

2007 SOCIAL RESPONSIBILITY REPORT

LEADING THE WIRELESS INDUSTRY; ENABLING THE WIRELESS COMMUNITY

Since our inception in 1985, Qualcomm® has been a catalyst for the development and proliferation of wireless technologies worldwide. Our original vision for the future of mobile technology has now become reality. Today, next-generation wireless communications are driving the most important and exciting technology of this millennium and we are poised to continue our role as an innovator and catalyst for the wireless value chain—the wireless carriers, device manufacturers, applications developers, content providers and consumers.

Through our strong leadership and partnerships within this value chain, it is the end users—consumers, professionals and government entities—who ultimately benefit from the success of Qualcomm's efforts today and into tomorrow.

SOCIAL RESPONSIBILITY FOR ALL COMMUNITIES, FROM LOCAL TO GLOBAL



From the beginning, Qualcomm has been committed to supporting the communities in which our employees work and live. As Qualcomm grew, so did our community—from local to global—and with it, our sense of social stewardship solidified. This report highlights the many ways in which our community-focused culture manifests itself every day. Social responsibility is serious work (and play) at Qualcomm as we strive to better both our local and global communities through ethical business practices, socially empowering technology applications, educational and environmental programs, and employee diversity and volunteerism. By consistently fostering a community-oriented, philanthropic culture, Qualcomm has often been recognized as a responsible, globally oriented corporate citizen. This will continue to be the backbone of our culture as we look forward to the next 20 years and beyond.

Dr. Paul E. Jacobs
Chief Executive Officer

CORPORATE GOVERNANCE

Qualcomm's Board of Directors provides sound 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. To fulfill its responsibilities and to discharge its duty, the Board of Directors follows the procedures and standards that are set forth in Qualcomm's corporate governance guidelines. The complete Governance Principles and Practices are available at www.qualcomm.com

Corporate governance highlights:

- + Qualcomm was one of the first Securities and Exchange Commission registrants nationwide to achieve compliance with Sarbanes-Oxley 404. We are extremely proud to have achieved this accomplishment one year ahead of the regulatory deadline.
- + Qualcomm 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.

CORPORATE ETHICS: A CULTURE OF INTEGRITY

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 this year's education campaign, ethics policy posters were displayed in various break and copy rooms. We also created a Code of Ethics badge, which was distributed to all employees worldwide. Twice a year, our CEO sends out 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 employees do not feel comfortable coming forward with a concern, we have established the 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.

A SURVEY OF THE CORPORATE CLIMATE

An essential element of Qualcomm's culture is our open flow of communication. Employee feedback has always been critical to our ongoing success and is encouraged on a day-to-day basis as well as through more formal channels, such as the bi-annual Qualcomm Climate Survey. The survey is used to gauge employees' attitudes toward the company's management, performance, operations and workplace environment.

Employees realize that their input is valued; 90 percent of the Company responded to the 2007 survey. As has been the trend for years, the feedback was overwhelmingly positive.

Climate Survey highlights:

- + 97 percent of employees surveyed are committed to the success of Qualcomm.
- + 94 percent believe Qualcomm provides a working environment that is accepting of cultural and ethnic differences.
- + 91 percent believe Qualcomm provides a working environment that is accepting of gender differences.
- + 91 percent feel proud to work for Qualcomm.

CLIMATE SURVEY EMPLOYEE FEEDBACK

“Few companies are able to attain the level of teamwork and cooperation that employees of Qualcomm demonstrate. Employees at Qualcomm are very willing to help anyone in any way at any time.”

“I think the work environment is unique at Qualcomm. All employees treat each other with respect and try to help each other in reaching their goals. I can easily talk to my manager and other employees and they are very responsive. It is easier to work efficiently in a relaxed environment and a company that puts its trust in you to do your job.”

“Qualcomm ensures the satisfaction of its employees and makes it a very fun place to work by having various other supporting groups that help us in all sorts of ways. There is no other company that does that in our industry.”

“I truly believe that what makes Qualcomm stand out from other companies is the way our employees are treated. I believe that most of management has realized that a happy employee is a productive employee. Qualcomm is not only a company, but it is also a community where people interact on a human level.”

“Qualcomm makes every employee feel important and useful, giving us a sense of pride in our work. When I speak about the company I work for, I have a proud tone in my voice and I have noticed that this is the case with most of Qualcomm’s employees, regardless of what their titles may be.”

“Qualcomm has successfully created a culture that fosters employee participation and motivation. It’s truly amazing the benefits we’re offered, which gives us the comfort that our company cares about us. It is a pleasure to work for such a fine company.”

“What makes Qualcomm unique to work for is that Qualcomm provides the best environment possible for any employee to work in. I have the greatest respect for our leaders. Qualcomm hires people to do the right things and I would hate to ever have to think of working at any other place.”