# 2017 Qualcomm Sustainability Report

Qualcomm

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# Message from Our CEO

As CEO, I am frequently asked what my vision is for Qualcomm. The short answer is to continue to be the inventors for what's next in the increasingly smart and connected world. With our legacy of mobile technology invention, executional excellence and deep investment in research and development, we have a tremendous opportunity to provide the technical foundation for others to build unprecedented and yet-to-be-defined products, experiences and new industries. The number of industries that we impact has grown dramatically since our founding in 1985, and it will continue to grow as 5G proliferates.

As an industry leader, we create value for all our stakeholders, including investors, employees, customers, suppliers and the global communities in which we live and work. At Qualcomm, doing business responsibly means developing technology that positively transforms the world, operating with unquestioned integrity, providing a respectful, inclusive workplace and much more.

Throughout 2017, we delivered on this value proposition in many ways. As members of our global community, we support the United Nations Sustainable Development Goals (SDGs) and believe that investments in technology are key to empowering communities worldwide. For example, our Qualcomm® Wireless Reach™ program demonstrates new and innovative ways to utilize mobile technology to achieve sustainable development, and over the last 10 years has positively impacted more than 12 million people in 47 countries. This report highlights the work we are doing to address the SDGs across our sustainability programs.

We remain committed to recruiting, retaining and building upon our inclusive and diverse workforce. Earlier this year, I joined other CEOs and business leaders in signing the "CEO Action for Diversity and Inclusion" pledge, agreeing to promote diversity and inclusion values and to foster an open exchange of ideas and corporate culture best practices. One initiative supporting this commitment is our Qualcomm® Thinkabit Lab™, which has

engaged thousands of diverse students in career and hands-on engineering activities that focus on collaboration and innovation to help inspire young people to create, invent and choose a science, technology, engineering and mathematics (STEM) career. I'm proud of our programs and initiatives in this area and look forward to continuing our collective work to help drive results that will benefit the greater society.

I am also very proud of the support we've provided to those in the United States, Mexico and multiple Caribbean nations affected by the natural disasters of 2017. To assist with disaster relief, response and rebuilding efforts, Qualcomm and the Qualcomm Foundation committed to donate a combined $2.25 million to a range of organizations providing shelter, emergency services, food and other needed near-term supplies, as well as toward long-term recovery programs. This pledge included funds earmarked to match our employees' personal donations to support these causes beyond our regular charitable match program annual limits.

While our strong commitment to technology leadership will help drive an era of rapid innovation unlike anything we have seen before, we will continue to invent technologies that help empower people and enhance the quality of life around the globe. We are committed to changing the world through our efforts to do business in a responsible and sustainable manner.

**Steve Mollenkopf**
Chief Executive Officer

# Our Sustainability Priorities

In 2015, we worked with consultants from **Business for Social Responsibility (BSR)**, a global nonprofit business network and consultancy dedicated to sustainability, to conduct our second materiality assessment – a strategic analysis of our sustainability priorities (we conducted our first in 2013). This materiality assessment included both research and interviews with key leaders from across the Company and helped us prioritize the sustainability issues that are most important to our business and to our key stakeholders. By identifying our top sustainability priorities, we can focus our resources, programs and reporting on these core topics.

## Transformative Technology

**Solutions for a sustainable world.**
Our innovations are helping empower people and enhance quality of life around the globe.

## Sustainable Product Design

**Protecting people and the planet.**
We're focused on creating products in ways that prevent harm to individuals, communities and the environment, and sustainably procuring materials and minerals.

## Privacy and Security

**Promoting data protection across the mobile ecosystem.**
In our Company, in our products and in the mobile industry, we're working to process personal data responsibly and to make data more secure, while helping end-users leverage the value of their mobile devices in new and exciting ways.

## STEM Education

**Cultivating tomorrow's workforce.**
We're working to promote and improve science, technology, engineering and mathematics (STEM) education at all levels and to expand opportunities for underrepresented students.

## Inclusion and Diversity

**Creating a Company that reflects the world.**
We embrace diversity among our employees and recognize that including our varied backgrounds, experiences and ideas are critical to our success.

## Ethical Governance

**Doing business "The Qualcomm Way."**
We're committed to doing business with unquestioned integrity – respecting our customers, business partners and each other.

# Our Key Accomplishments

What follows is a summary of the progress made on our sustainability priorities and key accomplishments towards achieving our 2030 sustainability vision and 2020 sustainability goals during fiscal 2017. We also highlight how our various programs and activities help support the United Nations (UN) Sustainable Development Goals.

# Qualcomm® Wireless Reach™
## Solutions for a sustainable world

Over the last ten years, Qualcomm has benefitted over 12 million people through Wireless Reach, our strategic corporate social responsibility initiative that brings advanced wireless technology to underserved communities globally. Wireless Reach invests in programs that foster entrepreneurship, aid in public safety, enhance the delivery of health care, enrich teaching and learning and improve environmental sustainability.

With 119 programs in 47 countries, Wireless Reach has collaborated with more than 650 organizations to improve lives through programs that strengthen economic and social development, and leverage mobile technology in line with the UN Sustainable Development Goals.

| 119 programs | 47 countries | 12 million+ beneficiaries |
| --- | --- | --- |

**UN Sustainable Development Goals Addressed**

1 NO POVERTY · 3 GOOD HEALTH AND WELL-BEING · 4 QUALITY EDUCATION · 5 GENDER EQUALITY · 8 DECENT WORK AND ECONOMIC GROWTH · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 10 REDUCED INEQUALITIES · 13 CLIMATE ACTION · 17 PARTNERSHIPS FOR THE GOALS

# China: Using mobile technology to modernize education and alleviate poverty

In China, there are more than 40 million children living in impoverished areas. The development levels of these children, particularly in health and education, are far behind the average. The Qualcomm 21st Century Classroom program, a collaboration between Wireless Reach and the China Children and Teenagers' Fund (CCTF), is a mobile broadband-based learning program that has developed a cutting-edge, 21st century learning environment in select classrooms at three schools located in government-designated, poverty-stricken areas in the Sichuan Province.

| 200 teachers trained | 4,000 students taught |
|---|---|

The Qualcomm 21st Century Classroom program supports the Chinese government's use of information and communications technology (ICT) to modernize education and reduce poverty. Mobile technology has fundamentally changed access to educational materials and this collaboration enables even greater opportunities to enrich teaching and learning, and address learning disparities by decreasing the digital divide.

Since program implementation began in late 2015, 200 teachers and 4,000 students - ages 7 to 15 - have benefited. Teachers have received a total of 152 hours of instructor-led trainings, and 80 percent of teachers who participated in the trainings report their teaching skills and ICT knowledge have improved. In addition, over 450 teaching materials have been created and shared via an online platform. Based upon the program results achieved in the Sichuan Province, Wireless Reach is collaborating with CCTF to expand the program to additional schools in the Jiangxi province.

## India: Creating technology-based entrepreneurship opportunities for rural youth

In India, approximately 70 percent of the nation's 1.3 billion people live in rural areas. Largely due to poverty and illiteracy, many of these citizens are unaware of government entitlements that exist to help them. In addition, they may not have access to the internet, which could provide information about programs for which they are eligible.



The Soochnapreneur program, a collaboration between Wireless Reach and the Digital Empowerment Foundation (DEF), equips rural youth with advanced wireless technologies that enable them to become entrepreneurs and deliver much-needed information about government entitlements and other digital services to citizens as a fee-based service. These youth are called Soochnapreneurs – a name derived from the words "Soochna," which means 'information' in Hindi, and "entrepreneur." Through this program, rural youth can earn a livelihood, help lift their families out of poverty and contribute to their communities. Since the program began, 100 Soochnapreneurs have assisted over 8,000 rural beneficiaries in applying for benefits, such as housing and emergency medical expense coverage or maternal benefits, and have earned an average monthly income of Rs. 1,600 through delivery of these services.

| 100 Soochnapreneurs | 8,000+ rural beneficiaries |
|---|---|

This program aligns with the Government of India's Digital India Plan with a focus of empowering citizens through ubiquitous access to the internet and spreading the use of mobile phones. The Soochnapreneur program demonstrates how advanced wireless technology helps bridge poverty gaps for rural citizens through access to information and delivery of services to those most in need. Given its success, Wireless Reach and DEF plan to add an additional 100 Soochnapreneurs, with a focus on recruiting women.

> Through this program, rural youth can earn a livelihood, help lift their families out of poverty and contribute to their communities.

# Philippines: Improving public health data management systems with wireless access

The Philippine Field Health Service Information System (FHSIS) is the government's major resource for managing public health data. Data from the system is used for policy analysis and planning at all levels of the public health system. Most of the data originates during patient care at barangay (village) health stations, city health centers, rural health units and hospitals. It is up to the doctors, nurses and other healthcare providers at these facilities to treat patients, record their information and assemble clinic-wide reports. Traditionally, health care providers collect this information manually, recording on paper, which can be labor intensive and prone to errors. An electronic medical record system can improve access to quality patient records for clinicians and data to the FHSIS.

Supported by Wireless Reach, and in collaboration with various stakeholders through a multi-sector collaboration, the Wireless Access for Health (WAH) program is designed to improve health care in the Philippines by reducing the time required to record and report health data, while also improving access to accurate and relevant patient information for frontline health care workers, clinicians and decision makers. WAH leverages new and innovative technology to improve the quality and timeliness of data at health clinics. The ability to easily view, record and share patient information across multiple devices within a health clinic allows clinicians to complete patient consultations earlier in the day and provide more support to community health workers.

| 160+ clinics | 1.3 million+ patients served |
|---|---|
| 28 provinces | 3,300+ clinicians trained |

The WAH platform has been successfully adopted in more than 160 clinics in 28 provinces in the Philippines, serving on average 8,500 patients a day. More than 3,300 clinicians have been trained on the platform and many have confirmed improvements in their ability to generate reports and retrieve and store information. The time-savings from the use of mobile has resulted in over 1.36 million patients served since the start of the program. Patient care has improved and health visits have increased as they are handled more efficiently, having reduced the time needed to search paper records from several minutes to mere seconds. Local governments are committed to sustaining and growing WAH and have incorporated its efforts into their budgets, including allocations for mobile devices, personnel and system maintenance.
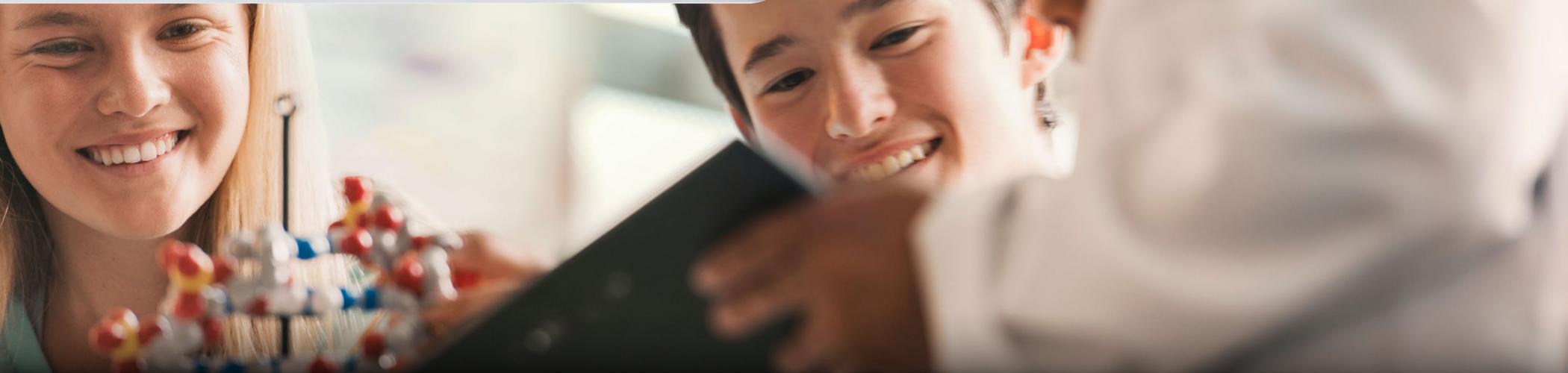
# Qualcomm® Thinkabit Lab™
## Inspiring the next generation of STEM inventors

We are focused on building the wireless world of the future and aim to show students that they can be a part of inventing that future. The Thinkabit Lab is a combination engineering lab, makerspace and classroom for students from all cultural and socioeconomic backgrounds. The unique Thinkabit Lab experience exposes students to STEM concepts and careers that are essential to tomorrow's workforce – not only at Qualcomm but in every aspect of building the wireless, Internet of Things (IoT) and 5G ecosystems.

Since the original Thinkabit Lab opened at our headquarters in 2014, more than 13,300 students have experienced our signature, hands-on engineering projects and QWOW™ (Qualcomm® World of Work) career exploration activities. Building on our success, we enhanced and expanded the Thinkabit Lab program in 2017 by creating the Thinkabit Lab Toolkit and growing our Thinkabit Lab Signature Activities. Our primary goal for expanding is to inspire students irrespective of geographic location, help close the STEM skills gap and grow an inclusive, diverse future workforce.

| 13,300+ students | 370+ classes | 2,300+ parents, teachers and administrators |
|---|---|---|

**UN Sustainable Development Goals Addressed**

| 4 QUALITY EDUCATION | 5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH | 10 REDUCED INEQUALITIES |
|---|---|---|---|

## Providing free Thinkabit Lab resources to broaden our impact

As part of our Inspired by Thinkabit Lab expansion initiative, we announced the creation of the Thinkabit Lab Toolkit. This free, online set of resources helps schools and other organizations, regardless of their location, create their own Inspired by Thinkabit Lab experiences. Based on lessons learned at our original Thinkabit Lab, the Toolkit provides step-by-step guidance on how to develop and implement our engaging, hands-on engineering projects and career exploration activities. Currently, there are more than 20 Inspired by Thinkabit Lab sites in various stages of development across the United States and exploration globally.

In addition to our Inspired by Thinkabit Lab sites, we continue to work with universities, such as the University of Michigan (U-M). We are collaborating with U-M's College of Engineering, Center for Engineering Diversity and Outreach and Office of Student Affairs to provide students in Detroit and southeast Michigan with a Thinkabit Lab experience. The new lab is located inside the Michigan Engineering Zone, an innovative makerspace within the U-M Detroit Center downtown. In its first year of operations, the lab will serve more than 1,500 students from 20 schools throughout the Detroit Public Schools Community District.

> "We are committed to contributing our industry knowledge and experience to the community and other organizations interested in establishing STEM programs. Our intent is to advance our wireless ecosystem and better prepare students to thrive in a diverse workforce."
>
> – Erin Gavin, Director, Thinkabit Lab
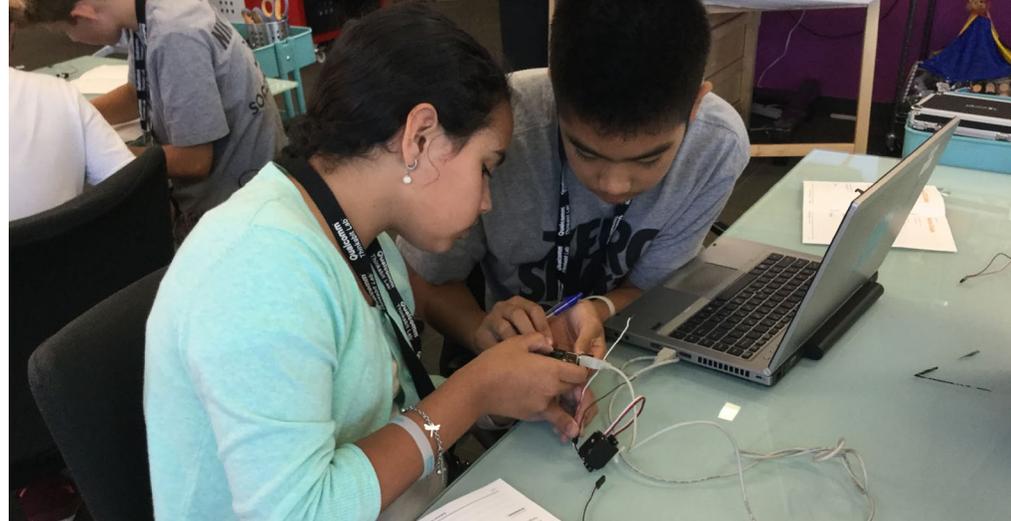
## Integrating IoT into the Thinkabit Lab experience

We also expanded our Thinkabit Lab Signature Activities to provide students with innovative experiences and integrated learning concepts in growing STEM fields, such as invention, IoT, creative robotics and communications. Exposing students to these topics is important because devices are becoming increasingly connected with one another; in the future, this interconnectedness will be a part of everyday life.

Today's students need to understand how IoT and other new technologies will positively impact their future so that they can be prepared to pursue careers in these exciting STEM areas. For example, during the QWOW IoT activity, students become inventors and imagine a world in which "things" such as mobile devices, thermostats, appliances and motion sensors discover each other, connect, interact wirelessly and intelligently respond to human needs. Working in small groups as "start-up companies," the students then use the design process to dream up IoT-based inventions that can help others in the areas of consumer electronics, smart homes, smart cities, voice and music. One group of students envisioned a drone delivering food to people in need, such as starving people in rural areas or people in areas affected by natural disasters. They represented their invention by attaching a piece of fruit to the end of a popsicle stick, connected the stick to a motor and programmed the motor to rotate.

## Qcamp™ reaches even more students across the United States and China

Qcamp is our free-of-charge, intensive summer camp program designed to introduce and solidify middle school students' interest in STEM. Building on three years of success, our 2017 Qcamp program expanded to include a total of 10 one-week camps at various locations in San Diego, California; the Washington D.C. metro area; and Beijing, China. We collaborated with schools, libraries and nonprofit organizations, such as the American Association of University Women, to host Qcamps. Together, we provided approximately 250 girls and boys of diverse cultural and socioeconomic backgrounds with creative, engaging, hands-on career exploration and engineering activities. Attended by more than 60 girls and eight science teachers from rural parts of China, a week-long Qcamp was hosted in Beijing in collaboration with the Children and Youth Science Center of China Association for Science and Technology. Additionally, activities hosted at the Thinkabit Lab with Virginia Tech in the National Capital Region focused on technologies in growing STEM fields, such as the IoT, smart cities, creative robotics and electronics, and environmental sensors and monitoring.
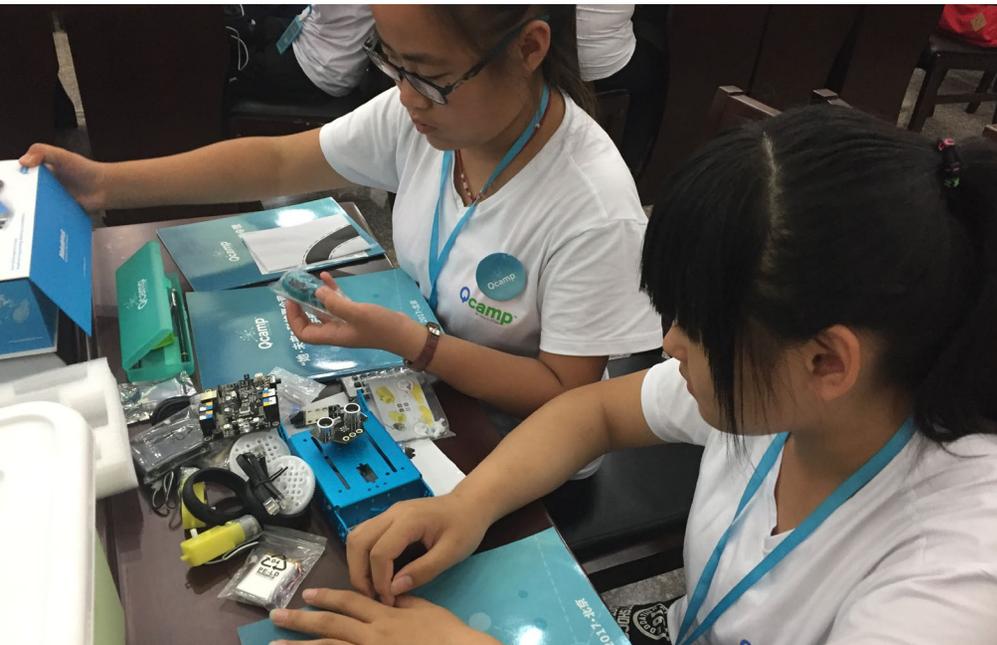
## Thinkabit Lab at Virginia Tech celebrates a very successful first year

We celebrated a successful first year of operations at the Thinkabit Lab at Virginia Tech. The lab is led by Virginia Tech's Department of Engineering Education in the College of Engineering and School of Education in the College of Liberal Arts and Human Sciences. More than 5,200 students of all ages and their teachers visited the lab at Virginia Tech's Falls Church campus in the National Capital Region. For many of the students, the experience provided their first exposure to STEM careers and engineering concepts as well as their first opportunity to create their own unique robotic inventions. The impact of our collaboration with Virginia Tech continues to grow with the creation of multiple Inspired by Thinkabit Lab environments in schools and libraries throughout Virginia.

> "We know that STEM skills can enhance every student's future, regardless of their field of study. The Thinkabit Lab collaboration with Qualcomm will allow us to join complementary strengths and work synergistically to create opportunities and lower barriers."
>
> – Tim Sands, President, Virginia Tech

# Global Inclusion and Diversity
## Creating a Company that reflects the world

As part of an innovative and collaborative community, we remain committed to a diverse and inclusive work environment that embraces the differences of our employees and seeks to create an environment where everyone can contribute and prosper. We promote inclusive practices across our departments and have proudly seen an increase in our levels of innovation, creativity and engagement.

Over the years, we have created and implemented a robust framework of programs to support our diversity and inclusion efforts and have established strong collaborations with various external stakeholders to help embed those values throughout our industry and beyond. We continue to build a strong, vibrant culture at Qualcomm and we are proud of our accomplishments to date. However, we know that there is still a lot that needs to be done to achieve our goals in the coming years.

**UN Sustainable Development Goals Addressed**

4 QUALITY EDUCATION
5 GENDER EQUALITY
10 REDUCED INEQUALITIES

## Empowering women and girls in STEM

We are dedicated to the personal and professional growth of women in technology around the world. We provide our employees with continuous programming around mentorship, professional development trainings and access to conferences, community outreach opportunities, inspiring guest speakers and networking events. Our female employee networks collaborate extensively with organizations that focus on supporting girls and women in technology, such as Girl Develop It, Girls who Code, Girl Geek and Athena, to name a few. They also engage in the Big Brother Big Sister program, where our employees work with local female students as mentors and to introduce careers in STEM. We also sponsored nearly 300 of our employees globally to attend the technical conferences of Grace Hopper, Grace Hopper India, National Society of Black Engineers, Society of Hispanic Professional Engineers and IEEE Women in Leadership. This year, over 10 employees were featured as conference speakers, representing the Company and serving as leaders in the evolving technology space.

Our offices in India and Singapore both launched women's employee networks this past year.  In Hyderabad, we started 'Lean In' circles and coordinated events to celebrate International Women's Day, and in Singapore, we hosted two large internal events around strengthening relationships. Employees from our offices in Ireland, U.K. and Israel came together for the first time to start building programs that will offer the opportunity to improve understanding of each other and explore ways to do more STEM outreach in their communities.

In September, we launched a pilot program called Leadhership1, which is operated by AnitaB.org. Designed to engage and retain over 100 rising women technologists in the U.S., China and India – the program offers coaching sessions to participants to help them build their skills and confidence and exposure to new opportunities.

## WeTech: Collaborating to build the pipeline of girls and women in STEM fields

The Women Enhancing Technology (WeTech®) program is a collaboration between Qualcomm, the Institute of International Education (IIE) and other private sector organizations. It aims to build the pipeline of girls and women in STEM fields by linking them to opportunities including university scholarships, leadership and technical-skills training and mentorships. During the 2016-2017 academic year, we worked with IIE to launch our WeTech Qualcomm Global Scholars program in China, India, South Korea and Taiwan; to date, we have provided scholarship funds to 65 female college students who are pursuing STEM degrees and paired them with our employees who served as mentors to them throughout the year. This program provides the scholars with an opportunity to gain academic experiences, access a network of industry professionals and improve both their confidence and communication skills. The mentors also benefit from the program by improving their leadership techniques, giving back to the community and sharing in the successful progress of their mentees.

Previous program participants have launched their own startups, earned competitive internships at top tech companies and obtained funding for cutting-edge research studies published in international journals. During the 2017-2018 academic year, we have committed to expanding our global impact through WeTech by continuing these efforts, and aim to select more than 50 scholars from these countries. We are working closely with our international offices to implement this program and to recruit mentors for these young women in STEM.

## Outreach to veterans and people with disabilities

In May, we hosted a free educational and networking event called Career Connect that engaged and supported 30 veterans and individuals with disabilities seeking meaningful employment. It included a high-level overview of Qualcomm, an interview and networking workshop and the opportunity to connect with recruiters and hiring managers from several companies across San Diego. In addition, we are committed to the U.S. Business Leadership Network's Going for the Gold Project, and have received external recognition for our various efforts. We are ranked by G.I. Jobs Magazine's ''Top 100 Military Friendly Companies'' and have scored 100 on the U.S. Business Leadership Network Disability Equality Index each year since its inception. We were also granted the Freedom Award for our support of active members by sending care packages to our deployed employees and providing the necessary support for their families.

> ## "Top 100 Military Friendly Companies"
> G.I. Jobs Magazine

> ## Scored 100 out of 100
> on the U.S. Business Leadership Network Disability Equality Index

## Promoting inclusion at Qualcomm and in our communities

Qualcomm Employee Networks (ENs) are employee-driven, enterprise-supported networks, focused on promoting the professional growth of our employees. They offer collaboration and encouragement among employees; in the greater community, they promote and demonstrate inclusion and diversity at Qualcomm. We offer nine unique ENs that support specific employee populations around the world: women, Africans and African Americans, Latinos, military veterans, millennials, the lesbian, gay, bisexual or transgendered (LGBT) community and employees with disabilities, as well as employees who are caregivers of those with special needs. Currently, we have over 30 EN chapters around the world and our goal is to continue strategically expanding.

Here are just a few examples of activities offered by our ENs this past year:

- We celebrated LGBT Pride during the month of June with a variety of events led by our EN that fosters a safe, inclusive, supportive and open work environment for all employees, regardless of sexual orientation, gender identity or gender expression. Several of our campuses, including our corporate headquarters, flew rainbow flags throughout June, and our CEO and other executives walked in the San Diego Pride Parade for the third consecutive year. EN-led activities ranged from a webinar that educated employees on how to create LGBT-inclusive workplaces to a volunteer event that assembled LGBT school resource and engagement kits benefitting PFLAG – a nonprofit organization that offers support, education and advocacy to LGBT persons and their families and friends.

- Our EN focused on the African and African American community provided STEM outreach to local schools and universities in San Diego by inviting students and introducing them to our technology and careers in tech, as well as attending local community events. The network also worked closely with our campus recruiting team on conferences and university engagements with the objective of helping identify talent. On campus, they organized a film festival with weekly networking opportunities.

- Our EN that promotes Latino culture, values and heritage offered numerous community building and empowerment programs. They sponsored university hackathons, engaged in engineering conferences and nominated our first TECHNOLOchicas – a national initiative of the National Center for Women & Information Technology and other entities designed to raise STEM awareness in the Latino community. In addition, they led a full month of events around food, music and cultural awareness during Hispanic Heritage Month.

- Our fastest growing employee population is from the millennial generation; therefore, we have two ENs targeted specifically at engaging both university students and millennials within our workforce. They organized professional development trainings, "new hire lunches" and other social activities that promote friendships and a sense of community, such as hiking, sailing and dance classes. They also hosted a demo day featuring different products being developed by Qualcomm, building tours showcasing our labs, book talks with various trending authors and a technical trivia night of Qualcomm facts and history.

> "My goal is to make sure that everyone has equal access to not only jobs at Qualcomm but also career development, leadership opportunities and project assignments"
> – Vicki Mealer-Burke, Chief Diversity Officer

## Achieving pay equity

We have aligned with industry best-practices designed to promote pay equity, including broadly gathering third party feedback for evaluations and reviews, total rewards calibration, job analysis for certain technical roles to promote transparency and objectivity in pay and promotion decisions, mandatory performance reviews and leadership development programs to identify future leaders and assist them with skills to continue their development. In addition, we review individual employee compensation regularly to reward for performance and encourage open communication regarding the basis for the compensation decisions. Our open-door policy encourages employees to address any questions or concerns regarding their compensation through multiple channels.

# Improving the Environment Globally
## Protecting people and the planet

We are committed to minimizing impacts to the environment throughout our business. Concerted and innovative actions are needed to address serious environmental issues, including water scarcity and the impacts of climate change. We expand our operations while aiming to minimize our carbon footprint, conserve water and reduce waste, and we develop products that take into account environmental and social impacts.

We calculate the carbon emissions and water usage associated with our business activities so we can better assess what more we can do to help decrease our impact. Our value chain includes the people, facilities and processes that develop our products – from our employees who are helping to revolutionize wireless technology to the suppliers that are manufacturing our products – as well as the use of our products by consumers all over the world. We aim to engineer our technology to make it as sustainable as technically and commercially feasible.

**UN Sustainable Development Goals Addressed**

## Reducing our carbon footprint

In September 2015, we announced our greenhouse gas (GHG) emissions reduction goal: to reduce absolute Scope 1 and 2 GHG emissions from our global operations by 30 percent, compared to a 2014 baseline, by 2025. Since then, we have implemented several direct emissions reduction activities that, through the end of December 2016, have resulted in approximately nine percent GHG emissions reduction from our 2014 baseline. These projects included consolidating office space and implementing energy efficiencies in various locations worldwide, as well as achieving LEED Gold certification for our new 219,000 square foot facility in Bangalore, India.

> ## ~9% GHG emissions reduction
> from our 2014 baseline through the end of December 2016

In addition, in 2017, we invested in a portfolio of carbon offsets and renewable energy certificates (RECs) to achieve three percent of our total GHG emissions reduction goal of 69,191 metric tons of $CO_2e$ ($tCO_2e$) through Natural Capital Partners – a company that specializes in helping businesses to meet their GHG and renewable energy targets through external projects. Our carbon offset purchases supported low carbon, sustainable development projects in China and India. For example, the Sichuan Household Biogester project is a Gold Standard CDM (Clean Development Mechanism) project that distributes small-scale biogas plants across the Sichuan Province, China. By using livestock waste to generate energy, low-income households get access to clean, affordable power and improved waste management that delivers better sanitation and health and well-being. The installation and maintenance of the biogas plants also creates employment in the region. By offsetting our carbon footprint, we can bridge the gap between our reduction target and our internal GHG efficiency program, while also contributing to essential low-carbon, sustainable development around the world.

## Turning sludge into clean energy: a win-win solution

In 2016, we provided financial support to World Resources Institute's (WRI) sludge-to-energy initiative in China and India. The aim of this project was to study sludge-to-energy systems to prove the economic, environmental and energy benefits of these systems. Building on the success of a pilot project in the city of Xiangyang, China, WRI engaged key stakeholders, including academia, global NGOs and policymakers, to analyze and implement innovative city wastewater treatment solutions in select cities in China (Beijing, Changsha, Chengdu, Hefei and Qingdao) and India (Bangalore and Pune). As a result of WRI's research in Xiangyang, the central government also selected 100 additional cities to pilot the use of waste-to-energy systems for kitchen wastes. WRI estimated that by 2020, waste-to-energy systems in China will have reduced emissions by 20 million $tCO_2e$ – an amount equivalent to the annual emissions of 4 million cars. Further uptake of sludge-to-energy systems will reduce water pollution and help China to reach its greenhouse gas emission reduction targets.

Other project outcomes included development of a carbon calculator to help city leaders and other decision-makers estimate the energy recovery and GHG emission reduction potential from sludge-to-energy approaches and the first-ever comparative policy gap analysis for China and India that identities specific opportunities and challenges to bringing innovative approaches to scale. Sludge-to-energy approaches help cities address a multitude of rising problems: waste management, public health, sanitation, clean water, energy demand and climate change. WRI is now working with the World Bank and the U.S. Environmental Protection Agency to promote sludge-to-energy systems globally.

**Wastewater-to-Energy System***



*World Resources Institute: http://bit.ly/2mNLyfG
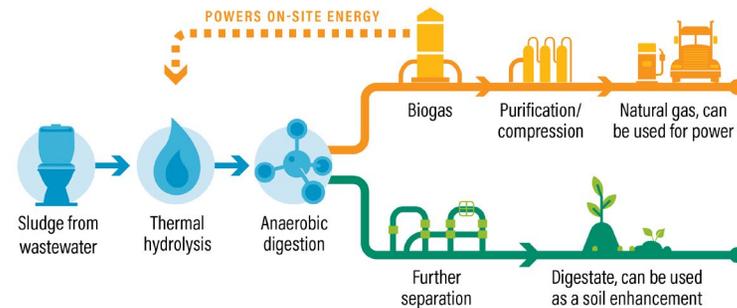
## Engaging our suppliers to use water more efficiently

To ensure the sustainable management of water across our value chain, we expect our manufacturing suppliers to use water efficiently, reduce wastewater, reuse and recycle water and treat wastewater to regulatory standards prior to discharge or disposal. Because semiconductor processing is water intensive, we work closely with suppliers that make our integrated-circuit products to promote efficient water use. One example is our recent collaboration with one of our primary semiconductor manufacturing suppliers, Siliconware Precision Industries Co., Ltd (SPIL). We sponsored a water recycling infrastructure project at SPIL that would allow treating up to 264,000 gallons of wastewater per day for reuse. During the construction of the recycling systems, our team tracked the progress and ensured operational effectiveness of the project. Various functions across SPIL were also involved, including wastewater quality, quantity inspection and process assessment. This new recycling system applies the latest membrane filtration technology.

## StoveTrace: promoting the adoption of clean cooking technology

Approximately 3 billion people – about 40 percent of the world's population– depend on traditional cookstoves that use fuels like firewood, cow dung and crop residues for their cooking needs. The carbon emissions from these mud stoves contribute to the deaths of roughly four million people annually as a result of inhaling the smoke and soot they produce. Traditional cookstoves also contribute to global climate change. Alternatively, at a cost of approximately $40 to $100 each, clean cookstoves are too expensive for the more than 2 billion people worldwide living on less than $3 per day.

To address this challenge, Wireless Reach is collaborating with Nexleaf Analytics, the Energy and Resources Institute New Delhi, Project Surya and other organizations to incentivize the usage of clean cookstoves by developing and deploying StoveTrace – an affordable, reliable, mobile phone-based temperature sensing application that monitors and verifies the reduction in carbon emissions through the use of clean cookstoves. The StoveTrace system enables widespread participation in a voluntary carbon market when individuals use clean cookstoves instead of traditional biomass burning cookstoves.

> "I am happy to have been blessed with a clean cookstove, and proud of living a healthy life in terms of less consumption of firewood, less smoke and heat, as well as earning money with triple benefit."
>
> **– Indu Jani, StoveTrace program participant**

StoveTrace has been tested and validated in field settings involving approximately 800 households in rural villages in Uttar Pradesh and Orissa, India. Participating families have logged over 210,000 cooking hours on clean cookstoves, saving over 480 combined metric tons of carbon dioxide ($CO_2$) and black carbon in $CO_2$ equivalent. Stove users have been rewarded, thus far, with a combined total of about $1,800 in micro-payments, or cash, commensurate with hours of usage. Additionally, remittance of carbon credits based on usage has led to increased clean cookstove usage among families.

# Our Performance Summary

Our performance metrics gauge our progress over the past three fiscal years and enable us to report more transparently across a variety of sustainability topics.

# Our Company

| | | Units | **2017** | 2016 | 2015 |
|---|---|---|---|---|---|
| **Total Consolidated Revenues by Region (in millions)**[1] | Total | $ | **22,291** | 23,554 | 25,281 |
| | China (including Hong Kong) | $ | **14,579** | 13,503 | 13,337 |
| | South Korea | $ | **3,538** | 3,918 | 4,107 |
| | United States | $ | **513** | 386 | 246 |
| | Other Foreign | $ | **3,661** | 5,747 | 7,591 |
| **Revenues by Segment (in millions)** | Total | $ | **22,291** | 23,554 | 25,281 |
| | QCT (Qualcomm CDMA Technologies) | $ | **16,479** | 15,409 | 17,154 |
| | QTL (Qualcomm Technology Licensing) | $ | **6,445** | 7,664 | 7,947 |
| | QSI (Qualcomm Strategic Initiatives) | $ | **113** | 47 | 4 |
| | Other | $ | **(746)** | 434 | 176 |

# Our Products and Suppliers

| | | Units | **2017** | 2016 | 2015 |
|---|---|---|---|---|---|
| **Quantity of Products Shipped (in millions)** | Qualcomm Technologies' Mobile Station Modem (MSM™) Integrated Circuits | # of products | **804** | 842 | 932 |

[1] We report revenues from external customers by country based on the location to which our products or services are delivered, which for QCT is generally the country in which our customers manufacture their products, or for licensing revenues, the invoiced addresses of our licensees. As a result, the revenues by country presented herein are not necessarily indicative of either the country in which the devices containing our products and/or intellectual property are ultimately sold to consumers or the country in which the companies that sell the devices are headquartered. For example, China revenues could include revenues related to shipments of integrated circuits to a company that is headquartered in South Korea but that manufactures devices in China, which devices are then sold to consumers in Europe and/or the United States.

# Our Products and Suppliers (cont.)

| | | Units | 2017 | 2016 | 2015 |
|---|---|---|---|---|---|
| **Privacy & Security** | Certified Information Privacy Professionals | # | 11 | 11 | n/a |
| | Privacy Training | # of hours | 601.8 | 290.5 | 288 |
| | Privacy Training Sessions Offered | # | 21 | 18 | n/a |
| | Targeted Security Training Campaigns | # | 19 | 22 | n/a |
| | Targeted Employees Trained in Security | # | 12,235 | 11,753 | n/a |
| **Supplier Metrics** | Suppliers (top 90% of total product-related spend) who complete the RBA SAQ[2] | % | 100 | 100 | 100 |
| | Suppliers (top 90% of total product-related spend) with All Low-Risk Manufacturing Facilities per RBA SAQ[2] | % | 100 | 100 | 100 |
| | Suppliers (top 90% of total product-related spend) who provided greenhouse gas emissions use data to Qualcomm | % | 100 | 100 | 100 |
| | Suppliers (top 90% of total product-related spend) who provided water use data to Qualcomm | % | 100 | 100 | 100 |
| **Conflict Free Minerals[3]** | CFSP-Compliant Processing Facilities[4] | # | 246 | 215 | 125 |
| | CFSP-Compliant Processing Facilities[4] | % | 73 | 71 | 52 |
| **Supplier Diversity** | Diverse Suppliers registered (U.S. only) | # | 860 | 931 | 905 |
| | Spending on U.S. Government Subcontract Work Directed at Diverse Businesses (U.S. only) | % | 26 | 30 | 29 |

[2] Responsible Business Alliance (RBA) (formerly, Electronic Industry Citizenship Coalition) Self-Assessment Questionnaire (SAQ).

[3] Amount represents prior-year calendar year data as of January 31, 2017.

[4] Conflict Free Smelter Program (CFSP).

# Our Environment

| | | Units | 2017 | 2016 | 2015 |
|---|---|---|---|---|---|
| **Energy and Air Quality[5]** | Electricity Avoided as a Result of our Energy Saving Initiatives | Megawatt Hours | **48,915** | 49,599 | 49,548 |
| | Emissions Avoided as a Result of Our Energy Saving Initiatives | $CO_2e$ Metric Tons | **14,325** | 15,009 | 14,055 |
| **Greenhouse Gas (GHG) Emissions[6]** | $CO_2e$ per Gross Square Foot of Facilities Space (Scope 1 & 2) | $CO_2e$ Metric Tons | **0.01848** | 0.0177 | 0.02007 |
| | Total Scope 1 – Direct GHG Emissions by Weight | $CO_2e$ Metric Tons | **80,016** | 75,205 | 75,349 |
| | Total Scope 2 (market-based: calculated using utility-specific emission factors) – Indirect GHG Emissions by Weight | $CO_2e$ Metric Tons | **129,440** | 147,681 | 155,288 |
| | Total Scope 3 – Other Indirect GHG Emissions by Weight[7] | $CO_2e$ Metric Tons | **112,252**[8] | 112,252 | 38,845 |
| **Direct Energy Consumption by Primary Energy Source[6]** | Natural Gas (facilities) | MMBtu | **1,405,156** | 1,292,102 | 1,171,660 |
| | Jet Fuel (aviation related) | Gallons | **919,403** | 924,220 | 1,038,993 |
| | Vehicle Gasoline (shuttle/test vehicles) | Gallons | **56,135** | 72,372 | 78,051 |
| | Diesel Fuel (cars/trucks) | Gallons | **9,792** | 17,642 | 20,175 |
| | Diesel Fuel (generators) | Gallons | **16,174** | 21,498 | 94,124 |
| | Propane Vehicles (truck) | Gallons | **182** | 438 | 131 |
| **Indirect Energy Consumption by Primary Energy Source[6]** | Electricity (purchased) | Megawatt Hours | **267,027** | 301,944 | 327,876 |

[5] Annual avoided emissions of $CO_2e$ due to cumulative investments made for energy and water efficiencies for various owned and leased facilities.

[6] Amounts represent prior-year calendar year data for 100% of Qualcomm's global facilities.

[7] Amounts for 2017 and 2016 represent employee business air travel, business car rental and employee commuting. Amount for 2015 represents employee business air travel and business car rental only.

[8] Amount is estimated based on prior year calculation.

# Our Environment (cont.)

| | | Units | 2017 | 2016 | 2015 |
|---|---|---|---|---|---|
| **Significant Air Emissions[9]** | NOx | Tons | **8.92** | 8.82 | 8.67 |
| | SOx | Tons | **0.34** | 0.3 | 0.29 |
| | VOC | Tons | **0.75** | 0.89 | .83 |
| **Waste Management[10]** | Total Non-Hazardous Waste: | | | | |
| | Generated to Landfill | Metric Tons | **10,895** | 9,425 | n/a |
| | Recycled | Metric Tons | **3,639** | 2,777 | n/a |
| | Total Hazardous Waste: | | | | |
| | Generated | Metric Tons | **58** | 62 | n/a |
| | Recycled | Metric Tons | **19** | 50 | n/a |
| | Landfill | Metric Tons | **7** | 5 | n/a |
| **Employee Engagement Events** | Personal Paper Shredding Collection Events for Employees | Tons | **2.3** | 2.6 | 5.0 |
| | Personal E-Waste Collection Events for Employees | Pounds | **2,515** | 16,615 | 8,337 |
| **E-Waste Collection** | E-Waste Collection | Pounds | **450,801** | 658,308 | 587,780 |
| **Water Management[11]** | Total Water Usage | Million Gallons | **165** | 168 | 180 |
| | Potable Water – Building Water | Million Gallons | **36** | 38 | 40 |
| | Potable Water – Cooling Towers | Million Gallons | **67** | 79 | 76 |
| | Potable Water – Irrigation | Million Gallons | **23** | 21 | 23 |
| | Reclaimed Water – Cooling Towers | Million Gallons | **28** | 22 | 30 |
| | Reclaimed Water – Irrigation | Million Gallons | **11** | 8 | 11 |
| | Water Savings[12] | Million Gallons | **22** | 18 | 18 |

[9] All NOx, SOx and VOC data is prior-year calendar year data for our San Diego facilities only.

[10] We revised how we report our waste management data beginning in 2016.

[11] Reported water usage and savings are for both owned and leased San Diego, CA facilities, plus owned and leased facilities in San Jose and Santa Clara, CA.

[12] Reflects potable water savings (does not include reclaimed water savings).

# Our Society

| | | Units | 2017 | 2016 | 2015 |
|---|---|---|---|---|---|
| **Philanthropy** | Employees Participating in Matching and Community Service Grant Programs | # | 3,464 | 2,905 | 4,047 |
| | Nonprofit Organizations Helped by Matching and Community Service Grant Programs | # | 2,102 | 1,695 | 2,007 |
| **Wireless Reach[13]** | Stakeholders | # | 660 | 655 | 625 |
| | Projects | # | 119 | 114 | 103 |
| | Countries | # | 47 | 46 | 40 |
| | Beneficiaries (Direct and Indirect) | # | 12,007,333 | 9,519,949 | 8,276,962 |

# Our Workplace

| | | Units | 2017 | 2016 | 2015 |
|---|---|---|---|---|---|
| **Workforce** | Total Employees | # | 33,800 | 30,500 | 31,300[14] |
| | Breakout by Region: United States | % | 52 | 57 | 64 |
| | Non-United States | % | 48 | 43 | 34 |
| | Breakout by Employee Type: Regular Employees | % | 90 | 88 | 87 |
| | Temporary Employees | % | 10 | 12 | 13 |

[13] Cumulative data since 2006.

[14] Amount does not include CSR plc data.

# Our Workplace (cont.)

| | | Units | **2017** | 2016 | 2015 |
|---|---|---|---|---|---|
| **Ethical Employment** | Employee Voluntary Turnover Rate | % of Total | **6.4** | 8.6 | 6.9 |
| **Employee Development** | Training Statistics | | | | |
| | Classroom Training Course Enrollments | # | **74,489** | 85,076 | 121,386 |
| | Instructor-led Session | # | **1,247** | 1,590 | 1,921 |
| | Online Courses | # | **26,030** | 11,685 | 5,379 |
| | Training by Employee Group | | | | |
| | Individual Contributor | Hrs/Employee | **14** | 13 | 21 |
| | Management | Hrs/Employee | **14** | 13 | 23 |
| | Executive | Hrs/Employee | **10** | 12 | 17 |
| **Workplace Safety** | Lost Time Injury and Incident Rate[15] | Per 200,000 hrs worked | **0.04** | 0.06 | 0.02 |
| | Total Recordable Incident Rate[15] | Per 200,000 hrs worked | **0.26** | 0.64 | 0.80 |
| | Motor Vehicle Incident Rate | # | **0.16** | 0.09 | n/a |
| **Inclusion and Diversity** | Nationalities Represented | # | **116** | 111 | 105 |
| | Languages Spoken | # | **74** | 72 | 67 |
| | Women – Overall | % of Total | **18.8** | 18.7 | 19.1 |
| | Leadership | % of Total | **17.1** | 16.6 | 16.9 |
| | Technical | % of Total | **14.6** | 14 | 14.3 |
| | Women on Board of Directors | % of Total | **20** | 17 | 20 |

[15] Amount for 2015 represents U.S. only.

# Our Workplace (cont.)

| | | Units | **2017** | 2016 | 2015 |
|---|---|---|---|---|---|
| **Inclusion and Diversity (cont.)** | Race and Ethnicity Statistics (U.S. only): | | | | |
| | Minority Employees – Overall | % of Total | **64.2** | 63.7 | 63 |
| | American Indian/Alaska Native – Overall | % of Total | **0.2** | 0.2 | 0.2 |
| | Leadership | % of Total | **0.2** | 0.1 | 0.1 |
| | Technical | % of Total | **0.1** | 0.1 | 0.1 |
| | Asian – Overall | % of Total | **56** | 54.9 | 54.1 |
| | Leadership | % of Total | **44.4** | 43.7 | 42.9 |
| | Technical | % of Total | **61.8** | 60.9 | 60.7 |
| | Black/African American – Overall | % of Total | **1.5** | 1.6 | 1.8 |
| | Leadership | % of Total | **1.1** | 1.1 | 1.3 |
| | Technical | % of Total | **1.2** | 1.3 | 1.3 |
| | Hispanic – Overall | % of Total | **4.3** | 4.8 | 5.0 |
| | Leadership | % of Total | **3.9** | 3.8 | 4.0 |
| | Technical | % of Total | **3.3** | 3.2 | 3.2 |
| | Native Hawaiian/Pacific Islander – Overall | % of Total | **0.3** | 0.4 | 0.4 |
| | Leadership | % of Total | **0.1** | 0.2 | 0.2 |
| | Technical | % of Total | **0.2** | 0.3 | 0.3 |
| | Two or More Minority Groups – Overall | % of Total | **1.9** | 1.9 | 1.9 |
| | Leadership | % of Total | **1.5** | 1.3 | 1.1 |
| | Technical | % of Total | **1.5** | 1.5 | 1.6 |
| | Disabled | % of Total | **1.8** | 1.7 | n/a |
| | Veterans | % of Total | **2.6** | 2.9 | n/a |

# GRI
# Content Index

We report on our sustainability initiatives annually according to the **Global Reporting Initiative (GRI) Sustainability Reporting Standards**. This report has been prepared in accordance with the GRI Standards: Core option.

| GRI Standard | Disclosure Number | Disclosure Title | Response |
|---|---|---|---|
| **General Disclosures** | | | |
| GRI 102: General Disclosures 2016 | **102-1** | Name of the organization | Qualcomm Incorporated |
| | **102-2** | Primary brands, products, and services | Products; Solutions; 10-K/Annual Report |
| | **102-3** | Location of headquarters | San Diego, CA |
| | **102-4** | Number of countries where the organization operates, and names of countries with significant operations | Offices and Facilities |
| | **102-5** | Nature of ownership and legal form | Qualcomm is listed on the NASDAQ Stock Market under the ticker symbol QCOM. 10-K/Annual Report |
| | **102-6** | Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries) | Our Performance Summary; 10-K/Annual Report |
| | **102-7** | Scale of the reporting organization (overall) | Our Performance Summary; Offices and Facilities; 10-K/Annual Report |
| | **102-8** | Scale of the reporting organization (employees) | Our Performance Summary |
| | **102-9** | Organization's supply chain | Supply Chain Management; 10-K/Annual Report |
| | **102-10** | Significant changes during the reporting period regarding size, structure, ownership or supply chain | We disclose all significant changes regarding size, structure or ownership in our periodic filings 10-K/Annual Report |
| | **102-11** | Whether and how the precautionary approach or principle is addressed by the organization | We practice the "precautionary principle" of identifying and taking preventative measures regarding chemicals, including in circumstances in which there is a high degree of scientific uncertainty regarding potentially hazardous chemicals. Our own policies are often more stringent than applicable law. We continuously monitor opportunities to improve our products and make them as sustainable as technically and economically feasible. |

| GRI Standard | Disclosure Number | Disclosure Title | Response |
|---|---|---|---|
| GRI 102: General Disclosures 2016 | **102-12** | Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or which it endorses | Qualcomm participates in, subscribes to or endorses a wide range of different externally developed economic, environmental and social charters, principles and initiatives. Our approach is described at Sustainability. |
| | **102-13** | List of main memberships of industry or other associations, and national or international advocacy organizations in which the organization is involved | Our Memberships and Industry Affiliations |
| | **102-14** | Statement from the most senior decision-maker of the organization | Message from Our CEO |
| | **102-16** | Organization's values, principles, standards and norms of behavior | The Qualcomm Way; Corporate Governance; RBA Code of Conduct |
| | **102-17** | Internal and external mechanisms for seeking advice on ethical and lawful behavior | Code of Ethics; Ethical Governance; Business Conduct Hotline |
| | **102-18** | Governance structure, including committees of highest governing body | The Governance Committee of our Board of Directors receives and reviews a report on our policies and programs concerning corporate citizenship and social responsibility, including charitable giving, annually. Corporate Governance; Governance Committee; Strategy |
| | **102-40** | List of stakeholder groups engaged | Stakeholder Engagement; Strategy |
| | **102-41** | Percentage of total employees covered by collective bargaining agreements | None of our U.S. employees are covered by collective bargaining agreements. Outside the United States, less than 25 percent of our employees are covered by collective bargaining agreements. We are compliant with all collective agreements regarding significant operational changes as required by country laws and regulations. |
| | **102-42** | Basis for identification and selection of stakeholders | Stakeholder Engagement; Strategy |
| | **102-43** | Approach to stakeholder engagement | Stakeholder Engagement; Strategy |

| GRI Standard | Disclosure Number | Disclosure Title | Response |
|---|---|---|---|
| GRI 102: General Disclosures 2016 | 102-44 | Key topics and concerns raised through stakeholder engagement, and organization's response | The materiality assessment described in Our Sustainability Priorities incorporated key issues raised through stakeholder engagement. Our response to these issues is contained throughout this report and our Sustainability website. |
| | 102-45 | Entities included in the organization's consolidated financial statements or equivalent documents | 10-K/Annual Report |
| | 102-46 | Process for defining report content and topic boundaries | Our Sustainability Priorities; About this Report |
| | 102-47 | List of material topics identified in the process for defining report content | Our Sustainability Priorities; Priorities |
| | 102-48 | Effect of any restatements of information provided in previous reports | Our Performance Summary; 10-K/Annual Report |
| | 102-49 | Significant changes from previous reporting periods in list of material topics and topic boundaries | There have been no significant changes from previous reporting periods in the list of material topics and topic boundaries. |
| | 102-50 | Reporting period | About this Report |
| | 102-51 | Date of most recent previous report | Our 2016 Qualcomm Sustainability Report covers events and highlights occurring in our 2016 fiscal year: from September 28, 2015 to September 25, 2016. |
| | 102-52 | Reporting cycle | About this Report |
| | 102-53 | Contact point for questions regarding report | About this Report |
| | 102-54 | "In accordance" option | About this Report |
| | 102-55 | GRI Context Index | GRI Context Index |
| | 102-56 | Policy and current practice with regard to seeking external assurance for the report | About this Report |

| GRI Standard | Disclosure Number | Disclosure Title | Response |
|---|---|---|---|
| **Ethical Governance** | | | |
| GRI 103: Management Approach 2016 | **103-1** | Explanation of material topic and its boundary | Our Sustainability Priorities; About this Report; Priorities; Ethical Governance |
| | **103-2** | Management approach and its components | Strategy; 10-K/Annual Report; Proxy Statement; Corporate Governance; The Qualcomm Way; Code of Ethics; RBA Code of Conduct |
| | **103-3** | Evaluation of the management approach | Strategy |
| GRI 205: Anti-corruption 2016 | **205-1** | Operations assessed for risks related to corruption | At least annually, we evaluate our Company for risks related to corruption. We also assess additional risk areas on a case-by-case basis. The Qualcomm Way; Ethical Governance |
| | **205-2** | Communication and training about anti-corruption policies and procedures | Qualcomm regularly requires its employees and temporary workers to complete a policy training and certification process that covers the Company's Global FCPA and Anti-Corruption Policy and Procedures. As of September 30, 2017, 99.9 percent of Qualcomm's employees and temporary workers completed the 2016 FCPA and Anti-Corruption Policy Training and Certification requirement, which was sent out to all employees and temporary workers on August 23, 2016. In addition, 103 instructor-led training sessions on Qualcomm's FCPA and Anti-Corruption Compliance program were offered and attended by 2,404 employees in higher risk, functional roles in FY17. The 2017 policy training and certification requirement was sent to the workforce on November 1, 2017. The Qualcomm Way; Ethical Governance |
| | **205-3** | Confirmed incidents of corruption and actions taken | We disclose all material pending legal proceedings in our periodic filings 10-K/Annual Report. |
| GRI 206: Anti-competitive Behavior 2016 | **206-1** | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | We disclose all material pending legal proceedings in our periodic filings 10-K/Annual Report. |

| GRI Standard | Disclosure Number | Disclosure Title | Response |
|---|---|---|---|
| GRI 415: Public Policy 2016 | **415-1** | Political contributions | Disclosures Under Political Contributions and Expenditures Policy |
| GRI 419: Socioeconomic Compliance 2016 | **419-1** | Non-compliance with laws and regulations in the social and economic area | We disclose all material pending legal proceedings in our periodic filings 10-K/Annual Report. |

## Privacy and Security

| GRI Standard | Disclosure Number | Disclosure Title | Response |
|---|---|---|---|
| GRI 103: Management Approach 2016 | **103-1** | Explanation of material topic and its boundary | Our Sustainability Priorities; About this Report; Priorities; Privacy and Security |
| | **103-2** | Management approach and its components | Strategy; Privacy Principles; Privacy Policy; Privacy Public Policy Positions; The Qualcomm Way; RBA Code of Conduct |
| | **103-3** | Evaluation of the management approach | Strategy |
| GRI 418: Customer Privacy 2016 | **418-1** | Substantiated complaints concerning breaches of customer privacy and losses of customer data | We did not receive any substantiated complaints regarding breaches of customer privacy or data in 2017 or in the three years prior. |

## Sustainable Product Design

| GRI Standard | Disclosure Number | Disclosure Title | Response |
|---|---|---|---|
| GRI 103: Management Approach 2016 | **103-1** | Explanation of material topic and its boundary | Our Sustainability Priorities; About this Report; Priorities; Sustainable Product Design; Human Rights |
| | **103-2** | Management approach and its components | Strategy; The Qualcomm Way; RBA Code of Conduct; Qualcomm's Commitment to Human Rights; Qualcomm Communication on Progress |
| | **103-3** | Evaluation of the management approach | Strategy |
| GRI 307: Environmental Compliance 2016 | **307-1** | Non-compliance with environmental laws and regulations | Qualcomm received no significant monetary fines and no non-monetary sanctions for non-compliance with environmental laws and regulations in 2017. |

| GRI Standard | Disclosure Number | Disclosure Title | Response |
|---|---|---|---|
| GRI 308: Supplier Environmental Assessment 2016 | **308-1** | New suppliers that were screened using environmental criteria | Supply Chain Management |
| | **308-2** | Negative environmental impacts in the supply chain and actions taken | Supply Chain Management |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | **407-1** | Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant 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 identified as having significant risk for incidents of child labor | Qualcomm is unaware of any operations in which there is a significant risk for incidents of child labor. |
| GRI 409: Forced or Compulsory Labor 2016 | **409-1** | Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor | Qualcomm is unaware of any operations in which there is a significant risk for incidents of forced or compulsory labor. |
| 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 2016 | **414-1** | New suppliers that were screened using social criteria | Our approach to labor practices in the supply chain is described in Supply Chain Management. Qualcomm is applying the RBA Membership Requirements. |
| | **414-2** | Negative impacts for labor practices in the supply chain and actions taken | Our approach to labor practices in the supply chain is described in Supply Chain Management. Qualcomm is applying the RBA Membership Requirements. |

| GRI Standard | Disclosure Number | Disclosure Title | Response |
|---|---|---|---|
| GRI 416: Customer Health and Safety 2016 | **416-1** | Assessment of the health and safety impacts of product and service categories | Qualcomm's approach to the health and safety impacts of products is found in Product Responsibility. |
| | **416-2** | Incidents of non-compliance concerning the health and safety impact of products and services | Zero |

## Inclusion and Diversity

| GRI Standard | Disclosure Number | Disclosure Title | Response |
|---|---|---|---|
| GRI 103: Management Approach 2016 | **103-1** | Explanation of material topic and its boundary | Global Inclusion and Diversity; Our Sustainability Priorities; About this Report; Priorities; Inclusion and Diversity |
| | **103-2** | Management approach and its components | Strategy; Equal Employment Opportunity and Affirmative Action; Supplier Diversity Policy; The Qualcomm Way; RBA Code of Conduct |
| | **103-3** | Evaluation of the management approach | Strategy |
| GRI 405: Diversity and Equal Opportunity 2016 | **405-1** | Composition of governance bodies and employees | Our Performance Summary |
| GRI 406: Non-discrimination 2016 | **406-1** | Incidents of discrimination and corrective actions taken | Qualcomm has never been found by a court to have unlawfully discriminated against any of our employees. |

| GRI Standard | Disclosure Number | Disclosure Title | Response |
|---|---|---|---|
| **STEM Education** | | | |
| GRI 103: Management Approach 2016 | **103-1** | Explanation of material topic and its boundary | Our Sustainability Priorities; About this Report; Priorities; STEM Education |
| | **103-2** | Management approach and its components | Thinkabit Lab; Strategy; Our Society; Thinkabit Lab |
| | **103-3** | Evaluation of the management approach | Strategy |
| **Transformative Technology** | | | |
| GRI 103: Management Approach 2016 | **103-1** | Explanation of material topic and its boundary | Our Sustainability Priorities; About this Report; Priorities; Transformative Technology |
| | **103-2** | Management approach and its components | Wireless Reach; Strategy; Wireless Reach |
| | **103-3** | Evaluation of the management approach | Strategy |
| GRI 203: Indirect Economic Impacts 2016 | **203-1** | Infrastructure investments and services supported | Wireless Reach |
| | **203-2** | Significant indirect economic impacts | Wireless Reach |

# Appendix
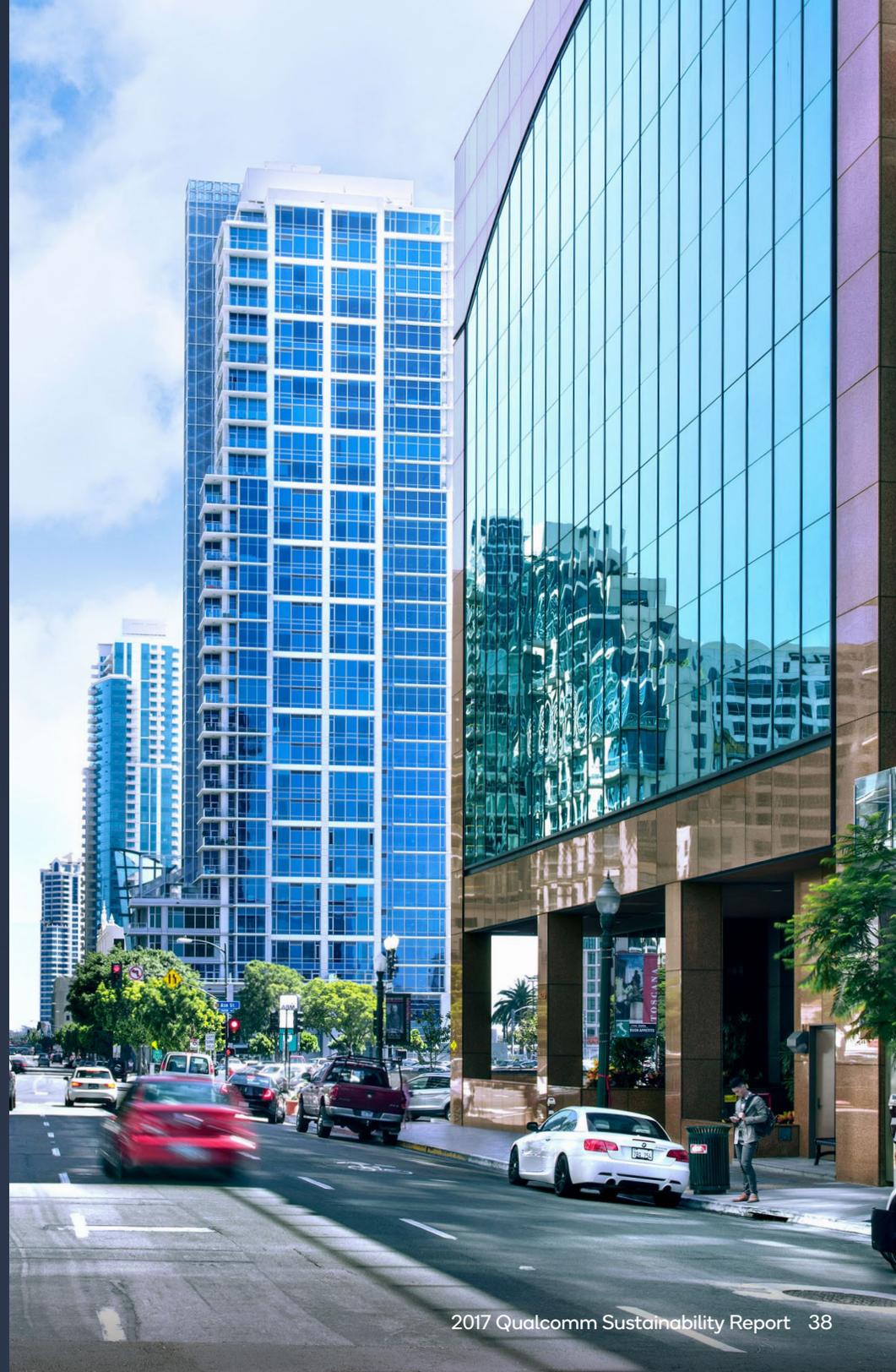
# Qualcomm's Support of the UN Sustainable Development Goals
## 17 goals to transform our world

In September 2015, the United Nations (UN) established the 17 Sustainable Development Goals (SDGs) aimed at achieving long-term sustainable development, elimination of poverty and an overall healthy planet by 2030. Designed with a bottom-up approach, they help focus government policy, programs, innovation and spending. In addition, they help to highlight the need for private sector involvement and partnerships for achieving success. Each goal has specific targets to be achieved over the next 15 years.

> Qualcomm supports the SDGs – throughout this report, the SDG icons highlight the work we are doing across our Company to address these goals by 2030.

**1 NO POVERTY**
End poverty in all its forms everywhere.

**2 ZERO HUNGER**
End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

**3 GOOD HEALTH AND WELL-BEING**
Ensure healthy lives and promote well-being for all at all ages.

**4 QUALITY EDUCATION**
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

**5 GENDER EQUALITY**
Achieve gender equality and empower all women and girls.

**6 CLEAN WATER AND SANITATION**
Ensure availability and sustainable management of water and sanitation for all.

**7 AFFORDABLE AND CLEAN ENERGY**
Ensure access to affordable, reliable, sustainable and modern energy for all.

**8 DECENT WORK AND ECONOMIC GROWTH**
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**
Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

**10 REDUCED INEQUALITIES**
Reduce inequality within and among countries.

**11 SUSTAINABLE CITIES AND COMMUNITIES**
Make cities and human settlements inclusive, safe, resilient and sustainable.

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**
Ensure sustainable consumption and production patterns.

**13 CLIMATE ACTION**
Take urgent action to combat climate change and its impacts.

**14 LIFE BELOW WATER**
Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

**15 LIFE ON LAND**
Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

**16 PEACE, JUSTICE AND STRONG INSTITUTIONS**
Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

**17 PARTNERSHIPS FOR THE GOALS**
Strengthen the means of implementation and revitalize the global partnership for sustainable.

**SUSTAINABLE DEVELOPMENT GOALS**

To learn more about all 17 SDGs, please visit the UN Sustainable Development Goals website.

# About this Report

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



2017 Qualcomm Sustainability Report

Qualcomm

## Boundary and Scope

This report covers our 2017 fiscal year: September 26, 2016 to September 24, 2017. In some instances, data is collected and reported on a calendar rather than 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 U.S. 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 in accordance with the Global Reporting Initiative (GRI) Standards: Core option.

The content of this report was developed using the GRI's "principles for defining report content": materiality, completeness, stakeholder inclusiveness and sustainability context. Our use of the materiality principle encompassed our whole value chain, both within and outside the Company, and is described further in the Sustainability Priorities section of this report.

Use of external assurance is noted in the report where it is used, though the report as a whole has not been externally assured.

Additional information about our operations and financial statements is available in our 10-K/Annual Report.

Additional information about sustainability at Qualcomm is available at www.qualcomm.com/sustainability.

We welcome your comments and feedback at qsr@qualcomm.com.

# Qualcoʌʌʌ