

# Lead

## Our Company

Qualcomm's values of innovation, execution and partnership enable us to lead the wireless industry. We strive to improve our local and global communities through ethical business practices, socially empowering technology applications, supplier diversity, environmental programs, education, employee diversity and philanthropic initiatives.





“Qualcomm believes we have a responsibility to inspire change, in both our industry and our community. We apply our resources, creativity and expertise to the service of global solutions.”

*Dr. Paul E. Jacobs*

*Chairman of the Board and Chief Executive Officer*

## → Message From Our Chairman

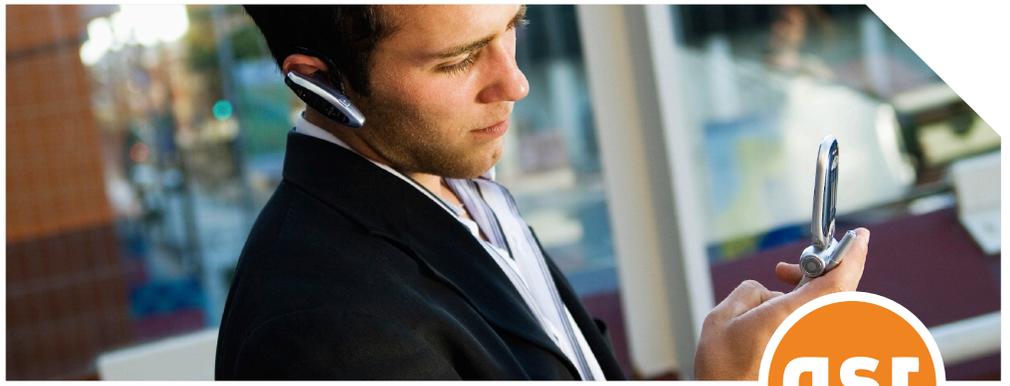
As a global leader in technology innovation, Qualcomm is always striving to make a positive impact throughout the world. The products and services we bring to market aim to improve quality-of-life by transforming the way people everywhere communicate, access information, learn, work and play. And, equally important, is our Company's commitment – supported by our employees' collective efforts – toward sustainability and being good corporate citizens.

From the beginning, Qualcomm has been dedicated to supporting the communities in which our employees work and live. As our communities have expanded globally and our business has grown, so has our focus on social responsibility and our ability to effect positive change in this critical area.

Now more than ever we have a responsibility to continue to lead by example and make a difference through our ongoing sustainability, outreach and philanthropic efforts. As you will see in this report, Qualcomm has much to be proud of both as a company of exceptional individuals and as a global citizen. In areas ranging from diversity and environmentalism to corporate transparency and community involvement, we are committed to the long-term success of our Company, the growth of our industry and the enrichment of the global community we serve.

**Dr. Paul E. Jacobs**

*Chairman of the Board and Chief Executive Officer*



## → Company Overview

Qualcomm Incorporated (Nasdaq: QCOM) is a leader in developing and delivering innovative digital wireless communications products and services based on CDMA and other advanced technologies. Qualcomm serves the global wireless industry with breakthrough technologies that are enabling the convergence of mobile communications and consumer electronics, making next-generation wireless devices and services more personal, affordable and accessible to people everywhere. As a leading innovator of the third generation (3G) wireless standards, Qualcomm's technology breakthroughs enable the speed and capacity necessary to effectively deliver data services like access to the mobile Internet, music, games, video and more. Qualcomm is at the forefront of developing solutions and services that enable operators to deploy, grow and capitalize on their 3G networks. The Company's current intellectual property portfolio includes more than 8,600 United States patents for wireless technologies.

Since 1985, Qualcomm's visionary technology leadership has been carrying the world forward, changing it by improving the way people communicate, work and live. Headquartered in San Diego, California, Qualcomm is included in the S&P 100 Index, the S&P 500 Index and is a 2008 FORTUNE 500 company. For more detailed information, please visit: [www.qualcomm.com](http://www.qualcomm.com)

## → Report Parameters

### Reporting Period

Qualcomm has produced social responsibility reports on an annual reporting cycle since 2006. Our 2008 social responsibility report covers events and highlights occurring from October 1, 2007 to September 28, 2008 and coincides with our corporate fiscal year. This report builds upon data previously reported in our 2007 Social Responsibility Report, which covered the timeframe of October 1, 2006 to September 30, 2007. In some instances, data is collected and reported on a calendar rather than fiscal year basis. Such exceptions, as well as any other exceptions to the reporting period, will be noted within the report.

### Report Scope & Boundary

This report includes Qualcomm and its subsidiaries. Financial data is reported in U.S. dollars. There have been no significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the social responsibility report.

We anticipate that multiple stakeholders, ranging from the general public to current and future Qualcomm employees, investors, customers and suppliers, will access and use our 2008 social responsibility report. As such, we carefully considered what information to include and disclose in this report, taking into account what issues and topics are materially relevant to our business operations. Data and content determined to have the highest priority have been included in this report. More detailed information regarding our stakeholder engagement is located on page 12 of this report.

### Report Guidelines

This report voluntarily complies with the Global Reporting Initiative (GRI) G3 Sustainability Reporting Guidelines. The GRI is the world's most widely used sustainability reporting framework, setting the principles and indicators that organizations use to measure and report their economic, environmental and social performance. For more detailed information on the GRI, please visit: [www.globalreporting.org](http://www.globalreporting.org)



We self-declare this report adheres to GRI Application Level C. A GRI Content Index is provided at the end of this report as a cross-reference to the report content.

*Any questions or feedback regarding this report or its contents should be sent to:*

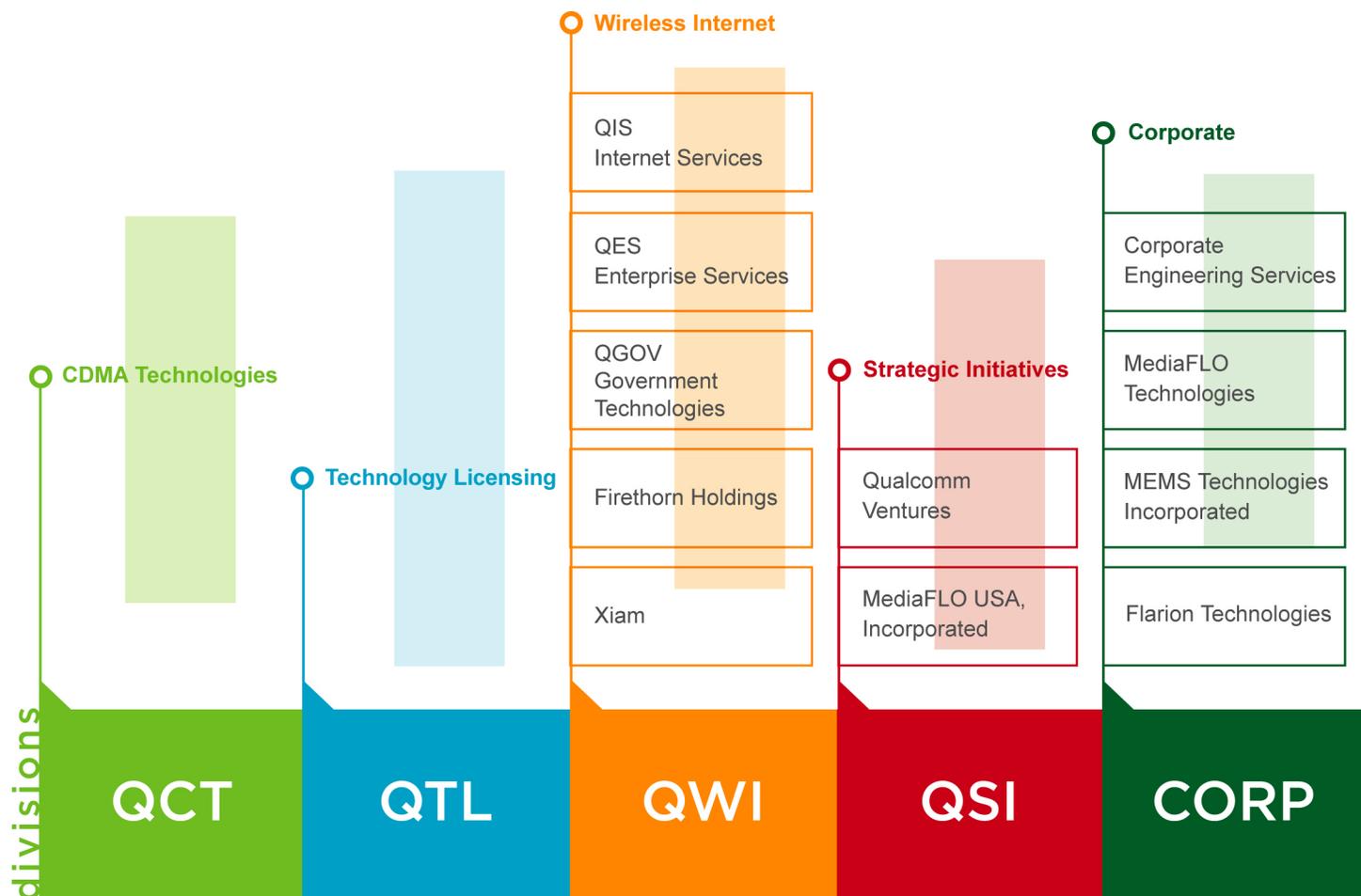
### Allison Kelly

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## → Operational Structure

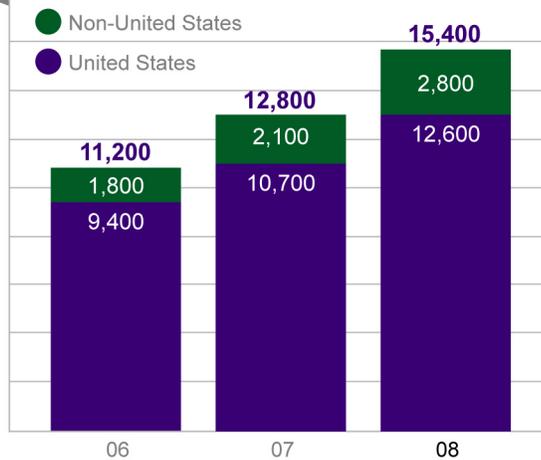
From its beginnings in 1985, Qualcomm has grown from seven individuals meeting in a den to a world-leading provider of wireless technology and services. Qualcomm is a global company, a firm with many facets, with each business division changing the way we live and work through its own unique contributions. But no matter what each Qualcomm business does, all are united by a single, driving passion: to continue to deliver the world's most innovative wireless solutions.

### 2008 Highlights:

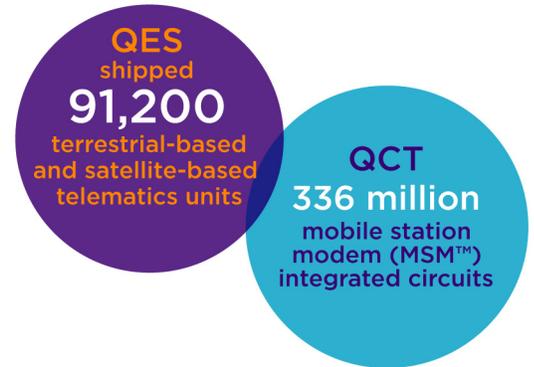
- Qualcomm CDMA Technologies segment (QCT). In fiscal 2008, QCT shipped approximately 336 million MSM integrated circuits for CDMA wireless devices worldwide. QCT revenues comprised 60 percent, 59 percent and 58 percent of total consolidated revenues in fiscal 2008, 2007 and 2006, respectively.
- Qualcomm Technology Licensing segment (QTL). QTL revenues comprised 33 percent, 31 percent and 33 percent of total consolidated revenues in fiscal 2008, 2007 and 2006, respectively.
- Qualcomm Wireless Internet segment (QWI). QWI revenues comprised 7 percent, 9 percent and 10 percent of total consolidated revenues in fiscal 2008, 2007 and 2006, respectively.

## → Scale of Organization

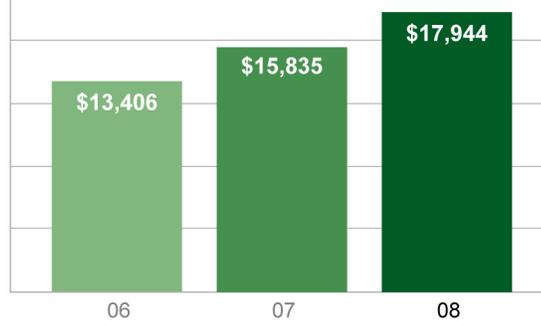
Number of Employees



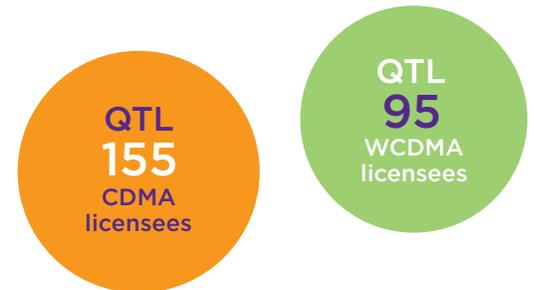
Quantity of Products Provided FY08



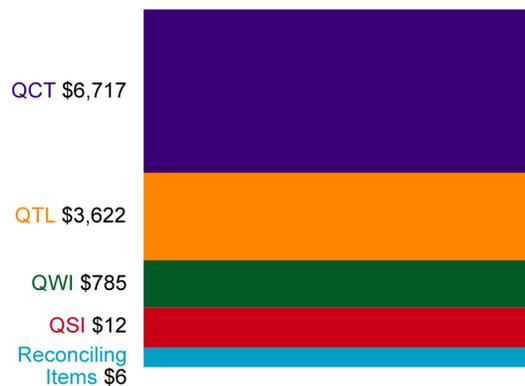
Total Capitalization in millions —Stockholders' Equity



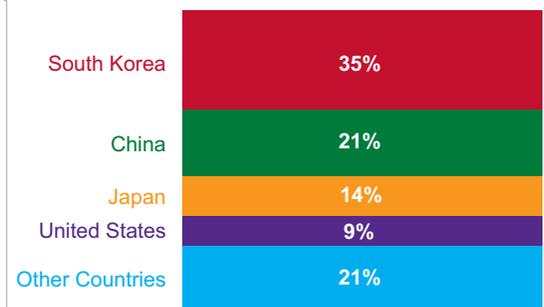
Number of Licensees as of September 29, 2008



FY08 Revenues in millions - \$11,142

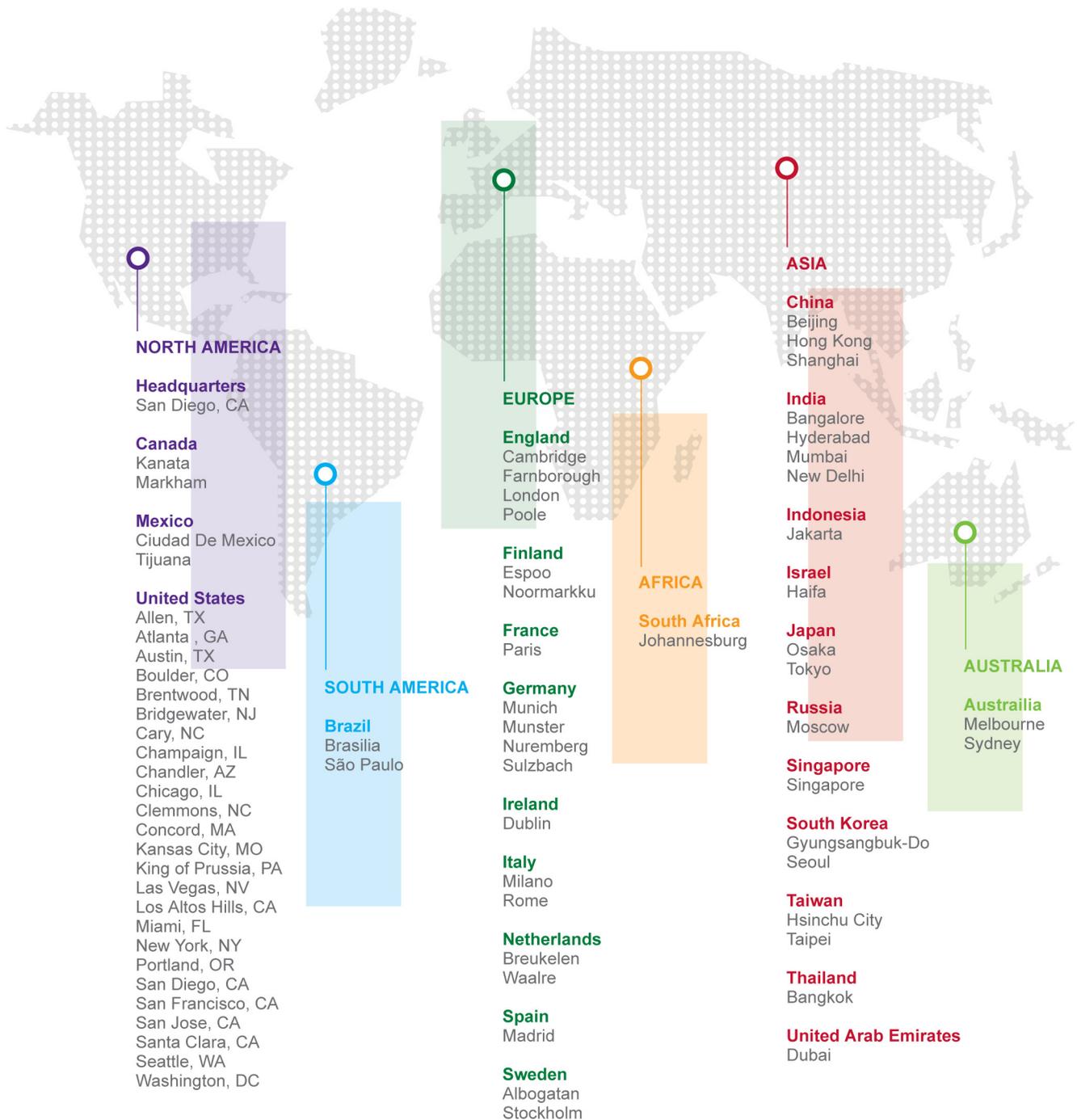


FY08 Total Consolidated Revenues by Region\*



\*Revenues calculated from external customers by geographic areas based on the location to which our products, software or services are delivered and, for QTL's licensing and royalty revenues, the invoiced addresses of our licensees.

→ Our Locations: over 140 offices in 24 countries



## → Corporate Governance

Qualcomm's Board of Directors provides exemplary corporate governance and sets high standards for our employees, officers and directors. It is the duty of the Board of Directors to serve as a prudent fiduciary for our stockholders and to oversee the Company's management. The Board of Directors periodically evaluates the size and structure of the Board. The Board has five committees consisting of Audit, Compensation, Governance, Finance and Strategic. With the exception of the Strategic and Finance Committees, members of all committees are "independent" under applicable guidelines. The Board considers its committee structure to be appropriate, but the number and scope of committees may be revised as appropriate to meet changing conditions and needs.

### Corporate Governance Highlights

- Qualcomm generally files our 10-K and 10-Q SEC filings concurrently with our earnings release.
- We do not maintain a defined benefit pension plan.
- Our 401(k) employee retirement plan does not have ownership in Qualcomm stock.

### Executive Roles

The roles of Chairman and Chief Executive Officer (CEO) are separate functions. The Board elects the Chairman and Chief Executive Officer in the manner and based on the criteria that it deems appropriate and in the best interests of the Company given the circumstances at the time of such election.

### Board of Directors

Nine of the Company's 11 directors are independent. The independent directors are not employees and do not have any business or consulting arrangements with the Company. We have a Presiding Director who shall be an independent director. The Presiding Director shall be the chairperson of one of the three standing committees of the Board of Directors comprised solely of independent directors – Audit, Compensation and Governance. The Presiding Director presides at all meetings of the Board of Directors at which the Chairman of the Board is not present, including Executive Sessions of the independent directors.

### Stockholder Communications

We have adopted a formal process for stockholder communications with the Board. Stockholders who wish to communicate to the Board may do so in writing to the Company's General Counsel. Our General Counsel logs all such communications and forwards those not deemed frivolous, threatening or otherwise inappropriate to the Chair of the Governance Committee for distribution.

In accordance with the procedures in the Company's Bylaws, stockholders may also submit proposals for consideration at the Company's annual stockholders meeting.

## → Corporate Ethics

Qualcomm was founded with a commitment to the highest standards of integrity, workplace conduct and business ethics, and we are proud to operate under those principles today. In the spirit of this commitment, we have succeeded in creating a productive and positive environment where employees can freely share their ideas, opinions and concerns.

### Code of Ethics

Qualcomm's Code of Ethics was created to ensure the preservation of our high standards for workplace integrity, conduct and ethics. Theft, fraud and other dishonest or unethical behaviors are not tolerated. Qualcomm relies on our employees to report unethical behavior and encourages them to seek assistance and direction on any workplace concerns from their manager, Human Resources, the Legal Department or any other appropriate person in the Company.

### Code of Ethics Awareness Campaign

As part of a continuing education campaign, our CEO sends out twice a year a company-wide email restating the responsibility of all employees to uphold our ethics standards and encouraging employees to take our online ethics training.

### Code of Ethics Hotline

If an employee does not feel comfortable coming forward with a concern, he/she can call a Code of Ethics Hotline, which allows employees to make anonymous reports.

### Open Door Policy

Our Open Door Policy provides support to employees and a process for raising concerns, complaints and suggestions to management. Open communication is encouraged and expected between all levels of our staff.

### Protection Against Retaliation

In order to encourage an environment of open, honest communication, Qualcomm does not tolerate any retaliation for reporting a concern or initiating or assisting in any action resulting in an investigation. Discipline for violating this policy includes potential termination.

**For the most recent information regarding Qualcomm Governance and Ethics and our complete documents for our Code of Ethics, Governance Principles and Practices, and Board committee charters, please visit our Investor Relations website**

<http://investor.qualcomm.com/governance.cfm>

## → Stakeholder Engagement

We work diligently to build and enhance alliances that are core to our business success. Whether it's our hard-working employees, our global communities in which we operate, or our clients who utilize our cutting-edge technologies, we have an enormous responsibility to not only deliver on our promises but also ensure that we are meeting and exceeding our customers' expectations. By continuously engaging a wide variety of stakeholders, we aim to foster and grow our commitment to being the best corporate citizen worldwide.

Stakeholders	Types of Engagement
Communities	<ul style="list-style-type: none"> <li>• Host semi-annual community involvement workshops</li> <li>• Anonymous feedback mechanisms available</li> <li>• Engagement with nonprofit organizations through various Qualcomm community involvement programs</li> <li>• Participate in philanthropic collaboratives with other grantmaking entities, public-private alliances and information exchanges with nonprofit sector to ensure open dialogue amongst our colleagues</li> <li>• Programs with educational institutions worldwide</li> </ul>
Employees	<ul style="list-style-type: none"> <li>• Open Door policy</li> <li>• Monthly executive breakfasts open to all employees</li> <li>• Bi-annual Qualcomm climate survey and other division specific surveys</li> <li>• Semi-annual employee all-hands meetings, which are webcast globally and includes employee Q &amp; A sessions</li> <li>• Daily internal e-newsletter "QC Daily News"</li> <li>• Employee Resource Groups formed around a common interest or shared background and used as open forums for discussion and dialogue on relevant topics.</li> <li>• Monthly internal presentation series helps employees understand what's happening in various parts of the Company.</li> <li>• Internal communication vehicles and programs provide the opportunity for leadership to communicate any type of news or business information to employees around the world</li> </ul>
Investors	<ul style="list-style-type: none"> <li>• Securities and Exchange Commission filings</li> <li>• Quarterly earnings conference calls and communications</li> <li>• Annual stockholder meeting</li> <li>• Annual analyst meetings</li> <li>• Presentations and participation at various financial investor conferences</li> <li>• Quarterly employee earnings videos presented by CFO</li> </ul>
Customers and Suppliers	<ul style="list-style-type: none"> <li>• Active participant at key industry association conferences and tradeshows</li> <li>• Online diverse supplier registry portal</li> <li>• Voluntary involvement with local supplier development councils and participation and support to share Qualcomm's supplier diversity practices at various outreach events</li> </ul>

## → Product Responsibility

Qualcomm continuously monitors the processes and materials that go into our products in order to find opportunities to improve them and make them as sustainable as possible.

Through our environmental management system (EMS) and various hazardous substance elimination programs, we address the environmental, health and safety impacts of all our products. Over 80 percent of our products are subject to our EMS and various hazardous substance elimination programs.

### Environmentally Sustainable Chip Design

Qualcomm's commitment to responsible product design has a long history. We began exploring elimination of lead from our integrated circuit (IC) products in 1999 – long before the European Union's Restriction on Hazardous Substance (RoHS) Directive came into force in July 2006. In 2003, we became one of the leading IC manufacturers that successfully introduced the lead-free chip level package (CSP) products.

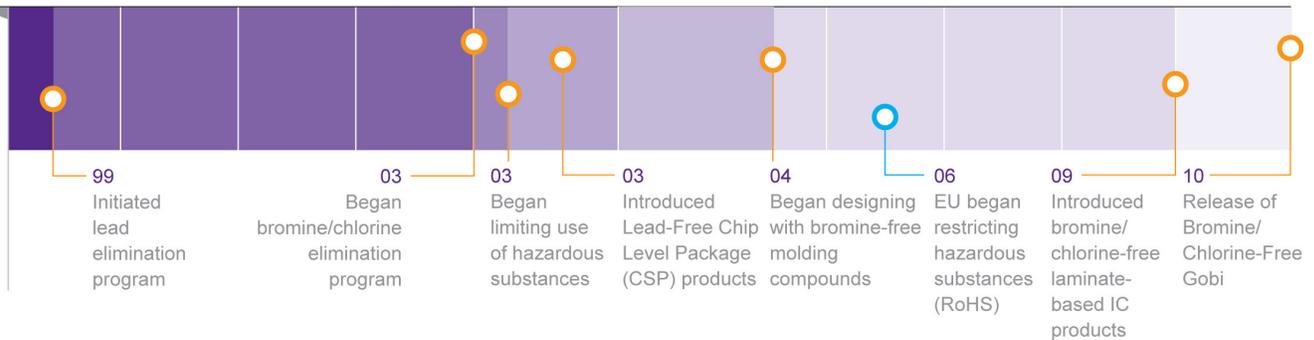
We began prohibiting the use of various hazardous substances (18 substances as of 2008) in 2003. We also began the Bromine/Chlorine Elimination Program in 2003, starting with incorporation of bromine-free mold compounds. By designing with bromine-free mold compounds starting July 2004, we reduced the bromine content in our Mobile Station Modem products by over 70 percent.

To further our commitment to using environmentally sustaining technologies, we have developed a roadmap to completely eliminate the use of bromine and chlorine compounds from our IC packages. All new IC products designed beginning January 2009 now incorporate the bromine/chlorine-free package design strategy. Furthermore, a selective number of "legacy" products will be considered for conversion to bromine/chlorine-free to further support the industry initiative toward "greener" electronics. By the end of 2009, over 51 percent of the total QCT IC product portfolio will be bromine/chlorine-free.

Our bromine/chlorine-free design will also extend to our embedded Gobi, 3G module for notebooks and netbooks, designed to untether users from Wi-Fi hotspots. Gobi will be bromine/chlorine-free by January 2010.



## A Decade of Qualcomm's Product Responsibility



### Enabling Energy Efficiency of Wireless Consumer Electronics

Qualcomm's efforts to design environmentally sustainable products also extended to the groundbreaking Snapdragon™ platform, targeted for mobile wireless computing devices. Our Snapdragon chipsets are industry-leading in their power consumption optimizations. Snapdragon chipsets make wireless devices more environmentally friendly by enabling the battery to last longer, increasing the amount of time the device can be in use before needing recharging. Compared to an average laptop computing device currently available on the market, the microprocessor core of a Snapdragon chipset uses approximately half a watt of power, whereas a conventional laptop can use up to 15 watts.

### Exemplary Environmental Governance

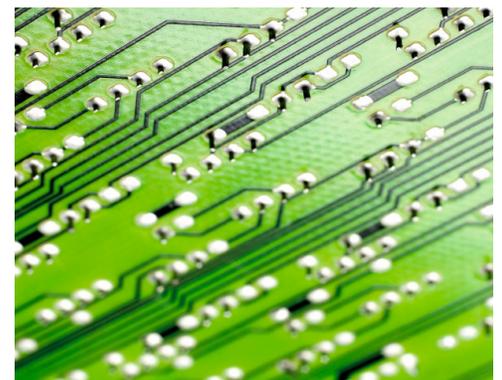
All of our IC, Gobi and new European fleet management products are in compliance with the EU RoHS Directive and PFOA/PFOS Directive. No EU REACH Substance of Very High Concern (SVHC) is used in the manufacture of our IC products, Gobi or OmniTRACS™.

QCT products fully comply with Phase 1 of the Management Methods on control of Pollution from Electronic Information Products ("China RoHS"). Upon release of the China RoHS "Catalogue", which would list electronic products that will be required to comply with all aspects of China RoHS, Qualcomm intends to fully comply.

Additionally, Qualcomm has no significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.

For more detailed information on Qualcomm's responsible product design, please visit our website at [www.qctconnect.com](http://www.qctconnect.com)

Qualcomm's microprocessor core of a Snapdragon chipset uses approximately half a watt of power versus up to 15 watts used by a conventional laptop.



## → Supplier Diversity

Diversity is a strong component of Qualcomm's unique culture. In accordance with this and the Small Business Administration's subcontract reporting requirements, Qualcomm established the Supplier Diversity program. The program ensures that we maintain our commitment and obligations to small and diverse business suppliers, including disadvantaged businesses and those owned by people of minority races, women, veterans and disabled persons.

The Supplier Diversity program procedures are in full compliance with public laws, and both the Federal and Defense Acquisition Regulations as imposed upon us by the United States government.

Since implementing the Supplier Diversity program at the end of 2006, Qualcomm has regularly increased the amount of direct and indirect spending with small and minority-owned businesses.

### Improved Supplier Database Resources

Qualcomm has an online registration where small and diverse suppliers can register their company profiles. This database may be used by all internal employees when seeking new suppliers.

### Supplier Diversity Program Policy

Qualcomm's Supplier Diversity program policy has been established to promote participation of small and diverse business concerns when sourcing suppliers to fulfill subcontracting requirements.

Recognizing the value of supplier diversity, it is our intent to place a fair proportion of our total purchases of goods and services with all classification types of diverse business concerns. These include, small, minority, disadvantaged, woman-owned, veteran-owned, disabled-owned, businesses situated in a HUBZone and all other related socio-economic subsets.

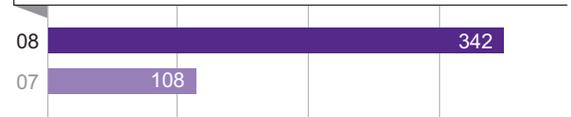
In the acquisition of supplies and services, a good faith effort shall be made to encourage participation by such small and diverse business concerns.

In dealing with established and potential suppliers, small and diverse business concerns shall be afforded an equitable opportunity to compete for contracts that are within their capabilities to perform.

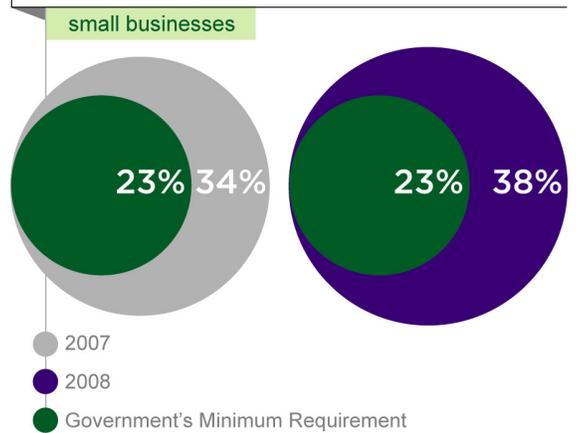
Guidelines established under our negotiated contracts, including our Corporate Procurement Policies and Procedures, ensure full compliance with public laws that relate to all classification types of small and diverse business concerns.

In accordance with these guidelines, Qualcomm's Supplier Diversity program has been established.

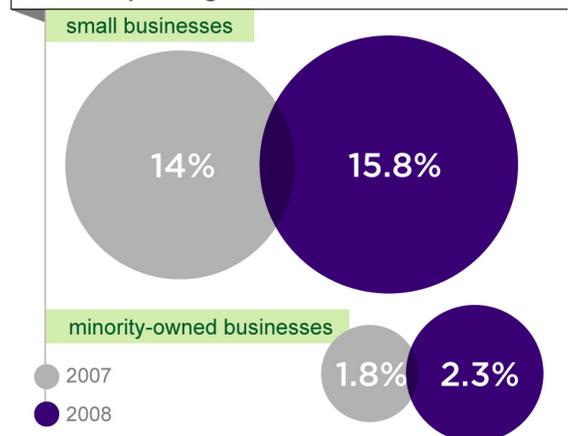
### Number of Diverse Suppliers Registered



### Direct Spending for Subcontract Work



### Indirect Spending for Subcontract Work



## → Awards & Recognition



Qualcomm has earned a distinguished reputation that goes beyond CDMA. Qualcomm is among the members of the S&P 100 Index, FORTUNE 500®, and a winner of the U.S. Department of Labor's "Secretary of Labor's Opportunity Award." Our unique work environment, dedicated workforce and expertise has also earned Qualcomm a place among FORTUNE's list of "100 Best Companies to Work For in America" for eleven years in a row and FORTUNE's list of "Most Admired Companies." CIO magazine named Qualcomm to its top 100 list for exemplifying the highest level of operational and strategic excellence.

### ➤ Corporate Success

- Forbes "Global 2000"
- Forbes "Global 2000"
- FORTUNE 500
- Financial Times "Most Valuable Global 500 Companies"
- Financial Times "Top 500 U.S. Companies"
- Deloitte & Touche "Wireless Fast 50"
- Institutional Investor "Most Shareholder Friendly"
- Information Week "Top 500 Technology Companies"
- Institutional Investor - Best CFO, Telecom Equipment/Wireless

### ➤ Company Culture

- Top Ten Best Employers in Korea in 2007
- Great Place to Work® Institute India "Best Workplaces in India"
- Computerworld "100 Best Places to Work in IT"
- FORTUNE "100 Best Companies to Work For"
- Outside Magazine "Best Places to Work"
- San Diego Business Journal "Best Places to Work"
- 2008 California Fit Business Award

### ➤ Human Resources

- Urban League of San Diego County President's Award
- FORTUNE "Most Diverse Company List"
- Training Magazine "Training Top 125"
- Executive Excellence Magazine "Top Leadership Development Program"

### ➤ Environmental Stewardship

- City of San Diego "Recycling Award"
- Industrial Environmental Association "Environmental and Sustainability Award"
- FTSE4Good Index
- Computerworld "Top 12 Green IT Companies"
- US Green Building Council LEED Gold Award
- American Lung Association of California "Clean Air Award"

### ➤ Technology & Innovation

- PC Magazine "25th Annual Technical Excellence Awards"
- Bank Technology News "The Innovators" – Firethorn
- Food Logistics "2008 Top 100 Technology Supplier"
- 008 Heavy Duty Trucking "Nifty Fifty" Award

For a full list of awards and recognition, please visit :

[www.qualcomm.com/news/awards/index.html](http://www.qualcomm.com/news/awards/index.html)