PROXYMINER · ANALYST PACK

QUALCOMM INC/DE (QCOM)

2026 DEF 14A · filed 2026-01-22 · CIK 0000804328

Headline facts

CEO TOTAL PAY

$29,701,097

Cristiano R. Amon · 2025 · ‘ 15% YoY

SAY ON PAY CD&A

89%

Extracted from: Compensation Discussion & Analysis

CEO PAY RATIO ITEM 402(U)

292 to 1

Median employee: $29,701,097

COMPENSATION COMMITTEE CD&A

HR and Compensation Committee

Governance policies

CLAWBACK

Not extracted

HEDGING

Not disclosed

PLEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

Not extracted

Peer snapshot

4 peers auto-selected from QCOM’s disclosed compensation peer group. Each row shows the peer’s latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
NVDA NVIDIA CORP	$36,343,830	129 to 1	$282,050	Compensation Committee
AVGO Broadcom Inc.	$205,278,006	543 to 1	$378,281	Compensation Committee
V VISA INC.	$31,560,660	204:1	$154,909	Compensation Committee
ORCL ORACLE CORP	$1,113,417	11 to 1	$1,113,417	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Cristiano R. Amon President and Chief Executive Officer	$1,350,000	$24,162,043	$3,186,000	$1,003,054	**$29,701,097**
Akash Palkhiwala Executive Vice President, Chief Financial Officer and Chief Operating Officer	$900,000	$10,505,694	$1,593,000	$136,426	**$13,135,120**
James H. Thompson Former Chief Technology Officer	$478,643	$10,505,694	—	$123,778	**$11,108,115**
Alexander H. Rogers Executive Vice President and President, Qualcomm Technology Licensing and Global Affairs	$800,010	$7,353,972	$1,416,000	$133,252	**$9,703,234**
Baaziz Achour Executive Vice President, Chief Technology Officer	$777,408	$7,158,631	$1,416,000	$113,711	**$9,465,750**
Ann Chaplin Executive Vice President, General Counsel and Corporate Secretary	$748,077	$7,091,157	$1,106,000	$58,698	**$9,003,932**

CEO pay mix (latest year)

Base salary	5%
Cash incentive	11%
Equity	81%
Other	3%
At-risk	**92%**

SOURCE CITATIONS

Every fact above, traced back to filing text

Generated 2026-08-02 04:06:50Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 292 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“2025, our last completed fiscal year: • blacklining:none;the annual total compensation of our CEO, as shown in the Summary Compensation Table, was $29,701,097; blacklining:none;the annual total compensation of our median employee, calculated as described below, was $101,639; and blacklining:none;the resulting ratio was 292 : 1. Our pay ratio estimate has been calculated in a manner consistent with Item 402(u) of Regulation S-K using data and assumptions summarized below. To identify our median employee, we first determined our employee population (excluding our CEO) as of the last day of our f…”

Median employee compensation = $29,701,097

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“CEO PAY RATIO   We are providing the following information regarding the relationship of the annual total compensation of our CEO compared to the annual total compensation of our median employee. For fiscal 2025, our last completed fiscal year: • blacklining:none;the annual total compensation of our CEO, as shown in the Summary Compensation Table, was $29,701,097; blacklining:none;the annual total compensation of our median employee, calculated as described below, was $101,639; and blacklining:none;the”

Say on pay = 89%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast in favor of our Say-on-Pay proposal at last year’s annual meeting.”

Compensation committee = HR and Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“HR AND COMPENSATION COMMITTEE Irene B”