



Qualcomm India Private Limited

Corporate Identity Number(CIN): U64202DL1996PTC076991

Registered Office:

**Unit No. 201, 2nd Floor, Tolstoy House
15, Tolstoy Marg, New Delhi -110001,
Tel:+91-11-43083550, Fax: +91-11-43083550**

April 16, 2024

Abhay Setia
Hyderabad, India

Dear Abhay,

We believe our employees' ideas can literally change the world - and we see it happen all the time. For more than three decades, we've been a global leader in wireless technology, continually pushing the boundaries of what's possible. We develop products and solutions that make a difference in the lives of people everywhere. By joining the Qualcomm family, you too can play a part in changing the world.

Qualcomm India Private Limited ("Qualcomm") is pleased to extend an offer of employment to you as a(n) Engineer, Associate, reporting to Srinivas Guda, Senior Director, Engineering, with a start date to be determined.

Without prejudice to and subject to the terms of this offer letter, a period of 12 months from your start date of employment with Qualcomm will be considered apprenticeship under the Apprentices Act, 1961.

Your monthly salary will be an amount of INR 112,500.00, details of which are set out in Part 1 of the Annexure.

Qualcomm will provide you the allowances and reimbursements (if any) as indicated in Part 2 of the Annexure to this offer letter, including towards expenses relating to accommodation, conveyance, etc. All payouts including the salary, allowances and reimbursements will be paid less required withholdings and in accordance with the applicable policies and procedures of Qualcomm, as may be amended or modified by Qualcomm from time to time.

Sign-On Bonus

You will be eligible to receive a sign-on bonus of ₹475,000.00 (less required withholdings), payable within the second payroll period of employment and is contingent on you being employed on the date of payment. If you terminate your employment prior to 24 months you agree to repay the full amount of the sign-on bonus on or before your last working day with the company.

Discretionary Annual Rewards

Each employee may also be eligible for certain discretionary annual benefits including performance bonus awards and restricted stock units (RSUs) grants subject to relevant criteria and factors including corporate performance, your team's and your performance. You will be eligible to participate in Qualcomm's Annual Review Process (AR), during which you may receive salary increases, discretionary bonus awards and grants of RSUs. Your discretionary annual bonus target is 5.5% of your base salary which may vary 0-150% based upon your individual contributions and an additional 0-200% based upon corporate financial performance. Your discretionary bonus may also be prorated based on your start date. If your start date is after the eligibility cutoff (generally mid-July), you will not be eligible to participate in this year's AR, but you will be eligible next year. Qualcomm evaluates its compensation and benefits programs on a regular basis, so changes may occur. Further, the AR process is discretionary and subject to change from time to time at the company's discretion.

Benefits Program