

Qualcomm Corporate Responsibility Policy

Qualcomm is committed to changing the world—through innovations in technology and through our efforts to do business more responsibly and sustainably.

We define corporate responsibility as a strategy that drives long-term growth and profitability through the inclusion of environmental, social and corporate governance issues in our business model; specifically, as they relate to our key spheres of influence: our workplace, our supply chain and local communities, as well as our industry and the public policy realm. We've integrated corporate responsibility throughout our Company, from our daily operations to our executive leadership and our Board of Directors. Corporate responsibility factors into our strategic decisions, our product design and the everyday thinking and behavior of our employees worldwide.

Our Corporate Responsibility Mission

Qualcomm for Good drives sustainable innovation in wireless technology to transform how the world connects, computes, and communicates.

We:

- Develop technology that positively transforms the world
- Operate with the highest ethical standards
- Be a great place to work
- Be good corporate citizens wherever we conduct business
- Continue to drive value for our stockholders

Specifically, our corporate responsibility commitments are:

Our Governance

- We demonstrate accountability, transparency, integrity and ethical business practices throughout our operations and interactions with our stakeholders.
- We continually improve our sustainability governance to include better transparency, communications, reporting metrics and measurable goals.
- We increase awareness and visibility of human rights principles within our Company, as well as within our supply chain.
- We regularly review our corporate governance principles and practices to ensure they serve the best interests of our stockholders and other stakeholders.
- We require all employees to review and acknowledge our Code of Business Conduct and our Foreign and Corrupt Practice Act and Anti-Corruption Policy.

Our Products & Supply Chain

- We invent technology that helps to empower people and enhance quality of life around the globe.

- We meet or exceed industry standards for product responsibility and supply chain management in addition to complying with applicable laws and regulations.
- We develop products taking into account their environmental and social impact.
- We build trust in the use of our technology by implementing and enabling responsible information privacy and data security practices.
- We require our manufacturing suppliers to act in accordance with the Qualcomm

Supplier Code of Conduct which embodies the principles of the Responsible Business Alliance Code (formerly Electronic Industry Citizenship Coalition Code of Conduct), and we expect them to obtain materials from environmentally and socially responsible sources, including conflict free sources within the Democratic Republic of the Congo (DRC) and adjoining countries.

Our Facilities, Workplace & People

- We aim to increase diversity at all levels of our organization and are actively developing and implementing initiatives to address gaps in our talent pipeline.
- We are committed to fair and equitable pay for all of our employees.
- We offer opportunities for training, growth and advancement for all of our employees and promote employee wellness, work/life balance and overall health.
- We provide a safe, and healthy work environment where all employees are treated with respect and dignity.
- We employ strategies to responsibly manage water use, lower greenhouse gas and other significant air emissions, optimize energy efficiency and materials use, reduce waste, and minimize hazardous substances throughout our operations.

Our Society

- We grow strategic relationships with a wide range of local organizations and programs that develop and strengthen communities worldwide.
- We create sustainable advanced technology projects that strengthen economic and social development, with a focus on education, entrepreneurship, healthcare, the environment, and public safety.
- We provide support to areas of need in alignment with Qualcomm's growth, and increase employee volunteerism through innovative programs with local nonprofit organizations globally.
- We are committed to improving science, technology, engineering and math (STEM) education at all levels.

Our [Qualcomm Sustainability Report](#) and [corporate responsibility website](#) highlight the various programs and initiatives we provide and detail our accomplishments and challenges. We set specific corporate responsibility goals to focus our efforts, gauge our progress and report more transparently. Our goals are publicly available through our website.

For more information on Qualcomm's commitment to corporate responsibility, please contact qsr@qualcomm.com.