



Our Stakeholder Engagement

To be effective, our sustainability efforts must be collaborative and consider all relevant perspectives. We continuously seek the input and opinions of those who have a stake in our Company and its actions. We maintain ongoing communications with a diverse range of people who shape and influence our sustainability policies and initiatives. The following are examples of the ways we stay connected with our key stakeholders throughout the year.

Employees

- Our open-door policy enables employees to bring concerns to management—up to and including our chief executive officer—anytime.
- We conduct regular employee surveys to better understand what our employees think and want.
- We hold quarterly all-hands meetings and webcast them companywide. Each meeting includes employee question-and-answer sessions.
- Our executives communicate regularly about the importance of doing business with integrity.
- Through messages and presentations throughout the year, our senior executives help employees understand our company strategy, industry position and financial performance.
- Members of our executive team hold regular breakfast meetings with employees below the Director level.
- Employee Networks serve as forums for dialogue and promote inclusion and diversity.
- Throughout the year, we offer training opportunities to educate employees on unconscious bias, cultural competency and other diversity topics.
- Events hosted at Qualcomm give employees the opportunity to learn and ask questions about topics such as women in tech, advocating for gay rights, challenges for veterans returning to civilian life and living with a disability.
- We hold on-site summits, presentations and technology showcases throughout the year so our employees can learn about our Company programs and our products, services and technologies—and how they make an impact on the world.
- QC Daily News, our daily internal newsletter and website, reports the latest from across our Company.
- We maintain a corporate intranet, updating it regularly with fresh and useful information.
- We distribute The Qualcomm Way: Our Code of Business Conduct online and require all employees to acknowledge that they've read it and will report any known or suspected violations or concerns.
- Our Business Conduct Hotline is a dedicated 24-hour phone line and web reporting resource that can be used to communicate any questions or concerns with the Company. It is administered by an independent company to help ensure that issues and concerns can be reported anonymously where permitted by law.
- Our Emergency Hotline provides information and instructions in the event of an emergency.
- International SOS and Cigna Medical Benefits Abroad provides emergency and non-emergency medical information for employees on business travel.
- We train employees to prepare for disasters both at work and home.
- We encourage employees to assist with disaster response in their communities in partnership with the American Red Cross and local government agencies.
- Our employees have access to customized education and activities to help them cultivate lifelong healthy habits in five core areas: eating well, being active, sleeping effectively, practicing reflection and taking preventive health measures.
- We engage with respected organizations to ensure our health programming accesses the most recent science and is accurate and helpful.
- We conduct semiannual campaigns on general health, heart health, mental health and diabetes to promote awareness and encourage employees worldwide to take care of their health.

Investors

- We hold quarterly earnings conference calls and issue quarterly communications to report on our Company's progress.
- We report on each year's financial results, articulate our vision of the future and respond to investor questions and concerns at our annual stockholders' meeting.
- We hold an annual meeting with analysts to update them on our progress, share insights about our future and answer their questions.
- We regularly file information with the U.S. Securities and Exchange Commission as required by law.
- We participate in investor conferences and tradeshows and meet regularly with investors.
- Our investor relations team engages with investors to answer their questions throughout the year.

Suppliers and Customers

- We connect with customers and suppliers through business meetings, industry conferences and networking events.
- We participate in industry tradeshows and conferences.
- We monitor processes and materials with our suppliers and continually work to make our products as sustainable as economically and technically feasible.
- We're proactively involved with local supplier support agencies and development councils.
- We've undertaken strategic initiatives to expand our active supplier pool of small and diverse businesses.
- We advocate in support of small and diverse businesses.

Governments

- We advocate for public policy in our Company's interest.
- We host subject-specific informational sessions and conferences for government officials.
- We participate in working groups and agency taskforce initiatives.
- Qualcomm® Wireless Reach™ is committed to helping local governments reach their Information and Communications Technology (ICT) and universal service goals including increasing teledensity and Internet penetration, as well as using technology to meet education, environment and health care objectives.
- We host government delegations at Company headquarters to demonstrate the latest technologies and engage on public policy impacts.

Communities and Nonprofit Organizations

- We engage nonprofits through our philanthropy, employee volunteerism and other global social responsibility programs.
- We participate in philanthropic collaboratives with other grantmaking entities. We're part of public-private alliances, and we regularly engage the nonprofit sector in open dialogue.
- Our employees serve on boards and committees of nonprofit organizations.
- Qualcomm Wireless Reach works with more than 650 stakeholders on strategic wireless technology projects with positive social and economic impact on global underserved communities.