



We report on our sustainability initiatives annually according to the [Global Reporting Initiative \(GRI\) G3 Sustainability Reporting Guidelines](#). GRI reporting guidelines set the principles and indicators that organizations use to voluntarily measure and report their economic, environmental and social performance. We have self-assessed our 2013 Qualcomm Sustainability Report (QSR) to be Application Level B.

Reporting Area	Indicator	Description	Response
Strategy and Analysis	1.1	Statement from the most senior decision-maker of the organization.	2013 QSR (From Our Executive Chairman)
	1.2	Description of key impacts, risks, and opportunities.	10-K/Annual Report
Organizational Profile	2.1	Name of the organization.	Qualcomm Incorporated
	2.2	Primary brands, products, and/or services.	Products and Services
	2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Businesses and Organizations
	2.4	Location of organization's headquarters.	San Diego, CA
	2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Worldwide locations
	2.6	Nature of ownership and legal form.	Qualcomm is listed on the NASDAQ Stock Market under the ticker symbol QCOM.
	2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	2013 QSR (Performance Summary), 10-K/Annual Report

Reporting Area	Indicator	Description	Response
Organizational Profile (continued)	2.8	Scale of the reporting organization.	<u>2013 QSR (Performance Summary)</u> , <u>10-K/Annual Report</u>
	2.9	Significant changes during the reporting period regarding size, structure, or ownership.	<u>10-K/Annual Report</u>
	2.10	Awards received in the reporting period.	<u>Awards and Recognition</u>
Report Parameters	3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Our 2013 QSR covers events and highlights occurring from October 1, 2012 to September 29, 2013, and coincides with our corporate 2013 fiscal year. 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.
	3.2	Date of most recent previous report (if any).	Our 2011-2012 QSR covers events and highlights occurring from September 27, 2010 to September 30, 2012, and coincides with our corporate 2011 and 2012 fiscal years.
	3.3	Reporting cycle (annual, biennial, etc.).	Biennial
	3.4	Contact point for questions regarding the report or its contents.	Qualcomm Incorporated Attn: QSR 5775 Morehouse Drive San Diego, CA 92121 qsr@qualcomm.com
	3.5	Process for defining report content.	<u>2013 QSR (Sustainability Governance and Strategy)</u>
	3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	This report includes Qualcomm Incorporated and its consolidated subsidiaries. Financial data is reported in U.S. dollars.

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Report Parameters (continued)	3.7	State any specific limitations on the scope or boundary of the 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 2013 QSR. 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 strategy and are of utmost importance to our stakeholders. Data and content determined to have the highest priority have been included in this report.
	3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	<u>10-K/Annual Report</u>
	3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Data for this report was compiled from various company departments specific to the performance indicator. Some calculations have been noted in relevant report sections as appropriate. Data is reported using U.S. measurement systems unless otherwise noted.
	3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	There were no such restatements during the reporting period. <u>10-K/Annual Report</u>
	3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	There have been no significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the 2013 QSR.
	3.12	Table identifying the location of the Standard Disclosures in the report.	Our 2013 GRI Content Index
	3.13	Policy and current practice with regard to seeking external assurance for the report.	External verification of specific content is noted throughout our 2013 QSR.

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Governance, Commitments and Engagement	4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Governance Principles and Practices
	4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Paul E. Jacobs is our Executive Chairman and Chairman of the Board of Directors. He has served as our Chairman of the Board of Directors since March 2009 and as our Executive Chairman since March 2014. Executive Officers
	4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	As of September 29, 2013, eleven directors were independent, meaning they are not employees, have not been employees within the last three years and do not have any business or consulting arrangements with Qualcomm. The Board includes a presiding director who is independent.
	4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Governance Principles and Practices
	4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	10-K/Annual Report
	4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Governance Principles and Practices
	4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	Corporate Governance

Reporting Area	Indicator	Description	Response
Governance, Commitments and Engagement (continued)	4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	2013 QSR, The Qualcomm Way: Our Code of Business Conduct
	4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Corporate Governance
	4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Governance Principles and Practices
	4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Across our Company, we practice the "precautionary principle" of identifying and taking preventative measures regarding chemicals, even 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.
	4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Sustainability
	4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: <ul style="list-style-type: none"> • Has positions in governance bodies; • Participates in projects or committees; • Provides substantive funding beyond routine membership dues; or • Views membership as strategic. 	Our 2013 Memberships and Industry Affiliations

Reporting Area	Indicator	Description	Response
Governance, Commitments and Engagement (continued)	4.14	List of stakeholder groups engaged by the organization.	2013 QSR (Stakeholder Engagement)
	4.15	Basis for identification and selection of stakeholders with whom to engage.	2013 QSR (Sustainability Governance and Strategy)
	4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	2013 QSR (Stakeholder Engagement)
	4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	2013 QSR (Sustainability Governance and Strategy)
Disclosures on Management Approach (DMAs)	DMA	Economic	10-K/Annual Report, Proxy Statement, Corporate Governance, The Qualcomm Way: Our Code of Business Conduct, Code of Ethics, Supplier Diversity Policy
	DMA	Environmental	2013 QSR, Our Environmental Guiding Principles, Environment, EICC Code of Conduct, The Qualcomm Way: Our Code of Business Conduct
	DMA	Social: Labor Practices and Decent Work	2013 QSR, EICC Code of Conduct, Workplace Safety, The Qualcomm Way: Our Code of Business Conduct
	DMA	Social: Human Rights	2013 QSR, Ethical Employment, EICC Code of Conduct, Qualcomm's Commitment to Human Rights, The Qualcomm Way: Our Code of Business Conduct
	DMA	Social: Society	2013 QSR, The Qualcomm Way: Our Code of Business Conduct, Community, Wireless Reach
	DMA	Social: Product Responsibility	2013 QSR, Product Responsibility, EICC Code, The Qualcomm Way: Our Code of Business Conduct

Reporting Area	Indicator	Description	Response
Performance Indicators	EC1*	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	2013 QSR (Performance Summary) , 10-K/Annual Report
	EC3	Coverage of the organization's defined benefit plan obligations.	We do not maintain a defined benefit pension plan.
	EC5*	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	For all jobs at Qualcomm, we pay a standard entry-level wage that is higher than the local minimum wage.
	EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	2013 QSR (Performance Summary) , Supplier Diversity , Supplier Diversity Policy
	EC8*	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	2013 QSR (Our Community) , Wireless Reach , General public benefit information provided
	EC9*	Understanding and describing significant indirect economic impacts, including the extent of impacts.	2013 QSR (Our Community) , Wireless Reach , General public benefit information provided
Environmental	EN3	Direct energy consumption by primary energy source.	2013 QSR (Performance Summary)
	EN4	Indirect energy consumption by primary source.	2013 QSR (Performance Summary)
	EN5	Energy saved due to conservation and efficiency improvements.	2013 QSR (Our Environment)
	EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	2013 QSR (Our Environment)
	EN7*	Initiatives to reduce indirect energy consumption and reductions achieved.	2013 QSR (Our Environment)
	EN10*	Percentage and total volume of water recycled and reused.	2013 QSR (Performance Summary)

* Partially covered in report

Reporting Area	Indicator	Description	Response
Environmental (continued)	EN16	Total direct and indirect greenhouse gas emissions by weight.	2013 QSR (Performance Summary)
	EN17*	Other relevant indirect greenhouse gas emissions by weight.	2013 QSR (Performance Summary)
	EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	2013 QSR (Our Environment)
	EN20	NOx, SOx, and other significant air emissions by type and weight.	2013 QSR (Performance Summary)
	EN22	Total weight of waste by type and disposal method.	2013 QSR (Performance Summary)
	EN23	Total number and volume of significant spills.	Qualcomm experienced no significant spills in 2013 that had a material impact on the environment.
	EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	All hazardous waste generated by Qualcomm U.S. operations is recycled or treated in the United States by Certified Treatment, Storage and Disposal Facilities.
	EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	2013 QSR (Our Products)
	EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Qualcomm received no monetary fines and no non-monetary sanctions for non-compliance with environmental laws and regulations in 2013.
Social: Labor Practices and Decent Work	LA1*	Total workforce by employment type, employment contract, and region.	2013 QSR (Performance Summary) , Total workforce by region and employment type provided
	LA2*	Total number and rate of employee turnover by age group, gender, and region.	2013 QSR (Performance Summary) , General information on voluntary turnover provided

* Partially covered in report

Reporting Area	Indicator	Description	Response
Social: Labor Practices and Decent Work (continued)	LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Our benefits package for regular full-time employees is competitive and comprehensive. It includes medical, dental and prescription drug benefits, among others. In all locations where legally permitted, we prorate various full-time employee benefits according to standard work hours for part-time employees. Employees who work less than 30 hours per week do not receive paid health insurance benefits. Temporary employees receive any health insurance benefits from their staffing agency employer and not Qualcomm.
	LA4	Percentage of employees covered by collective bargaining agreements.	None of our U.S. employees are covered by collective bargaining agreements. Outside the United States, less than 3 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. Qualcomm does not have formal agreements with trade unions.
	LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	2013 QSR (Performance Summary)
	LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	2013 QSR (Our Workplace)
	LA9	Health and safety topics covered in formal agreements with trade unions.	Qualcomm does not have any formal agreements with trade unions.
	LA10	Average hours of training per year per employee by employee category.	2013 QSR (Performance Summary)
	LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	2013 QSR (Our Workplace)

Reporting Area	Indicator	Description	Response
Social: Labor Practices and Decent Work (continued)	LA12	Percentage of employees receiving regular performance and career development reviews.	Our Total Rewards review cycle allows for performance and development reviews twice a year. Eighty percent of our employees receive regular formal performance and career development reviews with the opportunity to provide feedback to management.
	LA13*	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	2013 QSR (Performance Summary) , General information provided
Social: Human Rights	HR4	Total number of incidents of discrimination and actions taken.	Qualcomm has never been found to have unlawfully discriminated against any of our employees.
	HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Qualcomm is unaware of any operations in which the right to exercise freedom of association and/or collective bargaining are at significant risk.
	HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Qualcomm is unaware of any operations in which there is a significant risk for incidents of child labor.
	HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination 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.
	HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	One hundred percent of security personnel are trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.
	HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Zero

* Partially covered in report

Reporting Area	Indicator	Description	Response
Social: Society	SO2*	Percentage and total number of business units analyzed for risks related to corruption.	We annually evaluate our Company for risks related to corruption. We also assess additional risk areas on a case-by-case basis. The Qualcomm Way: Our Code of Business Conduct
	SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Qualcomm requires its employees to complete a certification process that covers the Company's FCPA and Anti-Corruption policy and procedures. With respect to the 2013 certification, nearly 100 percent of all employees have completed the process. The Qualcomm Way: Our Code of Business Conduct
	SO4	Actions taken in response to incidents of corruption.	There has never been any legal case of corruption brought against our employees or our Company. We disclose all material legal proceedings in our periodic filings. 10-K/Annual Report
	SO5	Public policy positions and participation in public policy development and lobbying.	Public Policy
	SO6*	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Disclosures Under Political Contributions and Expenditures Policy
Social: Product Responsibility	PR1*	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	2013 QSR (Our Products) , Product Responsibility
	PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Product Responsibility
	PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	We did not receive any substantiated complaints regarding breaches of customer privacy or data in 2013 or in the three years prior. Privacy
	PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	In 2013, we had no fines for non-compliance with laws and regulations concerning the provision and use of our products and services.

* Partially covered in report