



Our commitment to our employees, local communities and global economy 2008



→ Table of Contents

Lead

Nessage From Our Chairman	5
Company Overview	6
Report Parameters	7
Operational Structure	8
Scale of Organization	9
ocations.	10
Corporate Governance	11
Corporate Ethics	11
Stakeholder Engagement	12
Product Responsibility.	13
Supplier Diversity	15
wards & Recognition.	16
Serve	
Survey of the Corporate Climate	18
Employee Data	19
Vorkplace Safety	19
Global Workforce Inclusion	20
Building Strong Futures	2
Education & Training	22
earning Center	22
Preparing Tomorrow's Leaders	22
QLife	23
Sustain	
Sustainability: A Core Qualcomm Value	2!
Solid Growth & Controlled Emissions	
Building Green	
Self-Generated Power	
Solar-Powered Savings	
Conservation: Water Reclamation	
Sustainable Kitchen Practices.	
Green Cleaning	
Recycling and eWaste	
Collaborate	
Community Matters	33
imployee Involvement	
008 Community Involvement Highlights	
Aatching Grant Program	
Vireless Reach	
mergency Operations	
007 - 2008 Disaster Relief.	
	+
Grow	
SR Snapshot with Dr. Daniel Sullivan	43



We are All Connected

2008 QSR: Qualcomm Social Responsibility

In 1985, Qualcomm began with a simple goal: to provide all wireless companies with the research and development they needed to bring their innovations to market. Through strong leadership and strategic alliances, we've helped bring wireless technology into every aspect of life, work and play.

Qualcomm is a company built on the core belief that we are all connected. We believe that our success is a result of the partnerships we create with our people, our community and our world. As Qualcomm grows, so does our dedication to enriching the lives of the people that inspire us, the communities that support us and the world that sustains us.

The 2008 QSR reflects the spirit behind our culture. It highlights the diversity of our workplace and the technical, financial and human contributions we make to our communities globally. For us, it's much more than a responsibility. It's who we are.

Lead

Our Company

Qualcomm's values of innovation, execution and partnership enable us to lead the wireless industry. We strive to improve our local and global communities through ethical business practices, socially empowering technology applications, supplier diversity, environmental programs, education, employee diversity and philanthropic initiatives.





"Qualcomm believes we have a responsibility to inspire change, in both our industry and our community. We apply our resources, creativity and expertise to the service of global solutions."

Dr. Paul E. Jacobs

Chairman of the Board and Chief Executive Officer

→ Message From Our Chairman

As a global leader in technology innovation, Qualcomm is always striving to make a positive impact throughout the world. The products and services we bring to market aim to improve quality-of-life by transforming the way people everywhere communicate, access information, learn, work and play. And, equally important, is our Company's commitment – supported by our employees' collective efforts – toward sustainability and being good corporate citizens.

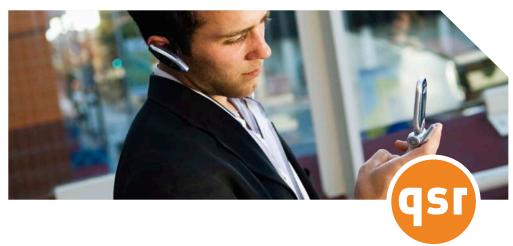
From the beginning, Qualcomm has been dedicated to supporting the communities in which our employees work and live. As our communities have expanded globally and our business has grown, so has our focus on social responsibility and our ability to effect positive change in this critical area.

Now more than ever we have a responsibility to continue to lead by example and make a difference through our ongoing sustainability, outreach and philanthropic efforts. As you will see in this report, Qualcomm has much to be proud of both as a company of exceptional individuals and as a global citizen. In areas ranging from diversity and environmentalism to corporate transparency and community involvement, we are committed to the long-term success of our Company, the growth of our industry and the enrichment of the global community we serve.

Dr. Paul E. Jacobs

Chairman of the Board and Chief Executive Officer





→ Company Overview

Qualcomm Incorporated (Nasdaq: QCOM) is a leader in developing and delivering innovative digital wireless communications products and services based on CDMA and other advanced technologies. Qualcomm serves the global wireless industry with breakthrough technologies that are enabling the convergence of mobile communications and consumer electronics, making next-generation wireless devices and services more personal, affordable and accessible to people everywhere. As a leading innovator of the third generation (3G) wireless standards, Qualcomm's technology breakthroughs enable the speed and capacity necessary to effectively deliver data services like access to the mobile Internet, music, games, video and more. Qualcomm is at the forefront of developing solutions and services that enable operators to deploy, grow and capitalize on their 3G networks. The Company's current intellectual property portfolio includes more than 8,600 United States patents for wireless technologies.

Since 1985, Qualcomm's visionary technology leadership has been carrying the world forward, changing it by improving the way people communicate, work and live. Headquartered in San Diego, California, Qualcomm is included in the S&P 100 Index, the S&P 500 Index and is a 2008 FORTUNE 500 company. For more detailed information, please visit: www.qualcomm.com

→ Report Parameters

Reporting Period

Qualcomm has produced social responsibility reports on an annual reporting cycle since 2006. Our 2008 social responsibility report covers events and highlights occurring from October 1, 2007 to September 28, 2008 and coincides with our corporate fiscal year. This report builds upon data previously reported in our 2007 Social Responsibility Report, which covered the timeframe of October 1, 2006 to September 30, 2007. 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.

Report Scope & Boundary

This report includes Qualcomm and its subsidiaries. Financial data is reported in U.S. dollars. There have been no significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the social responsibility 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 2008 social responsibility report. 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 operations. Data and content determined to have the highest priority have been included in this report. More detailed information regarding our stakeholder engagement is located on page 12 of this report.

Report Guidelines

This report voluntarily complies with the Global Reporting Initiative (GRI) G3 Sustainability Reporting Guidelines. The GRI is the world's most widely used sustainability reporting framework, setting the principles and indicators that organizations use to measure and report their economic, environmental and social performance. For more detailed information on the GRI, please visit: www.globalreporting.org



We self-declare this report adheres to GRI Application Level C. A GRI Content Index is provided at the end of this report as a cross-reference to the report content.

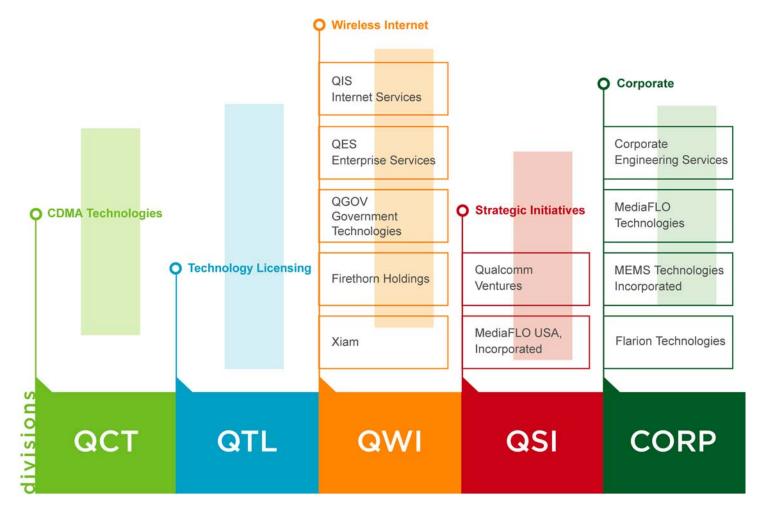
Any questions or feedback regarding this report or its contents should be sent to:

Allison Kelly

Qualcomm Incorporated 5775 Morehouse Drive San Diego, CA 92121

Phone: 858-651-4027 Fax: 858-845-4119

Email: allison@qualcomm.com



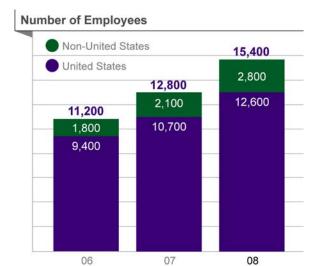
→ Operational Structure

From its beginnings in 1985, Qualcomm has grown from seven individuals meeting in a den to a world-leading provider of wireless technology and services. Qualcomm is a global company, a firm with many facets, with each business division changing the way we live and work through its own unique contributions. But no matter what each Qualcomm business does, all are united by a single, driving passion: to continue to deliver the world's most innovative wireless solutions.

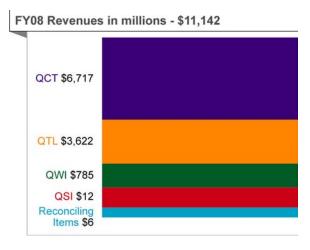
2008 Highlights:

- Qualcomm CDMA Technologies segment (QCT). In fiscal 2008, QCT shipped approximately 336 million MSM integrated circuits for CDMA wireless devices worldwide. QCT revenues comprised 60 percent, 59 percent and 58 percent of total consolidated revenues in fiscal 2008, 2007 and 2006, respectively.
- Qualcomm Technology Licensing segment (QTL). QTL revenues comprised 33 percent, 31 percent and 33 percent of total consolidated revenues in fiscal 2008, 2007 and 2006, respectively.
- Qualcomm Wireless Internet segment (QWI). QWI revenues comprised 7 percent, 9 percent and 10 percent of total consolidated revenues in fiscal 2008, 2007 and 2006, respectively.

→ Scale of Organization







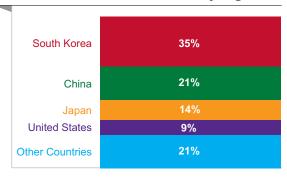




Number of Licensees as of September 29, 2008

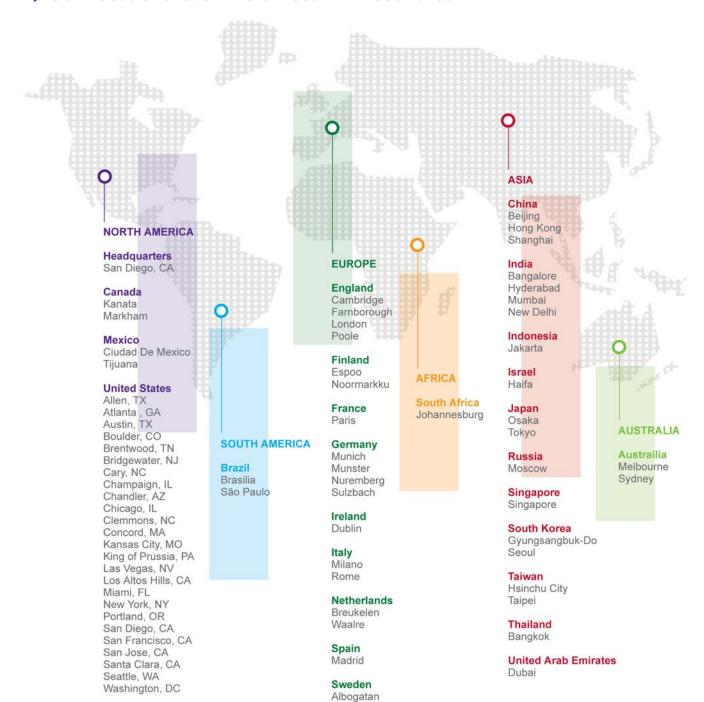


FY08 Total Consolidated Revenues by Region*



*Revenues calculated from external customers by geographic areas based on the location to which our products, software or services are delivered and, for QTL's licensing and royalty revenues, the invoiced addresses of our licensees.

→ Our Locations: over 140 offices in 24 countries



Stockholm

→ Corporate Governance

Qualcomm's Board of Directors provides exemplary 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. The Board of Directors periodically evaluates the size and structure of the Board. The Board has five committees consisting of Audit, Compensation, Governance, Finance and Strategic. With the exception of the Strategic and Finance Committees, members of all committees are "independent" under applicable guidelines. The Board considers its committee structure to be appropriate, but the number and scope of committees may be revised as appropriate to meet changing conditions and needs.

Corporate Governance Highlights

- Qualcomm generally 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.

Executive Roles

The roles of Chairman and Chief Executive Officer (CEO) are separate functions. The Board elects the Chairman and Chief Executive Officer in the manner and based on the criteria that it deems appropriate and in the best interests of the Company given the circumstances at the time of such election.

Board of Directors

Nine of the Company's 11 directors are independent. The independent directors are not employees and do not have any business or consulting arrangements with the Company. We have a Presiding Director who shall be an independent director. The Presiding Director shall be the chairperson of one of the three standing committees of the Board of Directors comprised solely of independent directors – Audit, Compensation and Governance. The Presiding Director presides at all meetings of the Board of Directors at which the Chairman of the Board is not present, including Executive Sessions of the independent directors.

Stockholder Communications

We have adopted a formal process for stockholder communications with the Board. Stockholders who wish to communicate to the Board may do so in writing to the Company's General Counsel. Our General Counsel logs all such communications and forwards those not deemed frivolous, threatening or otherwise inappropriate to the Chair of the Governance Committee for distribution.

In accordance with the procedures in the Company's Bylaws, stockholders may also submit proposals for consideration at the Company's annual stockholders meeting.

→ Corporate Ethics

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 Fthics

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 a continuing education campaign, our CEO sends out twice a year 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 an employee does not feel comfortable coming forward with a concern, he/she can call a 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.

For the most recent information regarding Qualcomm Governance and Ethics and our complete documents for our Code of Ethics, Governance Principles and Practices, and Board committee charters, please visit our Investor Relations website

http://investor.qualcomm.com/governance.cfm

→ Stakeholder Engagement

We work diligently to build and enhance alliances that are core to our business success. Whether it's our hard-working employees, our global communities in which we operate, or our clients who utilize our cutting-edge technologies, we have an enormous responsibility to not only deliver on our promises but also ensure that we are meeting and exceeding our customers' expectations. By continuously engaging a wide variety of stakeholders, we aim to foster and grow our commitment to being the best corporate citizen worldwide.

Stakeholders	Types of Engagement
Communities	Host semi-annual community involvement workshops Anonymous feedback mechanisms available Engagement with nonprofit organizations through various Qualcomm community involvement programs Participate in philanthropic collaboratives with other grantmaking entities, public-private alliances and information exchanges with nonprofit sector to ensure open dialogue amongst our colleagues Programs with educational institutions worldwide
Employees	 Open Door policy Monthly executive breakfasts open to all employees Bi-annual Qualcomm climate survey and other division specific surveys Semi-annual employee all-hands meetings, which are webcast globally and includes employee Q & A sessions Daily internal e-newsletter "QC Daily News" Employee Resource Groups formed around a common interest or shared background and used as open forums for discussion and dialogue on relevant topics. Monthly internal presentation series helps employees understand what's happening in various parts of the Company. Internal communication vehicles and programs provide the opportunity for leadership to communicate any type of news or business information to employees around the world
Investors	Securities and Exchange Commission filings Quarterly earnings conference calls and communications Annual stockholder meeting Annual analyst meetings Presentations and participation at various financial investor conferences Quarterly employee earnings videos presented by CFO
Customers and Suppliers	Active participant at key industry association conferences and tradeshows Online diverse supplier registry portal Voluntary involvement with local supplier development councils and participation and support to share Qualcomm's supplier diversity practices at various outreach events

bromine/chlorine-free Gobi™ in 2010

→ Product Responsibility

Qualcomm continuously monitors the processes and materials that go into our products in order to find opportunities to improve them and make them as sustainable as possible.

Through our environmental management system (EMS) and various hazardous substance elimination programs, we address the environmental, health and safety impacts of all our products. Over 80 percent of our products are subject to our EMS and various hazardous substance elimination programs.

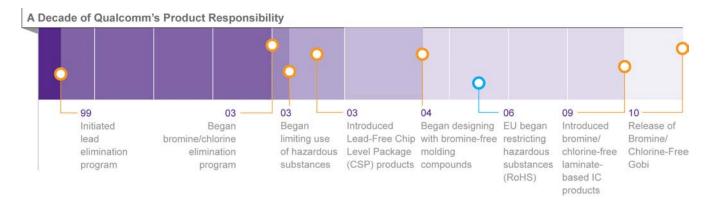
Enivronmentally Sustainable Chip Design

Qualcomm's commitment to responsible product design has a long history. We began exploring elimination of lead from our integrated circuit (IC) products in 1999 – long before the European Union's Restriction on Hazardous Substance (RoHS) Directive came into force in July 2006. In 2003, we became one of the leading IC manufacturers that successfully introduced the lead-free chip level package (CSP) products.

We began prohibiting the use of various hazardous substances (18 substances as of 2008) in 2003. We also began the Bromine/Chlorine Elimination Program in 2003, starting with incorporation of bromine-free mold compounds. By designing with bromine-free mold compounds starting July 2004, we reduced the bromine content in our Mobile Station Modem products by over 70 percent.

To further our commitment to using environmentally sustaining technologies, we have developed a roadmap to completely eliminate the use of bromine and chlorine compounds from our IC packages. All new IC products designed beginning January 2009 now incorporate the bromine/chlorine-free package design strategy. Furthermore, a selective number of "legacy" products will be considered for conversion to bromine/chlorine-free to further support the industry initiative toward "greener" electronics. By the end of 2009, over 51 percent of the total QCT IC product portfolio will be bromine/chlorine-free.

Our bromine/chlorine-free design will also extend to our embedded Gobi, 3G module for notebooks and netbooks, designed to untether users from Wi-Fi hotspots. Gobi will be bromine/chlorine-free by January 2010.



Enabling Energy Efficiency of Wireless Consumer Electronics

Qualcomm's efforts to design environmentally sustainable products also extended to the groundbreaking SnapdragonTM platform, targeted for mobile wireless computing devices. Our Snapdragon chipsets are industry-leading in their power consumption optimizations. Snapdragon chipsets make wireless devices more environmentally friendly by enabling the battery to last longer, increasing the amount of time the device can be in use before needing recharging. Compared to an average laptop computing device currently available on the market, the microprocessor core of a Snapdragon chipset uses approximately half a watt of power, whereas a conventional laptop can use up to 15 watts.

Exemplary Environmental Governance

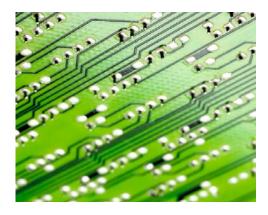
All of our IC, Gobi and new European fleet management products are in compliance with the EU RoHS Directive and PFOA/PFOS Directive. No EU REACH Substance of Very High Concern (SVHC) is used in the manufacture of our IC products, Gobi or OmniTRACS™.

QCT products fully comply with Phase 1 of the Management Methods on control of Pollution from Electronic Information Products ("China RoHS"). Upon release of the China RoHS "Catalogue", which would list electronic products that will be required to comply with all aspects of China RoHS, Qualcomm intends to fully comply.

Additionally, Qualcomm has no significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.

For more detailed information on Qualcomm's responsible product design, please visit our website at www.qctconnect.com

Qualcomm's microprocessor core of a Snapdragon chipset uses approximately half a watt of power versus up to 15 watts used by a conventional laptop.



→ Supplier Diversity

Diversity is a strong component of Qualcomm's unique culture. In accordance with this and the Small Business Administration's subcontract reporting requirements, Qualcomm established the Supplier Diversity program. The program ensures that we maintain our commitment and obligations to small and diverse business suppliers, including disadvantaged businesses and those owned by people of minority races, women, veterans and disabled persons.

The Supplier Diversity program procedures are in full compliance with public laws, and both the Federal and Defense Acquisition Regulations as imposed upon us by the United States government.

Since implementing the Supplier Diversity program at the end of 2006, Qualcomm has regularly increased the amount of direct and indirect spending with small and minority-owned businesses.

Improved Supplier Database Resources

Qualcomm has an online registration where small and diverse suppliers can register their company profiles. This database may be used by all internal employees when seeking new suppliers.

Supplier Diversity Program Policy

Qualcomm's Supplier Diversity program policy has been established to promote participation of small and diverse business concerns when sourcing suppliers to fulfill subcontracting requirements.

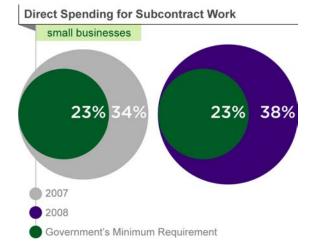
Recognizing the value of supplier diversity, it is our intent to place a fair proportion of our total purchases of goods and services with all classification types of diverse business concerns. These include, small, minority, disadvantaged, woman-owned, veteran-owned, disabled-owned, businesses situated in a HUBZone and all other related socio-economic subsets.

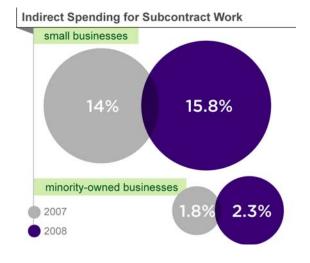
In the acquisition of supplies and services, a good faith effort shall be made to encourage participation by such small and diverse business concerns.

In dealing with established and potential suppliers, small and diverse business concerns shall be afforded an equitable opportunity to compete for contracts that are within their capabilities to perform. Guidelines established under our negotiated contracts, including our Corporate Procurement Policies and Procedures, ensure full compliance with public laws that relate to all classification types of small and diverse business concerns.

In accordance with these guidelines, Qualcomm's Supplier Diversity program has been established.























→ Awards & Recognition

Qualcomm has earned a distinguished reputation that goes beyond CDMA. Qualcomm is among the members of the S&P 100 Index, FORTUNE 500[®], and a winner of the U.S. Department of Labor's "Secretary of Labor's Opportunity Award." Our unique work environment, dedicated workforce and expertise has also earned Qualcomm a place among FORTUNE's list of "100 Best Companies to Work For in America" for eleven years in a row and FORTUNE's list of "Most Admired Companies." CIO magazine named Qualcomm to its top 100 list for exemplifying the highest level of operational and strategic excellence.

Corporate Success

- · Forbes "Global 2000"
- Forbes "Global 2000"
- FORTUNE 500
- Financial Times "Most Valuable Global 500 Companies"
- Financial Times "Top 500 U.S. Companies"
- Deloitte & Touche "Wireless Fast 50"
- · Institutional Investor "Most Shareholder Friendly"
- Information Week "Top 500 Technology Companies"
- Institutional Investor Best CFO, Telecom Equipment/Wireless

Company Culture

- Top Ten Best Employers in Korea in 2007
- · Great Place to Work® Institute India "Best Workplaces in India"
- Computerworld "100 Best Places to Work in IT"
- FORTUNE "100 Best Companies to Work For"
- Outside Magazine "Best Places to Work"
- San Diego Business Journal "Best Places to Work"
- 2008 California Fit Business Award

Human Resources

- Urban League of San Diego County President's Award
- FORTUNE "Most Diverse Company List"
- Training Magazine "Training Top 125"
- Executive Excellence Magazine "Top Leadership Development Program"

Environmental Stewardship

- · City of San Diego "Recycling Award"
- Industrial Environmental Association "Environmental and Sustainability Award"
- FTSE4Good Index
- Computerworld "Top 12 Green IT Companies"
- US Green Building Council LEED Gold Award
- American Lung Association of California "Clean Air Award"

> Technology & Innovation

- PC Magazine "25th Annual Technical Excellence Awards"
- Bank Technology News "The Innovators" Firethorn
- Food Logistics "2008 Top 100 Technology Supplier"
- 008 Heavy Duty Trucking "Nifty Fifty" Award

For a full list of awards and recognition, please visit :

www.qualcomm.com/news/awards/index.html

ServeOur People

Qualcomm's most important resource is our people. We are a high-energy company filled with people who want to be challenged and rewarded for meeting those challenges. Our continuing commitment to diversity, education and work/life balance fosters a well-rounded, innovative culture that leads our industry.







→ 2008 Highlights Include:

- Survey of the Corporate Climate
- Employee Data
- Workplace Safety
- Global Workforce Inclusion
- Building Strong Futures
- Education & Training
- Learning Center
- Preparing Tomorrow's Leaders
- QLife

\rightarrow 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' perceptions toward the Company's management, performance, operations and workplace environment.

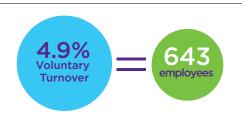
Employees realize that their input is valued; 90 percent of the Company responded to the 2007 survey. As has been the trend for years, the feedback was overwhelmingly positive.

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.

→ Employee Data

FY08 Turnover Rate



Ratio of Basic Salary of Men to Women

During salary reviews, performance, years of experience and level are considered. We continue to maintain an equal ratio between male and female salaries.

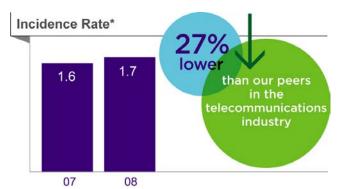
Employment Claims

Qualcomm has never been found to have unlawfully discriminated against any of its employees.

→ Workplace Safety

Qualcomm's injury and illness incident rate for 2008 is 27 percent lower than our peers in the telecommunications industry.

Our model safety record is thanks to an aggressive training program. In 2008, almost 3,000 employees received workplace safety training ranging from Hazardous Waste Operations and Emergency Response to forklift operation. Qualcomm's ongoing commitment to safety ensures business continuity during emergencies and minimizes risk to employees and property.



*Incidence Rate: number of injuries and illnesses multiplied by 200,000 divided by employee hours worked



→ Global Workforce Inclusion

Qualcomm believes that an innovative culture blends the talents and experiences of a diverse workforce. Through our Global Workforce Inclusion program, we provide a wide variety of programs that give employees of all backgrounds and perspectives opportunities.

Urban League President's Award for Diversity

In September 2008, Qualcomm was honored with the Urban League of San Diego County's President's Award for Diversity. This achievement recognizes companies who are "making diversity work" by maximizing opportunities for African Americans and underserved people in San Diego County. In 2008, we had a 74 percent increase in Black hires and 29 percent increase in Hispanic hires from the 2007 Fiscal Year.

Support of Disability Organizations

Qualcomm takes proactive steps to ensure all people, including those individuals with disabilities, have the opportunity for employment. Over the years, Qualcomm has built strong relationships with organizations that support people with disabilities. In 2008, Qualcomm proudly sponsored the Annual Jobtoberfest, the largest job fair for people with disabilities in San Diego. The event, hosted by The San Diego Committee on Employment of People with Disabilities (SDCEPD), registered the largest turnout to date, with nearly 1,000 job seekers in attendance.

OFCCP Audit

As a government contractor, Qualcomm is required to have an affirmative action plan and is subject to random audits. Qualcomm recently completed the "Glass Ceiling Review" audit performed by the Office of Federal Contract Compliance Programs (OFCCP) and received exemplary results with no negative findings.

The 2008 OFCCP Audit Concluded That:

- Qualcomm's compensation system is well structured and based on merit.
- No disparities were found for minorities or females in base pay, bonuses, stock options, grants, etc.
- Qualcomm's policy of promoting from within and development programs has led to upward mobility opportunities regardless of race or sex.
- Qualcomm's training programs are extensive and accessible to all minorities and females.

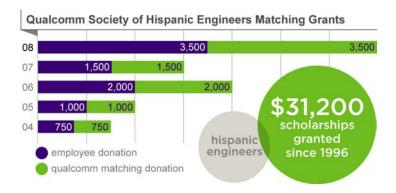
We are proud to have already had the practices in place that made this audit a success.

→ Building Strong Futures

Maintaining a leadership role in a dynamic industry requires planning for a future workforce. Qualcomm's support of mentoring and scholarship programs creates bonds between our current employees and the students that will lead Qualcomm into the future.

The Q Award of Excellence Scholarship focuses on engineering students at core recruiting schools who are involved in the Society of Hispanic Professional Engineers (SHPE), Society of Black Engineers (SBE), Society of Women Engineers (SWE) and other minority engineering programs. This unique scholarship program provides financial aid to students from cultures that have traditionally been under-represented in the field of engineering. This year, Qualcomm awarded 30 engineering scholarships to students based upon their academic achievement, leadership skills and interest in wireless communications.

Qualcomm employees also show support to emerging professionals by making personal donations to diversity scholarship programs which are doubled through the Company's matching grant program.



In 2008, The National Society of Black Engineers (NSBE) program kicked off their scholarship program with help from the matching grant program. The Qualcomm Society of Hispanic Engineers (QCSHPE) program has been in place since 1996 and has yielded over \$30,000 of scholarship grants. With this program 100 percent of the funds donated go directly to the students who need them.

Employees connect with each other on a wide array of interests from Military Veterans to Arabic Culture to Vegetarians through over 2,000 topic-based mailing lists.





Qualcomm recorded over 50,500 enrollments in classroom courses in 2008. The Learning Center offers over 330 instructor-led sessions and 660 online courses.

→ Education & Training

Ongoing education is a defining element of Qualcomm's culture, reinforcing the belief that the overall capabilities of our organization increase as individual employee skills and knowledge improve. The Qualcomm Learning Center uses state-of-the art conferencing and web technologies to develop comprehensive professional, technical and management education to employees worldwide. The Learning Center also acts as the Company's resource center, maintaining an extensive library of engineering resources and market data for research and development.

Business Acumen for Engineers

The Business Acumen for Engineers program was launched in 2008. This university-developed class teaches Qualcomm engineers the fundamental topic areas addressed in MBA programs, with particular focus on Qualcomm's business model. The extensive, blended curriculum includes post-lecture podcast interviews, online learning and short courses and references for tools, websites, books and articles.

Qualcomm Learning Portal

In 2008, Qualcomm launched a newly designed website for learning center based initiatives. The site uses the latest technology to help employees locate resources, register and attend live, virtual and online calsses.

→ Learning Center

Qualcomm offers two mandatory trainings programs: Sexual Harassment for managers in California and Secure Code for software developers. The Company offers the following annual per person hours of training:

>	Technical/IT Staff	
>	Professional Employees	560
>	Sales/Account Management	259
>	Supervisory Employees	236
>	Administration/Support Staff	114
>	Management Employees	102
>	Senior Management	48

Additionally, we offer a wide range of employee and manager training sessions on unlawful harassment and discrimination. One hundred percent of employees who are deemed relevant to anti-corruption concerns are trained and required to certify that they are complying with anti-corruption policies.

→ Preparing Tomorrow's Leaders

Qualcomm is dedicated to preparing a diverse workplace now and in the future. In 2008, Qualcomm and Raytheon co-sponsored the Mathematics, Engineering Science Achievement (MESA) planning conference. MESA—an organization dedicated to preparing educationally disadvantaged students to attain university degrees in engineering, science and technology—hosted the event providing student leaders the opportunity to collaborate, learn from and form bonds with professionals in their field of study.

Qualcomm also participates in the San Diego Links Achiever program, an intensive four-month curriculum that provides leadership training, mentorship and scholarships to black male high school seniors to help them prepare for college. Over 98 percent of the 454 past participants are currently enrolled in college or have completed undergraduate (or higher) degrees. Over the past 20 years, individuals and companies like Qualcomm have helped award over \$500,000 in scholarships.



→ QLife

Qualcomm's culture is fueled by a diverse offering of innovative workplace programs that inspire our employees to succeed in work, life and the community in which they live. In 2008, QLife offered 1,789 programs, events and services in six different QLife categories:

- Community Life
- Family Life
- Healthy Life
- Leisure Life
- > Team Life
- Life Resources

Our rich offering of work/life programs are as diverse as the workforce that we employ and are designed to remind all of us of the importance of leading a balanced life.

Sustain

Our Environment

Qualcomm is committed to protecting and enhancing our environment. As a Company, we consistently strive to minimize hazardous materials and reduce consumption of our natural resources. Using education and administrative controls, we continuously assess our processes and practices to identify opportunities for reduction in energy, waste and toxic emissions.







→ 2008 Highlights Include:

- Sustainability: A Core Qualcomm Value
- Solid Growth & Controlled Emissions
- Building Green
- Self-Generated Power
- Solar-Powered Savings
- Conservation: Water Reclamation
- Sustainable Kitchen Practices
- Green Cleaning
- Recycling and eWaste

→ Sustainability: A Core Qualcomm Value

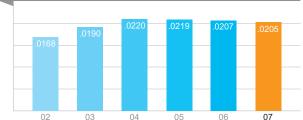
In the early 1990s, the Qualcomm Real Estate and Facilities (QREF) team began incorporating energy saving strategies into all of our buildings. To date, we have completed more than 130 projects that improve energy efficiency and reduce greenhouse gas (GHG) emissions from our operations.



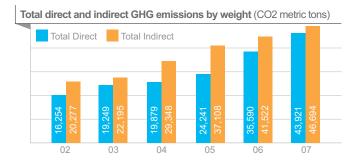
→ Solid Growth & Controlled Emissions

As a charter member of the California Climate Action Registry since 2002, Qualcomm has earned the distinction of "Climate Action Leader" for early and voluntary participation in reporting GHG emissions. Over the last six years, Qualcomm has expanded facilities by 91 percent to accommodate rapid growth, yet our emissions per gross square foot (GSF) of facilities space has remained level due to our continued investment in energy efficient equipment and technologies.





*Figures represent 2007 calendar year for California facilities only; roughly 70 percent of our global square footage.



→ Building Green

In 2008, Qualcomm completed construction on over 250,000 square feet of building improvements on our Santa Clara, California campus. We incorporated highly efficient lighting and HVAC systems and the campus performs nearly 23 percent better than Title 24 building energy code requires. As a result, Qualcomm will save over 339,000 kilowatt hours per year and avoid 135 metric tons of GHG emissions, equivalent to eliminating the annual emissions of 25 cars.

In addition, 99.7 percent of the demolished original building interiors were recycled, resulting in 1,148 tons of construction debris being diverted from local landfills.

Furthermore, the implemented efficiencies for the new office, laboratory and kitchen facilities enabled Qualcomm to earn recognition from Silicon Valley Power and town officials at the annual Silicon Valley Town Meeting. Other green building attributes include: occupancy sensors, solar tube lighting, lighting controls which permit customized sweep and time of day scheduling to further reduce energy consumption, extensive use of daylighting for offices and conference rooms, cool roofs to reduce building heat, recycled content and recyclable carpet and office furniture and water saving kitchen and restroom fixtures.

Continued Cost Savings

The cost savings impact continues for years to come because the energy we save translates into dollar savings on our utility bills every month. In fact, our more than four million square feet of building space in San Diego alone has saved more than 10 million kilowatt hours of electricity annually, valued at over \$1.31 million savings each year. This is equivalent to avoiding 3,981 metric tons of greenhouse gas emissions or eliminating the annual emissions of 724 cars.

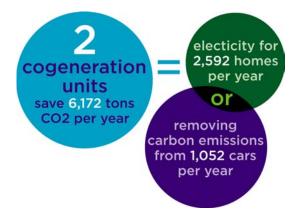
Direct Energy Consumption by Primary Energy Source

Jet Fuel	Direct	748,863	gallons
Diesel Fuel	Direct	9,524	gallons
Vehicle Gas	Direct	32,230	gallons
Natural Gas	Direct	699,784	MMBtu
Purchased Electricity	Indirect	111,080	megawatt hours

→ Self-Generated Power

Qualcomm's focus on innovation and technology reaches far beyond our product offerings. Our ongoing investment in cogeneration facilities means that we generate a good deal of our own power while being kind to the environment.

In 2008, Qualcomm's Real Estate and Facilities team (QREF) cut the ribbon on a state-of-the-art cogeneration plant at Building P in San Diego. The first of its kind in the U.S., this 4.3 megawatt Mercury 50 gas turbine paired with a 1,320 ton Broad absorption chiller, creates one of the most efficient, lowest emissions combined heat and power systems currently available. This new plant—along with the Cogeneration Plant at San Diego's Building W campus—gives Qualcomm the ability to self-generate almost 90 percent of the electricity used at these two campuses.



Together, the two cogeneration units save 6,172 tons per year in greenhouse gas emissions (CO2). This savings is equal to removing the annual carbon emissions of 1,052 cars or the average amount of electricity consumed by 2,592 homes per year.

For Qualcomm, self-generated power is more cost-efficient and sustainable, as both campuses would be able to run without interruption in the event of a power failure or emergency. Qualcomm was acknowledged by San Diego Gas and Electric for helping take load off of their grid by using our own power, relieving critical resources during the 2007 San Diego wildfire emergency.



Over 2,766 photovoltaic solar modules sit atop roofs and carports at Qualcomm's San Diego campuses, providing the Company with 500 kilowatts of power.

→ Solar-Powered Savings

Another part of Qualcomm's environmental commitment lies in harnessing the power of the sun. Over 2,766 photovoltaic (PV) solar modules sit atop roofs and carports at Qualcomm's San Diego campuses, providing the Company with 500 kilowatts (kW) of power.

The first 92 kW installation was completed in 2005. In 2007, an additional 349 kW were added. These cells generate enough electricity to support 60 percent of the lighting requirements for the building complexes where they reside. Their combined monthly output is projected at 71,000 kW hours. These PV systems are expected to remain efficient for up to 30 years.

The installation of PV solar modules helped Qualcomm avoid producing over 748,660 pounds or 340 metric tons of CO2 in 2008. This reduction is equivalent to the energy required to power 16,160 homes for a day or the pollution an average passenger car emits over 36,753 days.

Our investment in solar technology has helped us earn LEED (Leadership in Energy and Environmental Design) GOLD Certification for our Building W campus in San Diego. This prestigious certification, provided by the U.S. Green Building Council, promotes buildings that are environmentally responsible, profitable and healthy places to live and work.

Qualcomm's solar power investments have eliminated 49 tons of greenhouse gas emissions. This savings is equal to removing the annual carbon emissions of 136 homes per year.







→ Conservation: Water Reclamation

Water is a precious resource and Qualcomm is doing its part to conserve it by investing in The City of San Diego's "purple pipe" system. The pipes and valves are painted purple to indicate that they hold reclaimed (undrinkable) water and are one of Qualcomm's most visible efforts to raise environmental awareness, conserve resources and save energy costs.

In addition, Qualcomm has been proactive by pre-plumbing the Buliding W campus in San Diego for reclaimed water, even though the city's infrastructure will not serve that location until 2011. By doing this, we earned additional LEED points toward the Gold Certification of this campus.

Further contributions to water conservation include using drought resistant plants and water saving faucets and showerheads. We also maintain an advanced management control system for our cooling towers to closely monitor the chemical content and reduce water usage, saving over 20 million gallons of water annually.

2008 Water Reduction & Reuse Highlights

- Saved 16,565,802 gallons of potable water by using reclaimed water for irrigation.
- Landscaped our facilities with drought-resistant plants and drip irrigation where possible.
- Installed efficient infrared-sensing faucets, flush valves, low-flow shower heads and faucets to save over 1.2 million gallons of water in 2008.
- Saved over 18.5 million gallons of water in 2008 by effectively managing our water treatment program for cooling towers.
- Reduced our water consumption by 128,700 gallons in 2008 by implementing a water broom wash-down system for cleaning exterior surfaces.



→ Sustainable Kitchen Practices

Qualcomm's sustainability practices are also evident in our food services division. We've re-engineered our kitchens and dining centers to create an innovative product and service model with the utmost focus on sustainability and energy efficiency.

From installing the highest rated energy efficient cooking equipment to collaborating with area farmers to purchase all natural produce and organic meats, Qualcomm provides employees with healthier and safer food choices that reflect our Company's commitment to promoting a sustainable environment.

Commitment to supporting sustainability efforts extends to the way we cook our foods. We have eliminated the use of polyhydrogenated soybean oils and installed state-of-the-art variable speed demand ventilation (Melink) systems in our kitchens. We are determined to serve the healthiest foods, while leaving the smallest possible carbon footprint. We have teamed with the Green Restaurant Association (GRA), a national nonprofit organization committed to promoting environmentally sustainable food service, to complete our GRA certification.



2008 Sustainable Kitchen Highlights

- Began converting grease waste to biodiesel with the help of the San Diego based company New Leaf BioFuel.
- Converted to 100 percent eco-friendly take-out containers, plates and cups.
- Began using recycled, biodegradable, organic and chlorine-free paper products.
- Eliminated the use of Styrofoam in all forms.
- Installed high-efficiency Energy Star rated equipment for water, electrical and mechanical operations in kitchen.
- Installed Melink VFD (variable frequency drives for kitchen ventilation) which works with UV light to reduce chlorofluorocarbons (CFCs). These eco-friendly solutions enable Qualcomm to reduce high energy consuming HVAC.
- Installed energy efficient air cooled ice machines to reduce energy and water costs.
- Increased water conservation by using "timed" water control zone valves for dishwashing machines; regulating coffee dipper wells resulting in total water savings of 51,246 gallons per year; implementing no water thaw methodology; eliminating steam generators; and installing low-flow pre-rinse spray nozzles.
- Installed "cool curtains" for our commercial freezers and coolers, reducing our energy consumption for refrigeration recovery times.
- Served 19,500 lbs of organic line-caught salmon and 48,000 lbs of organic hormone-free chicken in 2008.
- Eliminated the use of transfat, polyhydrogenated soybean oils, MSG and foods with chemical based preservatives.

→ Green Cleaning

Qualcomm's dedication to a greener, safer environment extends into all aspects of day-to-day operations. In 2007, Qualcomm Building Services team instituted a new cleaning system, ManageMen's® Operating System 1 (OS1)®, as part of our Green Cleaning Program. We reduced the number of cleaning products from 29 to 6 and cut chemical use from 1,102 active cleaning units to 72. We also decreased the amount of chemical containers we send to landfills by 97 percent and reduced our annual water and electric usage. Replacing paper towel with microfiber cloths has reduced the amount of paper towel disposal sent to landfills by 2.06 tons per year. We have currently transitioned the OS1 cleaning system to 16 Qualcomm buildings and will continue growing the program.

Growing Local. Buying Local.

Qualcomm has changed the way we operate our kitchens in order to support local growers and reduce our impact to the environment. We've also made it easier for Qualcomm employees to bring local food home to their families.

The Farm to Fork Program – jointly implemented by Qualcomm kitchens and Culinart Inc. – plans menus and orders ingredients based upon local fresh grown fruits and vegetables. This practice reduces packaging and transportation costs and provides great nutritional food to our employees everyday.

The Farm Stand connects local and regional farming communities with Qualcomm employees via a weekly farmer's market on the Qualcomm campus.

The Herb Garden club enables Qualcomm employees to relax outdoors, clear their minds, renew their spirits and provide an economic resource to the sustainability of our kitchens. During the harvest season all of the cafeterias utilize the bounty of herbs, spices and vegetables wherever possible.

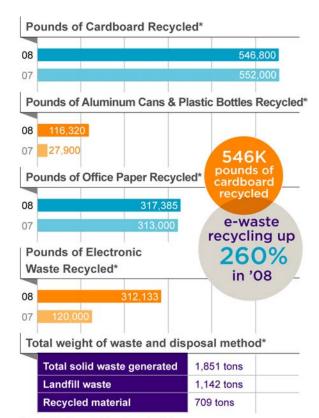


→ Recycling and eWaste

Qualcomm 's dedication to the environment reaches far beyond the workplace. Grassroots efforts started by Qualcomm employees around the world have found unique and inspiring ways to reduce, reuse and recycle.

Qualcomm Recycling Day

Green initiatives include development of earth-friendly events like Qualcomm Earth Day. Established in 2007, the Company set up an e-waste recycling drive on-site, giving employees the opportunity to drop off everything from batteries to television sets. This allowed employees to keep 11,211 pounds of personal electronic waste from ending up in landfills in 2008 and 78 cell phones were donated to charitable organizations. A total of 585 light bulbs were exchanged for compact fluorescents bulbs.



*Data for San Diego, CA locations only which represents over 70 percent of our workforce.

2007* 2008** 1.8 Million 1.4 Million

*Qualcomm completed three significant construction projects producing 423,920 pounds of recurlable materials

**Qualcomm did not have any significant construction projects

2008 Recycling & Source Reduction Highlights

- Qualcomm's distribution center in Singapore modified operations to reduce waste by recycling cardboard boxes from suppliers, reusing chip containers, reusing bubble packs and using pallets made from recycled paper.
- Qualcomm's shuttle service experienced a record number of customers in 2008, with approximately 360,000 miles driven across the San Diego campus. By using hybrid vehicles in place of gasoline powered vans, approximately 39 tons of greenhouse gases were prevented.
- Qualcomm's San Diego offices recycled 312,133 pounds of e-waste and donated 286 assets, including notebook computers, desktops and monitors to local schools and nonprofit organizations.
- Qualcomm's San Diego cafeterias reduced their environmental impact by replacing plastic food containers with biodegradable food containers, keeping 11,000 plastic food containers out of landfills each week.

Collaborate

Our Community

At Qualcomm, we're committed to being good corporate citizens and neighbors in the communities we call home. Our goals are to contribute collectively and individually in ways that touch people's lives on a personal level. By collaborating with the community, Qualcomm finds opportunities to bring our breadth of human, financial and technical resources to local, regional and international projects.







→ 2008 Highlights:

- · Community Matters
- · Employee Involvement
- 2008 Community Involvement Highlights
- · Matching Grant Program
- Wireless Reach
- · Emergency Operations
- 2007 2008 Disaster Relief

→ Community Matters

The mission of Qualcomm's community involvement is to develop and strengthen communities worldwide. Qualcomm invests its human and financial resources in inspirational, innovative programs that serve diverse populations.

Specifically, Qualcomm Aims to Create:

▶ Educated communities: Qualcomm is committed to improving science, technology, engineering and math education for students during their primary, secondary, and higher education years, and to expanding educational opportunities for under-represented students.

In the last eight years, Qualcomm has donated over \$80 million to educational programs and institutions.

Healthy communities: Qualcomm supports initiatives that result in clean, safe, healthy places to live and work. We strive to better the livelihood of underserved populations by providing basic human needs, with a focus on enhancing the welfare of children.

In the last eight years, Qualcomm has donated over \$22 million to help promote the health and well-being of our community.

Culturally vibrant communities: Through Qualcomm's support of arts education and outreach programs, the Company helps young people develop innovative minds, and expands cultural enrichment opportunities to in-need populations.

In the last eight years, Qualcomm has donated over \$7 million to arts and cultural organizations.

Over
65,000
hours volunteered
by our
employees

100%
of our executive
leadership
team is active in
our communities

→ Employee Involvement

At Qualcomm volunteerism starts at the top. One-hundred percent of our executive leadership team is active in the communities where we live. This leadership inspires a commitment from all Qualcomm employees to contribute their time and energies to causes, programs, and organizations that are important to them.

Qualcomm Cares, our employee volunteer program, enables our workforce to grow professionally and personally, helping us achieve our strategic goal of hiring, developing, and retaining multi-talented employees. It enhances employees' leadership and communications skills and teaches them to work collaboratively. Whether an employee serves on a nonprofit's Board of Directors or coordinates a volunteer project, they gain invaluable experience in leading others and managing projects-qualities that are directly applicable to any career at Qualcomm.

Qualcomm places employees of all levels on nonprofit Boards of Directors and Advisory Committees. Through Board/Committee service, Qualcomm executives and employees bring a breadth of experience and knowledge that not only expands a nonprofit's ability to achieve their mission, but also builds their capacity to create a sustainable, financially-sound organization. Simultaneously, employees develop and hone new business skills.

Volunteer Highlight

Larry Cleary, Senior Director, Business Development, joined the San Diego Food Bank Board of Directors

The San Diego Food Bank works with 300 community partners to feed over 200,000 people per month and provide enough food to serve 19,500 meals per day. Since Larry joined the board there have been several major accomplishments within the organization. The organization moved from near bankruptcy to one of the healthiest nonprofits in San Diego, recruited a top notch management team, completed the separation from a parent nonprofit and purchased the San Diego Food Bank's warehouse facilities. Larry serves as the Finance Committee Chair of the organization and in part due to Larry's diligent oversight, the San Diego Food Bank generated a \$585,000 increase in cash flow. His involvement also resulted in an increased corporate donation from Qualcomm.





→ 2008 Community Involvement Highlights

Since 2000, we have donated over \$125 million through our corporate giving and matching grant programs. Here are a few highlights from 2008:

China

Reforestation

Seventy green-minded employees took part in an annual reforestation event near Beijing's Tantuo Temple on Tianmen Mountain. Qualcomm volunteers planted more than 400 trees to serve as a reminder of the importance of protecting the environment during the 2008 Olympic Summer Games in Beijing.

Germany

Krisen Intervention Team

Qualcomm provided funding to Krisen Intervention Team (KIT) which provides professional, on-site care for people suffering from psychological strain or acute psychological shock immediately following an extremely painful event. Additionally, a Qualcomm employee serves as a ambulance volunteer and advanced life support team member.



Sikshana Foundation
Qualcomm and its employees
collectively work to support and improve
the societies in which they live and work.



Royal Institute of Blind PeopleQualcomm provided a gift to help develop tactile teaching materials.

India

Sikshana Foundation

We provided a financial contribution to Sikshana Foundation to support their adoption and education programs. The funding will allow for enhanced educational standards at 25 schools in the Kanakapura district. The project makes a positive difference for 3,450 students from government primary schools by empowering teachers, motivating the children and equipping the schools with laptop computers, resulting in a 35 percent increase in the school's assessment scores over a period of three years.

South Korea

Beautiful Store

Qualcomm hosted a teambuilding volunteer project in collaboration with Beautiful Store, a nationwide charity in Korea that collects donated items from individuals and then resells the items to the community. Qualcomm employees donated 1,382 used items to Beautiful Store.

United Kingdom

Royal National Institute of Blind People

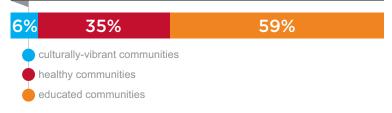
Qualcomm made a donation to the Royal National Institute of Blind People (RNIB) for the organization to develop a master template of 3D multiple-layered tactile teaching materials, giving blind or partially-sighted children the opportunity to engage with the full curriculum in mainstream education. Our employees in Cambridge volunteered time and resources to build a sensory garden at the RNIB's Peterborough location.

United States

Food Banks

Qualcomm employees in our California, Colorado, North Carolina and Texas offices volunteered their time, contributed personal donations, participated in volunteer teambuilding events, held food drives and joined in fundraising events for our local food banks. Additionally, the Company provided financial contributions and matched employee donations to these organizations, including Community Food Share, the Food Bank of Central and Eastern North Carolina, the San Diego Food Bank and the Texas Food Bank.

FY08 Corporate Giving Donations

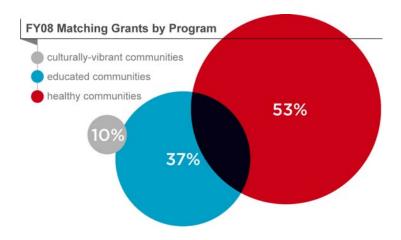


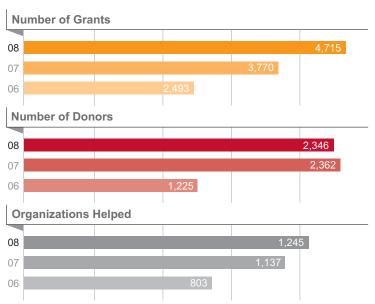




→ Matching Grant Program

Qualcomm offers its employees a dollar-for-dollar matching grant program with broad parameters—matching grants to a wide variety of nonprofit organizations—which reflects Qualcomm's respect for employees' interests in a multitude of community causes. This year, 2,346 employees participated in the program and 4,715 matching grants were provided to over 1,245 nonprofit organizations.









→ Wireless Reach

With 37 projects in 22 countries, Qualcomm's Wireless Reach initiative is a strategic program that demonstrates how access to advanced wireless technology improves people's lives. Wireless Reach supports programs and solutions that bring the benefits of 3G connectivity to communities globally. Collaborating with more than 100 partners from governments, nonprofit organizations and the private sector, Wireless Reach invests in projects that foster the growth of entrepreneurs, aid in public safety programs, enhance the delivery of health care, enrich teaching and learning in classrooms and help the environment. Through the Wireless Reach initiative, Qualcomm and its associates create innovative ways for people to communicate, learn, access health care and reach global markets.

Project K-Nect, Wireless Social Networking and Teaching Enhances Student Math Development *United States*

The early teenage years are a critical time in every person's life. Parents, friends and teachers will make an enormous impact on a child's study habits, commitment to learning and ultimately his or her future. Wireless Reach and the project collaborators launched a pilot project to determine how technology can play an important role in education, tackling a challenging subject — math.

With increased focus from the United States government and schools across the country to improve math skills, the latest results from the 2007 report released by the Trends in International Mathematics and Science Study showed that eighth-grade students in the United States still scored considerably low in math compared to their peers in other developing countries. Project K-Nect is a two-year pilot program that began during the 2007-2008 school year to address concerns like bringing the math scores of students in the United States to a more internationally competitive level. The project's second phase is underway and has expanded its current curriculum to encompass algebra I, algebra II, geometry and biology courses. The project

addresses the need to improve math skills among atrisk students in North Carolina using advanced wireless technology. To be eligible for the program, students had to have limited at-home Internet access, qualify for the free or reduced lunch program and have below average math proficiency levels.

Qualified students were given 3G enabled smartphones to wirelessly connect to educational resources on the Internet such as www.algebra.com, both on and off school campus. The phones not only provide access to supplemental math content aligned to their teachers' current lesson plans, but also allow students to collaborate and contact after-school tutors who can assist them with mastering a targeted skill set. Project K-Nect only allows authorized users to communicate electronically within the system and is monitored to ensure acceptable use policies are not violated.

The project's initial pilot underwent continual testing, implementation and development with a final paper of the pilot's results written by a third-party education research firm. The first phase of the project demonstrated positive qualitative and quantitative results. Results showed that students were excited about the project and integrating the smartphone into their daily learning experience. The results of the first phase also showed a positive correlation between students who actively participated in Project K-Nect and their final algebra I proficiency level on a standardized exam given by the State of North Carolina. One school scored at a 100 percent proficiency level in a class participating in Project K-Nect – more than 30 percent more than a class of their peers taught by the same teacher without using smartphones. These results are being used to learn how to improve the use of wireless technology in classrooms in order to provide the most effective program to help students. Project K-Nect hopes to demonstrate that traditional teaching methods combined with advanced technology are successful, scalable and re-engage students' interest.

3G for All Generations, Providing Social Inclusion for Elderly People

Spain



More than 7 million elderly people live in Spain.* The elderly represent a rapidly growing community in the country. Wireless Reach is participating in a project called "3G for All Generations," which aims to provide 150 elderly people with solutions to ensure their social inclusion and independent living using 3G wireless technologies.

In conjunction with Fundación Vodafone España (Vodafone Spain Foundation) and Cruz Roja Española (CRE, Spanish Red Cross), the goal of the project is to empower the elderly to feel included, connected and active. With this program, elderly people have been provided with the tools that will enable them to stay independent longer and continue to live in their homes, improving their quality of life. The solution consists of a videoconferencing system which enables functions such as establishing video communication with a CRE Contact Center, making video calls to the mobile phone of a relative or friend, and downloading multimedia content, which encourages the participants to perform daily exercises that help maintain mobility. The necessary equipment includes a television, an analog fixed phone, a 3G wireless broadband Internet connection using Vodafone's HSDPA/ HSUPA data cards, a modem and a 3G mobile phone with videoconferencing capability for the elder's family. Target beneficiaries are people over 65 with the majority of them living alone. Up to 150 elderly and 300 relatives are participating in the project. Eventually, the CRE intends to make the video conferencing program available to the public.

*CIA World Factbook

Fisher Friend, Bringing Helpful Information to Rural Fishermen

India

In 2007, fishermen in the tsunami-affected Tamil Nadu region of India were provided mobile phones with a BREW® application called *Fisher Friend*.

Fisher Friend was created to bridge critical information gaps by enabling speedy dissemination of data. With just a single click, fishermen can access crucial information such as weather conditions, where they can and cannot fish and market prices — all in their local language. Through the initial implementation of the project, fishermen came up with other innovative functions that the project team is working to incorporate into the application – including the capability to access educational fishing-related content as well as GPS services.

The project is the result of a collaboration with M.S. Swaminathan Research Foundation (MSSRF), a nonprofit organization that is instrumental in providing information about the fishing communities; Tata Teleservices, the 3G service provider; and Astute Systems Technology, the company that developed and created the BREW application.

The flexible nature of the technology platform allows *Fisher Friend* to be customized through user-friendly control panels. Wireless Reach continues to evolve the program by working closely with local fishermen to ensure the data is relevant and useful. Qualcomm hopes to demonstrate that advanced technology can improve the livelihood of fishermen and their families around the world.

Qualcomm's Wireless Reach initiative is a strategic program that demonstrates how access to advanced wireless technology improves people's lives.



→ Emergency Operations

The Qualcomm Emergency Operations Team's (EOT) goal is to prepare, prevent, respond and recover from global emergencies which effect Qualcomm employees, infrastructure or facilities. The team consists of cross functional representation from IT, HR, Employee and Corporate Communications, Safety, Security and Facilities. The EOT has a number of programs and tools to ensure that we are fully equipped for emergencies.

Emergency Notifications Qualcomm deploys an automated Emergency Notification system used to communicate with employees during an emergency. Leads have been identified and trained around the globe giving local offices the ability to manage communications during an emergency. To date, the largest deployment of our Emergency Notification system was during the 2007 San Diego wildfires. A total of four notifications were sent to our San Diego employee population comprising of more than 37,000 phone calls, emails and SMS text messages.

Event Situational Awareness This automated system sends SMS pages and emails to EOT team members when an event/incident such as fire, terrorism or extreme weather occurs near one of our international or domestic facilities.

Travel Locator Service The EOT utilizes an automated system to locate traveling employees during an emergency. Flight and hotel information are loaded into the system from our global travel providers allowing the EOT quick and easy access to determine who is traveling in the impacted region during an event/incident.

Qualcomm Community Emergency Response Team (QCERT) Employees have been trained to respond to a disaster during working hours. Training has been conducted in San Diego, CA and Raleigh, NC. The QCERT members are trained in search and rescue, fire suppression, first aid/triage and on the Incident Command System.

Red Cross Ready When the Time Comes The Red Cross trains and certifies employees to help out during a disaster. Employees have been trained to assist Red Cross call centers in responding to needs for shelter and emergency services.

Sorrento Valley, CA Consortium A group of emergency management and safety representatives of Sorrento Valley based companies meet monthly to discuss and compare emergency response plans. With collaboration during a disaster as a primary focus, we discuss resource sharing, working together with with city and county governments and lessons learned from recent minor and large emergencies that have impacted our companies.

Once our employees are safe and accounted for, we turn our attention to the needs of our community. Qualcomm has been a generous provider of human, financial and technical resources during many recent natural disasters.

Qualcomm's Community Emergency Response Team trains employees in search and rescue, fire supression, first aid/triage and on the Incident Command System.



Qualcomm committed over \$1.5 million of aid in relief and recovery after the Southern California Wildfires.



→ 2007 - 2008 Disaster Relief

Southern California Wildfires

Qualcomm's response to the 2007 Southern California wildfires exemplifies how we leverage our resources during a crisis. Qualcomm committed time, resources and technologies to provide relief during and after the crisis.

Some highlights of our wildfire support:

- Committed \$1.5 million to nonprofit organizations for regional relief and recovery and matched over \$35,000 of employees' personal donations
- Provided expertise, equipment and technical support to the 2-1-1 public emergency information phone line and website
- Donated medical supplies and volunteers from the Qualcomm Health Center to evacuation centers
- Provided an opportunity for Qualcomm to recognize, support and encourage employees' volunteer efforts
- Coordinated clean-up/rebuilding volunteer opportunities throughout the community
- Gave relief boxes consisting of basic necessities; built and delivered large 3' x 5' sifters (with sawhorses for support); and provided informational resources on insurance, temporary housing and counseling to employees who lost their homes/belongings
- Established the Qualcomm Co-worker Fire Relief Fund, allowing company employees and board members to make tax deductible charitable donations into the Fund, which were granted to Qualcomm employees in financial need due to the fires

Asia

After China suffered devastating earthquakes in 2008, Qualcomm committed \$500,000 to support relief and recovery efforts via the Red Cross Society of China.

We also matched nearly \$150,000 of employees' personal contributions to nonprofit organizations for regional relief and recovery efforts for the 2008 earthquake in China's Szechwan Province and in response to the 2008 Myanmar cyclone.



- Good wishes to those affected by the destruction and impact of the earthquake in China, and are committed to supporting relief efforts.
 - Jing Wang, Executive VP of Qualcomm Asia Pacific and Middle East/Africa

Grow

Our Future

Qualcomm knows that wireless technology will make global economies and cultures more connected in the future. As we expand in offerings and locations, we're dedicated to providing the services and stewardship that create a better future for all of us.





"In addition to simply being the right thing to do for society, we view CSR as a business imperative."

Dr. Daniel Sullivan

Executive Vice President, Human Resources



→ CSR Snapshot with Dr. Daniel Sullivan

Why is corporate social responsibility (CSR) important to Qualcomm?

In addition to simply being the right thing to do for society, we view CSR as a business imperative for Qualcomm. As a global innovation company, we have a core responsibility to leverage our resources, technology and leadership position to not only drive shareholder value but to be a responsible corporate citizen. Our ability to advance the wireless industry and simultaneously make a positive impact on the larger community has served as part of the foundation of Qualcomm since its beginning. It's woven into our values and how we make business decisions – and is a genuine priority for the company.

How did CSR evolve at Qualcomm?

CSR is truly a reflection of the early values of the Company. Our founder, Dr. Irwin Jacobs, set an extraordinary example of philanthropy and corporate citizenship by sharing both the Company assets and his personal assets with the community in areas such as education, the arts, health and human services and the environment. His example continues today as evidenced by the generous philanthropy of Qualcomm employees of all levels. And as Qualcomm grew, so did our efforts by bringing more definition and focus to this important area. We shaped our CSR strategy over time by benchmarking leading global corporate entities and listening to the ideas of our worldwide employees. As a result of those efforts, today we have a highly developed, robust set of CSR initiatives and practices.

What are the costs of CSR to Qualcomm?

At Qualcomm, we don't look at social responsibility as a cost but rather an investment. It's an investment in education, the health of people who live in our communities, the arts, infrastructure and environmental initiatives – all aimed at improving the ecosystem within which Qualcomm conducts its business around the globe. Ultimately, we view Qualcomm as a citizen of the world, and all good citizens attempt to make positive contributions where they can.

What are some of Qualcomm's main CSR undertakings?

First, I am very proud of our environmental and sustainability efforts. Over the years, Qualcomm has made investments to ensure we have as small and light a carbon footprint as possible. To that end, we've designed our facilities and organized our work processes with sustainability in mind. We're also creating products and services that inherently impact the environment in positive ways.

Secondly, we recognize that our technology has the ability to have a very positive impact on society. As a result, we are constantly looking for ways to demonstrate its benefits in areas such as health, education and the environment.

Lastly, we have a range of projects throughout the world, particularly in developing countries that use our technology to improve the health, education and economic development of people who otherwise might not have access to advanced technologies and the benefits they provide.

Ultimately, Qualcomm has been working quite hard to identify areas within our CSR program where we can make a real difference both globally and locally within the geographic areas where our employees work and live.

What is your vision for CSR at Qualcomm?

Qualcomm strives to be innovative in everything we do, including CSR. I believe Qualcomm's CSR programs are strong and exemplary; however, there is more for us all to do. Our focus now is to build upon our CSR leadership by further increasing the impact and scale of our programs. Additionally, we will continue to engage our employees and their creative minds in these efforts. By leveraging our technology, and human and financial resources, we will ensure Qualcomm continues to make a meaningful impact on today's most important local and global issues.



→ GRI Content Index

Profile Disclosure	Description	Pages	Section	Further Explanation
.1	Statement from the most senior decision-maker of the organization.	5	Message from our Chairman	
Organiz	zational Profile			
2.1	Name of the organization.	6	Company Overview	
2.2	Primary brands, products, and/or services.	6, 8	Company Overview, Operational Structure	
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	8	Operational Structure	Additional information available on our business model
2.4	Location of organization's headquarters.	6	Company Overview	
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.	10	Our Locations	
2.6	Nature of ownership and legal form.	6	Company Overview	
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	9	Scale of Organization	Additional information available in 10-K/Annual Report
2.8	Scale of the reporting organization.	9	Scale of Organization	Additional information available in 10-K/Annual Report
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	7	Report Parameters	
2.10	Awards received in the reporting period.	16	Awards & Recognition	
Report	Parameters			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	7	Report Parameters	
3.2	Date of most recent previous report (if any).	7	Report Parameters	
3.3	Reporting cycle (annual, biennial, etc.)	7	Report Parameters	
3.4	Contact point for questions regarding the report or its contents.	7	Report Parameters	
3.5	Process for defining report content.	7	Report Parameters	

Report Parameters (Continued) Profile Disclosure Description Pages Section Further Explanation 3.6 7 Boundary of the report (e.g., countries, Report divisions, subsidiaries, leased facilities, Parameters joint ventures, suppliers). See GRI Boundary Protocol for further guidance. State any specific limitations on the scope Report 3.7 or boundary of the report (see complete-Parameters ness principle for explanation of scope). 3.8 Basis for reporting on joint ventures, Report Parameters subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations. 7 3.10 Explanation of the effect of any Report re-statements of information provided in **Parameters** earlier reports, and the reasons for such re-statement (e.g., mergers/ acquisitions, change of base years/periods, nature of business, measurement methods). 3.11 Significant changes from previous Report reporting periods in the scope, boundary, **Parameters** or measurement methods applied in the report. 3.12 Table identifying the location of the 44-47 **GRI** Content Standard Disclosures in the report. Index Governance, Commitments, and Engagement Governance structure of the organization, Additional information 4.1 Corporate including committees under the highest Governance available on our corporate governance website governance body responsible for specific tasks, such as setting strategy or organizational oversight. 4.2 Indicate whether the Chair of the highest 11 **Additional information** Corporate governance body is also an executive available on our corporate Governance officer. governance website 4.3 For organizations that have a unitary 11 Corporate Additional information board structure, state the number of Governance available on our corporate members of the highest governance governance website body that are independent and/or non-executive members. Significant changes during the reporting 4.4 11 Corporate Additional information period regarding size, structure, or available on our corporate Governance ownership. governance website 4.14 List of stakeholder groups engaged by the 12 Stakeholder organization. Engagement 4.15 Basis for identification and selection of 12 Stakeholder stakeholders with whom to engage. Engagement



→ GRI Content Index

Profile Disclosure	Description	Pages	Section	Further Explanation
Economi	ic			
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.	9	Scale of Organization	Additional information available in 10-K/Annual Report
EC3	Coverage of the organization's defined benefit plan obligations.	11	Corporate Governance	
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	15	Supplier Diversity	
Environn	nental			
EN3	Direct energy consumption by primary energy source.	26	Building Green	
EN16	Total direct and indirect greenhouse gas emissions by weight.	25	Solid Growth & Controlled Emissions	
EN22	Total weight of waste by type and disposal method.	31	Recycling & eWaste	
EN26	Inititatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	13-14	Product Responsibility	
Labor Pr	actices & Decent Work			
LA1*	Total workforce by employment type, employment contract, and region.	9	Scale of Organization	Total workforce by region provided.
LA2*	Total number and rate of employee turnover by age group, gender, and region.	19	Employee Data	General information on voluntary turnover provided.
LA7*	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	19	Workplace Safety	General information on workplace injury and illness provided.
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	19, 40	Workplace Safety, Emergency Operations	

^{*}Partially covered in report



→ GRI Content Index

Profile	Description	Pages	Section	Further Explanation				
Labor Practices & Decent Work (Continued)								
LA10*	Average hours of training per year per employee by employee category.	22	Education & Training	Total number of courses and class participants provided.				
LA14	Ratio of basic salary of men to women by employee category.	19, 20	Employee Data, Global Workforce Inclusion					
Human F	Human Rights							
HR4	Total number of incidents of discrimination and actions taken.	19, 20	Employee Data, Global Workforce Inclusion					
Society								
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	22	Learning Center					
Product	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.	13-14	Product Responsibility	General product responsibility reported. Percentage of significant products subject to procedures reported.				
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	13	Product Responsibility					
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	14	Product Responsibility					

^{*}Partially covered in report



Social Responsibility Report



Qualcomm Headquaters
5775 Morehouse Drive
San Diego, CA 92121

Phone: 858.587.1121 Fax: 858.658.2100 www.qualcomm.com

Copyright© 2009 QUALCOMM Incorporated. All rights reserved. QUALCOMM, BREW Gobi, Snapdragon and OmniTRACS are registered trademarks of QUALCOMM Incorporated. Wireless Reach is a trademark of QUALCOMM Incorporated. CDMA2000 is a registered certification mark of the Telecommunications Industry Association. Used under license. All other trademarks are the property of their respective owners.