



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

February 14, 2022

Dhananjay Kumar Pandey  
Noida, India

Dear Dhananjay Kumar,

As the world's leading wireless technology innovator, we believe our employees have limitless passion, skills, and talents that have the power to change the world. Behind every innovation, you'll find our people – big thinkers like you – who focus on solving the toughest challenges and creating world-changing innovations that lead to breakthrough technologies. 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, reporting to Srinivas Maddali, SVP, Engineering, with a start date to be determined.

Our offer to you includes a gross monthly salary of INR 112,500.00 and restricted stock units (RSUs) as per the terms and conditions in the attached RSU letter. Included in the gross monthly salary, Qualcomm will provide you allowances and reimbursements as indicated in the annexure to this offer letter. All 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 receive a sign-on bonus of INR ₹500,000.00 (less required withholdings), payable within the first two payroll periods 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.

#### **Annual Review Process**

You will also be eligible to be considered for the corporate annual review process. During this review, each employee may be eligible for discretionary salary increases, performance bonus awards and Restricted Stock Unit grants subject to assessment on various relevant criteria. The annual review process is discretionary and is subject to change from time to time at the sole discretion of Qualcomm without any notice.

#### **Benefits Program**

We offer a comprehensive benefits package for you and your dependents. A summary of these benefits is available on the Benefits section of our website.

#### **Place of Work**

You will report into Qualcomm's Noida\_SEZ office. Qualcomm may, after giving you reasonable notice, transfer or assign your services to any place of business of Qualcomm that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.