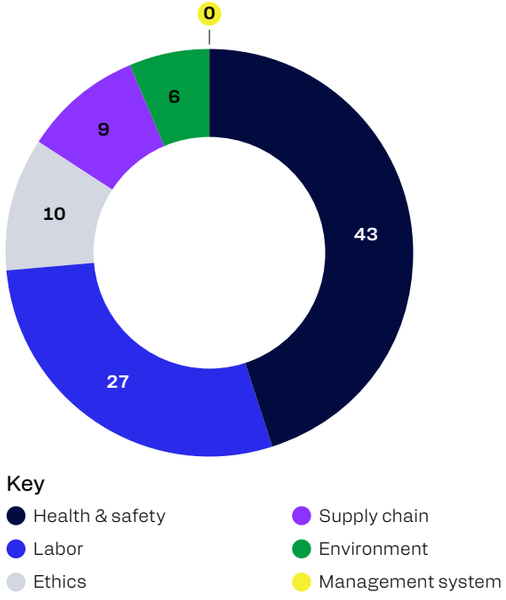
We conduct periodic business reviews with our semiconductor manufacturing suppliers regarding conformance to our SCoC. Our primary semiconductor manufacturing suppliers must complete annually the RBA Self-Assessment Questionnaire (SAQ), a risk assessment tool enabling the evaluation of labor, human rights, health and safety, environment, and ethics risks. SAQ results help inform our supply chain auditing, inspections, and capacity building strategies.

We also conduct audits of selected non-primary manufacturing suppliers and suppliers that are new to our supply chain for adherence to our SCoC and other requirements, including product environmental governance and responsible sourcing of minerals. Our supplier audits and assessments are conducted by our supply chain management team. The group includes RBA Lead Auditor-trained personnel who conduct on-site audits of selected suppliers.

Our direct suppliers are subject to RBA Validated Assessment Program (VAP) audits and/or customer-managed audits (CMA). The RBA VAP audits include record reviews, manager interviews, and worker interviews by third party auditors to determine conformance to the standards of the RBA Code of Conduct. In 2025, Qualcomm participated in the RBA Assessment Cooperation Program to increase the number of direct manufacturing suppliers who participate in VAP audits. We assessed our direct manufacturing suppliers to determine which suppliers would be good candidates for VAP assessments, identifying candidates who had not completed a VAP assessment within the prior two years. We were pleased that several facilities we nominated received a VAP audit in 2025. For more information on these audits, please see the RBA VAP guidance documents.

When VAP assessments uncover non-compliance to the protocol, those findings are rated by severity as “minor,” “major,” or “priority.” Over the last two years, RBA VAP audits of our direct primary manufacturing suppliers discovered 95 non-conformance findings, of which 30 were minor, 62 were major, and three were priority instances of non-conformance. Among the five categories of the VAP assessment, the largest number of non-conformances found were in the area of health and safety.

Non-conformances by category



When issues are identified, we use Corrective Action Plans (CAPs) and closure audits to resolve non-conformances as part of the overall RBA VAP audit process. We engage directly with suppliers to remediate priority non-conformances and to work to prevent potential future occurrences. CAPs have an allotted period of time during which the facility must remedy the issue and implement systems to prevent recurrences.

In 2025, we collaborated with other companies to coordinate training sessions for suppliers. These sessions focused on conducting due diligence across our shared supply chain. The training covered updates related to supply chain due diligence regulation, necessary due diligence steps and RBA tools to support compliance, and a detailed review of RBA expectations on working with suppliers to protect workers and the environment.

We have also supported our suppliers through RBA Learning Academy training, capability-building activities, and other outreach activities. The RBA Learning Academy provides information and training on our SCoC conformance expectations, human rights, and other related topics. These efforts reflect our ongoing commitment to promoting responsible business practices not only within our own operations, but across our broader value chain.

We are committed to the responsible sourcing of minerals, including tantalum, tin, tungsten, gold, and cobalt in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. We strive to provide products from responsible sources, including conflict-free sources within conflict-affected and high-risk areas, and support industry-wide efforts to drive transparency in the supply chain. We evaluate smelter and refinery (SOR) data on an ongoing basis and provide an update on our sourcing and due diligence for tantalum, tin, tungsten, and gold in our annual Conflict Minerals Report.

We actively participate in the Responsible Minerals Initiative (RMI), whose goal is to support responsible mineral production and sourcing globally, including but not limited to conflict-affected and high-risk areas, providing companies with tools and resources that improve regulatory compliance, align with international standards, and support industry and stakeholder expectations.

We have contributed to the Responsible Minerals Assurance Process (RMAP) Assessment Fund, which is designed to encourage RMAP-eligible SORs to undergo an independent third party assessment. The assessment fund offers SORs an incentive for participating in the process by fully paying for the costs of their initial assessment and supporting needs-based re-assessments.

Human Rights

We are committed to upholding and promoting internationally recognized human rights and work to avoid any complicity in human rights abuses. Our approach is guided by key global frameworks, including the Universal Declaration of Human Rights, the eight Core Labor Standards of the ILO, the UN Global Compact (UNGC), and the UN Guiding Principles on Business and Human Rights.

The Qualcomm Human Rights Statement sets out the human rights-related standards to which we hold ourselves and those with whom we do business. The statement provides details on our principles and approach, commitments, risks, due diligence practices, processes related to grievance and remedy, and management of specific potential human rights risks.

While our fabless business model contributes to a low-risk assessment for our direct operations, we recognize the complexity of the global supply chain. We are committed to upholding human rights standards and actively working with our suppliers to mitigate risks like forced labor. We have no specific knowledge or finding of forced labor or material downstream misuse of our products. Indirect human rights risks may exist in our supply chain and, while we do not have direct control over these risks, we are committed to raising awareness of our expectations and working towards mitigation. Please see the Responsible Supply Chain Management section for more on how we manage human rights in our supply chain.

We regularly conduct formal Human Rights Impact Assessments (HRIAs) with the support of independent third party experts. These assessments were completed in 2018, 2021, and most recently in 2025, reflecting our dedication to transparency and continuous improvement.

Our assessments are guided by the UN Guiding Principles on Business and Human Rights. This assessment covered our entire value chain, including our own operations, Tier 1 and Tier 2+ suppliers, product development and use, environment, and affected communities.

To conduct the assessment, we engaged an independent third party that carried out extensive research, internal interviews, media reviews, and benchmarking. They also conducted consultations with external stakeholders selected based on their representation of impacted groups, geographic relevance, and subject matter expertise in areas such as technology and human rights, responsible minerals sourcing, semiconductor manufacturing, and climate-related topics.

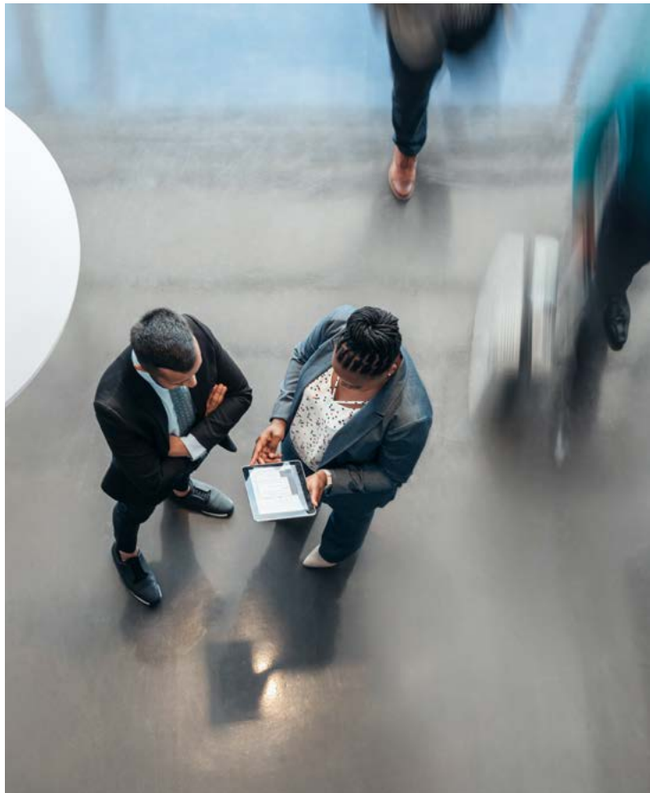
The 2025 HRIA provided us with insights into how human rights issues might manifest across our business and supply chain. We remain committed to identifying new ways to promote human rights across our operations and supply chain.

We are committed to addressing actual adverse human rights impacts on individuals or communities where such impacts are caused or contributed to by Qualcomm or third parties working on our behalf. As such, we have a formal, third party operated, grievance and remedy mechanism: our Business Conduct Hotline.

The Hotline is a confidential reporting tool available for anyone — external or internal — to raise concerns, ask questions, or seek guidance, confidentially and anonymously. All stakeholders can submit concerns using toll-free or local telephone numbers or through an online portal. We also provide other reporting channels, including various email aliases, as well as direct reporting to Qualcomm leadership. We strictly prohibit retaliation against anyone for raising concerns in good faith regarding an actual or suspected violation of our CoBC, Company policies, or the law.

Upon hire and periodically thereafter, our employees complete mandatory CoBC training, which includes training on human rights. Employees at our manufacturing sites receive additional training, diving deeper into the Company's policies around human rights, upholding them in our operations, and engaging our supply chain on such issues.

We also train relevant employees on the RBA Code of Conduct, with the goal of deepening their understanding of the Code's principles and practical applications, as we apply it to our own operations and suppliers. By equipping employees with this knowledge, we aim to foster a culture of compliance and accountability for human rights and related issues across our operations.



Ethical Governance

Through four decades of innovation, we have continued to create technologies that revolutionize the way people live, work, and connect. But it is how we make this possible that defines us.

Doing Business, the Qualcomm Way

We are committed to our values of winning together, achieving excellence, making the impossible inevitable, and doing the right thing. This last value means we achieve excellence in the right way, in an ethical manner, and in compliance with the law. Through ethical challenges, our CoBC guides us, helping us act with integrity — that's The Qualcomm Way.

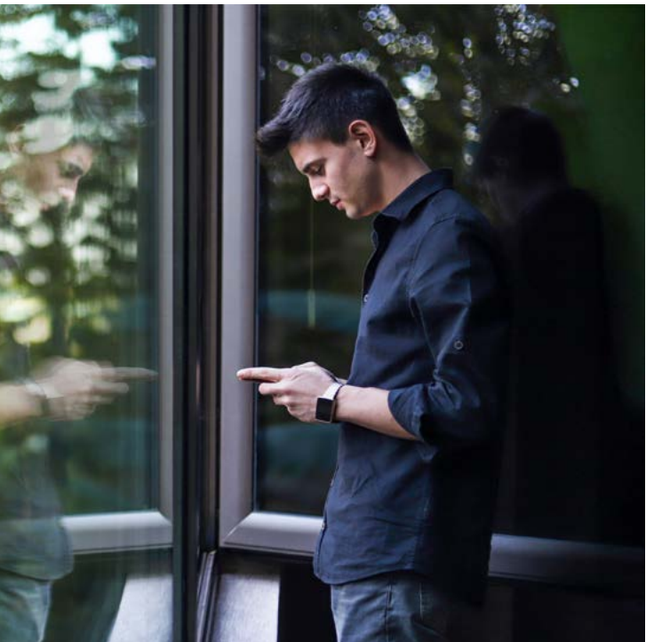
Our CoBC and related policies help reinforce our ethical culture. We conduct periodic risk assessments to review and enhance our compliance efforts, including updating policies, procedures, controls, and training. Internal and third party experts periodically assess our efforts to ensure alignment with applicable laws and regulations, identify specific risks to our business, and provide recommendations.

Along with our CoBC, we maintain and annually review a Global Anti-Corruption Policy that applies to all Company officers, directors, employees, and contingent workers. The Policy requires all of the aforementioned groups to obey all laws, including those related to marketing and selling our products, services, and technologies. We conduct risk-based due diligence on business partners, vendors, and suppliers, and include relevant anti-corruption and other "obey-the-law" requirements in our agreements with third parties who are acting as our agents in connection with government business.

Our Global Anti-Corruption Policy strictly prohibits bribes, corrupt payments, kickbacks, and other forms of improper influence involving government officials. In 2025, we updated this Policy and supplemented it with a Global Gifts & Business Courtesies Policy to help reinforce and simplify guidance to our employees with respect to ethical business conduct in connection with standard business practices such as entertainment, gifts, hospitality, meals, and transportation. The Global Gifts & Business Courtesies Policy governs the giving and receiving of gifts from outside parties and applies to all Company officers, directors, employees, and contingent workers.

We reinforce our commitment to ethical business through regular mandatory training, including on our CoBC and Global Anti-Corruption Policy. This training is required not only during onboarding for employees and contingent workers but also as part of ongoing compliance education. In addition to core training, we offer instructor-led sessions and compliance communications tailored to specific risks, roles, and regions. Our training programs are designed to help individuals understand how integrity is embedded in everything we do.

To further strengthen our ethical culture globally, we maintain our Lead the Way program, a recognition program for celebrating those employees who exemplify the Company's ethics and values. As a part of this program, we sustain an active Ethics Liaison Program that includes more than 16 representatives from various Company functions, business units, and offices worldwide. Ethics Liaisons serve as trusted peers who provide guidance on applying compliance policies to everyday situations. They also keep our Compliance team informed about local operations and emerging risks, helping our ethics program remain responsive and relevant.



As part of our commitment to fostering a company culture where employees feel safe and empowered to speak up, our leaders, together with our Legal, HR, and Compliance staff, circulate reminders on the importance of speaking up and the Company's prohibition against retaliation. We promote the use of our independently operated Business Conduct Hotline to ensure employees know and feel comfortable using it to escalate concerns, as described above. In 2025, we also hosted a live event led by our Chief Risk and Compliance Officer, highlighting the importance of voicing concerns and outlining the various avenues for reporting them.

To support ongoing transparency and learning, we maintain the Open Door Portal, an internal webpage offering employees on-demand access to resources and learning opportunities related to our speak-up culture. We update the portal with insights from investigations and developments relevant to our industry.

We also monitor employee satisfaction with our compliance program, including their comfort with speaking up. In 2025, a survey of a subset of our employees found that over 95 percent of respondents expressed positive sentiment regarding our culture of ethics as embodied by our executive management. We reviewed survey results with relevant regional leaders and utilized the data to continue enhancing our compliance offerings.

Public Policy and Regulation

Public policy plays a critical role in enabling the benefits of mobile and wireless technology to be accessible throughout the world. We have been a committed partner of the US and countries around the world for 40 years, supporting policies that encourage innovation, support the expansion of mobile technology, and enable business-friendly environments.

Our public policy approach is structured around four key principles:

- **Participation:** We engage in policy discussions with governments, organizations, and industries around the world to advocate for policies that promote innovation and protect and foster new ideas in mobile communications. We are committed to helping policymakers at all levels understand our business model and role as an ecosystem enabler.
- **Responsible Governance:** We abide by all applicable laws and regulations regarding political contributions and expenditures. Our contributions require the approval of our senior management and are subject to oversight by the Governance Committee of our Board of Directors pursuant to our Political Contributions and Expenditures Policy.
- **Transparency:** We publicly disclose to the Federal Elections Commission all political contributions made by the Company and the Company's Political Action Committee, and we abide by all requirements of the Foreign Corrupt Practices Act.
- **Policy Guides:** We carefully monitor and evaluate developments that affect the world of wireless communications.

Our key public policy topics are outlined on our public policy website.

Our Global Tax Strategy also reflects our commitment to responsible and transparent corporate citizenship, emphasizing the creation of long-term stockholder value, and clear, transparent tax reporting and disclosures. We also ensure that taxes are duly paid on profits generated from the Company's activities in every jurisdiction where we operate.

We are committed to conducting our operations and activities in a manner that seeks to protect the environment and conserve natural resources.

Operating Sustainably

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Environmental Sustainability

Environmental sustainability requires actions to reduce the environmental impact across our operations, supply chains, and product lifecycles.

In 2025, we continued to progress towards our environmental goals. We achieved our 2025 Scope 1 and Scope 2 GHG goal of reducing absolute Scope 1 and 2 emissions by 30 percent compared to a 2014 base year. In 2025, we surpassed the 30 percent reduction mark and maintained this achievement.

We also have a Scope 3 emissions reduction target for 2030: reducing Scope 3 emissions by 25 percent from a 2020 base year. Our Scope 3 emissions account for the majority of our total emissions. For Qualcomm, the largest upstream category comes from Purchased Goods and Services (Category 1), while use of Sold Products (Category 11) accounts for the most significant downstream category. A breakdown of our Scope 3 emissions can be found in the Performance Summary of this report. Overall progress on our goals can be found in the Progress Against our Goals page of this report.

Looking to the future, we remain dedicated to meeting our Science Based Targets initiative (SBTi) validated objectives, aiming for greater emissions reductions by 2030. These efforts support our overarching ambition to achieve net-zero GHG emissions throughout our value chain by 2040.

Our decarbonization strategy serves as our roadmap to continue to reduce our emissions and advance towards our 2030 goals and our net-zero commitment. This strategy is part of our broader internal low carbon transition plan and includes several key measures:

- Utilizing renewable energy in our top operational footprint regions via long-term power purchase agreements (PPAs) that add new renewable energy generation to the grid and utility-provided renewable energy options
- Reducing natural gas usage at our headquarters in San Diego and moving towards electrification
- Working with key suppliers to develop collaborative initiatives to facilitate emissions reductions
- Continuing to identify opportunities to limit emissions in our operations through the replacement of high global warming potential GHGs in our manufacturing processes, to the extent feasible

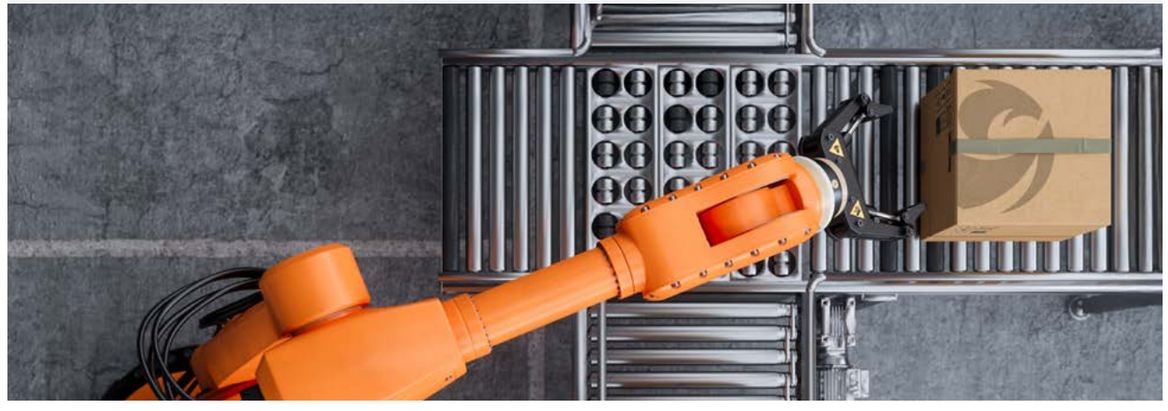
The examples below demonstrate our decarbonization efforts in 2025. More information on these efforts can be found throughout this report:

- Decommissioned the second of three electricity cogeneration plants at our headquarters in San Diego and replaced its electricity load through a 10-year renewable energy PPA

2030 Scope 1 and Scope 2 emissions goal breakdown:

Our 2030 Scope 1 and Scope 2 (market-based) reduction target is as follows:

Type	Absolute target
Target coverage	Company-wide Scope(s) 1 and 2
Targeted reduction from base year percentage	50 percent
Timelines	Base year: 2020; Start year: 2020; Target year: 2030
Percent of target achieved as of FY25	51 percent
Base year emissions covered by target (metric tons of carbon dioxide equivalent — CO_2e)	315,526 $mtCO_2e$
Target status	In progress



- Procured renewable power in locations where we have an operational footprint, such as Europe and India
- Conducted product carbon footprint (PCF) studies for select products
- Continued expanding our supplier engagement and collaboration efforts around the Company's net-zero commitment, including opportunities for deploying renewable energy and projects to realize GHG emission reductions
- Deployed different initiatives at our manufacturing facilities, such as:
  - In Munich and Singapore, we made strides towards the replacement of SF6 high global warming potential (GWP) gas and continue to explore additional opportunities to decrease the GWP gas impact of the fluorinated compounds used in our manufacturing processes.
  - We enhanced our methodology for calculating process gas emissions in our manufacturing facilities by adopting updated emissions factors that are aligned with industry averages and more representative of abatement technologies and practices, in an effort to provide greater accuracy. For semiconductor process-related fluorinated greenhouse gases (F-GHGs) and nitrous oxide (N_2O) emissions, we applied Tier 2 methods from the 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories.
  - We have continued our use of internal carbon pricing across all our manufacturing facilities. This carbon price creates an assumed cost per ton of carbon emissions with an annual rate increase per year, with the objective of changing our internal behavior towards low carbon innovation.

These and other efforts have resulted in multiple recognitions. We're honored to be included in USA Today's America's Climate Leaders 2025, Time's World's Most Sustainable Companies 2025, and Newsweek's America's Greenest Companies 2025. In addition, our manufacturing facility in Singapore received two honorable mentions from the Energy Efficiency National Partnership (EENP) program of the National Environment Agency of Singapore in the categories of Excellence in Energy, GHG Management, and Outstanding Energy, GHG Manager. These awards recognize companies that have demonstrated a high level of commitment to excellence in energy management and GHG managers who have demonstrated leadership in promoting and driving energy efficiency improvement within their organizations.

Climate-Related Risks and Opportunities

Our Board's Governance Committee provides oversight on corporate responsibility and sustainability matters not delegated to other Board committees, including climate-related risks and opportunities, as well as our operational resilience programs. Additionally, the Company's Chief Financial Officer (CFO) and Chief Operating Officer (COO) provides overarching guidance on sustainability matters, including climate-related risks and opportunities, and holds the highest management-level position on the ESG Leadership Committee. The CFO/COO reports directly to the Company's Chief Executive Officer (CEO).

To determine which climate-related risks and/or opportunities could have a substantive financial or strategic impact, potential risks are classified as company-level or asset-level:

- **Company-level risks:** We regularly conduct materiality[13] assessments. For more information about these assessments, please see the section on Our Approach to Stakeholder Engagement.
- **Asset-level risks:**
  1) We conduct a Climate Scenario Analysis (CSA) regularly. The outputs are presented to our ESG Leadership Committee and ESG Working Group for consideration in our business strategy.
  2) The Company's Business Resilience Program utilizes a threat risk assessment process to identify and evaluate regional risks that could affect the Company's resilience. For more information about this assessment, please see the section on Operational Resilience.

13 Our use of the word "materiality" throughout this report aligns with GRI's definition, except where otherwise stated, and encompasses our whole value chain, both within and outside the Company. It is not the same materiality standard relevant in regulatory or other guidance used around the world, including — but not limited to — SEC purposes or as defined in the standards underlying the EU CSRD. Therefore, issues deemed material for the purposes of this report may not rise to the level of materiality for SEC or other reporting purposes.

CSA

We conduct a CSA every three years to evaluate the projected financial materiality of physical and transition risks in the regions where the Company and its key suppliers operate. Qualcomm's quantitative methodology reflects an in-depth understanding of our fabless business model and available data, and it aligns to our financial materiality thresholds.

In 2023, we performed a quantitative CSA of climate-related physical risks. We also performed a qualitative and quantitative analysis of climate-related transition risks and opportunities. The time horizons considered in the CSA included the short term (present-day), medium term (2030) and long term (2040). We used these analyses to estimate potential financial impacts to the Company. To date, we have not identified any material climate-related risks or opportunities with the potential to have a substantive financial or strategic impact on our business.

In making that determination, we have considered the following range of risks:

Physical risk assessment: Our quantitative physical risk assessment focused on 25 representative Qualcomm and supplier facilities. For each facility, projected modeled average annual losses (MAAL) associated with climate change-related hazards were calculated for each decade from the 2020s to the 2090s. This includes chronic risks from temperature and precipitation pattern changes and sea level rise, as well as acute (event-driven) risks from inland flooding, coastal flooding, drought, water stress, severe storms, and wildfire. We used the Representative Concentration Pathway (RCP) scenarios RCP4.5 and RCP8.5 to evaluate our facilities' exposure to climate change risks under a range of potential futures. Findings showed that under both scenarios, all 25 facilities are projected to be exposed to some financial impacts in the space between medium-term and long-term. Overall, projected MAAL to the evaluated facilities were larger under the RCP8.5 scenario than the RCP4.5 scenario. In both scenarios, climate change impacts generally increased in severity, progressing from the 2030s to later time horizons. The resilience assessment revealed that our facilities, and those of our suppliers, generally demonstrate high-risk tolerance and adaptive capacity to physical risks, and our business model remains resilient across all evaluated time horizons.

Transition risk and opportunity assessment: For the transition risk and opportunities assessment, two scenarios — Stated Policy Scenarios (STEPS) and Net-Zero Emissions (NZE) by 2050 from the International Energy Agency's World Economic Outlook 2022 — were selected to assess the potential climate-related transition risks and opportunities to our business and our value chain operations. We then analyzed the potential impact of these climate-related transition risks and opportunities on our business strategy and operations. We considered both quantitative and qualitative factors. Metrics included projected energy costs, carbon abatement costs, and financial impacts based on assumptions such as carbon pricing (e.g., $€90/ton in STEPS, $€250/ton in NZE) and emissions trajectories. Our transition opportunities are projected to be most significant under the NZE scenario, increasing from the present through 2040. For climate-related risks, the STEPS scenario is projected to pose higher financial costs for the Company due to higher energy costs and a higher carbon dioxide abatement cost than the NZE scenario.

We plan to continue to monitor climate-related opportunities.

Environmental Management in the Supply Chain

We continue to work to generate greater resiliency to a changing climate. This is particularly important for our supply chain. Our value chain decarbonization strategy is key for our efforts to meet our Scope 3 goal. The strategy emphasizes developing low carbon products and engaging with suppliers to implement collaborative initiatives that facilitate emissions reductions.

We strive to ensure that our primary manufacturing suppliers are aligned with environmental standards, including conformance to applicable environmental laws and adherence to various environmental initiatives and RBA's Code of Conduct. Each of these suppliers is also required to have an ISO 14001-certified environmental management system. In 2025, all our primary manufacturing suppliers reported meeting this requirement.

We conduct an annual survey of our suppliers on important issues, including water, energy, and other relevant climate-related information, to evaluate whether they are taking the appropriate steps to align with our sustainability goals.

We build on these engagement efforts year-over-year by expanding our survey to include additional direct suppliers as well as indirect suppliers to better understand their environmental impacts.

We discuss with several of our primary semiconductor manufacturing suppliers the Company's net-zero commitment, opportunities for deploying renewable energy, and projects to realize GHG emission reductions. We seek similar opportunities with other suppliers.

Since 2024, we have collaborated with the Semiconductor Climate Consortium (SCC) to engage and assist in learning and developing environmental best practices for the industry. Notably, we are working on refining our Scope 3 methodology and advocating for appropriate policies to support increased access to and affordability of renewable energy through SCC's Energy Collaborative. We are also working across our industry to both define more standardized methods of calculating and reducing the footprint associated with use of sold products, as well as to increase the opportunities to purchase renewable energy in key markets.

We also continue to monitor potential climate- and water-related risks within our supply chain. We assess current and future water risks at the global and local levels, using the World Resources Institute (WRI) Aqueduct™ tool. For more information on this assessment, please see the water-related content of the Resource Management section. For more information on physical risks in our supply chain, please see the CSA portion of this section.

"Qualcomm is at the forefront in advancing renewable energy to achieve their net-zero target. Qualcomm, as a member of the Semiconductor Climate Consortium and a sponsor of the SEMI Energy Collaborative, is truly collaborative and dedicated to assisting the entire value chain in its journey toward decarbonization."

Saifi Usmani, PhD, Vice President, SEMI Sustainability Initiative

Product Carbon Footprint

We also conduct product carbon footprint analyses to gain insights that can help us to better guide material selection, design choices, and supply chain optimization. Having insight into the carbon footprint of our products helps us understand the sustainability opportunities of our products, optimize resource use, and collaborate to reduce emissions across our supply chain.

In 2025, we commissioned a third party to conduct product carbon footprint studies focused on quantifying the cradle-to-grave GWP impacts of select Snapdragon products. The data indicates that wafer fabrication is the major contributor to these products' carbon footprints, followed by the use phase, which is primarily driven by electricity consumption. The semiconductor assembly and test (SAT) stage generally has a much smaller impact, with packaging and testing facilities accounting for the largest sources of the footprint in that stage. Distribution and end-of-life phases have negligible impact.

The product carbon footprint studies were developed in alignment with ISO 14067 for carbon footprints of products and ISO 14040 and 14044 for Life Cycle Assessments (LCA). The results have been reviewed by an independent third party, validating the studies' methodological robustness and transparency.

Resource Management

We aim to conduct our operations and activities in a manner designed to provide and maintain safe, healthy, and productive working conditions and to conserve natural resources.

Energy

In 2025, we continued executing on our net-zero strategy, including procuring renewable energy. We signed a virtual PPA (vPPA) to procure more than 19 megawatts (MW) of renewable solar energy in Spain, which is projected to cover the full electricity footprint of our operations across Europe. The project intends to invest in and contribute to the preservation and protection of biodiversity and natural resources, as well as foster social and economic development in the region.

At our headquarters in San Diego, California, we continue to procure renewable energy as we decommission our natural gas cogeneration plants. In 2025, we signed a new PPA to cover the electricity load for certain operations at our headquarters following the decommissioning of the second of three cogeneration plants. This new PPA allows us to procure about 34,000 megawatt-hours (MWh) annually and increases our procurement of renewable energy to about 85 percent of our total San Diego electricity load.

These efforts continue to advance our goal to utilize renewable energy in our top operational footprint regions via long-term PPAs that add renewable energy generation to the grid and utility-provided renewable energy options. 100 percent of the electricity usage in our manufacturing operations in Wuxi, China and Munich, Germany continues to be covered by renewable energy.[14] Our solar PPA in Bangalore, India, signed in 2018, has contributed to our emissions reductions in 2025 by approximately 11,700 $mtCO_2e$. At other sites across India and in Singapore, we are exploring new agreements to procure additional renewables in line with our goals.

We continue to engage directly with all our colocation data center providers to increase the utilization of clean energy. As of 2025, over 98 percent of the electricity used in our colocation data center sites consisted of renewable energy.[15]

Our three manufacturing facilities are certified by the internationally recognized ISO 50001 standard for energy management and by the ISO 14001 standard for environmental management. Compliance with these international standards is reviewed and verified by external auditors each year. Also, throughout 2025, our manufacturing facilities successfully implemented a series of energy-saving measures. These initiatives are projected to reduce our annual energy consumption by approximately 1,700 MWh.

"This procurement agreement by Qualcomm shows how voluntary clean energy purchases are helping drive grid decarbonization worldwide. The Project's investment in a local foundation will also provide community benefits that ensure that the advantages of a clean energy transition benefit all."

Eric Gibbs, the Clean Energy Buyers Association's Senior Vice President of Global Strategy

We procure **more than 19 MW** of renewable solar energy in Spain.

100 percent of the electricity usage in our manufacturing operations in Wuxi, China and Munich, Germany continues to be covered by renewable energy.

Over 98 percent of the electricity used in our colocation data center sites consisted of renewable energy.

14 Renewable energy coverage at our manufacturing site in Munich, Germany is provided via Renewable Energy Certificate (REC) purchases. Renewable energy coverage at our manufacturing site in Wuxi, China is provided via Utility company contractual agreement for renewable energy.

15 Colocation data center renewable energy is covered by RECs.

Water

We have an internal water policy that establishes our commitment to water management. Key principles of our water policy include:

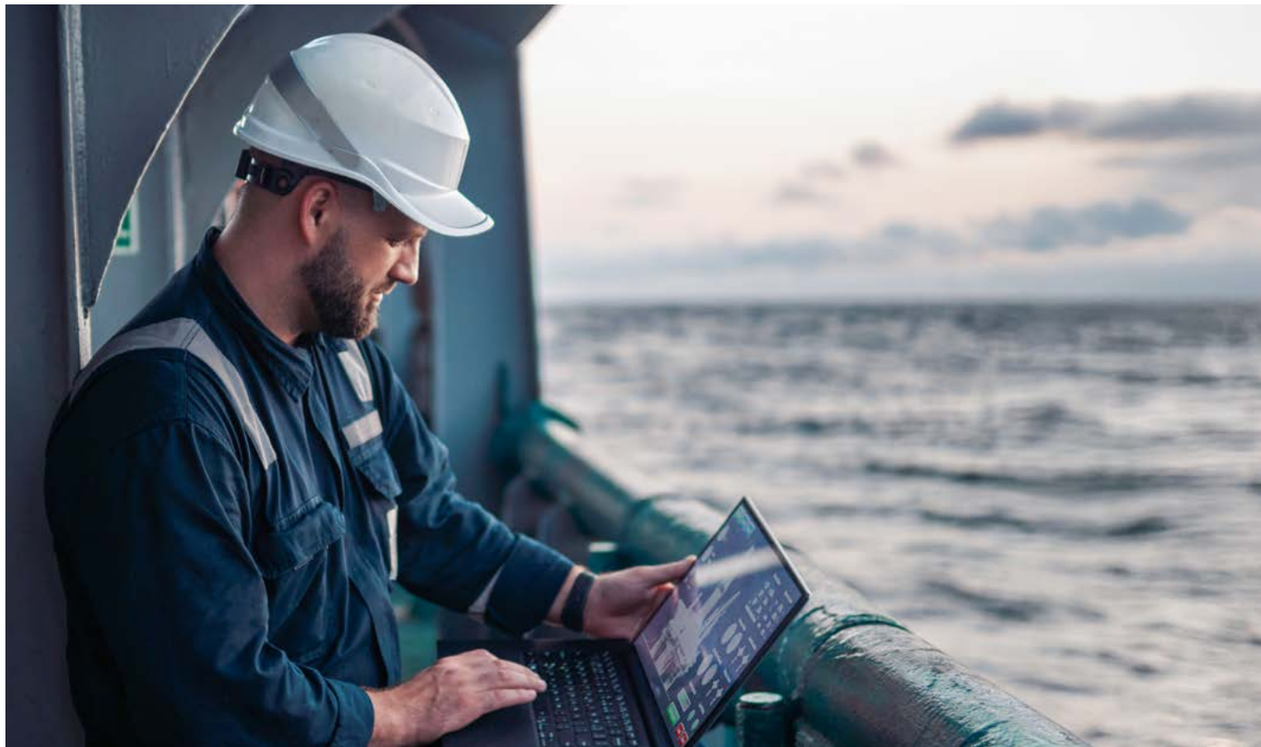
- **Water Stewardship:** We work to implement water management practices that promote conservation, efficiency, and responsible usage and that reduce our overall water footprint.
- **Regulatory Compliance:** We adhere to all applicable water-related laws, regulations, and permits, and where possible, exceed the minimum legal requirements to maintain best practices in water quality and conservation.
- **Collaboration and Stakeholder Engagement:** We seek to collaborate with stakeholders and organizations to address water challenges, share knowledge, and foster collective improvements in water management.
- **Transparency:** We regularly measure, monitor, and report on water usage and management strategies as part of our corporate sustainability reporting and environmental disclosure commitments.

To assess water risks, we perform global and site-specific evaluations annually. These include using the WRI Aqueduct™ tool to identify areas of current and emerging water stress. These insights help guide our strategies for operational resilience and targeted action in high-risk locations.

As we continue to manage our water-related risks and impacts, we work on projects to minimize our usage:

- We leverage an internal price for water at our manufacturing sites to reflect the true cost of water usage and water treatment. This incentivizes the development of resource-efficient processes. Additionally, we strive to regularly conduct water audits to identify areas for water optimization and implement conservation projects accordingly.
- In our office spaces, we continue to use reclaimed water instead of potable water for irrigation and our cooling plant systems. Approximately 75 percent of water used at our San Diego headquarters is non-potable reclaimed water.
- We have continued our water stewardship efforts in our offices and facilities across India, which is classified among the most water-stressed countries in the world.

For example, in 2025, our Hyderabad facility implemented a comprehensive set of water conservation practices aimed at reducing freshwater dependency, enhancing reuse efficiency, and lowering operational costs. The practices included the integration of softener plant into our secondary treatment process water, with the goal of improving resource efficiency and obtaining greater alignment with circular water management principles. Our facility also implemented measures geared towards increasing our ability to harvest rainwater, collect and store water through heating, ventilation, and air conditioning (HVAC) condensation reutilization technologies, and install aerators in washbasins. These initiatives have allowed us to achieve 72 percent water reuse efficiency of total water consumption in the facility and reach per capita water consumption optimization of 38 liters per person per day, which is below the National Building Code standard of 45 liters.



Waste

We manage our waste through a structured, multi-functional approach that prioritizes reduction, reuse, and responsible disposal. Guided by our Environmental Program Management Standard, we identify activities, services, and processes that generate waste, and we implement practices that minimize the impacts of such waste. Our operations generate various types of waste, including general solid waste, hazardous waste, regulated waste, and e-waste.

Our waste strategy focuses on working to reduce our overall waste footprint by promoting less hazardous, more durable, reusable, and recycled materials across our operations. We also maintain programs aimed at increasing reuse and recycling, with the goal of diverting waste from landfills and encouraging circular practices. Several departments oversee our waste recycling and management initiatives:

- **Qualcomm Real Estate and Facilities (QREF):** QREF and site support teams manage general solid waste at our sites. They collaborate with service providers to measure waste volumes and implement site-specific programs to encourage waste reduction, recycling, and composting.
- **EHS:** The EHS team oversees hazardous waste and other regulated waste generated by various business operations. This includes providing operational guidance on battery and e-waste recycling, as well as monitoring the safe and compliant handling of other regulated waste streams.
- **IT:** The IT team partners with several e-waste recyclers to manage electronics recycling and supports the donation of used computer equipment to local charities and schools.

By leveraging the expertise of these teams, we are working to continuously improve waste diversion efforts and reduce our waste-related footprint.

Pollution Prevention

Our manufacturing sites perform risk assessments for substances used in our production processes and products. These assessments prioritize compliance with applicable regulations and alignment with existing permits. They also help us to follow customer requirements and contractual prohibitions.

We have business processes to help manage the introduction or changes in the substances used in our products and operations. These processes are integrated into our quality management system and focus on critical chemicals of concern. We strive to comply with customer requirements, evaluate occupational health and safety risks of substances, and identify potential environmental impacts. Waste management requirements, air and water treatment practices designed to mitigate pollution, and appropriate storage specifications are also considered within the business processes.

New or changed substances undergo a risk assessment. Dedicated experts at our manufacturing sites create an assessment and provide approval before a change or inclusion of a new substance is granted. The assessment is repeated after a set introduction period.

At our non-manufacturing sites, such as offices and research engineering labs, we track and manage chemicals through an inventory system. Before using hazardous substances in our lab areas, safety documentation and a risk assessment must be completed to ensure compliance with applicable regulations, protect employees, and reduce potential environmental impacts.

Operational Resilience

We seek to achieve operational resilience through our Operational Resilience program and our Enterprise Risk Management (ERM) program.

The Operational Resilience program is annually reviewed by the Governance Committee of our Board of Directors. The program is designed to enable decision-making in the face of potential threats or disasters, and to help the Company conduct timely emergency operations and maintain business and IT service resilience. These resilience disciplines enhance our ability to mitigate, prepare, respond, and recover from operational disruptions. Operational disruptions can include disruptions due to local, regional, or national incidents or events.

Our approach to operational resilience is driven by annual ERM assessments, Company strategy, and regulatory and stakeholder requirements. Our Operational Resilience team utilizes a site-specific risk assessment process to identify and evaluate risks on a regional basis. The site-specific risk assessment process ranks more than thirty environmental, operational, and man-made risks based on the likelihood and impact of an occurrence.

Our Operational Resilience team leverages data when determining the potential impacts from operational disruptions, documents recovery requirements, and devises strategies to help enable the Company to continue critical business operations in the event of a disaster. The team evaluates the effectiveness of plans and conducts training and simulations. The overall program is aligned with ISO 22301, an international standard for business continuity management systems.

Our ERM program is driven by the ERM Operating Committee, which includes members in senior leadership positions across various functional areas, including Engineering, Finance, HR, Government Affairs, IT, Legal, Marketing, and Supply Chain. Annually, this committee compiles, evaluates, and tiers enterprise risks, including climate change-related risks, before developing associated mitigation plans. Oversight is provided by both the ERM Executive Committee and the Audit Committee of the Board. Mitigation plans are reviewed by senior leadership bi-annually for continued relevance.

Performance

in this section

45 Performance Summary

Performance Summary

NR in a given year indicates that this metric was not reported. Sums may not equal totals due to rounding.

Our Products and Suppliers		Units	2025	2024	2023
Privacy and Security	Certified information privacy professionals	# of	10	9	10
	Privacy training hours[16]	# of	957	2,042	2,143
	Targeted employees trained in privacy[17]	# of	4,359	10,125	9,227
	Employees trained in cybersecurity[18]	# of	47,859	38,042	8,623
	Requests for customer information received from government or law enforcement agencies[19]	# of	0	0	0
	Complaints (breaches of customer privacy) received from outside parties and substantiated by Qualcomm[20]	# of	0	0	0
	Complaints from regulatory bodies[21]	# of	0	0	0
	Information security breaches involving customers' personally identifiable information[22]	# of	0	0	0
	Information security breaches or other cybersecurity incidents[23]	# of	0	0	0
	Amount of fines/penalties paid in relation to information security breaches or other cybersecurity incidents	Dollars	0	0	0
Primary Semiconductor Manufacturing Suppliers (Suppliers)[24]	Suppliers who complete RBA SAQ[25]	%	100	100	100
	Suppliers with all low-risk manufacturing facilities per RBA SAQ[26]	%	71	38	100
	Suppliers who have completed an RBA VAP audit in the last two years	%	100	88	88
	Suppliers who provided GHG data[27]	%	100	100	100
	Suppliers who provided water use data[27]	%	100	100	100
	Suppliers who have an ISO 14001 Certification[28]	%	100	100	100
	Suppliers who have achieved silver, gold, or platinum on one or more audits[29]	%	100	100	100

16 In 2025, we changed portions of our privacy training structure and offerings and are evaluating further updates moving forward.
17 Includes new employee privacy awareness training, targeted training for employees who process personal data as a significant part of their role and legally required privacy training. In 2025, we changed portions of our privacy training structure and offerings and are evaluating further updates moving forward.
18 Company-wide trainings were provided in 2024 with annualized trainings fully implemented in 2025, resulting in more employees trained in cybersecurity during the measured timeframe. The number reported in 2023 is related to new hires completing the training during on-boarding.
19 Limited to formal subpoenas, court orders, or similar obligatory document or information demands regarding end-user consumer personal information issued by governmental or law enforcement.
20 Customer privacy is defined as end-user consumers of a Qualcomm technology.
21 Refers to formal legal proceedings initiated by regulatory bodies pertaining to privacy and/or data protection compliance related to end-user consumers of Qualcomm technology.
22 Limited to instances involving end-user consumers of Qualcomm technology and requiring disclosure in Company SEC filings.
23 Limited to instances requiring disclosure in Company SEC filings.
24 The primary foundry suppliers and primary semiconductor assembly and test suppliers that are listed in the Company's Annual Report on Form 10-K for the corresponding year.
25 Responsible Business Alliance (RBA) Self-Assessment Questionnaire (SAQ).
26 Validated Assessment Program (VAP). In 2024, RBA made changes to the facility-level SAQ resulting in changes in the way facilities are classified.
27 Previous calendar year data.
28 International Organization for Standardization (ISO) 14001 is the international standard for environmental management systems (EMS).
29 Through verified closure of nonconformances identified in RBA VAP audits.

Our Products and Suppliers		Units	2025	2024	2023
Conflict Free Minerals[30]	RMAP-Conformant processing facilities[31]	# of	221	218	213
	RMAP-Conformant processing facilities[31]	%	94	97	89

Our Environment		Units	2025	2024	2023
Energy and Air Quality[32]	Electricity avoided as a result of energy saving initiatives	Megawatt hours	75,928	74,203	67,573
	Emissions avoided as a result of energy saving initiatives	CO_2e metric tons	35,953	29,448	26,570
GHG Emissions[33]	CO_2e per gross square foot of facilities space (Scope 1 & 2)	CO_2e metric tons	0.0097	0.0125	0.0152
	CO_2e per unit currency total revenue (Scope 1 & 2)	CO_2e metric tons	0.00000347	0.00000502	0.00000664
	Total Scope 1 — Direct GHG emissions by weight	CO_2e metric tons	44,871	84,465	80,589
	Carbon dioxide (CO_2)	CO_2e metric tons	33,117	51,354	62,993
	Methane (CH_4)	CO_2e metric tons	45	67	143
	Nitrous oxide (N_2O)	CO_2e metric tons	809	1,463	903
	Hydrofluorocarbons (HFCs)	CO_2e metric tons	4,577	3,360	3,186
	Perfluorocarbons (PFCs)	CO_2e metric tons	2,639	4,285	1,837
	Sulphur hexafluoride (SF_6)	CO_2e metric tons	1,891	10,495	5,311
	Nitrogen trifluoride (NF_3)	CO_2e metric tons	1,793	13,441	6,217
	Total Scope 2 — Indirect GHG emissions by weight, market based	CO_2e metric tons	108,765	111,157	157,293
	Carbon dioxide (CO_2)	CO_2e metric tons	108,168	110,502	156,290
	Methane (CH_4)	CO_2e metric tons	108	148	330
	Nitrous oxide (N_2O)	CO_2e metric tons	489	507	673
	Total Scope 2 — Indirect GHG emissions by weight, location based	CO_2e metric tons	311,111	300,408	NR
	Carbon dioxide (CO_2)	CO_2e metric tons	309,752	299,015	NR
	Methane (CH_4)	CO_2e metric tons	327	337	NR
	Nitrous oxide (N_2O)	CO_2e metric tons	1,032	1,056	NR

30 Amount represents prior-year calendar year data as of January 31, 2025.
31 Responsible Minerals Assurance Process (RMAP).
32 Annual avoided emissions of CO_2e due to cumulative investments made for energy and water efficiency for global facilities.
33 GHG emissions data are calculated using the GHG Protocol Corporate Accounting and Reporting Standard.

Our Environment		Units	2025	2024	2023
GHG Emissions (continued)	Total Scope 3 — Other indirect GHG emissions by weight	CO_2e metric tons	4,308,319	3,931,224	5,067,139
	Purchased goods and services[34]	CO_2e metric tons	3,018,731	2,779,307	3,796,564
	Capital goods	CO_2e metric tons	18,164	18,442	83,228
	Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	CO_2e metric tons	95,341	84,938	82,068
	Upstream transportation and distribution	CO_2e metric tons	26,316	25,541	22,650
	Waste generated in operations	CO_2e metric tons	1,687	2,749	2,365
	Business travel	CO_2e metric tons	36,302	37,678	24,770
	Employee commuting	CO_2e metric tons	73,724	35,395	30,074
	Upstream leased assets	CO_2e metric tons	NA	NA	NA
	Downstream transportation and distribution	CO_2e metric tons	1,311	89	66
	Processing of sold products	CO_2e metric tons	NA	NA	NA
	Use of sold products	CO_2e metric tons	1,036,727	947,032	1,025,305
	End-of-life treatment of sold products[35]	CO_2e metric tons	15	54	47
	Downstream leased assets	CO_2e metric tons	NA	NA	NA
	Franchises	CO_2e metric tons	NA	NA	NA
	Investments	CO_2e metric tons	NA	NA	NA
Direct Energy Consumption by Primary Energy Source	Natural gas (Facilities)	MMBtu	469,660	790,852	1,056,000
	Jet Fuel (aviation related)	Gallons	713,607	781,673	576,763
	Vehicle gasoline (shuttle/test vehicles)	Gallons	41,585	43,422	40,641
	Diesel fuel (cars/trucks)	Gallons	4,117	4,937	3,557
	Diesel fuel (generators)	Gallons	48,679	60,310	80,086
	Propane vehicles (truck)	Gallons	0	0	0
	Liquid petroleum gas (LPG)	Gallons	26,921	17,535	13,883
	Renewable energy: onsite generation (owned)	Megawatt hours	2,513	1,766	572
	Carbon offsets (purchased)	CO_2e metric tons	0	0	0

34 Supplier emissions data represent previous calendar year.

35 Prior-year Scope 3 emissions for End-of-Life Treatment of Sold Products (2024 and 2023) have been restated to correct a calculation error.

Our Environment		Units	2025	2024	2023
Indirect Energy Consumption by Primary Energy Source	Non-renewable electricity (purchased)	Megawatt hours	224,178	227,623	252,727
	Renewable electricity: Power Purchase Agreements (purchased)	Megawatt hours	321,572	282,361	226,681
	Renewable electricity: US Green-e, International and Other Renewable Energy Certificates (RECs) (purchased)	Megawatt hours	225,941	192,818	84,860
	Indirect purchased heating	Megawatt hours	16,325	9,853	28,667
	Indirect purchased cooling	Megawatt hours	5,673	4,515	NR
	Indirect purchased steam	Megawatt hours	10,530	11,985	NR
Energy Management in Manufacturing	Total energy consumed in manufacturing	Gigajoules (GJ)	728,571	737,198	668,348
	Grid electricity used in manufacturing	%	85	88	86
	Renewable energy used in manufacturing	%	56	56	44
Significant Air Emissions[36]	NOx[37]	Metric tons	15	19	37
	SOx	Metric tons	7	7	7
	Volatile Organic Compounds (VOCs)[38]	Metric tons	5	3	2
Waste Management	Total non-hazardous waste generated	Metric tons	5,940	7,275	6,632
	Non-hazardous waste diverted from disposal	Metric tons	2,939	3,731	3,342
	Diverted from disposal — recycled/reused	Metric tons	2,742	3,278	2,968
	Diverted from disposal — composted[39]	Metric tons	197	453	374
	Non-hazardous waste directed to disposal	Metric tons	3,002	3,544	3,290
	Directed to disposal — incinerated with energy recovery	Metric tons	1,191	1,156	1,087
	Directed to disposal — incinerated without energy recovery	Metric tons	1	0	0
	Directed to disposal — landfilled	Metric tons	1,615	2,220	2,052
	Directed to disposal — other	Metric tons	195	168	152

36 All NOx, SOx, and VOC data includes manufacturing sites. In 2023, we changed the unit for reporting significant air quality emissions from tons (US) to metric tons. As such, for consistency purposes, we have converted past fiscal years' data. In 2023, we also improved our data collection processes to increase transparency around our significant air quality emissions performance.

37 In 2025, one San Diego cogeneration plant was decommissioned which has resulted in lower NOx emissions in 2025 when compared to the previous fiscal years' data.

38 In 2025, one of our manufacturing plants implemented a new measurement method with a revised summation approach, resulting in increased emissions in 2025 when compared to the previous fiscal years' data. This methodology has been reviewed and approved by city authorities.

39 Variation in data between 2024 and 2025 is reflective of operational and business changes, including shifts in production volumes and site activities.

Our Environment		Units	2025	2024	2023
Waste Management (continued)	Total hazardous waste generated	Metric tons	1,027	1,136	860
	Hazardous waste diverted from disposal	Metric tons	570	741	532
	Diverted from disposal — recycled/reused	Metric tons	570	741	532
	Diverted from disposal — other	Metric tons	0	0	0
	Hazardous waste directed to disposal	Metric tons	456	395	329
	Directed to disposal — incinerated with energy recovery	Metric tons	318	250	184
	Directed to disposal — incinerated without energy recovery	Metric tons	4	5	3
	Directed to disposal — landfilled	Metric tons	135	137	142
	Directed to disposal — other	Metric tons	0	3	1
	Global operational waste — diversion rate	%	50	53	52
	Global operational waste — landfill	%	75	72	71
	Amount of hazardous waste from manufacturing	Metric tons	767	791	592
	Percentage of hazardous waste from manufacturing recycled	%	42	52	46
E-Waste Collection[40]	E-waste collection	Pounds	436,807	498,374	271,739
Water Management	Total water withdrawals	Million gallons	535	547	503
	Potable water withdrawals — water utilities	Million gallons	443	444	398
	Reclaimed water withdrawals — water utilities	Million gallons	92	103	105
	Water consumed	Million gallons	154	170	142
	Water discharged	Million gallons	380	377	361
	Ultrapure water usage	Million gallons	0	0	0
	Water reuse rate[41]	%	69	73	NR
	Total water withdrawn in manufacturing	Thousand cubic meters (TCM)	1,100	1,082	1,020

40 Includes computers, monitors, mixed electronics, servers/network equipment, shredded hard drives, toners, batteries, and printers. Total amounts calculated as confirmed by our third party recycle vendors. Increase in 2024 due to the implementation of network equipment upgrade, desktop reclamation, printer project and deployment of office monitor upgrades.

41 Represents our manufacturing facilities only.

Our Environment		Units	2025	2024	2023
Water Management (continued)	Total water consumed in manufacturing	Thousand cubic meters (TCM)	328	350	241
	Water consumed in manufacturing in regions with high or extremely high baseline water scarcity[42]	%	35	29	0
Product Lifecycle and Management	Percentage of products by revenue that contain IEC 62474 declarable substances	%	27	6	4

Our Workforce		Units	2025	2024	2023
Workforce	Total Workers	# of	52,491	49,336	50,257
	Regular employees	%	93	92	93
	Temporary workers	%	7	8	7
Turnover and Employee Engagement	Employee involuntary turnover rate[43]	%	2.1	7.8	4.2
	Employee voluntary turnover rate	%	5.4	5.5	4.4
Hiring and Recruitment	Open positions filled with internal candidates[44]	%	13	18	15
Employee Training and Development	Training courses enrollments				
	Classroom training course enrollments	# of	80,354	70,745	42,905
	Classroom training course enrollments — instructor led sessions	# of	1,163	1,234	1,201
	Classroom training course enrollments — online course	# of	20,433	19,287	20,757
	Average training and development hours per full time employee	Hours	21	19	16
	Average amount spent per full time employee on training and development	Dollars	122	165	129
	Training hours by employee group				
	Individual contributor	Hours/Employee	24.0	21.0	17.4
	Management	Hours/Employee	12.0	11.3	8.5
	Executive	Hours/Employee	7.0	6.9	4.1
	Employees receiving training in non-mandatory programs	%	64	70	70

42 Based on the World Resource Institute (WRI) Water Aqueduct tool, the area where our manufacturing facility in Wuxi is located is high baseline for water scarcity in 2025.

43 In fiscal years 2023 and 2024, we made the difficult decision to reduce our workforce. We took steps to ensure impacted employees were provided severance packages and other support as they searched for new roles. The above involuntary turnover numbers reflect those workforce reduction efforts and include people who voluntarily participated in the reductions-in-force.

44 Percentages based on total new hires in 2025 (excluding interns and acquisition hires).

Our Workforce		Units	2025	2024	2023
Workplace Safety	Lost Time Incident Rate (LTIR)[45]	Per 200,000 hours worked	0.03	0.01	0.01
	Total Recordable Incident Rate (TRIR)	Per 200,000 hours worked	0.11	0.11	0.11
	Work-related fatalities	# of	0	0	0
	Total amount of monetary losses as a result of legal proceedings associated with EHS violations	Dollars	0	0	0

Our Communities		Units	2025	2024	2023
Corporate Citizenship	Employees participating in employee grant programs	# of	2,416	2,408	2,765
	Nonprofit organizations helped by employee grant programs	# of	1,386	1,362	1,593
	Annual corporate citizenship contributions — total[46]	Dollars	36,007,726	41,531,084	40,522,931
	Annual charitable giving[47]	% of annual corporate citizenship contributions	33	28	33
	Community investments[48]	% of annual corporate citizenship contributions	61	61	61
	Commercial initiatives[49]	% of annual corporate citizenship contributions	6	12	6
Wireless Reach	Stakeholders[50]	# of	842	800	757
	Active projects[51]	# of	42	32	37
	Total projects since 2006[50]	# of	165	150	144
	Countries[50]	# of	75	75	73
	Beneficiaries (direct and indirect)[50]	# of	28,009,443	27,292,293	27,020,283

45 In 2025, we expanded our definition of work-related incidents to include commuting-to-work incidents. The change in LTIR in 2025 reflects a limited increase in cases at a manufacturing site. These cases include (1) workplace injuries and (2) commuting to work incidents that are classified as work-related under local regulations.
46 Total contributions from Qualcomm and the Qualcomm Foundation.
47 Refers to one-off or occasional support to good causes in response to the needs and appeals of charitable and community organizations, requests from employees, or in reaction to external events such as emergency relief situations. These are often thought of as traditional philanthropy or grant-making.
48 Refers to long-term strategic involvement in, and partnership with, community organizations to address a limited range of social issues chosen by the Company to protect its long-term corporate interests and enhance its reputation.
49 Refers to business-related activities in the community, usually undertaken by commercial departments to directly support the success of the Company, promoting its corporate and brand identities and other policies, in partnership with charities and community-based organizations.
50 Cumulative data since 2006.
51 Programs that are currently using Wireless Reach funds.

Our Communities		Units	2025	2024	2023
STEM Education	Student beneficiaries[52]	# of	2,423,145	1,979,803	2,177,576
	Teacher beneficiaries[52]	# of	393,022	52,549	132,710
	Thinkabit Lab collaborators	# of	19	20	23
	STEM community partnerships[52]	# of	13	14	15
	Volunteer hours in Qualcomm STEM education activities[53]	# of	19,024	34,086	11,102
	Employees involved in Qualcomm STEM education activities[53]	# of	885	546	395

52 Includes partnerships and beneficiaries from all STEM education programs coordinated with the involvement of the corporate responsibility team. In 2025, we expanded our reach to students and educators, most notably within our Aqriti program and STEM Next and FIRST partnerships. Due to the growth of this outreach as well as more detailed educator data from these organizations, these numbers have increased when compared to 2024.

53 In 2023, we expanded our reporting of volunteer numbers and volunteer hours to be inclusive of all STEM education programs that engage Qualcomm employees and have the involvement of the corporate responsibility team.

Appendix

In this section

54 GRI Content Index
60 SASB Index
62 TCFD Index
63 About This Report

GRI Content Index

Statement of use

Qualcomm has reported the information cited in this GRI Content Index for the period September 30, 2024 through September 28, 2025, with reference to the GRI Standards.

GRI 1 USED: GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	About Qualcomm FY25 Annual Report on Form 10-K, p. 4–11
	2-2 Entities included in the organization's sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report
	2-4 Restatements of information	About This Report
	2-5 External assurance	About This Report
	2-6 Activities, value chain and other business relationships	About Qualcomm FY25 Annual Report on Form 10-K, p. 4–14
	2-7 Employees	Performance Summary > Workforce
	2-8 Workers who are not employees	Performance Summary > Workforce
	2-9 Governance structure and composition	2026 Proxy Statement, p. 20
	2-10 Nomination and selection of the highest governance body	2026 Proxy Statement, p. 28
	2-11 Chair of the highest governance body	2026 Proxy Statement, p. 20
	2-12 Role of the highest governance body in overseeing the management of impacts	About Qualcomm > Our Corporate Responsibility Governance
	2-13 Delegation of responsibility for managing impacts	About Qualcomm > Our Corporate Responsibility Governance
	2-14 Role of the highest governance body in sustainability reporting	About Qualcomm > Our Corporate Responsibility Governance
	2-15 Conflicts of interest	2026 Proxy Statement, p. 60

GRI STANDARD	DISCLOSURE	LOCATION
	2-16 Communication of critical concerns	FY25 Annual Report on Form 10-K, p. 14–34
	2-17 Collective knowledge of the highest governance body	2026 Proxy Statement, p. 11
	2-18 Evaluation of the performance of the highest governance body	2026 Proxy Statement, p. 53
	2-19 Remuneration policies	2026 Proxy Statement, p. 5–6
	2-20 Process to determine remuneration	Acting Responsibly > Workforce > The Qualcomm Employee Experience > Compensation and Benefits
	2-21 Annual total compensation ratio	2026 Proxy Statement, p. 78
	2-22 Statement on sustainable development strategy	About Qualcomm > Purposeful Innovation About Qualcomm > Our Priority Topics
	2-23 Policy commitments	Acting Responsibly Operating Sustainably
	2-24 Embedding policy commitments	Acting Responsibly Operating Sustainably
	2-25 Processes to remediate negative impacts	Acting Responsibly > Ethical Governance
	2-26 Mechanisms for seeking advice and raising concerns	Acting Responsibly > Ethical Governance Acting Responsibly > Business Integrity > Human Rights
	2-27 Compliance with laws and regulations	FY25 Annual Report on Form 10-K, p. 36
	2-28 Membership associations	Qualcomm Memberships and Industry Affiliations
	2-29 Approach to stakeholder engagement	About Qualcomm > Our Approach to Stakeholder Engagement
	2-30 Collective bargaining agreements	None of our US employees are covered by collective bargaining agreements. Outside the US, fewer than 50 percent of our employees are covered by collective bargaining agreements. Human Rights Statement
GRI 3: Material Topics 2021	3-1 Process to determine material topics	About Qualcomm > Our Priority Topics Operating Sustainably
	3-2 List of material topics	About Qualcomm > Our Priority Topics
	3-3 Management of material topics	Empowering Digital Transformation Acting Responsibly Operating Sustainably

GRI STANDARD	DISCLOSURE	LOCATION
Qualcomm Material Topic: Disaster preparedness and response		
GRI 306: Effluents and Waste	306-3 Significant spills	While Qualcomm operates a fabless business model, some of our manufacturing sites manage and use solvents and other chemicals. Additionally, several non-manufacturing sites maintain Spill Prevention, Control, and Countermeasure (SPCC) plans associated with diesel generator fuel storage. Across all locations, spill prevention and response programs are in place, and no spills meeting the GRI definition of "significant spills" occurred during the reporting period.
Qualcomm Material Topic: Employee acquisition, retention, and development		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Performance Summary > Turnover and Employee Engagement
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Acting Responsibly > Workforce > The Qualcomm Employee Experience Qualcomm Employee Benefits webpage
	401-3 Parental leave	Qualcomm Employee Benefits webpage
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Performance Summary > Employee Training and Development
	404-2 Programs for upgrading employee skills and transition assistance programs	Acting Responsibly > Workforce > The Qualcomm Employee Experience > Employee Training and Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Acting Responsibly > Workforce > The Qualcomm Employee Experience > Employee Training and Development
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Qualcomm has not been found liable for discrimination in any court of law in 2025.
Qualcomm Material Topic: Employee health and safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Acting Responsibly > Workforce > Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Acting Responsibly > Workforce > Health and Safety
	403-5 Worker training on occupational health and safety	Acting Responsibly > Workforce > Health and Safety
	403-6 Promotion of worker health	Acting Responsibly > Workforce > Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Acting Responsibly > Workforce > Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Acting Responsibly > Workforce > Health and Safety
	403-9 Work-related injuries	Acting Responsibly > Workforce > Health and Safety Performance Summary > Workplace Safety

GRI STANDARD	DISCLOSURE	LOCATION
Qualcomm Material Topic: Ethical business practices and government affairs		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	We conduct regular periodic evaluations of corruption-related risks, including review and, where necessary, adjustment of existing policies, procedures, guidelines, and controls, among others.
	205-2 Communication and training about anti-corruption policies and procedures	Acting Responsibly > Ethical Governance
	205-3 Confirmed incidents of corruption and actions taken	Qualcomm has not received any fines or penalties relating to confirmed incidents of corruption during 2025.
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Information related to legal actions in this regard is disclosed in our Annual Report on Form 10-K and in our Quarterly Reports on Form 10-Q. FY25 Annual Report on Form 10-K, p. 67 Investors Relations Website 10-Q Forms
GRI 415: Public Policy 2016	415-1 Political contributions	Political Contributions and Expenditures Policy Disclosures Under Political Contributions and Expenditures Policy
Qualcomm Material Topic: Privacy and cybersecurity		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	We have not identified any substantiated breaches of customer privacy or data in 2025 or in the three years prior. Performance Summary > Privacy and Security
Qualcomm Material Topic: Responsible supply chain management		
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	Operating Sustainably > Environmental Sustainability > Environmental Management in the Supply Chain
	308-2 Negative environmental impacts in the supply chain and actions taken	Acting Responsibly > Business Integrity > Responsible Supply Chain Management
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Qualcomm is unaware of any operations in which the right to exercise freedom of association and/or collective bargaining are at significant risk.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Qualcomm has done an assessment and is unaware of any operations in which there is a significant risk for incidents of child labor and young workers exposed to hazardous work. Acting Responsibly > Business Integrity > Responsible Supply Chain Management
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Qualcomm has done an assessment and is unaware of any operations in which there is a significant risk for incidents of forced or compulsory labor. Acting Responsibly > Business Integrity > Responsible Supply Chain Management
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	100 percent of security personnel are trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	Acting Responsibly > Business Integrity > Responsible Supply Chain Management
	414-2 Negative social impacts in the supply chain and actions taken	Acting Responsibly > Business Integrity > Responsible Supply Chain Management

GRI STANDARD	DISCLOSURE	LOCATION
Qualcomm Material Topic(s): Responsible resource use; Pollution		
GRI 102: Climate Change	102-1 Transition plan for climate change mitigation	Operating Sustainably > Environmental Sustainability TCFD Index
	102-2 Climate change adaptation plan	Operating Sustainably > Environmental Sustainability TCFD Index
	102-4 GHG emissions reduction targets and progress	Progress Against our Goals
	102-5 Scope 1 GHG emissions	Performance Summary > GHG Emissions
	102-6 Scope 2 GHG emissions	Performance Summary > GHG Emissions
	102-7 Scope 3 GHG emissions	Performance Summary > GHG Emissions
	102-8 GHG emissions intensity	Performance Summary > GHG Emissions
	102-9 GHG removals in the value chain	Not applicable, Qualcomm does not use GHG removals.
	102-10 Carbon credits	Not applicable, Qualcomm does not purchase carbon credits.
GRI 103: Energy	103-1 Energy policies and commitments	Environmental, Health, and Safety Policy Operating Sustainably > Resource Management > Energy
	103-2 Energy consumption and self-generation within the organization	Performance Summary > Direct Energy Consumption by Primary Energy Source; Indirect Energy Consumption by Primary Energy Source; Energy Management in Manufacturing
	103-3 Upstream and downstream energy consumption	Performance Summary > Direct Energy Consumption by Primary Energy Source; Indirect Energy Consumption by Primary Energy Source; GHG Emissions
	103-4 Energy intensity	Performance Summary > Energy and Air Quality
	103-5 Reduction in energy consumption	Performance Summary > Energy and Air Quality
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	Operating Sustainably > Resource Management > Water
	303-2 Management of water discharge-related impacts	Operating Sustainably > Resource Management > Water
	303-3 Water withdrawal	Performance Summary > Water Management
	303-4 Water discharge	Performance Summary > Water Management
	303-5 Water consumption	Performance Summary > Water Management

GRI STANDARD	DISCLOSURE	LOCATION
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	Operating Sustainably > Resource Management > Waste; Pollution Prevention
	306-2 Management of significant waste-related impacts	Operating Sustainably > Resource Management > Waste; Pollution Prevention
	306-3 Waste generated	Performance Summary > Waste Management
	306-4 Waste diverted from disposal	Performance Summary > Waste Management
	306-5 Waste directed to disposal	Performance Summary > Waste Management
Qualcomm Material Topic: Technology as a solution		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Empowering Digital Transformation > Breakthrough Inventions; Ecosystem Enablement
	203-2 Significant indirect economic impacts	Empowering Digital Transformation > Breakthrough Inventions; Ecosystem Enablement, Expanding Access

SASB Index

TOPIC & SASB CODE	METRIC	SOURCE
GHG Emissions **TC-SC-110a.1**	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds *Metric tons (t) CO_2e*	Operating Sustainably > Environmental Sustainability Performance Summary > GHG Emissions
GHG Emissions **TC-SC-110a.2**	(1) Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, (2) emissions reduction targets and (3) an analysis of performance against those targets *Discussion & analysis*	Operating Sustainably > Environmental Sustainability 2025 CDP Response, p. 29–33
Energy Management in Manufacturing **TC-SC-130a.1**	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable *Gigajoules (GJ), Percentage (%)*	Performance Summary > Energy Management in Manufacturing
Water Management in Manufacturing **TC-SC-140a.1**	(1) Total water withdrawn and (2) total water consumed, percent of each in regions with High or Extremely High Baseline Water Stress Thousand cubic meters (m^3), Percentage (%)	Performance Summary > Water Management
Waste Management in Manufacturing **TC-SC-150a.1**	(1) Amount of hazardous waste from manufacturing and (2) percentage recycled *Metric tons (t), Percentage (%)*	Performance Summary > Waste Management
Employee Health & Safety **TC-SC-320a.1**	(1) Description of efforts to assess, monitor and reduce exposure of employees to human health hazards	Acting Responsibly > Workforce > Health and Safety
Employee Health & Safety **TC-SC-320a.2**	(1) Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations *Dollars ($)*	Performance Summary > Workplace Safety

TOPIC & SASB CODE	METRIC	SOURCE
Recruiting & Managing Global and Skilled Workforce **TC-SC-330a.1**	(1) Percentage of employees that are foreign nationals *Percentage (%)*	Performance Summary > Workforce Implementing our business strategy requires specialized engineering talent. We support existing and future employees through a dedicated team of talent acquisition specialists. We also have experts who support the Company's hiring and recruitment efforts. We also engage in public policy efforts that contribute to the laws that support the Company's ability to develop leading-edge technologies, and the innovation-based global economy. FY25 Annual Report on Form 10-K, p.24
Product Lifecycle and Management **TC-SC-410a.1**	(1) Percentage of products by revenue that contain IEC 62474 declarable substances *Percentage (%)*	Performance Summary > Product Lifecycle and Management
Product Lifecycle and Management **TC-SC-410a.2**	(1) Processor energy efficiency at a system-level for servers, (2) processor energy efficiency at a system-level for desktops and (3) processor energy efficiency at a system-level for laptops	We do not disclose single percentages for these product categories as defined by this metric. Due to the numerous and diverse types of products in our portfolio, as well as the continued release of new products, we believe it is more relevant to report on our efforts around product efficiency in performance and discuss our sustainable product design efforts. For more information on our efforts to design products in a sustainable and responsible manner, please see our Sustainable Product Design. For more information on Qualcomm® Quick Charge™ technology, please see our Quick Charge 5 webpage. For more information on our AI-related products and power efficiency as a primary area of AI research and development, please see our AI webpage. For more information on our Company's efforts around 5G IoT, please see our 5G IoT webpage.
Materials Sourcing **TS-SC-440a.1**	(1) Description of the management of risks associated with the use of critical materials	Confirm Free Minerals webpage
IP Protection and Competitive Behavior **TS-SC-520a.1**	(1) Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Information related to litigation and legal proceedings is disclosed in our Annual Report on Form 10-K and in our Quarterly Reports on Form 10-Q. FY25 Annual Report on Form 10-K, p.67 Investors Relations Website 10-Q Forms

TCFD INDEX

TCFD RECOMMENDATION	QUALCOMM DISCLOSURE
Governance: Disclose the organization's governance around climate-related risks and opportunities	
a) Describe the board's oversight of climate-related risks and opportunities	About Qualcomm > Our Corporate Responsibility Governance Operating Sustainably > Environmental Sustainability
b) Describe the management's role in assessing and managing climate-related risks and opportunities.	Operating Sustainably > Environmental Sustainability
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning. c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy and financial planning.	Operating Sustainably > Environmental Sustainability
Risk Management: Disclose how the organization identifies, assesses and manages climate-related risks.	
a) Describe the organization's process for identifying and assessing climate-related risks. b) Describe the organization's processes for managing climate-related risks. c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Operating Sustainably > Environmental Sustainability
Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	
a) Disclose the metrics used by the organization to assess climate- related risks and opportunities in line with its strategy and risk-management process. b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks. c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Operating Sustainably > Environmental Sustainability Progress Against our Goals Performance Summary > Energy and Air Quality; GHG Emissions; Direct Energy Consumption by Primary Energy Source; Indirect Energy Consumption by Primary Energy Source; Energy Management in Manufacturing

About This Report

Since our founding in 1985, Qualcomm has been committed to bettering the communities where we live and work. We have been producing an annual corporate responsibility report since 2006.

Boundary and Scope

This report covers our fiscal year 2025: September 30, 2024 to September 28, 2025. In some instances, data is collected and reported on a calendar rather than on a fiscal year basis. Such exceptions, as well as any other exceptions to the reporting period, are noted within the report. Financial data is reported in US dollars. The information and data in this report includes Qualcomm Incorporated and its consolidated subsidiaries, unless otherwise stated.

Disclosure and Assurance

This report has been prepared with reference to the TCFD, GRI, and SASB standards. The content of this report was developed using GRI's "principles for defining report content": materiality, completeness, stakeholder inclusiveness, and sustainability context. Our use of the materiality principle aligns with GRI's definition and encompasses our whole value chain, but it is not the same materiality relevant in regulatory or other guidance used around the world, including but not limited to, for SEC purposes or as defined in the standards underlying the EU CSRD. Therefore, issues deemed material for the purposes of this report may not rise to the level of materiality for SEC or other reporting purposes.

Our energy, air quality, and GHG emissions data have been third party verified. The report as a whole has not been externally assured. Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements.

Information concerning external initiatives, partnerships, or strategic programs is based solely on publicly available materials and has not been prepared, compiled, independently verified, or assured by Qualcomm. While such information is believed to be accurate and the sources from which it has been obtained are believed to be reliable, Qualcomm does not accept any responsibility for the content of such information and does not guarantee the accuracy, adequacy, or completeness of any such third party information. Additional information about our operations and financial statements is available in our Annual Report on Form 10-K.

Additional information about corporate responsibility at Qualcomm is available at ESG & Corporate Responsibility webpage.

Forward-Looking Statements

This report contains forward-looking statements within the meaning of the US federal securities laws. Forward-looking statements are any statements other than statements of historical fact. These statements are often indicated by words or phrases such as "anticipate," "expect," "estimate," "seek," "plan," "believe," "could," "intend," "will," and similar words or phrases. Forward-looking statements represent our current judgment about possible future events. In making these statements, we rely upon assumptions and analysis based on our experience and perception of historical trends, current conditions, and expected future developments, as well as other factors we consider appropriate under the circumstances. We believe these judgments are reasonable, but these statements are not guarantees of any future events, outcomes, or financial results, and involve risks and uncertainties that may cause actual results to differ materially from those contained in the forward-looking statements. While we believe that our assumptions are reasonable, we caution that it is very difficult to predict the impact of known factors, and it is impossible for us to anticipate all factors that could affect our actual results. Accordingly, we caution you not to place undue reliance on these statements. Material factors that could cause actual results to differ materially from our expectations are summarized and disclosed under the "Risk Factors" section of our most recently filed period reports on Form 10-K and Form 10-Q and subsequent filings. Forward-looking statements speak only as of the date they are made, and we undertake no obligation to update publicly or otherwise revise any forward-looking statements, whether as a result of new information, future events, or other factors that affect the subject of these statements, except where we are expressly required to do so by law.