



GRI

The Global Reporting Initiative Index



Standard Disclosure	Description	Pages	Further Explanation
1	Strategy and Analysis		
1.1	Statement from the most senior decision-maker of the organization.	3	
2	Organizational Profile		
2.1	Name of the organization.	7	
2.2	Primary brands, products, and/or services.	7, 8	Additional information available in our Corporate Overview .
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	8	Additional information available on our corporate structure and businesses .
2.4	Location of organization's headquarters.	7, 18	
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	18	
2.6	Nature of ownership and legal form.	7	
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	9	Additional information available in 10-K/Annual Report .
2.8	Scale of the reporting organization.	9	Additional information available in 10-K/Annual Report .
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	4	
2.10	Awards received in the reporting period.	19	Current list of awards .
3	Report Parameters		
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	4	
3.2	Date of most recent previous report (if any).	4	
3.3	Reporting cycle (annual, biennial, etc.).	4	
3.4	Contact point for questions regarding the report or its contents.	4	
3.5	Process for defining report content.	4	
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	4	
3.7	State any specific limitations on the scope or boundary of the report.	4	
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	4	

Standard Disclosure	Description	Pages	Further Explanation
3	Report Parameters (continued)		
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	4	
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	4	
3.12	Table identifying the location of the Standard Disclosures in the report.	50-54	
4	Governance, Commitments, and Engagement		
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	10	Additional information available on our corporate governance .
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	10	Additional information available on our corporate governance .
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	10	Additional information available on our corporate governance .
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	11	Additional information available on our corporate governance .
4.14	List of stakeholder groups engaged by the organization.	13	
4.15	Basis for identification and selection of stakeholders with whom to engage.	4, 13	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	13	
EC	Economic		
EC1*	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	9, 29	Additional information available in 10-K/Annual Report .
EC3	Coverage of the organization's defined benefit plan obligations.	10	
EC5*	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	22	General entry wage level information provided.
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	17	
EC8*	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	32-37	General public benefit information provided.
EC9*	Understanding and describing significant indirect economic impacts, including the extent of impacts.	32-37	General indirect economic impact information provided.

*Partially covered in report.





Standard Disclosure	Description	Pages	Further Explanation
EN	Environmental		
EN1*	Materials used by weight or volume.	14-15	
EN2*	Percentage of materials used that are recycled input materials.	14-15	
EN3	Direct energy consumption by primary energy source.	42	
EN4	Indirect energy consumption by primary source.	42	
EN5	Energy saved due to conservation and efficiency improvements.	41, 45	
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	15-16	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	27, 45-46	
EN8*	Total water withdrawal by source.	43	Water usage for Headquarters provided.
EN10*	Percentage and total volume of water recycled and reused.	43	Recycled water and reuse for Headquarters provided.
EN13*	Habitats protected or restored.	47-48	
EN16	Total direct and indirect greenhouse gas emissions by weight.	42	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	41-48	
EN20	NOx, SOx, and other significant air emissions by type and weight.	42	
EN22	Total weight of waste by type and disposal method.	46	
EN23	Total number and volume of significant spills.	41	
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	14-16	
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	41	
LA	Social: Labor Practices and Decent Work		
LA1*	Total workforce by employment type, employment contract, and region.	9	Total workforce by region and employment type provided.
LA2*	Total number and rate of employee turnover by age group, gender, and region.	21	General information on voluntary turnover provided.
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	22	
LA4	Percentage of employees covered by collective bargaining agreements.	22	
LA5*	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	22	General information provided.

*Partially covered in report.

Standard Disclosure	Description	Pages	Further Explanation
LA	Social: Labor Practices and Decent Work (continued)		
LA6*	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	23	General information provided.
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	23	
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	23, 38	
LA9	Health and safety topics covered in formal agreements with trade unions.	22	
LA10	Average hours of training per year per employee by employee category.	24	
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	24, 25, 30	
LA12	Percentage of employees receiving regular performance and career development reviews.	22	
LA13*	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	25	Breakdown of employees provided by gender, age group, minority group membership, and other indicators of diversity.
LA14	Ratio of basic salary of men to women by employee category.	22	
HR	Social: Human Rights		
HR4	Total number of incidents of discrimination and actions taken.	22	
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	22	
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	22	
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	22	
SO	Social: Society		
SO2	Percentage and total number of business units analyzed for risks related to corruption.	11	
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	12	

*Partially covered in report.



Global Reporting Initiative (GRI)

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Standard Disclosure	Description	Pages	Further Explanation
SO	Social: Society (continued)		
SO4	Actions taken in response to incidents of corruption.	11	
SO5*	Public policy positions and participation in public policy development and lobbying.	10	General information for United States provided.
SO6*	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	10	Detailed information for United States provided.
PR	Social: Product Responsibility		
PR1*	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	14-15	General discussion of our product responsibility reported. Percentage of significant products subject to procedures reported.
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	14-15	
PR6*	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	12	General information provided.
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	12	
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	15	

*Partially covered in report.





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Qualcomm Social Responsibility Report



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