

Qualcomm

Gender Pay Gap Report

2021

A Message From Our Chief Diversity Officer

At Qualcomm, we believe in the power of technology. We know that innovation can catalyze social change and that every breakthrough has the potential to impact society for the better.

It's our employees who make that happen. We hire the brightest minds and foster a supportive, inclusive culture where everyone can feel welcome and inspired to do their best work every day.

We're proud of our history of supporting diversity, equity and inclusion, which are critical business strategies that have elevated Qualcomm to its current position as a leader of cutting edge, world-changing mobile communications technologies.

But we are always actively working to do more, to continue to accelerate progress, and to drive meaningful change.

We'll continue to support the transparency of gender pay gap reporting to progress the conversation both inside and throughout the tech industry at large. In sharing our information we're able to talk about the values we hold and the exciting work ahead towards sustaining a workplace where everyone is valued, respected, and engaged. This type of environment is pivotal to attract and retain the best talent, and to help our people tap into their limitless potential.

Glenn Williams
Chief Diversity Officer



About Us

Qualcomm Incorporated ("Qualcomm"), headquartered in San Diego, California is a global multinational semiconductor and telecommunications company that designs and markets wireless telecommunications products and services from IoT to Automotive and extended reality applications and 5G to Artificial Intelligence. We are innovators, engineers, designers, and communicators, united by our quest to create for what has yet to be imagined. We know there is always a better way and our dedication to finding it has put us at the centre of innovations for over 30 years.

Qualcomm's subsidiary in the UK, Qualcomm Technologies International, Ltd ("QTI") plays diverse and important roles in our European operations, and has offices located in Cambridge, Farnborough, London, Bristol and Belfast.



We are committed to equal pay for equal work.

Under the Equality Act 2010 and the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all UK employers with 250 or more employees must publish statutory calculations that show the pay difference in average earnings between men and women. Accordingly, this report sets out information relating to the gender pay gap within Qualcomm Technologies International, Ltd ("QTIL").

Qualcomm recognises that the gender pay gap reporting obligation is different from the concept of equal pay. The gender pay gap report gives a snapshot of employees at a given date, and measures the average earnings of male and female employees across QTIL, regardless of their role within the organisation.

At Qualcomm, we are committed to equal pay for equal work. Equal pay is about ensuring men and women are paid the same for carrying out equal work.

We have aligned with industry-best practices designed to promote pay equity, including broadly gathering third party feedback for evaluations and reviews, thoroughly calibrating rating and rewards decisions and ensuring that our managers and leaders are trained to

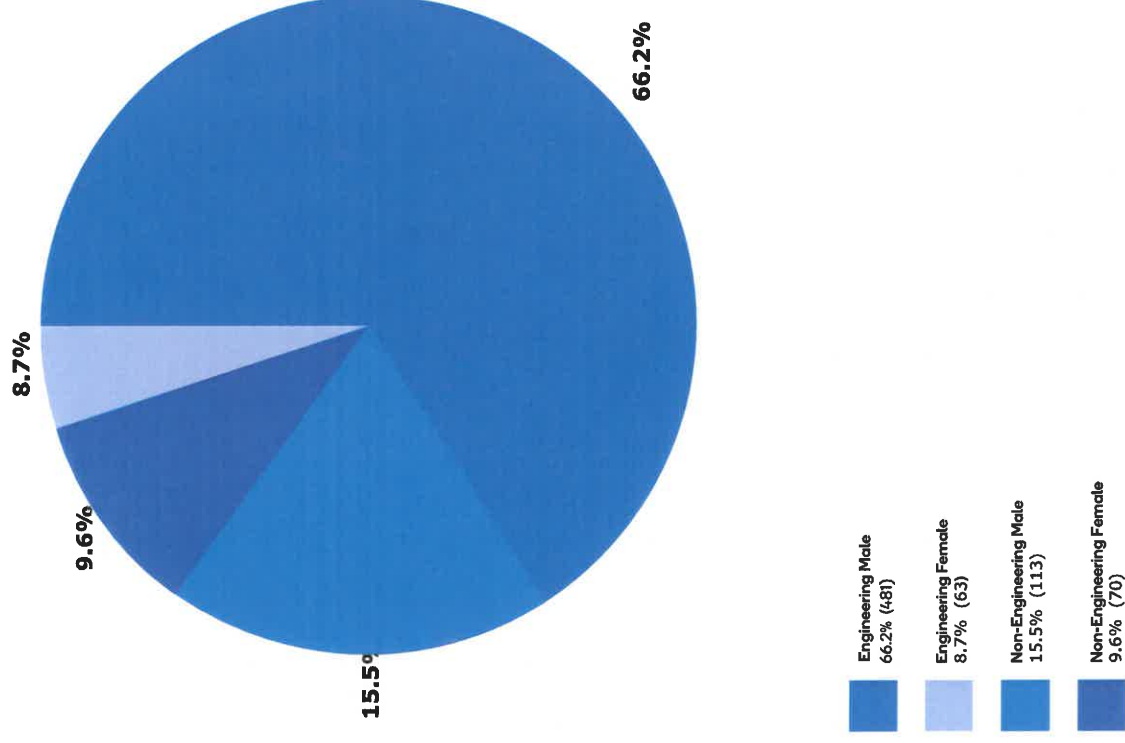
undertake this important responsibility, implementing job analysis for certain technical roles to promote transparency and objectivity in pay and promotion decisions, mandating performance reviews, encouraging career development conversations and offering leadership development programs to identify future leaders and assisting them with skills to continue their development. In addition, we review individual employee compensation regularly to promote equal pay for equal work while rewarding 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.

Employee development is a key focus for Qualcomm as we develop and retain our employees. We have Executive level sponsorship of development planning initiatives and provide training for managers on how to have meaningful development discussions with their team members. As well as encouraging development goals for employees alongside operational targets, we have introduced a development planning initiative specifically targeted at females at specific levels within engineering to assist their progress to leadership levels.



Organisational Context

Qualcomm is predominantly an engineering company and the makeup of our global organisation is **77.3% engineering and 22.7% non-engineering**. This employee composition is also seen in the UK with corresponding figures i.e. 74.8% engineering and 25.2% non-engineering



Data source: HRIS system April 2021

Pay & Bonus Gap

The current gender pay gap over all industries in the UK as at October 2021 was 14.9% (ONS provisional mean) or 15.4% (ONS provisional median). Our data shows a slightly higher mean and lower median compared to national figures. However, our analysis shows the key reason for this gap is we have proportionally more female employees who are in support roles (27%), compared to male employees (9%).

The high bonus gap figure reflects that we have more men in senior levels of the workforce where roles, in line with market norms, receive more variable pay. Another factor that influences the bonus gap is the inclusion of part-time workers where the bonus is proportionate to the employee's annual pay. Therefore, an employee working reduced hours will have a pro-rated bonus commensurate with the hours worked. 14.3% of the women employed by QTIL work reduced hours by request, compared to 2.5% of men. QTIL endeavours to support these requests for part-time or flexible working, either by agreeing to reduce hours of work or supporting

flexible working arrangements.

As with many companies in the engineering sector, Qualcomm employs significantly more men than women and has a greater proportion of men in higher paid jobs. As of 5th April 2021, 81.7% of QTIL's workforce were men and 18.3% were women. Of those in the higher paid roles, i.e. those in the top 25 percent, 90.1% were male and 9.9% were female. We are keen to continue our focus on attracting, retaining, and developing a diverse workforce across all job levels. Further details of Qualcomm's diversity initiatives are set out below.



Pay & Bonus Difference between men and women

	Mean	Median
Hourly pay*	16.1%	16.3%
Bonus paid**	37.9%	43.0%

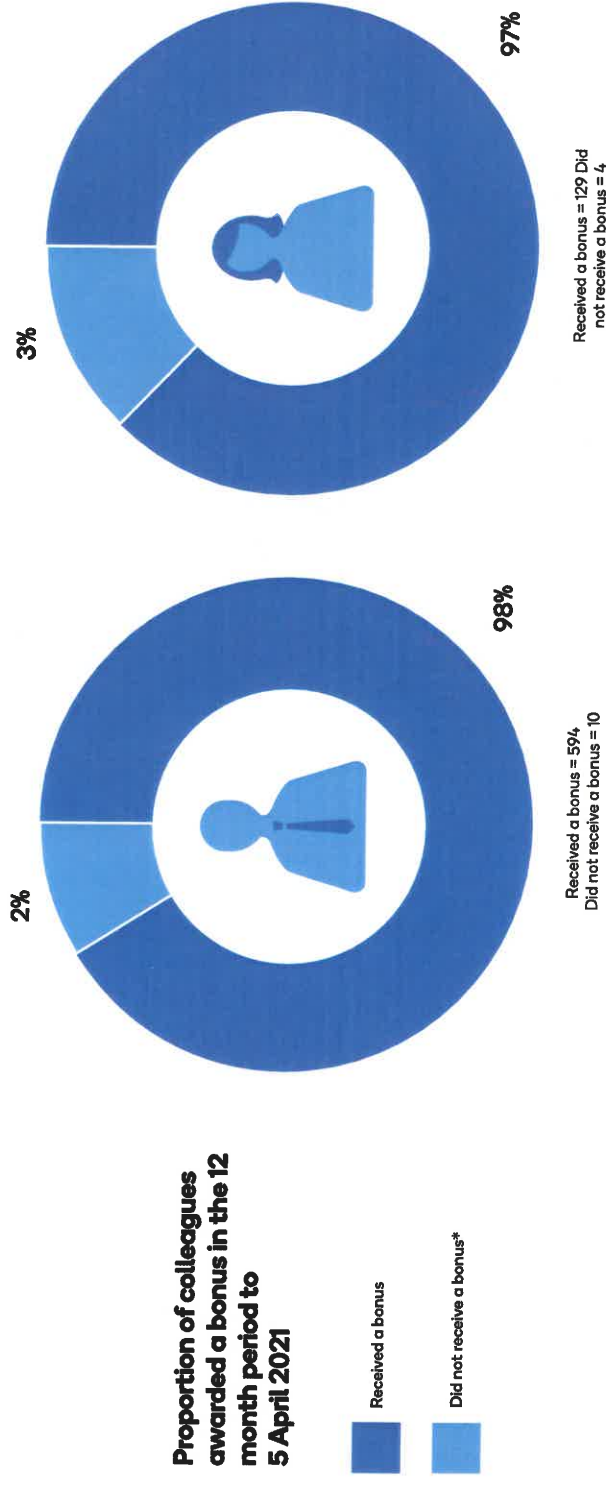
*Mean and median gender pay difference based on hourly rates of pay for full-pay employees on 5 April 2021.

**Mean and median differences between bonuses paid to men and women in the year up to April 2021

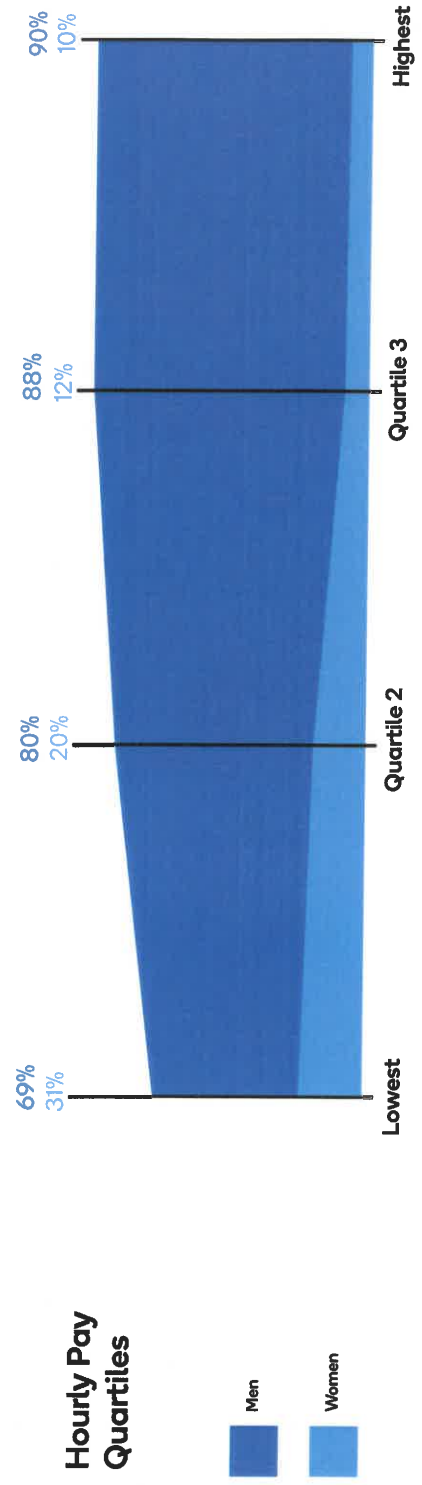
Pay & Bonus Gap

As of 5 April 2021, the ratio within QTIL was 82:18 male to female. We are keen to continue our focus on attracting, retaining, and developing a diverse workforce across all job levels. Further details of Qualcomm's diversity initiatives are set out in this document.

Proportion of colleagues awarded a bonus in the 12 month period to 5 April 2021



Hourly Pay Quartiles



* Note: All employees are eligible for a bonus or sales incentive plan. Those who received no bonus during the snapshot year are mainly employees who started after the eligibility date for bonus

An inclusive environment and diverse mix of talent is crucial to long-term profitability and success.

Qualcomm and Diversity Initiatives

Qualcomm recognises that an inclusive environment and diverse mix of talent is crucial to long-term profitability and success. In 2017 Qualcomm appointed its first Chief Diversity Officer and the company has a number of programs and initiatives in place to further our inclusion and diversity goals.

To address the shortfall of women in engineering, Qualcomm supports various STEM initiatives, to encourage more females to take up Scientific, Technical, Engineering and Mathematical studies.

Internally, Qualcomm has established an expanded Global Inclusion & Diversity (GID) framework and focus that includes more executive-level support, targeted programs, and new initiatives aimed at improving the processes and practices that diversify and increase the mix of talent at all levels of the organisation.

In the UK, QTIL runs a forum to facilitate diverse groups of Qualcomm women to connect and network with each other and to engage with senior management. It provides resources and support to advance the professional and personal lives of women in science and engineering including meeting inspirational external speakers. We aim to foster the development of future generations of female professionals and students, and encourage them to achieve their career goals.

Qualcomm also supports a comprehensive annual program of STEM initiatives in the community with the aim of inspiring students of all ages to get involved in STEM learning. Activities are designed to encourage young people both inside and outside the classroom using imaginative, fun and educational methods. Examples of events supported by QTIL are FIRST LEGO LEAGUE (a competition for schools), Family STEM Day, UK Electronics Skills Foundation (UKESF) funded work placements, Code Clubs and other work experience placements.

We are committed to continue to build upon these efforts to improve diversity and inclusion in our company, the industry, and our nation. We look forward to seeing continued progress in workplace diversity efforts.

Declaration

I confirm that the information in this report is accurate and has been prepared in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

SIGNED BY
Jane Munro
Director

for and on behalf of Qualcomm Technologies International, Ltd