



Inclusion and Diversity: Creating a company that reflects the world

The ingredients for invention—inspiration, insight, perspective and know-how—are best supplied by a mix of minds. That’s why we celebrate the diversity among our employees and recognize that our different backgrounds, experiences and ideas are critical to our success as individuals and as a company. We celebrate diversity, encourage the exchange of unique ideas and perspectives, and do not tolerate unlawful discrimination or harassment. We believe that fostering a sense of inclusion across our Company helps our employees feel connected to their work and enables us to attract innovators from all walks of life.

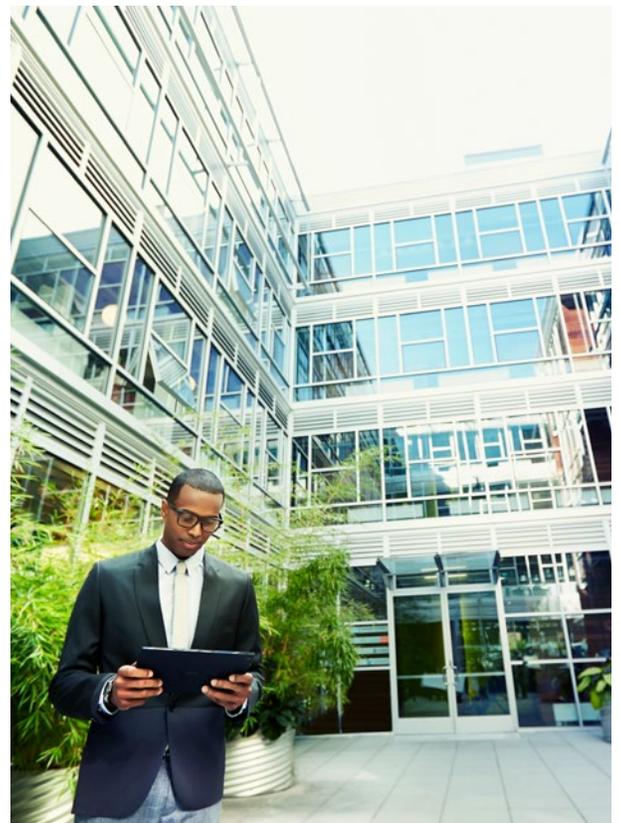
Expanding our vision and our reach

Our Global Inclusion and Diversity Program has enabled us to build a company we’re proud of and a culture that is diverse in many ways. Still, we continue to strive for even greater diversity.

Approximately 70 percent of our positions are technical in nature; even more specifically, our requirements are more heavily focused on electrical engineering, which limits the availability of qualified candidates. Like other companies in our industry, we have been challenged in hiring more diverse employees because of the relatively low number of female, African American, Hispanic and Native American students who pursue technical careers. So in 2014, we set our sights even higher, establishing our broadest vision yet for an inclusive culture enterprise-wide. In the year ahead and beyond, we’ll be investing our people and resources in a strategy for bringing that vision to life. We’ll implement the best practices for our unique environment and expand partnerships with other organizations whose missions are aligned with ours. Our actions will be focused in four major areas: internal culture, external outreach, talent acquisition and talent development. Specifically, we will:

- Expand our recruitment of diverse talent. We are renewing our commitment to the development of a diverse pipeline of job candidates with STEM expertise. We believe the solution to the shortage of STEM talent is not to simply compete for the talent that already exists, but to help improve the availability and readiness of new talent.
- Uphold a culture that actively engages employees and demonstrates respect for individual perspectives and cultures. We’ll establish a Diversity Council with worldwide representation and executive sponsorship. We’ll also expand training on such subjects as unconscious bias and cultural competence.
- Be a beacon for talented people seeking an industry-leading work environment. We want to be known for our diverse and inclusive culture.
- Identify, cultivate, develop and retain the diverse talent we already employ, so that we maximize diversity at all levels of our Company.

Our goal is to build a demographic profile at all levels of our Company that is a more direct reflection of the gender and ethnic diversity available in the areas where we do business.



Striving to hire underrepresented minorities

In our ongoing effort to increase the numbers of traditionally underrepresented minorities among our employees, we continued our long-running recruiting and retention programs. We maintained our close relationships with minority engineering programs on college campuses, relying on them for candidate referrals and creating programming activities for their students. We partnered again this year with the National GEM Consortium to cover tuition and room and board for selected graduate students and give them practical engineering experience through a summer internship.

We continued our annual Diversity Engineering Campus Alignment (DECA) conference and added another, Qualcomm Women's Collegiate Conference (QWCC), in order to encourage and support the pursuit of engineering and computer science careers by more women and minority college students.

Apart from our recruitment efforts, we support minority employees at Qualcomm in collaboration with employee networks like the Qualcomm African and African-American Diversity network and the Qualcomm Society of Hispanic Engineers, providing their members with opportunities for support, networking and career development.



Creating more opportunities for women in technology

We are committed to promoting gender equity throughout our Company. However, the relatively low numbers of women in STEM-related fields and in positions of corporate leadership is a longstanding issue—not only for us, but also for our industry. As a result, we are continuing our efforts by helping to increase the number of women in STEM-related fields overall, particularly in electrical engineering and computer science.

At Qualcomm, we're addressing gaps in our talent pipeline so that we can increase the number of female employees as well as the number of women in leadership positions companywide. Central to our efforts are QWISE (Qualcomm Women in Science and Engineering) and QFINITY (Qualcomm Females Influencing Information Technology), two of our employee networks. QWISE's mission is to promote the personal and professional growth of women in technology at Qualcomm and in the community. The group provides our female employees with a platform for sharing ideas, seeking guidance, discussing challenges and supporting our recruitment and retention programs. More than 1,600 Qualcomm employees belong to 12 QWISE chapters in Brazil, Canada, Europe, India, Singapore and the United States. QWISE programs have provided one-on-one mentoring for hundreds of Qualcomm employees and interns, along with networking opportunities, community outreach, a popular bimonthly speaker series and more.

In addition to adding a European chapter and two new North American chapters, QWISE marked its eighth anniversary in 2014. An event celebrating the occasion at our headquarters—with the theme "Inspire, Lead, Celebrate"—featured a keynote address by our CEO, Steve Mollenkopf, as well as a panel of Company executives who discussed professional development for women seeking leadership positions. In 2015, among other efforts, QWISE will expand its mentoring program by doubling its program duration.

Our Sustainability Priorities

Established in 2014, QFINITY is our newest employee network. While it shares many common goals with QWISE, QFINITY's goal is to promote opportunities for women specifically in information technology (IT) positions. Their mission is to inspire a more diverse IT organization by increasing awareness of opportunities and to encourage leadership, mentorship and career development for women in IT. QFINITY's initial signature offering was "Lean In Circles." This was a discussion and support group focused on career-related subjects inspired by Facebook Chief Operating Officer Sheryl Sandberg's book *Lean In: Women, Work and the Will to Lead*. QFINITY's "Lean In Circles" allowed members to speak openly about various topics, to share their own experiences and to give and receive peer mentoring. In 2015, QFINITY will expand their offerings to include networking events, a welcome program for new IT employees and forums where IT personnel can increase project or work experience visibility by presenting to peers and management. QFINITY's first anniversary event is scheduled and will include a panel discussion on "Moving the Needle for Women."

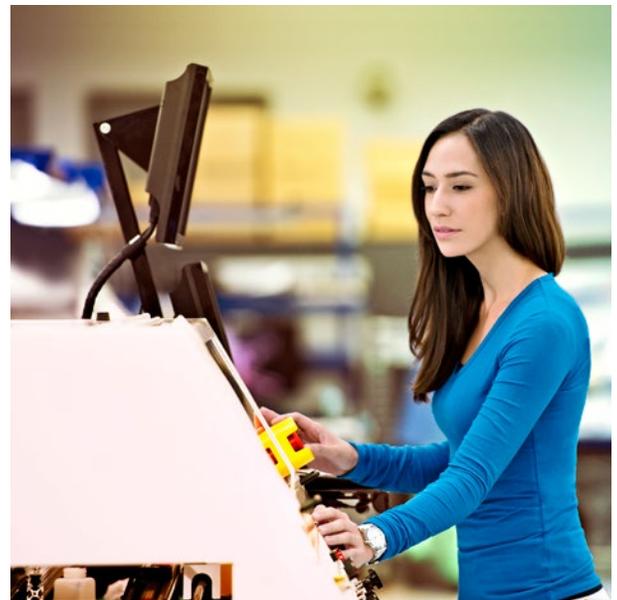
Both QWISE and QFINITY are leading important discussions about gender diversity at Qualcomm, and our executive team is a key part of those conversations. Dr. James H. Thompson, Executive Vice President, Engineering, Qualcomm Technologies, Inc., is QWISE's executive advisor; Norm Fjeldheim, Chief Information Officer, advises QFINITY. Both groups meet with their executive advisors throughout the year.

"I'm proud to serve as the executive champion of QWISE. I'm inspired daily by the people that I work with and our ability to achieve industry-leading levels of innovation and strong business performance. This is only made possible through cultivating a diverse, inclusive workforce that capitalizes on the strengths of all of our employees."

- Dr. James H. Thompson, Executive Vice President, Engineering, Qualcomm Technologies, Inc.

An ongoing practice of evaluating pay equity

Qualcomm has designed its compensation practices to be fair and equitable, taking into consideration a variety of factors, including education, experience, skills, responsibilities, tenure, contributions to the Company and external market forces. 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.



Scoring 100 on the Corporate Equality Index

We want Qualcomm to be a welcoming and supportive workplace for lesbian, gay, bisexual and transgender (LGBT) employees. We collaborate with eQuality, our LGBT employee network, to provide input to our human resources policies and provide our LGBT employees with opportunities for connection and career growth.

In 2014, for the third time, we earned a perfect score of 100 percent on the Human Rights Campaign's Corporate Equality Index (CEI), the national benchmarking tool for corporate policies and practices pertinent to LGBT workers. We earned our score in part by offering new health insurance benefits that cover the cost of gender reassignment surgeries for our transgendered employees.

In November 2013, we offered San Diego-area businesses a preview of the 2014 CEI at an event at our headquarters co-produced with the Human Rights Campaign/San Diego and the Equality Professionals Network. During the event, local employers spoke about providing equality in their workplaces, and Liz Cooper of Human Rights Campaign presented information about the CEI and workplace trends.

Extending a hand to veterans in transition

Military veterans hold a special place in our corporate culture, due in part to our headquarters' location in San Diego, CA, which is home to thousands of active and retired service members. More than 800 of our employees are military veterans, including a number of active-duty reservists serving around the world. We also supply technology to U.S. armed forces in the field.

In 2014, we continued to offer our Qualcomm Corporate Integration Program for Warrior Veterans (QCIP-Warriors), an eight-week program that provides transitioning warrior military veterans with hands-on technical experience, exposure to a corporate environment and the confidence that comes with professional development. Qualcomm employees who are military veterans themselves guide and support veterans during the experience. More than 93 percent of the 100-plus veterans who completed QCIP-Warriors since we started the program in 2011 have gained full-time employment or internships at Qualcomm or elsewhere.

We also hold regular programs and events for veterans at our headquarters. In May 2014, we hosted "Service, Sacrifice & Transition," an evening of tribute to the U.S. military and military veterans. The evening included a screening of the film, *Lone Survivor*, a panel discussion on "Transitioning Back to Home" and a resource expo for veterans. At a "Quarterly Hail" event for members of our Mil-Vets employee network, we hosted Captain Mark Cedrun, former commander of the *USS Boxer*, the flagship in the rescue of the cargo ship hijacked by Somali pirates that was portrayed in the film *Captain Phillips*.

We made several charitable donations to veterans' organizations in 2014, including Workshop for Warriors, the Navy SEAL Foundation and Zero8hundred, a yearlong project that seeks to develop a comprehensive plan for connecting veterans to community resources as they move from military service to civilian life.

Be who you are:

Q&A with Jennifer Manfredi, Senior Staffing Specialist



L to R: Leane Marchese, CEO Steve Mollenkopf, Jennifer Manfredi and CFO George Davis at San Diego's 2014 Pride Parade.

Jennifer Manfredi is part of our college campus recruiting team and also works in our Thinkabit Lab. She is a board member of eQuality, our employee network for lesbian, gay, bisexual and transgender (LGBT) employees and allies.

What were Qualcomm's biggest achievements with regard to LGBT issues in 2014?

Our biggest achievement was scoring 100 percent on the Human Rights Campaign's (HRC) Corporate Equality Index (CEI) for the third time. We also co-hosted a successful event with HRC at our headquarters, where we previewed the CEI and local employers discussed LGBT workplace issues. Also, Qualcomm's participation in San Diego's annual Pride Parade (see photo above) has become a wonderful celebration within our Company as well as within the community. Our most senior executives walk side-by-side with our contingent. When leadership is visible at such events, you feel more connected and valued as an employee.

How does eQuality support LGBT employees? What are its key programs?

In addition to participating in key events like the Pride Parade, Harvey Milk Diversity Breakfast, Equality California and San Diego Aids Walk, our members enjoy networking and learning from speakers at various internal events. The eQuality board recently started a newsletter to help LGBT employees stay informed and connected. One of our goals for 2015 is to create more of an LGBT community across Qualcomm globally.

You recruit new talent for the Company. How do LGBT issues come into play?

At Qualcomm, we have a strategy for seeking diverse candidates, and candidates themselves have become more discerning; some will ask directly about Qualcomm's position on LGBT issues. Some candidates won't engage with a company if they don't feel a connection or get the sense that inclusion is part of its culture. Recruiting such a diverse and smart workforce leads to more innovative solutions in the long term.

What does Qualcomm's LGBT-friendliness look like day-to-day in the workplace? How does it make a difference in your life?

Having a partner has never been an issue for me at work. If it comes up at all, it's in the context of coworkers asking about my day-to-day life with my partner and our children. It sounds cliché, but it really is "The Qualcomm Way." At Qualcomm, you commit to being a good colleague and collaborator, and to have an open mind. I've never been in a situation where I felt that I couldn't be myself at work.

What does it mean to you to work for a company that is so supportive of its diverse employee base?

When friends hear that my partner and two stepsons are covered by Qualcomm's benefits, they can't believe it. I never take for granted that my Company has done so much work to achieve 100 percent on the HRC CEI. To get 100 percent is very, very difficult. Scoring 100 percent for three years shows that our leadership is committed to doing more than just checking the box. It's shocking to me when I hear about other companies that are lagging behind on LGBT issues. I'm so grateful for Qualcomm and its support.



Our Workplace

We provide a safe and healthy work environment where diversity is embraced and various opportunities for training, growth and advancement are strongly encouraged for all employees

Ethical Employment

Goal: Increase awareness and visibility of human rights principles within our Company, as well as with contracted vendors and key suppliers

- ➔ We conducted our annual risk assessment of our operations, which includes the consideration, review and prioritization of various company risks by a cross-functional group of key representatives from our legal, finance, human resources and internal audit teams.
- ➔ We continued our participation in the [United Nations Global Compact \(UNGC\)](#) and submitted our first Communication on Progress (COP), which detailed our policies, implementation efforts and outcomes related to the 10 Principles of the UNGC during the reporting period of May 2013 through May 2014.
- ➔ We continued our membership in [BSR's Human Rights Working Group](#) and hosted the group's June meeting at our headquarters.
- ➔ We worked as part of the Electronic Industry Citizenship Coalition (EICC) United Nations Guiding Principles Task Force to help strengthen the link between the [United Nations Guiding Principles on Business and Human Rights \(UNGPs\)](#) and EICC's work.
- ➔ We updated "[Qualcomm's Commitment to Human Rights](#)," a statement formalizing our commitment to respecting human rights and avoiding complicity in any human rights abuse throughout our Company, our operations and our communities.
- ➔ We hosted human rights expert and author [Christine Bader](#), whose presentation helped educate employees about human rights issues and the UNGPs.

Goal: Increase awareness of employee recognition programs and promote increased recognition of employee contribution.

- ➔ Use of our employee recognition program increased by 34 percent overall, with use in our operations outside the United States increasing 53 percent.

Goal: Provide employees with increased visibility of their total compensation and benefits package

- ➔ Our Total Rewards Profile provides employees with a detailed overview of their total compensation and benefits for the fiscal year. In 2014, Total Rewards Profiles were available to all employees located in the United States, China, India and Latin America; over the next few years, all employees worldwide will have access.

Inclusion and Diversity

Goal: Expand diversity and inclusion efforts globally with a focus on the recruitment, retention and development of traditionally underrepresented minorities and women globally

- ➔ We offered employment and internships to female and minority engineering students who are traditionally underrepresented in STEM fields.
- ➔ We supported diversity outreach organizations on college campuses—including Society of Hispanic Engineers, National Society of Black Engineers and Society of Women Engineers—in reaching out to students.
- ➔ Through our annual Diversity Engineering Campus Alignment (DECA) and Qualcomm Women's Collegiate Conference (QWCC) events, we hosted female and minority college students from across the nation who are studying engineering or computer science and gave them an opportunity to engage with engineering professionals and other students in technical fields. We expect to double the number of students we host in 2015.
- ➔ During our first annual Qualcomm Intern Women's Summit, we invited all of our female engineering interns from across the United States to our headquarters for a day of discussion, hands-on collaboration and networking. Approximately 45 interns attended.
- ➔ QBuds, a cross-divisional program, matched our female interns with female Qualcomm employees for mentoring and professional support.
- ➔ We again partnered with the National GEM Consortium to fund tuition, room and board for minority graduate students in engineering and provide them with work experience through a summer internship, doubling our commitment in 2014.
- ➔ We worked with associations like the National Center for Women in Technology (NCWIT) to identify talented candidates for our technical positions resulting in additional hires of female interns.

Goal: Support transition of United States military veterans into corporate workforce

- ➔ We were recognized as one of the Top 100 Military Friendly® Employers for a third consecutive year.
- ➔ Our military veterans employee network, Mil-Vets, raised awareness of the unique skills that veterans bring to the workplace.
- ➔ With help from transitioning veterans in our [Qualcomm Corporate Integration Program \(QCIP\) -Warriors program](#), our Mil-Vets employee network planned our annual flag-raising ceremonies on Memorial Day and Veterans Day. Both events featured remarks from Qualcomm executives and distinguished members of the military community.

Goal: Expand efforts to support opportunities for the employment of people with disabilities within Qualcomm and the community

- ➔ We collaborated with the local Office of Federal Contract Compliance Programs, the U.S. Department of Labor and local federal contractors on Building Bridges, an event created to educate employers on best practices for hiring and retaining veterans and people with disabilities.
- ➔ We launched an effort to ensure that Qualcomm's public-facing websites are accessible to everyone, including people who use such assistive technologies as screen readers, text readers and voice-activated devices.
- ➔ We reached out to job candidates online and in-person via job fairs.

Employee Development

Goal: Promote global employee wellness and improve overall health and fitness of our employees

- ➔ We offered biometric health screenings in some U.S. offices with more than 250 employees, and at our locations in Canada and Mexico.
- ➔ We provided an on-site health center for employees at our headquarters and finalized plans to open health clinics at our facilities in Bangalore and Hyderabad, India in 2015.
- ➔ We conducted our annual domestic flu vaccination campaign for all U.S. employees and their dependents.
- ➔ We engage with respected organizations such as the [American Heart Association](#) and [Arogya World](#) to ensure that our health programming accesses the most recent science, is accurate and helpful.
- ➔ We continued to help employees cultivate lifelong healthy habits in five core areas: eating well, being active, sleeping effectively, practicing reflection and taking preventive health measures.
- ➔ We conducted semiannual campaigns on general health, heart health, mental health and diabetes. The campaigns aimed to promote awareness and prompt employees worldwide to take care of their health.
- ➔ We held global mobile "health challenges" that encouraged teams of employees worldwide to have fun and compete in adopting new, healthier habits.
- ➔ We piloted an online screening program to help identify persons at risk for chronic stress, depression or suicide and connect them with mental health professionals.
- ➔ We grew our network of "Health Champions," companywide individuals who help disseminate health education and plan activities for our employees. "Health Champions" act as catalysts for health improvements, and we've made plans to evolve the role in the future.

Goal: Provide training globally that enables Qualcomm employees to operate at the leading edge of technology and help them to meet our future business needs

- ➔ We established a new social platform where any employee can assemble learning resources on a specific topic and make them available to other employees across the Company. In fiscal 2014, 15,000 new users collaborated on more than 400 of these "learning paths."
- ➔ Through the Learning Center Resource Site and Qualcomm Mobile Employee App Store, more than 13,000 employees spent 20,000 hours watching 240,000 instructional video segments in fiscal 2014, helping them quickly acquire knowledge in small portions, when they need it.
- ➔ In Bangalore and Hyderabad, India, we partnered with the Birla Institute of Technology to make its master's degree programs in hardware and software development available in-house and in-person at Qualcomm. Our employees can now pursue a graduate degree with a customized course curriculum that is relevant to their work.
- ➔ At our facilities in India, we provided managers with online tools and resources for structuring technical training for new employees. This helped managers plan training more effectively and helped new employees—especially recent college graduates—assimilate successfully.

Workplace Safety

Goal: Maintain injury rates below industry average

- ➔ We achieved an illness and injury rate 32 percent lower than the industry average. Our rate of lost time due to injury and illness was 83 percent lower than the industry average. These rates are a result of our employee safety training and strong ergonomics program.

Our Workplace

| | | Units | 2014 | 2013 | 2012 | |
|---------------------|----------------------------|-------|--------|--------|--------|--|
| Number of Employees | Total Employees | # of | 31,300 | 31,000 | 26,600 | |
| | Breakout by Region: | | | | | |
| | United States | % | 66% | 66% | 65% | |
| | Non-United States | % | 34% | 34% | 35% | |
| | Breakout by Employee Type: | | | | | |
| | Regular Employees | % | 87% | 88% | 89% | |
| Temporary Employees | % | 13% | 12% | 11% | | |

| | | | | | | |
|-------------------------|--|------------|-------|-----|-----|--|
| Inclusion and Diversity | Nationalities Represented | # of | 121 | 122 | 118 | |
| | Languages Spoken | # of | 67 | 67 | 67 | |
| | Women - Overall | % of Total | 20.3% | N/A | N/A | |
| | Leadership | % of Total | 16.8% | N/A | N/A | |
| | Technical | % of Total | 14.2% | N/A | N/A | |
| | Women on Board of Directors | % of Total | 20% | 23% | 25% | |
| | Race and Ethnicity Statistics (U.S. only): | | | | | |
| | Minority Employees - Overall | % of Total | 63% | 61% | 59% | |
| | American Indian/Alaska Native - Overall | % of Total | 0.2% | N/A | N/A | |
| | Leadership | % of Total | 0.1% | N/A | N/A | |
| | Technical | % of Total | 0.1% | N/A | N/A | |
| | Asian - Overall | % of Total | 53.4% | N/A | N/A | |
| | Leadership | % of Total | 41.8% | N/A | N/A | |
| | Technical | % of Total | 61.3% | N/A | N/A | |
| | Black/African American - Overall | % of Total | 1.8% | N/A | N/A | |
| | Leadership | % of Total | 1.5% | N/A | N/A | |
| | Technical | % of Total | 1.2% | N/A | N/A | |
| | Hispanic - Overall | % of Total | 5.0% | N/A | N/A | |
| | Leadership | % of Total | 4.2% | N/A | N/A | |
| | Technical | % of Total | 2.9% | N/A | N/A | |
| | Native Hawaiian/Pacific Islander - Overall | % of Total | 0.4% | N/A | N/A | |
| | Leadership | % of Total | 0.2% | N/A | N/A | |
| | Technical | % of Total | 0.2% | N/A | N/A | |
| | Two or More Minority Groups - Overall | % of Total | 1.9% | N/A | N/A | |
| | Leadership | % of Total | 1.0% | N/A | N/A | |
| | Technical | % of Total | 1.5% | N/A | N/A | |

| | | | | | |
|-----------------------------------|--|--------------|---------|---------|---------|
| Employee Development ¹ | Training Statistics: | | | | |
| | Classroom Training Course Enrollments ² | # of | 123,439 | 145,712 | 101,656 |
| | Instructor-led Sessions ² | # of | 2,019 | 2,162 | 2,049 |
| | Online Courses | # of | 2,000+ | 2,000+ | 2,000 |
| | Training by Employee Group: | | | | |
| | Individual Contributor ² | Hrs/Employee | 38 | 68 | 33 |
| | Management ² | Hrs/Employee | 33 | 68 | 33 |
| | Executive ² | Hrs/Employee | 20 | 31 | 22 |

| | | | | | |
|--------------------|-----------------------------------|------------|------|------|------|
| Ethical Employment | Employee Voluntary Turnover Rates | % of Total | 4.3% | 3.8% | 3.8% |
|--------------------|-----------------------------------|------------|------|------|------|

| | | | | | |
|------------------|---|-----------------------------|------|------|------|
| Workplace Safety | Total Injury and Illness Incident Rate (U.S. only) | Per 100 Full-time Employees | 0.82 | 0.50 | 0.70 |
| | Total Lost Time Injury and Illness Rate (U.S. only) | Per 100 Full-time Employees | 0.07 | 0.04 | 0.03 |

| | | | | | |
|--|----------------------------------|------|--------|-------|-------|
| Environmental Health and Safety Training | Total Hours Provided (U.S. only) | # of | 7,905 | 7,187 | 2,764 |
| | Employees Trained ³ | # of | 13,124 | 6,265 | 3,221 |
| | Trainings Led ⁴ | # of | 200 | 402 | 1,737 |
| | Ergonomic Assessments Led | # of | 2,947 | 4,135 | 3,184 |

¹ For 2013 and 2012, raw data was updated in 2014 to more accurately reflect 2012 and 2013 enrollments and sessions.

² In 2013, we implemented two companywide mandatory training programs, which significantly increased enrollments. Enrollments were lower in 2014 as most employees had already taken the mandatory training.

³ Increase in employees trained due to U.S. OSHA adoption of the Global Harmonization Standard requiring mandatory training for employees that work with or around chemicals

⁴ 2014 and 2013 data represent live training sessions only (does not include online self-directed trainings)