



KnowTheChain Engagement Questions

2018 Information and Communications Technology Benchmark

Completing these questions provides you the opportunity to guide us to information regarding your company's efforts to address human trafficking and forced labor in its supply chains. **Answers to these questions will be made publicly available on the [Business & Human Rights Resource Centre \(BHRRC\) website](#)**, a KnowTheChain partner.

KnowTheChain will review the information available on your public website, as well as information you link to from your website.

If your company was included in our 2016 benchmark and you completed our engagement questionnaire at that time, relevant responses will be included in our 2018 benchmark as long as the information is not more than three years old.

Over a period of two months (during Q1-2018), you will be invited to review the information we collected and provide additional disclosure. We will particularly welcome specific examples you may be able to provide regarding the implementation of your processes, as well any leading practices. We will invite you either publish additional disclosure on your website, and send us the link to the specific page(s), or send the information to us, and we will publish them on the [website of Business & Human Rights Resource Centre](#).

In case you do not have sufficient publicly available information on some or all of the indicators of the KnowTheChain benchmark methodology (see attached methodology and guidance), you are welcome to disclose relevant information to us at this stage already.¹ Please let us know by 31 October that you wish to do so, and send us the additional information by 30 November. We will publish the information provided on the [website of Business & Human Rights Resource Centre](#).

Please email your response to the below questions to Felicitas Weber, BHRRC KnowTheChain Project Lead at weber@business-humanrights.org and CC companies@knowthechain.org.

The accuracy of our reports is important to us, we appreciate your help and cooperation. Should you have any questions, please contact Felicitas Weber at weber@business-humanrights.org.

¹ Please indicate which benchmark indicators the information relates to. Should this be of interest, we would be happy to send you the indicators in an Excel or Word document for you to fill out.



KnowTheChain Engagement Questions

2018 Information and Communications Technology Benchmark

General Information

Name of company: Qualcomm Incorporated

Name of respondent: Molly Gavin

Position of respondent: Vice President of Government Affairs and Sustainability

Respondent's email address: humanrights@qualcomm.com; mgavin@qualcomm.com

Disclosure Information

1. Documents

KnowTheChain aims to decrease the reporting burden for companies. Therefore, we will review information available on your company's public website. However, to ensure we take into consideration all relevant documents, we invite you to provide us with links to any statements, reports, webpages, or documents that you would us to take into account as we review your company's approach to managing forced labor risks in its supply chains.



KnowTheChain Engagement Questions
2018 Information and Communications Technology Benchmark

Qualcomm Sustainability Resource Guide

Publicly Available Information Organized by Topic

1 General Resources

Listed below are resources that contain information about several environmental, social and governance (ESG) topics.

| | |
|---|--|
| Qualcomm Sustainability Report and GRI Content Index | Download here: https://www.qualcomm.com/company/sustainability/reporting |
| Qualcomm Sustainability website (includes our sustainability priorities, governance and strategy) | Website here: https://www.qualcomm.com/company/sustainability |
| The Qualcomm Way: Our Code of Business Conduct | Download here: https://www.qualcomm.com/documents/qualcomm-way-code-business-conduct |
| Annual Report – SEC Form 10-K | Download here: http://files.shareholder.com/downloads/QCOM/3648726637x0x915400/CD71F5A8-BEAA-4EEE-B385-2CD75B48B9D3/2016 Annual Report Form 10-K.pdf |
| Sustainability Goals | Website here: https://www.qualcomm.com/company/sustainability/strategy |
| Memberships and Industry Affiliations | Download here: https://www.qualcomm.com/documents/memberships-and-industry-affiliations |



KnowTheChain Engagement Questions

2018 Information and Communications Technology Benchmark

2 Corporate Governance

The Board of Directors of Qualcomm Incorporated (the "Company") sets high standards for the Company's employees, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the duty of the Board of Directors to serve as a prudent fiduciary for shareholders and to oversee the management of the Company's business. To fulfill its responsibilities and to discharge its duty, the Board of Directors follows the procedures and standards that are set forth in these guidelines. These guidelines are subject to modification from time to time as the Board of Directors deems appropriate in the best interests of the Company or as required by applicable laws and regulations.

| | |
|--|--|
| Proxy Statement and Annual Stockholder Meeting | <p>A. Proxy Statement: http://files.shareholder.com/downloads/QCOM/3648726637x0x924468/9DC9AD66-0AE3-45A1-B69E-4713337CEDEF/Qualcomm Inc 2017 Proxy Statement.pdf</p> <p>B. Annual Stockholder Meeting Deck: http://files.shareholder.com/downloads/QCOM/3648726637x0x932219/A918422C-D43F-4052-9473-B68C8D0BEF0F/2017 ASM Presentation.pdf</p> <p>C. Annual Stockholder Meeting Video Replay: http://edge.media-server.com/m/p/ak78x9en</p> |
| Stockholder Voting Results | <p>Download here: http://files.shareholder.com/downloads/QCOM/3648726637x0x932626/1AD9A5E9-8C4B-44B4-8084-C327158FA931/2017 Annual Meeting of Stockholders Voting Results.pdf</p> |
| Corporate Governance Principles and Practices | <p>Download here: http://files.shareholder.com/downloads/QCOM/3648726637x0x798251/760B5A29-DEE4-4310-9FDE-1645CCE7FF5B/CorpGovPrinPractices-Amended 5-2-2016.pdf</p> |
| Code of Ethics | <p>Download here: http://files.shareholder.com/downloads/QCOM/3648726637x0x30935/9402CCEF-44B0-4CF5-96F9-C02000D7396A/codeofethics.pdf</p> |



**KnowTheChain Engagement Questions
2018 Information and Communications Technology Benchmark**

| | |
|---|--|
| Political Contributions and Expenditures Policy | Download here: http://files.shareholder.com/downloads/QCOM/3648726637x0x635177/EF9F4670-FC97-483B-842D-70AD8F234C04/QUALCOMM_POLITICAL_CONTRIBUTIONS_AND_EXPENDITURES_POLICY_FINAL_.pdf |
| Governance Committee Charter | Download here: http://files.shareholder.com/downloads/QCOM/3507604090x0x493526/046e2b2e-8761-427a-b169-81f1e306ec0a/QCOM_gov_comm_charter_7-11-11.pdf |
| Audit Committee Charter | Download here: http://files.shareholder.com/downloads/QCOM/3311383341x0x493524/6DEE18DF-3D0A-43AC-898B-4F42F60E9EB3/QCOM_audit_comm_charter_07_11_16.pdf |
| Ethical Governance | Website here: https://www.qualcomm.com/company/sustainability/priorities/ethical-governance |
| Board of Director Bio | Website here: http://investor.qualcomm.com/directors.cfm |
| <div style="display: flex; justify-content: space-between; align-items: center;"> <div style="background-color: #4a86e8; color: white; padding: 10px; border-radius: 10px; width: 40%;"> <h2 style="margin: 0;">3 Environment</h2> </div> <div style="width: 55%;"> <p>Qualcomm is committed to minimizing impacts to the environment throughout our business. We expand our operations while aiming to minimize our carbon footprint, conserve water and reduce waste. We develop products that consider environmental and social impacts.</p> </div> </div> | |
| Environment website | Website here: https://www.qualcomm.com/company/sustainability/value-chain/environment |
| Our Environmental Guiding Principles | Download here: https://www.qualcomm.com/documents/our-environmental-guiding-principles |
| CDP Climate and Water Report | Website here: https://www.cdp.net/en |



KnowTheChain Engagement Questions

2018 Information and Communications Technology Benchmark

| | |
|---|---|
| Greenhouse Gas (GHG) Emissions Goal | <p>Our goal is to reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions from global operations by 30%, compared to a 2014 baseline, by 2025.</p> <p>Website here: https://www.qualcomm.com/company/sustainability/value-chain/environment</p> |
| Sustainable Product Design | <p>Website here: https://www.qualcomm.com/company/sustainability/priorities/sustainable-product-design</p> |
| <div data-bbox="58 760 850 906" style="background-color: #4a86e8; color: white; padding: 10px; border-radius: 10px; display: inline-block;"> <h1>4 Supply Chain</h1> </div> | <p>We collaborate with our stakeholders to foster sustainability throughout our supply chain. We work to understand and improve supply chain conditions through our membership to the Electronic Industry Citizenship Coalition (EICC). We promote responsible in-region sourcing of conflict minerals as well as on-the-ground development efforts in the Democratic Republic of Congo (DRC) and surrounding countries. We monitor processes and materials with our suppliers and continually work to make our products as sustainable as economically and technically possible. We also work with suppliers to meet our expectations of respect for human rights, responsible sourcing of minerals and conservation of natural resources.</p> |
| Supply Chain Management website | <p>Website here: https://www.qualcomm.com/company/sustainability/priorities/sustainable-product-design/supply-chain-management</p> |
| Standard Terms and Conditions of Purchase | <p>Download here: https://sp.qualcomm.com/procurement/faces/TAndC</p> |
| EICC Code of Conduct | <p>Download here: http://www.eiccoalition.org/standards/code-of-conduct/</p> |



KnowTheChain Engagement Questions

2018 Information and Communications Technology Benchmark

| | |
|---|---|
| Conflict Free Minerals (includes Policy and latest SEC filing) | Website here: https://www.qualcomm.com/company/sustainability/priorities/sustainable-product-design/conflict-free-minerals |
| Supplier Diversity Policy | Download here: https://www.qualcomm.com/documents/supplier-diversity-policy |
| Supplier Diversity FAQ | Download here: https://www.qualcomm.com/documents/supplier-diversity-faq |
| <div style="display: flex; justify-content: space-between; align-items: center;"> <div style="background-color: #4a86e8; color: white; padding: 10px; border-radius: 10px; width: 40%;"> <h2 style="margin: 0;">5 Human Rights</h2> </div> <div style="width: 55%;"> <p>We are committed to respecting human rights and avoiding complicity in any human rights abuse, throughout our Company, operations, supply chain and communities. Our values and approach to these issues are guided by the Universal Declaration of Human Rights, the United Nations (UN) Guiding Principles on Business and Human Rights and the UN Global Compact Principles.</p> </div> </div> | |
| Human Rights website | Website here: https://www.qualcomm.com/company/sustainability/value-chain/human-rights |
| Qualcomm’s Commitment to Human Rights | Download here: https://www.qualcomm.com/documents/qualcomms-commitment-human-rights |
| U.N. Global Compact (UNGC) Communication on Progress (COP) | Download here: https://www.qualcomm.com/documents/communication-progress |
| Qualcomm Anti-Slavery and Human Trafficking Statement | Download here: https://www.qualcomm.co.uk/documents/qualcomm-anti-slavery-and-human-trafficking-statement |



KnowTheChain Engagement Questions

2018 Information and Communications Technology Benchmark

6 Workplace

The greatest investment we can make as a company is in our employees. From career-development services to work-life balance opportunities and resources, we're striving to enrich our employees' lives, both inside and outside of work.

Workplace website (includes employee benefits, workplace health and safety)

Website here: <https://www.qualcomm.com/company/sustainability/value-chain/workplace>

Careers

Website here: <https://www.qualcomm.com/company/careers>

Disaster Preparedness

Download here: <https://www.qualcomm.com/documents/collaborating-promote-preparedness>

7 Community

Qualcomm supports programs that strengthen communities. The philanthropic endeavors of the Qualcomm Foundation and Qualcomm Incorporated develop and strengthen communities worldwide. We invest our human and financial resources in inspirational, innovative programs that serve diverse populations. We focus our philanthropy primarily in geographic regions where we have a business presence.

Philanthropy and Volunteerism

Website here: <https://www.qualcomm.com/company/sustainability/value-chain/society>
 Download here: <https://www.qualcomm.com/documents/philanthropy-faq>

Qualcomm® Wireless Reach™

Website here: <https://www.qualcomm.com/company/wireless-reach>

STEM Education

Website here: <https://www.qualcomm.com/company/sustainability/priorities/stem-education>

Qualcomm® Thinkabit Lab™

Website here: <https://www.thinkabitlab.com/>



KnowTheChain Engagement Questions

2018 Information and Communications Technology Benchmark

8 Diversity and Inclusion

At Qualcomm, we further innovation and accelerate growth by fostering inclusive teams of diverse employees, by reaching out to diverse communities to promote technology education, and by engaging and developing our diverse talent.

Diversity and Inclusion website

Website here: <https://www.qualcomm.com/company/sustainability/priorities/diversity-inclusion>

Equal Employment Opportunity and Affirmative Action

Download here: <https://www.qualcomm.com/documents/equal-employment-opportunity-and-affirmative-action>

9 Privacy and Security

In our Company, in our products and in the mobile industry, we're working to process personal data responsibly and to make data more secure.

Privacy and Security

Website here: <https://www.qualcomm.com/company/sustainability/priorities/privacy-security>

Privacy Principles

Website here: <https://www.qualcomm.com/site/privacy/principles>

Privacy Policy

Website here: <https://www.qualcomm.com/site/privacy>

Privacy Public Policy Positions

Download here: <https://www.qualcomm.com/documents/privacy-public-policy-positions>



KnowTheChain Engagement Questions
2018 Information and Communications Technology Benchmark

10 Other Topics

Additional resources that contain sustainability-related information.

| | |
|--|---|
| Public Policy | Website here: https://www.qualcomm.com/info/public-policy |
| Facilities | Website here: https://www.qualcomm.com/company/facilities |
| Business and Human Rights Resource Center Survey | http://business-humanrights.org/en/qualcomm-0 |



KnowTheChain Engagement Questions
2018 Information and Communications Technology Benchmark

2. Membership in industry and multi-stakeholder associations

- Where relevant, please indicate your level of membership with the Electronic Industry Citizenship Coalition (EICC) (see methodology FAQs for details on how the different levels count towards the KnowTheChain benchmark score).

EICC Member

Please also indicate your membership in other industry and multi-stakeholder associations relevant to addressing forced labor in the supply chain.

<https://www.qualcomm.com/media/documents/files/memberships-and-industry-affiliations.pdf>

- BSR, including the Human Rights Working Group and Mobilizing [HERhealth in China](#)
- RMI formerly CFSI + RRMI (members of both)
- ITRI iTSCi
- UN Global Compact



KnowTheChain Engagement Questions

2018 Information and Communications Technology Benchmark

Note: Integration of forced labor allegations in the 2018 benchmarks

Our 2018 KnowTheChain benchmarks will evaluate whether companies respond to forced labor allegations in their supply chain, whether they provide remedy, and whether remedy is satisfactory to the victims (see benchmark methodology for details).

We have not identified an allegation regarding your company's supply chains that meets our criteria for inclusion (see methodology FAQs for further details).

Note: Should an allegation arise during our assessment period, to receive the relevant scores, we will invite you to issue a letter of commitment covering the requirements set out under each indicator.