









MEDIATEK

MediaTek
2024 ESG Report



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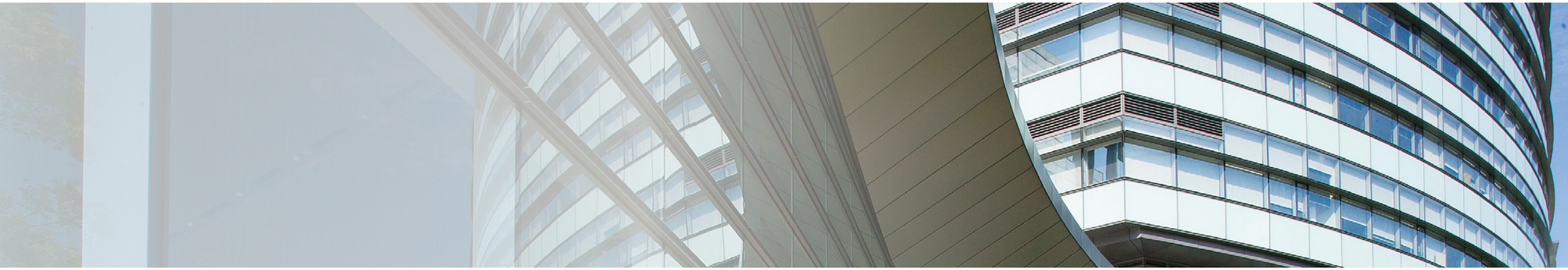
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Message from the Chairman

Fueled by generative AI and a recovering global economy, 2024 has brought MediaTek abundant opportunities and steady progress. As a semiconductor leader, the company remains true to its mission of "enhancing and enriching everyone's life" and its vision of ubiquitous AI. Its strong edge-AI and cloud-AI technologies position it to capture emerging markets and preserve its competitive advantage in this new wave of AI adoption.

Furthermore, MediaTek keeps pushing the envelope of innovation. At the 2025 International Solid-State Circuits Conference (ISSCC)—the "Olympics of the Chip Industry"—the company authored 7 of the accepted papers, the most of any Taiwanese company. This extends its streak to 22 consecutive years and underscores its technological leadership. The company also channels its influence into social innovation and sustainability. For the first time, it brought industry partners into the "Genius for Home" program, injecting new energy and broadening its social impact. MediaTek launched the inaugural "AI Day for Educational Innovation" to help pioneering educators harness generative AI and opened more doors for women's career choices in tech through the "Girls! TECH Action" initiative. With ongoing industry–academia partnerships with major universities worldwide, MediaTek continues to cultivate technological talent and contribute to global industry development.

Furthermore, MediaTek signed its first renewable-energy power-purchase agreement in 2024, aiming to meet the goal of using 100% renewable energy in all offices by 2030 and reach net-zero emissions by 2050. At the same time, MediaTek is working with supply chain partners to promote green energy adoption in cross-platform products and services, from edge to cloud, underscoring its commitment to environmental sustainability.

Looking ahead, MediaTek will fuse breakthrough innovation with sustainable action to create a smarter, greener, and more sustainable future. It will grow its business, protect the planet, and strengthen governance so that every move is open, accountable, and ethical. By working together with employees, partners, and stakeholders, MediaTek will embrace the new AI era. Through its relentless pursuit of innovation in cutting-edge semiconductor technologies and its commitment to impactful social initiatives, MediaTek is confident it will create greater value and a brighter future for all.

Ming-Kai Tsai,
Chairman of MediaTek

蔡明介



Message from Chairperson of ESG Committee

Over the past year, despite global macroeconomic challenges such as geopolitical shifts and supply chain restructuring, MediaTek has continued to advance sustainability. In 2024, the Company established an ESG Office under the ESG Committee to better coordinate sustainability initiatives. This office reports quarterly to the Committee's executive secretaries, and subsequently submits major proposals to the Board of Directors for approval, accelerating the implementation of ESG actions across operations. So far, MediaTek has established an internal control system for sustainable information management, disclosed verified greenhouse gas data, and completed renewable energy purchases.

MediaTek is committed to environment-friendly operations and works with its supply chain partners to build a green supply chain. In 2024, it has established internal and external greenhouse gas inventory systems, verified Scope 1 and 2 emissions, and completed a Scope 3 inventory for Taiwan operations. To achieve net-zero emissions by 2050, MediaTek has signed renewable energy agreements and is constructing new offices to green building standards. It also encourages supply chain partners to conduct greenhouse gas inventories, obtain carbon footprint ISO certifications, and adopt low-carbon manufacturing practices.



On the social front, the MediaTek Foundation advances technology education through its seed teacher training program, enabling hands-on technology courses in over a hundred schools across Taiwan, bringing together passionate teachers to share innovative AI teaching experiences. Through the "Girls! TECH Action" program, it motivates more female students to join the STEM fields. The "Genius for Home" initiative has inspired the public to propose technology solutions for over 90% of Taiwan's townships, cities, and districts. Internally, MediaTek provides employees with a comprehensive and supportive workplace, offering self-learning and strategic development tools such as Udemy, Rosetta Stone, CommonWealth Learning, and Hahow.

MediaTek is committed to strengthening corporate governance and information security, ranking in the top 5% of TWSE-listed companies in the Corporate Governance Evaluation for five consecutive years. In 2024, the Board of Directors was re-elected, increasing the proportion of independent directors to half of the Board. The Company also places significant emphasis on operational and product information security, having obtained international automotive cybersecurity certification and recognition from SGS.

MediaTek's ESG efforts have been recognized by leading organizations, including being named one of Newsweek's "World's Most Trustworthy Companies 2024," Forbes' "World's Best Employers 2024," and achieved the highest growth among Interbrand's "2024 Best Taiwan Global Brands." The Company also received TCSA's "The Most Prestigious Sustainability Award-Top 10 Domestic Corporates." Additionally, it was listed in Business Weekly's "Top 100 Carbon Competitiveness Companies", and ranked third in the large manufacturing category of CommonWealth Magazine's "Talent Sustainability Award,".

Looking forward, MediaTek will continue to advance its sustainability through six key pillars: Global Presence, Innovation, Talent, Corporate Governance, Environmental Management, and Community Engagement. The Company is taking concrete steps to address global climate change risks, such as joining the Science Based Targets initiative (SBTi) and establishing a Task Force on Climate-related Financial Disclosures (TCFD) working group. Furthermore, MediaTek is progressively adopting the International Financial Reporting Standards (IFRS) to ensure comprehensive disclosure of its operational performance and sustainability achievements, and to align with global sustainability standards.

Rick Tsai,

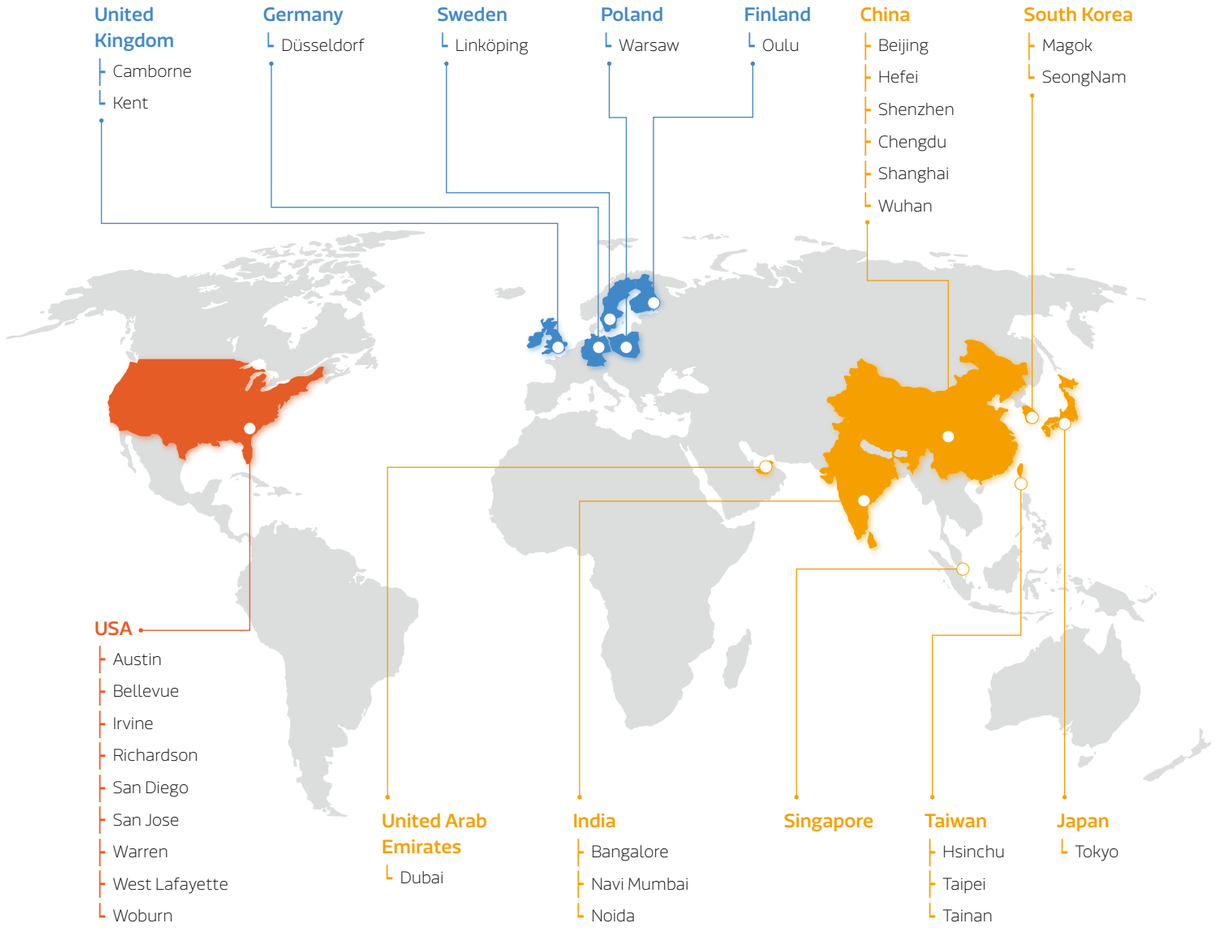
Vice Chairman, CEO, and
Chairperson of the ESG Committee at MediaTek

About MediaTek

MediaTek Incorporated (TWSE: 2454) is a global fabless semiconductor company that enables nearly 2 billion connected devices a year. We are a market leader in developing innovative systems-on-chip (SoC) for mobile, home entertainment, connectivity and IoT products. Our dedication to innovation has positioned us as a driving market force in several key technology areas, including highly power-efficient mobile technologies, automotive solutions and a broad range of advanced multimedia products such as smartphones, tablets, digital televisions, 5G, Voice Assistant Devices (VAD) and wearables. MediaTek empowers and inspires people to expand their horizons and achieve their goals through smart technology, more easily and efficiently than ever before. We work with the brands you love to make great technology accessible to everyone, and it drives everything we do. Visit www.mediatek.com for more information.

Global Presence

Headquartered in Taiwan, MediaTek has established offices across Europe, the Americas, Asia, and China, to leverage global R&D resources, attract top talent, and provide immediate client support to actively expand markets. The Company is committed to making technology accessible worldwide, enhancing and enriching everyone's life through innovation.



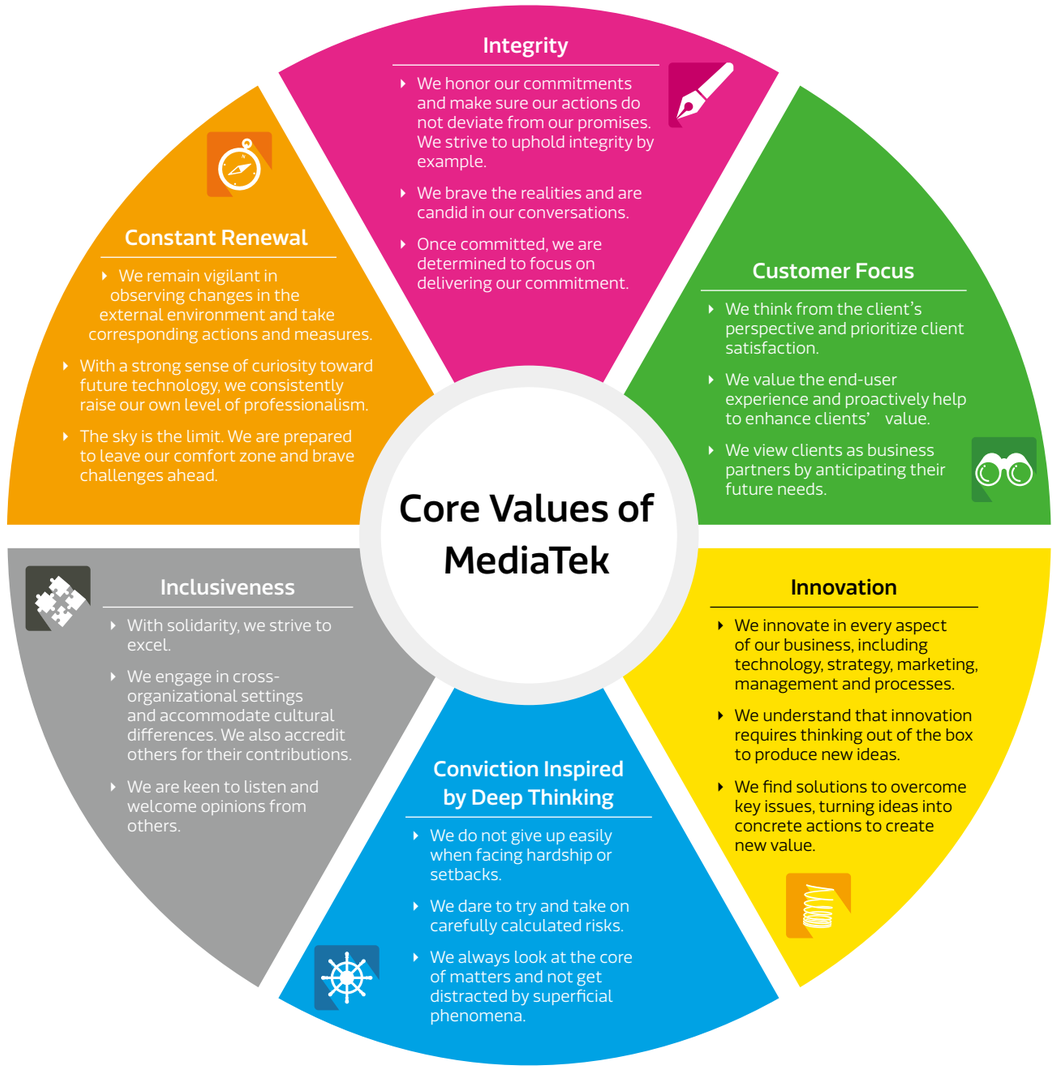
Mission, Vision, and Six Sustainability Pillars

MediaTek's sustainability development framework is built on six pillars: Global Presence, Innovation, Talents, Corporate Governance, Environmental Management and Community Engagement. These form the foundation of our daily operations and management since the establishment of the Company. In addition, each employee is expected to uphold the Company's six core values—Integrity, Customer Focus, Conviction Inspired by Deep Thinking, Innovation, Inclusiveness, and Constant Renewal—in pursuit of our shared mission and vision.

Mission | *To enhance and enrich everyone's life.*

Vision | *MediaTek strives to be a global operation and technology leading company, enabling customer success with most innovative products and services.*

Six Sustainability Pillars | *Global Presence, Innovation, Talents, Corporate Governance, Environmental Management, and Community Engagement*



ESG Committee Organization, Strategy, and Scope

Board of Directors

Chair of Sustainability Committee — **Executive Secretary**

Task Forces	Strategy	Scope
Global Presence	MediaTek aspires to lead and operates with a global mindset, pursuing leadership in our industry to become a respected company with strategic influence on the global stage.	▸ Technology inclusiveness ▸ Brand value ▸ Client satisfaction ▸ Economic performance
Innovation	MediaTek actively innovates to provide highly competitive and compelling products and services to our customers.	▸ Product innovation ▸ R&D technology ▸ Product quality and service management
Talents	MediaTek provides a diverse and inclusive environment to attract global talent, with opportunities for them to fully unleash their potential and grow with the Company.	▸ Salary and benefits ▸ A diverse and inclusive workplace ▸ Labor and human rights ▸ Talent development
Corporate Governance	MediaTek strengthens governance structure, protects stakeholder rights, and enhances internal audit and control.	▸ Corporate governance ▸ Legal compliance ▸ Transparent and adequate information disclosure
Environmental Management	MediaTek leverages its influence across the supply chain in response to domestic and international green and carbon reduction initiatives.	▸ Environmental policies ▸ Sustainable supply chain management ▸ Energy and climate change
Community Engagement	Combining core capabilities, MediaTek aspires to empower the community by promoting science education and innovative technological applications.	▸ Social participation and value co-creation ▸ Social development ▸ Social impact

Awards and Recognition 2024



Sustainability

- ★ Taiwan Corporate Sustainability Awards
  - The Most Prestigious Sustainability Award - Top 10 Domestic Corporates
  - Corporate Sustainability Report Award
  - People Development Leadership Award
  - Growth Through Innovation Award
  - Social Inclusion Award
  - Information Security Award
- ★ Excellence in Corporate Sustainability Award by *CommonWealth Magazine*
- ★ Top 100 Carbon *Competitive* Companies by *Business Weekly*

Governance and Branding

- ★ Top 5% in TWSE's Corporate Governance Evaluations for five consecutive years
- ★ IT Matters Awards 2024
  - Best IT Employer
  - Best IT Project
- ★ SGS IT Awards – Excellence in Automotive Cybersecurity Management
- ★ Ranked 2nd in Technology Hardware Industry of World's Most Trustworthy Companies 2024 by *Newsweek and Statista*
- ★ Ranked 3rd with brand value of $1.404 billion of Best Taiwan Global Brands by Interbrand
- ★ Outstanding Asia-Pacific Semiconductor Company Award by the *Global Semiconductor Alliance* (GSA)

Talent

- ★ Talent for the Future Award #3 by *CommonWealth Magazine*
- ★ World's Best Employers 2024 by *Forbes*
- ★ Best Employer Brands of 2024 by *104 Job Bank*
- ★ Citizens 99 CHR Healthy Corporate by *CommonHealth Magazine*

Innovation

- ★ 2024 Top 100 Global Innovators by *Clarivate*
- ★ 2024 Innovation Momentum: Global Top 100 by *LexisNexis*
- ★ 7 papers published at the International Solid State Circuit Conference (ISSCC)
- ★ MT6825 5G IoT-NTN chipset – CES 2024 Innovation Award Honoree
- ★ Filogic 860 & 360 Wi-Fi platforms – 2024 EDGE Award Honorees
- ★ Indian Gadget Awards 2024
  - Dimensity 7025 – Best Mobile SoC of 2024 (Affordable)
  - Dimensity 8300 Ultra – Best Mobile SoC of 2024 (Mainstream)

Creating Sustainable Value

As a global technology leader in the semiconductor industry, MediaTek is committed to developing advanced technologies and high-value-added products. This not only enhances the company's R&D intensity, employee capabilities, and compensation, but also creates positive spillover effects, further enhancing the industry's overall competitiveness and fostering employment. By using an Input-Output Model to analyze the social and environmental externalities derived from procurement activities, MediaTek's procurement demands in 2024 contributed NT$485.9 billion in output value to Taiwan’s supply chain and created 63,400 employment opportunities within the supply chain.

Global Presence / AI Beyond Borders, Intelligence Without Limits

MediaTek's corporate brand campaign, "This Chip," is dedicated to making technology products more accessible, demonstrating the Company's commitment to innovation and excellence. On the product side, the Company has extended the AI capabilities of its Dimensity series and launched a new second-generation All Big Core flagship chip. It has also integrated its AI computing power into high-end Chromebooks, smart TVs and displays, making advanced technology readily available. Additionally, MediaTek leads ecosystem innovation by collaborating with clients and partners to enhance industry value and drive industrial development. The Company grows together with renowned clients worldwide and expands its presence in emerging global markets across major regions, including Europe, America, China, Asia, Africa and Australia. With the advent of a comprehensive AI era, MediaTek is committed to bringing advanced AI features to a wide range of connected devices, creating new and multi-scenario smart experiences for users. By promoting the popularization of generative AI innovations, MediaTek empowers all industries and benefits a broader population. Every chip embodies MediaTek's commitment to innovation and excellence, showcasing its profound impact on global technological advancement.

Innovation / Leadership in Edge AI

MediaTek once again achieved a new technological breakthrough in 5G chips with the launch of its latest flagship 5G Agentic AI SoC, Dimensity 9400, designed for edge AI, immersive gaming, and high-quality camera and display experiences. Leveraging its expertise in on-device AI and multimedia capabilities for smartphone SoCs, MediaTek also introduced the CT-X1, a new product for its Dimensity Auto Cockpit platform. Built on a 3nm process, the CT-X1 leverages advanced generative AI technology to revolutionize the smart automotive experience, delivering remarkable computational breakthroughs for smart cockpits and accelerating the automotive industry’s transition to the AI era.

Talents / Tomorrow Built by You - Our Continuous Journey Together

Envisioning a great future created by our talents

"Tomorrow Built by You" is the slogan of MediaTek's Employer Value Proposition (EVP), officially launched in 2024. Through a systematic and data-driven approach, we collected the input from over 3,400 internal and external talents and conducted more than 10 interviews with senior company executives. By analyzing diverse and reliable data, incorporating alignment workshops as well as employee focus groups, we developed an EVP unique to MediaTek, ensuring that it encompasses concepts and values that are attractive, credible, true, distinct and sustainable.

As a part of MediaTek’s 27th Annuversary celebration in, the Company launched a series of programs activities under the theme “Tomorrow Built by You”. These initiatives included inviting employees to share their vision for building a better future together with MediaTek, with responses from over 500 colleagues worldwide (for more details, see: Tomorrow Built by You – YouTube). In addition, we integrated the visual design and message of “Tomorrow Built by You” into the workplace, allowing employees to immerse themselves in the Company’s vision of co-creating a better future, and empower them to become our best ambassadors.

To help external talent better understand our work culture and employee’s stories at MediaTek, we launched our newly designed MediaTek career website. It showcases our company culture, employee stories, and workplace environment, thus enabling potential candidates and the public to gain a comprehensive understanding of MediaTek’s work atmosphere and career opportunities.

Corporate Governance / Continue to Strengthen Corporate Governance

In 2024 Corporate Governance Evaluation, MediaTek has achieved the outstanding result of ranking in the top 5% of TWSE-listed companies for the fifth consecutive year. Furthermore, to enhance corporate governance and ensure that shareholders are fully informed of business updates and results, MediaTek released its CPA-audited annual financial reports for 2024 within two months after the end of the fiscal year, and held the annual general meeting of shareholders (2024 AGM) by the end of May. In order to strengthen the Audit Committee’s oversight of the Company's finances, all quarterly financial reports in 2024 were approved by the Audit Committee and submitted to the Board of Directors for discussion and resolution.

To further strengthen corporate governance, the proportion of independent directors was increased to half of the total board members following the re-election of the Board at the 2024 AGM

Environmental Management / Facilitating Supply Chain Carbon Reduction of 40,372 tons CO_2e, Equivalent to the Annual Carbon Absorption of 104 Da'an Forest Parks

With the goal of green manufacturing, MediaTek leads its supply chain partners in adopting circular economy concepts and low-carbon production across the product lifecycle—from raw material procurement to manufacturing, as well as equipment, components, and waste disposal required in shipping, packaging, and transportation. We encourage suppliers to establish continuous improvement project teams, and we engage in discussions with experts in energy and water conservation and circular economy in the supply chain. In 2024, we implemented a total of 28 carbon reduction-related continuous improvement projects, achieving a carbon reduction of approximately 40,372 tons CO_2e per year [Note 1], which is equivalent to the annual carbon absorption of 104 Da'an Forest Parks [Note 2].

Note 1: Electricity emission factor references the 2023 electricity emission factor of 0.494 (kg CO_2e/kWh) publicly announced by Energy Administration, Ministry of Economic Affairs.
Note 2: According to the National Important Wetland Carbon Sequestration Survey Project by the Urban and Rural Development Branch, National Land Management Agency, Ministry of the Interior, Da'an Forest Park's annual carbon absorption is 386 metric tons.

Community Engagement / Collaborating with Social Innovation and AI Education Ecosystems to Amplify Impact

Social Innovation - "Genius for Home" in Collaboration with ESG Partners in Semiconductors

For the first time in 2024, the "Genius for Home" initiative invited ESG partners from the ecosystem, including Arm, ASE, and Cadence, to participate, thus creating a cross-sector collaboration platform and diversifying resources for social innovation. With MediaTek's AI assistant platform incorporated, this platform enhances participants' innovation capabilities, thereby demonstrating a new model for corporate collaboration in addressing local challenges.

AI Education - Innovative Education through Industry-Government-Academia Collaboration

In response to the global AI education trend, the foundation held its inaugural "Teaching Innovation AI DAY" in 2024. This event brought together Stakeholders from industry, government, and academia, in collaboration with the Department of Information and Technology Education, Ministry of Education, the Junyi Academy Foundation, and others to jointly explore the application prospects of AI in education. The event attracted 512 teachers to sign up, and 100 selected participants delved deeper into practical AI teaching. This effectively addressed educators' urgent needs for AI technology.

Through the synergy of semiconductor industry's collaboration in ESG and industry-government-academia partnerships, MediaTek has amplified its social innovation impact while accelerating educational innovation in the AI era.

Analysis of Material Topics

In reference to GRI Standards and AA1000 Accountability Principles, MediaTek identifies material topics based on the four major principles, namely Inclusivity, Materiality, Responsiveness and Impact, and assesses the impact of ESG issues on the economy, environment and people/human rights in accordance with GRI 3: Material Topics 2021. The results will serve as the direction of the Company's sustainability development goal, and form the basis for the Report's stakeholder responses and information disclosure.

Process of Analysis

1. Identification Of Stakeholders

MediaTek adopts the five major principles under the AA1000 Stakeholder Engagement Standard (SES), namely Dependency, Responsibility, Influence, Diverse Perspectives and Tension, to measure the connection and level of impact between each stakeholder and MediaTek. Six major stakeholders have been identified as communication targets, including customers, industry/government/academia/research institute, employees, shareholders and investors, suppliers, as well as the general public, consumers & media.

2. Analyze the Sources of ESG Issues

Benchmarking analysis: Analyze and compile information on sustainability trends within the industry, major international sustainability rating agencies (such as DJSI, Sustainalytics, and CSR Hub), and international standards (GRI, SASB).

3. Issue Identification

MediaTek has identified 23 ESG issues based on the results of benchmarking analysis, combined with the ESG issues of concern to stakeholders. Compared to the previous year, we have removed "risk management", "environmental policy" from the list and made them parts of the management mechanism, and added "Biodiversity as a new sustainability issue.

Economic	Environmental	Social
01 Economic Performance	13 Raw Materials Usage Management	
02 Anti-corruption	14 Waste and Hazardous Substance Management	
03 Corporate Governance and Legal Compliance	15 Biodiversity	
04 Information Security Management	16 Talent Development	
05 Ethics and Integrity	17 Labor and Human Rights	
06 Indirect Economic Impacts	18 Labor/Management Relationship	
07 Brand Identity and Market Perception	19 Social Participation and Value Co-creation	
08 Customer Relationship Management	20 Compensation and Benefits	
09 Sustainable Supply Chain Management	21 Diversity and Inclusion	
10 Innovation and Product Responsibility	22 Talent Attraction and Retention	
11 Energy and Climate Changes	23 Occupational Health and Safety	
12 Water Resource Management		

4. Criteria for Material Topics Selection

MediaTek conducted materiality assessment in 2024, identifying key topics through three dimensions: “ assessment of impact on sustainability,” “assessment of impact on organizational operations,” and “stakeholder concerns”. These served as the criteria for selecting material topics.

- **A Assessment of impact on Sustainability:** ESG Committee’s working groups first assess how MediaTek’s operations are related to the 23 ESG issues, and how MediaTek’s operations could positively or negatively impact the external economy, environment, and people/human rights. This includes evaluating the impact (scale, scope, irremediable character) and likelihood (actual or potential) of these impacts, with final confirmation by senior management.
- **B Assessment of impact on organizational operations:** Ten internal senior managers evaluate the level of impact each sustainability issue would affect the Company’s operations and rank their importance accordingly.
- **C Stakeholder concerns:** We survey key stakeholders to understand their concern for each sustainability issue. In 2024, we received 130 valid responses from clients (16), industry/government/academia/government/research entities (18), employees (13), shareholders and investors (18), suppliers (11), and the general public/end consumers/media (54).

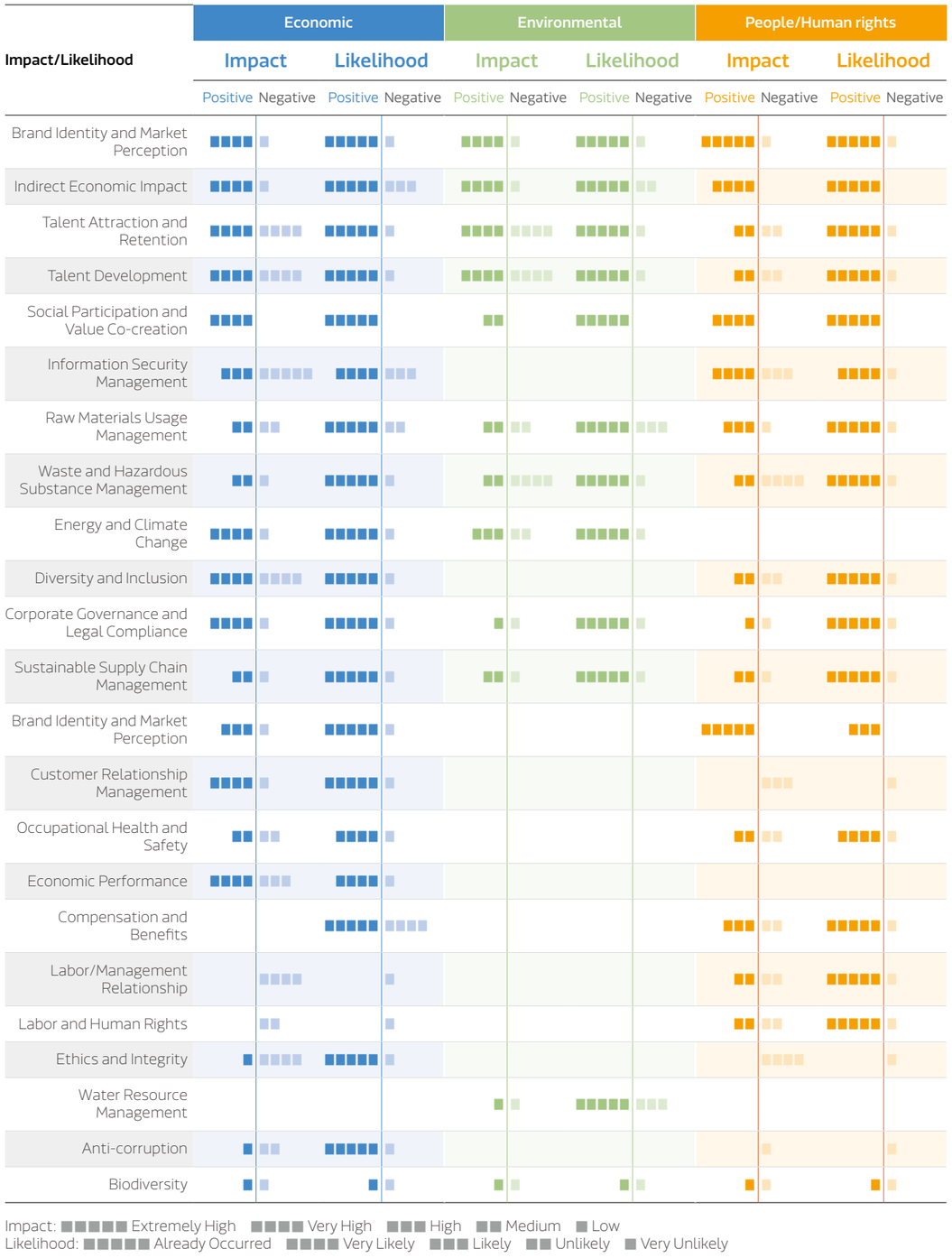
The analysis of material topcis are conducted every two years. However, if a significant event or a major change in circumstances does occur, we will re-conduct material topics during the upcoming reporting period. We approach these surveys with careful consideration, using the latest findings to confirm the results of past measures and new material topics. We respond to stakeholders proactively by establishing diverse engagement channel under the routine operation framework. For details, please refer to Stakeholder Engagement.

5. Results of Sustainability Impact Assessment

After completing the survey, the ESG Committee further assesses how the Company’s operations, through these ESG issues, impact the economy, environment, and people/human rights. This includes evaluating the level of positive/negative impact and the actual/potential likelihood of occurrence. We would then rank these issues based on their impact levels.

Impact Level Assessment

The impact level of ESG issues on the economy, environment, and people/human rights is rated from low (1 point) to extremely high (5 points). The likelihood of occurrence is rated from extremely unlikely (1 point) to extremely likely/already occured (5 points). The results are shown as below:



Quantification and Ranking of Impact

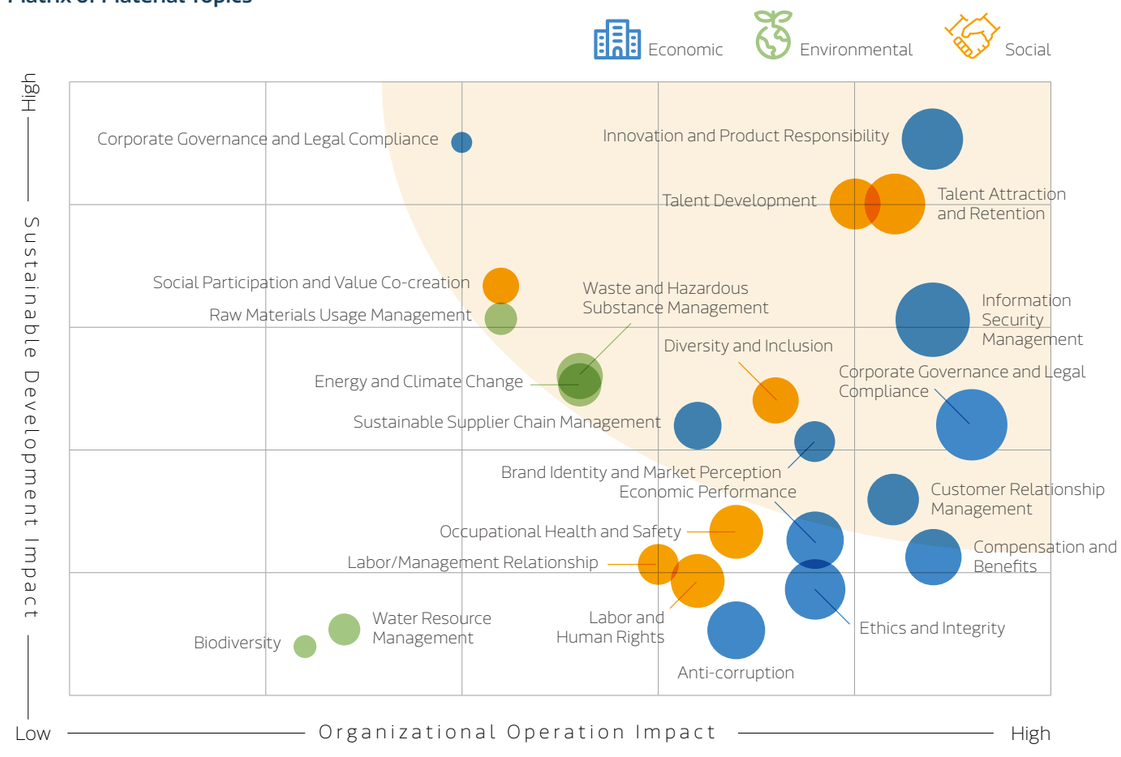
In order to determine the impact of each sustainability issue effectively, the ESG Committee has quantified the extent of both positive and negative impacts, and compute the sum of their absolute values. After taking the operational team's suggestions into consideration, the final ranking of ESG issues' impacts shown below:



6. Confirming of Material Topics

The ESG Committee established the matrix of material topics using A) "Sustainability Impact Assessment" and B) "Organizational Operation Impact" as foundations, then fine-tuned the materiality ranking by considering C) "Stakeholder Concern Level". Based on communication and survey results, the ESG Committee's working groups analyze root causes and develop corresponding measures. The results will be presented to the CEO for final confirmation during the work meeting for the first half of the year. In line with GRI 3-3 reporting requirements for managing material topics, details such as the corresponding measures, short-to-long-term goals, annual achievements, and management approaches for each material topic would be outlined in the report. In 2024, there are 12 material topics in total. The matrix and list of material topics are as follows:

Matrix of Material Topics



List of Material Topics

Compared to 2023, three new material topics were added in 2024: "Indirect Economic Impact," "Employee Diversity and Inclusion," and "Energy and Climate Change." Concurrently, "Economic Performance" and "Labor/Management Relations" fell off the list.

Materiality Ranking	2024 Material Topics	2023 Material Topics
1	Innovation and Product Responsibility	Innovation and Product Responsibility
2	Talent Attraction and Retention	Talent Attraction and Retention
3	Talent Development	Economic Performance
4	Indirect Economic Impact	Corporate Governance and Legal Compliance
5	Information Security Management	Information Security Management
6	Social Participation and Value Co-creation	Talent Development
7	Corporate Governance and Legal Compliance	Customer Relationship Management
8	Diversity and Inclusion	Brand Identity and Market Perception
9	Energy and Climate Change	Sustainable Supplier Chain Management
10	Brand Identity and Market Perception	Social Participation and Value Co-creation
11	Sustainable Supplier Chain Management	Labor/Management Relationship
12	Customer Relationship Management	



Description of the Impacts of Material Topic

Through the material topics, MediaTek assesses how its operational activities impact the economy, environment, and people/human rights. The Company acknowledges that while such activities may have positive impact to sustainable development, they may also lead to negative impacts inadvertently. As the Company's activities, business relationships, and the broader environment continue to evolve, these impacts may shift over time. Therefore, we will continue to evaluate all material topics and identify their evolving impacts regularly.

Material Topic	Innovation and Product Responsibility		
Topic Description	MediaTek's investments in research and development (R&D), new market applications and inventions, with our dedication to designing high-performance and energy efficient products and services .		
Impact Description	Positive / Actual Impact	Negative / Potential Impact	
Economy, Environment, and Human Rights	MediaTek is significantly influential in the global semiconductor industry. Through green design and technological innovation, we are capable of reducing environmental impact. Our 3A strategy promotes technology accessibility and digital equality, thus safeguarding communication rights for residents in remote areas.	A lack of proactive innovation and green design could hinder our clients' low-carbon transitions and limit technology accessibility, thus failing to effectively bridge the gap of wealth and digitality between urban and rural areas.	

Material Topic	Talent Attraction and Retention		
Topic Description	MediaTek's personnel structure, talent recruitment, new hire/turnover rates, and how we foster employee identification with the Company.		
Impact Description	Positive / Actual Impact	Negative / Potential Impact	
Economy, Environment, and Human Rights	MediaTek continuously recruits top talent to sustain and enhance our innovation capabilities and corporate competitiveness. This also significantly contributes to the semiconductor industry supply chain and local/national economic development, while enabling us to create more efficient and environmentally friendly products.	If MediaTek struggles to attract talent, it could lead to an industry-wide talent drain, thus impacting the supply chain and regional/national economic development. This would hinder MediaTek's ability to develop more innovative, low-carbon products or technologies, thereby potentially exacerbating climate change.	

Material Topic	Talent Development		
Topic Description	MediaTek's commitment to developing talent in the semiconductor industry (including female tech talent) through employee training programs and performance evaluations.		
Impact Description	Positive / Actual Impact	Negative / Potential Impact	
Economy, Environment, and Human Rights	MediaTek continuously strive to enrich employees' professional knowledge, innovative thinking and personal performance. This not only strengthens their career paths and the Company's stable growth, but also accelerates the R&D of high-performance, environmentally friendly products, thereby boosting overall competitiveness of the industry.	Without continuous talent and career development initiatives, MediaTek could see a weakening of employee professional skills and innovative thinking, thus impacting the progress of eco-friendly product R&D and undermining overall competitiveness of the industry. This could also lead to a mismatch between skills and roles, while affecting employees' motivation at work and corporate stability.	

Material Topic Indirect Economic Impact

Topic Description The economic influence of MediaTek's products and services at its operating locations, including the promotion of local industry and employment, and leading or shaping industry-related policies.

Impact Description	Positive Actual Impact	Negative Potential Impact
Economy, Environment, and Human Rights	Through our 3A strategy, MediaTek promotes product accessibility and stimulates local economic and employment growth. The nature of high-tech and the expansion of the semiconductor industry would also stimulate employment within the supply chain, as well as development of education within the region of operation.	Given the industrial nature of high-tech of IC products and limited supplier substitutability, excessive reliance on a single company could hinder economic diversification.

Material Topic Information Security Management

Topic Description Strengthening MediaTek's information security management (information security, data security, and product security), including governance measures, infrastructure, violation handling processes, and business continuity management.

Impact Description	Positive Potential Impact	Negative Potential Impact
Economy, Environment, and Human Rights	Implementing robust information security not only protects the rights of clients and suppliers, prevents disruptions and losses from data leaks, but also allows MediaTek to become an industry benchmark. With information security standards established, thus safeguarding employee occupational safety and user personal data, and ultimately enhancing the overall societal awareness of information security.	Insufficient information security awareness could lead to ineffective defense against cyberattacks, resulting in financial losses for clients and suppliers. It could also cause leakage of personal data for employees and product users, thus increasing risks such as identity theft and loss of trust from MediaTek's stakeholders.

Material Topic Social Participation and Value Co-creation

Topic Description MediaTek is committed to local community engagement, utilizing its core capabilities to promote social progress, participating in public welfare initiatives, and facilitating social innovation. Examples include regional revitalization, technology education, and long-term care for underprivileged groups.

Impact Description	Positive Actual Impact	Negative Potential Impact
Economy, Environment, and Human Rights	MediaTek leverages its core technologies to promote digital social innovation and industry-academia collaborations, while supporting youth entrepreneurship and academic exchange, thereby enhancing its regional technological influence. Through the "Genius for Home" campaign, we encourage local teams to readdress social and environmental challenges with technology. MediaTek amplifies its positive impact on society by supporting students and underprivileged children with educational resources and volunteer actions.	There is no negative impact identified for this topic.

Material Topic Corporate Governance and Legal Compliance

Topic Description How to maintain stable long-term operations, transparent corporate governance, and fully comply with economic, environmental, social, and product responsibility-related laws and regulations in terms of operations and product services

Impact Description	Positive Actual Impact	Negative Potential Impact
Economy, Environment, and Human Rights	MediaTek enhances operational stability and transparency through strong internal oversight and information disclosure. These measures not only safeguard employee rights, but also strengthen investor and client confidence. Additionally, MediaTek continues to comply with economic, environmental and social laws and regulations, and to ensure that MediaTek' s operations, products and services remain compliant with applicable regulatory requirements.	Failure to meet regulatory standards or comply with economic, environmental, and social regulations could harm employee rights and the environment, undermine investor's and client's trust in MediaTek, therefore damage the Company's reputation.

Material Topic Diversity and Inclusion

Topic Description Providing all MediaTek employees with diverse and equal opportunities for development, irrespective of race, nationality, gender, sexual orientation, etc.

Impact Description	Positive Actual Impact	Negative Potential Impact
Economy, Environment, and Human Rights	Diversity and Inclusion are the keys to corporate innovation and competitiveness. By promoting a culture of inclusiveness and eliminating discrimination, we ensure equal pay and promotion opportunities for employees, setting a standard for the semiconductor industry and enhancing overall competitiveness of the industry.	Unequal treatment and missed opportunities for promotion could prevent employees from receiving compensation they deserve. The lack of diversity may also limit collective intelligence, stifle innovation and restrict problem-solving capabilities. Additionally, unequal treatment might make employees feel discriminated against or believe their employment rights are compromised.

Material Topic Energy and Climate Change

Topic Description MediaTek's energy usage, disclosure on greenhouse gas emission, reduction target planning, and performance management, alongside the assessment and disclosure of financial impact of climate-related risks and opportunities on the Company.

Impact Description	Positive Actual Impact	Negative Potential Impact
Economy, Environment, and Human Rights	Through research and development of innovative energy-saving technologies (e.g., improving the energy efficiency of data center), MediaTek continues to optimize various energy-saving programs, advance industrial development of energy-saving technology, and reduce the its operational greenhouse gas emissions. This commitment to low-carbon transformation sets a benchmark for the semiconductor industry and contributes the mitigation of global climate change.	The R&D of innovative energy-saving technologies may require higher initial investment, thus potentially increases operation costs and affects suppliers' profitability. Additionally, the Company's energy and greenhouse gas emission performance would pale in comparison if its energy saving and carbon reduction efforts are ineffective, which may hinder its ability to address climate change challenges effectively.

Material Topic Brand Identity and Market Perception

Topic Description MediaTek's image and brand value in the market as perceived by clients, other enterprises and end consumers.

Impact Description	Positive / Actual Impact	Negative / Potential Impact
Economy, Environment, and Human Rights	MediaTek continues to build a high-quality brand image, attracting clients and investors by showcasing its technological innovation capabilities. This promotes commercial opportunities and growth of production volume within the industrial supply chain, which could lead to the development of the domestic semiconductor industry and increased demand of workforce. This will ultimately strengthen the overall value of the industry.	If MediaTek's brand image was damaged, the general public and product users may lose confidence in the Company, leading to customer attrition. This would indirectly impact the income and financial returns for the Company's employees and investors.

Material Topic Sustainable Supply Chain Management

Topic Description MediaTek's processes for supplier evaluation, audit, and management, along with its supplier development and enhancement programs. MediaTek's upstream procurement activities include green procurement and local procurement, focusing on raw material usage and its environmental impact, including the proportion of recycled raw materials used. Downstream operations encompass waste treatment and the management and proper disposal of hazardous substances.

Impact Description	Positive / Actual Impact	Negative / Potential Impact
Economy, Environment, and Human Rights	MediaTek enhances its supplier performance management mechanisms by incorporating supply chain carbon reduction and resource management strategies to sets coverage rates and targets, with the intention to drive green transformation and sustainable impact across the supply chain. MediaTek encourages suppliers to conduct human rights due diligence, circular economy principles, pollution control, and waste reduction to safeguard the ecosystem and the quality of life in local communities. Simultaneously, we strengthen critical material risk management, to ensure the use of conflict-free minerals and safeguard labor rights and adequate working conditions.	If MediaTek either over-managed or neglected suppliers' sustainability performance, it could damage the Company's reputation and stakeholders trust in the Company. Issues of forced labor or child labor stemmed from human rights concerns, or downstream suppliers' improper treatment of waste and hazardous substance could pose risks to the environment and the quality of life for the general public. Furthermore, excessive reliance on specific raw materials or suppliers could weaken supply chain resilience, and the procurement of conflict minerals could trigger human rights-related risks.

Material Topic Customer Relationship Management

Topic Description MediaTek's approach to client service quality, data confidentiality, and satisfaction surveys.

Impact Description	Positive / Actual Impact	Negative / Potential Impact
Economy, Environment, and Human Rights	MediaTek actively listens to clients' feedback and provides timely, high-quality services to enhance customer satisfaction, building strong, lasting partnerships.	If MediaTek fails to respond to clients' issues promptly, it could lead to a decline in client trust and satisfaction, resulting in the loss of downstream purchases. Furthermore, a failure to ensure client data confidentiality may lead to information leaks, which could infringe upon clients' rights.

Scope of and Impact on Value Chain

MediaTek is an IC design company without any production line. It is positioned at the forefront of the overall value chain and engaged in main business lines including R&D, design and sales of products, or customization commissioned by customers. Before the product is completed, the back-end raw material procurement, manufacturing, packaging and testing are executed by suppliers independently. The following refers to the review on the scope of impacts posed by each material topic to the value chain. The scope of impact is shown as follows:

Category of impact: ● Direct impact ● Indirect impact

Material Topics	Specific topics under GRI standards	Response to SDGs	Report Contents	Scope of impacts on value chain: R&D and design	Contracted by customers	Manufacturing by suppliers	End use
Innovation and Product Responsibility	Self-defined topics	SDG 1 SDG 8 SDG 9	2 Innovation	●	●	●	●
Talent Attraction and Retention	401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave	SDG 8 SDG 10	3.1 A Diverse, Equal, and Inclusive Workplace 3.2 Talent Attraction and Retention 3.5 Healthy and Safe, and Friendly Workplace	●			
Talent Development	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs	SDG 4 SDG 5	3.2 Talent Attraction and Retention 3.3 Talent Cultivation and Development	●			
Indirect Economic Impact	203-2 Significant indirect economic impacts	-	6. Digital Social Innovation				●
Information Security Management	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	4.6 Information Security Management	●	●	●	●
Social Participation and Value Creation	203-1 Infrastructure investments and services supported	SDG 4 SDG 5 SDG 8 SDG 9 SDG 10 SDG 11 SDG 17	6 Community Engagement	●			●
Corporate Governance and Legal Compliance	Self-defined topics	SDG 8	4 Corporate Governance	●		●	
Diversity and Inclusion	405-1 Diversity of governance bodies and employees405-2 Ratio of the basic salary and remuneration of women to men	SDG 5 SDG 8 SDG 10	3.1 A Diverse, Equal, and Inclusive Workplace	●			
Energy and Climate Change	302-1 Energy consumption within the organization 302-3 Energy intensity 302-4 Reduced of energy consumption 302-5 Reduced in energy requirements for products and services 305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions	SDG 7 SDG 13	5.2 Climate-related Risk and Opportunity Management 5.3 Facility Management	●	●	●	●
Brand Identity and Market Perception	Self-defined topics	-	1.1 Brand Vision	●	●		●
Sustainable supply Chain Management	204-1 Proportion of spending on local suppliers 306-3 Waste generated308-1 New suppliers that were screened using environmental criteria 414-1 New suppliers that were screened using social criteria	SDG 8 SDG 12 SDG 13	5.1 Responsible Supply Chain Management 5.3 Facility Management			●	
Customer Relationship Management	Self-defined topics	SDG 8	1.2 Customer Services		●		

Stakeholder Engagement

Stakeholders/ Importance to MediaTek	Main Engagement Issues	Engagement Method	Engagement Frequency	Response and Action
Customers **We are committed to a customer-centric approach when developing various products and services, and use the best effort to help customers get success. Customers are the cornerstone of our sustainable business and operations.**	▸ Brand identity and market perception ▸ Maintenance of customer relationship ▸ Customer products and innovation ▸ Cultivating the digital ecosystem together with upstream and downstream partners	▸ By integrating global resources with localized customer teams and partner strengths, MediaTek organizes both online and offline summits and product launches, with upstream and downstream partners invited based on local conditions. Through diverse communication channels, we showcase our brand positioning and commitment, and continue to fulfill our mission via both video conferencing and face-to-face visits	▸ Per the need for the project schedule	▸ Strengthen market image and brand value through diverse communication channels, while conveying the contributions of partners within the digital ecosystem to consumers ▸ Through multi-faceted and systematic communication, we adopt customer- and partner-centric thinking to effectively address the needs of all stakeholders ▸ Develop products that meet the needs of various scenarios and local requirements
		▸ Pay visits and communicate via phone and email through the global customers' supporting system	▸ Routine engagement	
		▸ Customer complaint processing channel	▸ Instant resolution	
Industry/Government/Academia/ Research Institute **Governments, industry associations, academic research institutes and think tanks are important stakeholders of MediaTek. Respond to the regulatory requirements proposed by various local governments and work together to create a better business environment.**	▸ Industry policy and environment: tax, talents, and market competition ▸ Assessment on impact to the industry's practical operation ▸ Consultation about corporate governance and legal compliance ▸ Senior talent training	▸ Collection of international laws and regulations, and compliance	▸ Instant resolution	▸ Proactively respond to the inquiries about laws and regulations enacted by governments and business environment, and jointly improve the overall business environment. ▸ Increase the involvement in campus and work with universities to launch the innovative planning about "IC Design Program," strengthen the connection of industry and academia, and deploy future talents in advance; As of the of end of 2024, more than 6,100 students have already attended the program.
		▸ Collection, consultation, engagement and compliance of the central government laws and regulations	▸ In response to the timetable for establishment of laws and regulations	
		▸ Project meetings (including, but is not limited to, exchanging opinions with regulatory authorities on industry-related policies)	▸ Per the need for the project schedule	
Employees **As a fabless IC design company, MediaTek's employees are its most important assets. The innovation and efforts of global talents in IC design, has made MediaTeka a leader in global technology.**	▸ Talent attraction and retention, including salary, employee care and benefits ▸ Talent training and promotion ▸ Build a diverse and inclusive workplace	▸ Labor-management meetings	▸ Convened quarterly	▸ Establish the overall salary strategy with industry competitiveness and provide diversified benefit plans ▸ Provide equal employment and development opportunities, and a safe and friendly working environment ▸ We launched an online course on unconscious bias, with a completion rate of over 98% for managers.
		▸ Global communication meetings of different levels	▸ Convened monthly	
		▸ Group-Wide Employee Opinion Survey	▸ Convened once every two years	
		▸ Employee opinion mailbox	▸ Instant resolution	
		▸ Employee complaint mailbox		
		▸ Sexual harassment complaint mailbox		
		▸ Internal AI Robot		
Shareholders and investors **Shareholders and investors are the facilitators of MediaTek. Capital investment and participation in corporate governance enhances MediaTek progress towards sustainable development.**	▸ Economic performance ▸ Corporate governance and legal compliance	▸ Annual General Meeting	▸ Convened yearly	▸ MediaTek's gross profit was NT$263.4 billion and operating income was NT$102.4 billion. The gross margin was 49.6%, and the net operating margin was 19.3%. ▸ The suggestions accepted through interaction with investors will serve as the material reference for future development strategies. ▸ More than 30 domestic and overseas forums and roadshows have been organized. The Company conducted more than 350 interviews with institutional investors. There are more than 8,000 global investors receiving services throughout the year.
		▸ Quarterly investor conference	▸ Convened quarterly	
		▸ Domestic and overseas forums and roadshows	▸ More than 30 rounds per year, subject to the circumstances	
		▸ Interviews with institutional investors	▸ More than 350 rounds per year, subject to the circumstances	
Suppliers **Suppliers are the best partners who provide excellent products and services for MediaTek. We foster trusting partnerships and offer mutual support in challenging times to achieve sustainable growth alongside our suppliers.**	▸ Sustainable supply chain management	▸ Supplier conference	▸ Convened yearly	▸ The "Best Sustainable Partner" is conferred to praise and encourage fine-quality suppliers at the supplier conference. ▸ MediaTek encourages suppliers to establish continuous improvement project teams and engages with supply chain experts in energy and water conservation and circular economy specialists.
		▸ Complaint mailbox	▸ Instant resolution	
		▸ Audit on suppliers	▸ Conduct the audit per year	

Stakeholders/ Importance to MediaTek	Main Engagement Issues	Engagement Method	Engagement Frequency	Response and Action
General Public, Consumers & Media **The public plays a crucial role in MediaTek's mission to create a better life. We identify areas of focus and partner with communities, media, and non-profit organizations to fulfill our responsibilities as a corporate citizen.**	▸ Corporate vision and business operation ▸ Brand identity and market perception ▸ Technological innovation and R&D investment	▸ Media events, press release, media interview	▸ Constant	▸ Each year, 2 billion devices worldwide are powered by MediaTek’ s advanced chipsets, bringing innovative technology to more people. ▸ We share updates on our products, social initiatives, and sustainability efforts through a variety of communication channels.
		▸ TWSE Market Observation Post System	▸ Immediate	
		▸ Corporate website and social media	▸ Constant	
	▸ Community engagement	▸ Corporate Sustainability website	▸ Constant	▸ We invite the public to propose technology-driven solutions for local social issues, providing participating teams with resources and mentorship to help turn their ideas into reality. ▸ We offer training to help teachers to strengthen their skills in technology and science. ▸ We connect employees and resources with frontline technology teachers to broaden the reach of STEM education in schools. ▸ Through advocacy and engagement, we encourage female students to explore academic and career opportunities in STEM fields. ▸ Our diverse volunteer groups support activities such as creative writing and science education for elementary students, as well as environmental protection and stray dog care. ▸ We partner with local NGOs to organize charity events and donations.
		▸ MediaTek Foundation website and Facebook page	▸ Constant	
		▸ Press release	▸ Constant	
		▸ Stakeholder interview	▸ From time to time	
		▸ Survey & analysis	▸ From time to time	

ESG Strategy and Management of Material Topics

In order to promote the core concept about ESG, in 2024, we continued to verify the issues of concern to stakeholders in the latest international ESG development trends via the diversified channels and stakeholder engagement, including the routine engagement under the basic operating framework of the Company’s core profession and past internal/external survey results, and also included the impact assessment results to conclude the issues to be responded to by the Company as the first priority. We reviewed the gap between internal and external cognition of each strategic issue, analyzed the root causes, researched and planned the promotion of corresponding medium- and long-term improvement measures, and reviewed the progress and results regularly to make corrections on a rolling basis. Given this, the ESG strategy and material topics are compiled and summarized as follows:

Sustainable Development Goals (SDGs)



ESG Strategy / Company Commitment	Corresponding Material Topics	Stakeholders	Material Topics-Related Impact Responsive Measures
Brand Identity and Market Perception We are continually improving our market perception to generate increasing brand value. This is realized through innovations in leading technologies, strategies, marketing, management, and processes.	▸ Brand Identity and Market Perception	▸ General Public/End Consumers/ Media	▸ The Company reviews its management based on the sales forecast and number of active projects regularly. We continue to verify customers’ internal organizational structure, focus and practices, to increase the in-depth understanding and goodwill to customers.
Customer Relationship Management In response to a rapidly changing environment, we enhance supply resilience and the speed of communication and response across the industry supply chain. By anticipating future demands, MediaTek increases our value to customers by being customer-centric.. We value consumer rights by establishing relevant customer rights protection policies and (complaint) feedback mechanisms, committed to ensuring that consumer opinions are fully heard and properly addressed.	▸ Customer Relationship Management	▸ Customers	▸ For details on customer service policies and complaint procedures, please see 1.2 Customer Service ▸ The company has established an information security management strategy to ensure that there are no security or privacy vulnerabilities in its products and to strengthen information security resilience. For details, please see 4.6.2 Information Security Management Strategy
Innovation We seek to innovate by building a strong team of technical personnel and products, and establishing partnerships with world-class manufacturers. Our internal corporate culture encourages our employees to be innovative while actively interacting with external partners and participating in international technical forums and associations, so that MediaTek can be among the elite in all domains of technology.	▸ Innovation and Product Responsibility	▸ Customers General Public/End Consumers/ Media	▸ Provide innovative products that satisfy consumers’ needs. ▸ R&D of communications and networking: Global leader launching the latest communication chips (5G,Wi-Fi 7, etc.) and participating in the preparation of relevant specifications. ▸ Computing and R&D of AI: The powerful edge computing strength in combination with AI algorithms and software tools enable MediaTek to increase its involvement in products, such as smart home, wearables, smart phones and other networking devices.

ESG Strategy / Company Commitment	Corresponding Material Topics	Stakeholders	Material Topics-Related Impact Responsive Measures
A Diverse and Inclusive Workplace MediaTek believes in the values of diversity, equity and inclusion, and regards its employees as its most valuable assets. We believe that creating an inclusive workplace helps increase creativity and innovation, improves problem solving, and enhances employee engagement and loyalty. It is also the key to building a sense of belonging and ensuring that all employees have an equal opportunity to be successful and grow with the company.	▸ Diversity And equity	▸ Employees	▸ We implement the spirit of diversity and inclusion, to foster an equitable workplace and continuously refine our efforts. ▸ We empower management and employees to understand and practice diversity, equity, and inclusion, to achieve corporate sustainable development goals.
Talent Acquisition, Development, Retention, and Cultivation Talents are an important asset of MediaTek. Through diversified and innovative recruitment channels, provision of salary that is competitive and fair internally, and a variety of benefits, the Company seeks to recruit outstanding talents into its professional team and cultivates a sense of belonging in employees so that talents can serve as the drive of sustainable development. The sustainable operation and growth of the Company depend on the professionalism and management capabilities exhibited by employees. Via training and development mechanisms of different levels, the Company seeks to enhance the competitiveness of employees and management, making MediaTek a global leading semiconductor company in terms of technology and operation.	▸ Talent Attraction And Retention ▸ Talent Development	▸ Employees	▸ The Company's expertise in technology is leading the others in the same industry, so as to provide a challenging and innovative environment to attract talents. ▸ Provide the remuneration better than the pay level adopted by peers in the same industry. ▸ Apply innovative and diversified recruitment channels and measures to seek adequate talents ▸ Provide diversified training and development opportunities to satisfy the employees' and organization's development needs to establish a fair, reasonable and sustainable overall remuneration mechanism; encourage talents to exercise their expertise to build an inclusive and friendly workplace; care employees' physical and mental health and an excellent and healthy working environment to provide flexible benefit programs focusing on employees' needs.
Corporate Governance and Legal Compliance, and Information Security Management We adhere to law and regulations and social responsibilities in our operating locations, establish robust corporate governance systems, and implement information security management. This enables us to achieve the economic performance of our core operations and continuously lead the Company toward sustainable operations.	▸ Corporate Governance And Legal Compliance ▸ Information Security Management	▸ Shareholders and Investors ▸ Employees ▸ Industry/Government/ Academia/Research Institute ▸ Media	▸ In the 2024 Corporate Governance Evaluation, MediaTek maintained its position in the top 5% of TWSE-listed companies for five consecutive years. We continue to enhance corporate governance, for example, by strengthening the Audit Committee's oversight functions on company finances and risk management and increasing the proportion of independent directors to half of all board members. We make sustainable operations the highest objective for all our business activities. ▸ We continuously strengthen corporate information security protection through methods, such as red team exercises and other security checks. ▸ We actively strengthen product safety by implementing an open-source third-party software review process and boosting our efficiency in handling product security incidents. ▸ We formulate intellectual property management plans linked to operational goals and regularly report to the Board of Directors. ▸ We hold supplier information security forums to enhance supply chain partners' information security protection capabilities, to build a comprehensive MediaTek supply chain information security environment.
Product Responsibility and Energy Conservation & Carbon Reduction The Company has no factories. Therefore, most initiatives in the field aim at the office premises. The Company collects information about energy conservation and carbon reduction related to products, and also organizes the supplier conference regularly.	▸ Innovation And Product Responsibility ▸ Sustainable Supply Chain Management ▸ Energy And Climate Change	▸ End Consumers ▸ Suppliers	▸ Continue to practice the green design thinking, improve product performance, respond to green environmental protection and carbon reduction initiatives at home and abroad, and leverage influence over suppliers
Social Contribution and Value Creation Pioneering and innovative technologies not only represent the cornerstone of our industry leadership position but also form the foundation of our social influence which relies on proactive utilization of our core capabilities in the field of technological innovation. Through cross-sector integration, we move beyond "knowledge dissemination" to "innovative application of knowledge and technology" to share the benefits of technological advancement with society. This approach enables a growing number of individuals to take advantage of the opportunities generated by technology diffusion and builds momentum toward a brighter future. Technological innovation is key concern in current society and industry. It not only brings direct economic benefits but also empowers us to enhance stakeholders' skills and improve their quality of life, thereby closely integrating corporate development with social progress and creating more sustainable value.	▸ Social Participation And Value Co-creation ▸ Indirect Economic Impact	▸ Industry/Government/ Academia/Research Institute General Public	▸ Organize the "Genius for Home Digital Social Innovation Campaign", promote programming education courses, higher education and academia-industry collaboration, and provide ongoing support for arts, culture, and education-related activities permanently. ▸ We are dedicated to expanding the socio-economic benefits of technological innovation. We achieve this by empowering people through digital technology, cultivating industry talent, and supporting social innovation teams. This approach fosters the development of industry ecosystem, narrows the digital divide, strengthens an innovative spirit within the community, promotes inclusive social development, and supports sustainable economic growth.

Strategic Issue Development Goals

Strategic Issue/ Short-Term Targets (1-3 years)	Mid-to-Long-Term Targets (3-10 years)	Management Approach	Progress and Results in 2024
Brand Identity and Market Perception **Market perception and brand value** ▸ In the next 1 to 3 years, MediaTek will enhance its global marketing strategy, deepen strategic partnerships, and showcase innovative technologies through various events to boost brand identity. **Brand value** ▸ MediaTek plans to increase its brand value by 10% in the next 1 to 3 years, as assessed by Interbrand. This reflects our firm commitment to innovation, excellence, and global expansion. We aim to drive industry growth and gain wider recognition through advanced technologies and products.	▸ Increase the brand value and brand identity by 30%	**Responsible Unit** ▸ Business and Marketing Communications Department **Resources** ▸ We allocate an annual brand marketing budget covering diverse communication channels, including global advertising, public relations events, participation in international exhibitions, and digital marketing. **Engagement Channels** ▸ Digital channels such as social media, corporate website, newsletters, brand stores ▸ International exhibitions (both live and virtual) ▸ Global technology meetings and conferences (both live and virtual) **Evaluation Mechanism** ▸ Evaluation of global branding results	▸ Won "The Most Prestigious Sustainability Award - Top 10 Domestic Corporations", "Social Inclusion Leadership Award", "Information Security Leadership Award," "Social Inclusion Leadership Award," "Innovation Growth Leadership Award," and "Corporate Sustainability Report Award-Platinum" in the Taiwan Corporate Sustainability Awards (TSCA) hosted by the Taiwan Institute for Sustainable Energy Research ▸ Ranked 3rd in Interbrand's "Best Taiwan Global Brands", with a brand value of US$1.404 million in 2024, a 28% increase from 2023, marking MediaTek the one with the highest growth rate among all TWSE-listed companies. ▸ Received the "Outstanding Asia Pacific Semiconductor Company Award" from the GSA.
Customer Relationship Management ▸ In 2024, MediaTek overcame various challenges and achieved continuous business growth. We will continue to deepen partnerships and expand our business scale to achieve economies effects in the future. ▸ We will continue to develop new products, to increase the depth and breadth of client and partner relationships. ▸ Achieve the target gross profit margin, performance growth rate and accuracy of forecast	▸ We will continue to deeply develop potential global markets (e.g., AI and automotive), focus on clients and partners to increase industry influence, and continuously lead industry advancement. ▸ We will continuously improve communication and response to client complaints.	**Responsible Unit** ▸ Led by Senior Vice President, but managers of all levels proactively participateResources **Resources** ▸ Establish a dedicated team to satisfy customers' needs for technology and business. **Engagement Channels** ▸ Provide online sales (sales@mediatek.com) and audit mailboxes that serve as communications and reporting channels from non-specified persons; audit units independently review these communications **Evaluation Mechanism** ▸ Sales, forecast accuracy for production and sales, and real-time client feedback.	▸ Invested in advanced technology R&D, developed new products and partnerships to solidify our position as a leader in diversified technologies. ▸ Launched the new second-generation Dimensity 9400 flagship chip with an all-big-core design. Collaborated with NVIDIA on the Dimensity Auto 3nm flagship cockpit, to accelerate various industries' entry into the AI era. ▸ Continuous growth with renowned clients worldwide and embrace AI together to enhance value for markets of HPC, automotive, AIoT, mobile phones, digital TVs, and Wi-Fi. ▸ Continue to develop major markets in the world, including Europe, the USA, China, Asia, Africa and Australia. Revenue.
Innovation ▸ Invest at least NT$80 billion per year in R&D expenses. ▸ Mass-produced 5G products in line with various levels of demand. ▸ Integrate AI computing functions into products across all product lines. ▸ Continuously implemente low-power design concepts to enhance product energy efficiency.	▸ Actively participate in associations related to technical specification setting, with an attendance rate exceeding 80% of their meetings. ▸ Actively establishe AI application ecosystems for various product categories. ▸ Implemente the 3A (Accessibility, Affordability, Availability) strategy to enable people at each corner of the world to seize the power of technological innovation.	**Responsible Unit** ▸ R&D **Resources** ▸ Invested NT$132 billion in 2024. **Engagement Channels** ▸ Our R&D and Sales maintain active two-way communication with our clients to help us keep abreast of market trends and consumer needs **Evaluation Mechanism** ▸ International Solid-State Circuits Conference (ISSCC) ▸ Number of patents	▸ Invested NT$132 million in innovation and R&D. ▸ MediaTek's chips drive billion end devices each year, to offer a convenient life to modern society. ▸ Launched the innovative second-generation all-big-core architecture, Dimensity 9400 flagship 5G Agentic AI chip, designed for edge AI, immersive gaming, and extreme imaging, with a new flagship experience for the mobile communication market in terms of generative AI, gaming, and imaging. ▸ Unveiled the new Dimensity Auto Cockpit platform - CT-X1. Built on a 3nm process, the CT-X1 is designed to revolutionize the intelligent automotive experience with advanced generative AI technology. It delivers astounding computing power breakthroughs for smart cockpits, while accelerating the automotive industry's entry into the AI era.
A Diverse and Inclusive Workplace ▸ Promote sexual harassment prevention courses through diverse channels to ensure high completion rates. ▸ Continuously offer unconscious bias training in the workplace, expanded from managers to all employees. ▸ Top-down support of female tech talent through the MediaTek Foundation and ensure fairness in recruitment and internal development opportunities for them. ▸ Strengthen the planning and actions of headquarters' employee resource groups and extend their efforts to all global offices. ▸ Create a diverse and inclusive workplace and ensure that the proportions of female new hires/engineering researchers/total employees and managers meet industry averages.	▸ Continuously promote a diverse, equitable, and inclusive workplace through various channels and related initiatives. ▸ Continuously improve gender balance in the workplace while creating an environment where diverse employees feel comfortable and accepted.	**Responsible Unit** ▸ Global Human Resources Unit **Resources** ▸ GHR Cross-functional Taskforce Team ▸ Employee resource groups: I-Connect (intergenerational employee community), Global Family (foreign migrant employee community), and Women in Tek (female growth community) **Engagement Channels** ▸ Diversity, equity, and inclusion (DEI) related courses ▸ Employee resource Group activities ▸ DEI Corner webpage and physical DEI awareness-raising wall ▸ Emails and internal employee newsletters **Evaluation Mechanism** ▸ Completion rates for sexual harassment prevention and workplace unconscious bias courses ▸ Employee participation rates in employee resource group activities ▸ Scores on relevant questions in global employee opinion surveys.	▸ Sexual harassment prevention course completion rate reached 99.8%, and new hires' training completion rate was 100% in the year, with a 100% pass rate on post-course tests. ▸ Continued to promote workplace unconscious bias courses, with a completion rate of over 98% for global managers. ▸ Headquarters' three employee resource groups held a total of seven large company-wide events, with nearly 2,000 participants. China offices established two employee resource groups, which held four annual events. ▸ Launched optimized family support benefits, which increased maternity leave to 12 weeks, adjusted paternity (and prenatal check-up) leave to 10 days, and raised the birth allowance to NT$10,000 per child, with adoption subsidies planned and provided. ▸ Maintained a female-to-male salary ratio for the same positions at 1:1. ▸ Implemented bilingual internal policy measures.

Strategic Issue/ Short-Term Targets (1-3 years)	Mid-to-Long-Term Targets (3-10 years)	Management Approach	Progress and Results in 2024
Talent Acquisition, Development, Retention, and Cultivation ▸ Establish diverse and innovative recruitment avenues for attracting appropriate talents. ▸ Provide competitive salary benefits. ▸ Continuously provide the care for employees' health and a healthy workplace. ▸ Strengthen the job requirements in executive management to cater to the future challenge and growth facing the Company. ▸ Re-visit the learning development blueprint of executives to adapt to changing environments and cultivate leadership talents that can take on future challenges. ▸ Provide employees with training to enhance individual performance and professional competence to support their career development.	▸ Continuously provide a competitive global compensation framework linked to performance. ▸ Provide a challenging and innovative environment that allows employees to realize their potential. ▸ Establish welfare programs based on employee needs. ▸ Enhance leadership capabilities across all executive levels through competency-based development programs.Facilitate the innovative thinking and competitiveness of employees by consistently conducting advanced technological seminars and courses. ▸ Maintain the technological and operational leading position by enhancing the professional skills and management capabilities of employees and executives.	**Responsible Unit** ▸ Relevant human resource management unit and staff benefit committee. ▸ Training and Development Unit, Management Development Committee, Project Management Training Committee and AI Training Committee. **Resources** ▸ Operational management budget, training and development budget, employee welfare fund, and other relevant funds. **Engagement Channels** ▸ Manager communication meetings ▸ Labor-management meetings ▸ Employee complaint mailbox ▸ I Have Good Ideas ▸ Recruitment platform ▸ Employee activities and service satisfaction survey questionnaires ▸ AI Chatbot ▸ Internal learning development website of the Company. ▸ Online Learning Platform **Evaluation Mechanism** ▸ Regularly review overall compensation and benefits to ensure competitiveness within our industry each year. ▸ Talent hiring rate, percentage of recruits reporting to work, retention rate and resignation rate ▸ Annual employee activity participation rate ▸ Yearly health checkup subsidy application ▸ Application status of annual flexible benefits ▸ Pre-course requirement survey ▸ Post-course requirement survey ▸ Sharing session on application learning ▸ Internal TED Talk series. ▸ 360 development evaluation tool	▸ In 2025, regarding the "average employee salary expense of listed companies" and the "average and median salary of non-executive full-time employee" submitted to the Taiwan Stock Exchange for 2024. MediaTek's amounts were NT$4.633 million, NT$4.310 million, and NT$3.438 million, respectively. ▸ Applications per hire = 15 times; onboarding rate = 85%; new hire retention rate = 97% within 3 years, 98% within 2 years; turnover rate = 5.2% globally, 5.1% in Taiwan. ▸ Application and reimbursement rate for flexible benefits reached 97%; health check subsidy application rate reached 95%; held 72 health promotion activities, with employee participation reaching 68%. ▸ In 2024, global education and training, including online and in-classroom courses, totaled over 780,000 hours, with over 20,000 employees participating, averaging 40 hours per employee.
Corporate Governance and Legal Compliance ▸ Practice legal compliance to ensure no material violation of laws. ▸ Maintain the position as one of top 5% public companies in terms of corporate governance ranking.	▸ Improve the operations of the Board of Directors and various functional committees to fulfill the Board of Directors' functions.	**Responsible Unit** ▸ Board of Directors and various functional committees **Resources** ▸ Legal Compliance Department. **Engagement Channels** ▸ Quarterly board meetings ▸ Annual General Meeting ▸ Regular meetings of various functional committees **Evaluation Mechanism** ▸ Internal control management operations	▸ Increased the proportion of independent directors to one-half of all directors. ▸ MediaTek was ranked in the top 5% of TWSE-listed companies for the fifth consecutive year in the 2024 Corporate Governance Evaluation.

Strategic Issue/ Short-Term Targets (1-3 years)	Mid-to-Long-Term Targets (3-10 years)	Management Approach	Progress and Results in 2024
Information Security Management ▸ Expand the scope of information security management to subsidiaries, to strengthen group-wide information security protection capabilities. ▸ Incorporate AI application security issues into Information Security Committee's discussions, thus establishing an AI governance framework. ▸ Promote a zero-trust architecture to reduce lateral movement risks. ▸ Strengthene identity verification and access control for core information and communication systems, to ensure implementation of the least-privilege principle. ▸ Amend new technology usage policies to ensure that employees' use of AI and cloud tools is in compliance with relevant regulations, contracts with clients, and PIM policies. ▸ Continuously improve the quality of product security development processes by: 1) setting high bar of security quality for security critical modules; 2) conducting vulnerability analysis; and 3) implementing guided-coverage fuzz testing technology. ▸ Leverage AI technologies to assist in product security analysis, review, and audit activities, enhancing execution efficiency and expanding the scope of assessments. ▸ For automotive projects, execute ISO 21434 procedures according to customer requirements to obtain automotive product certification and comply with vehicle cybersecurity standards. ▸ Establish the SBOM (Software Bill of Materials) management system and generation process to meet software supply chain security and compliance requirements.	▸ Continuously integrated threat intelligence into the information security defense framework to enhance early warning and response capabilities for emerging information security threats. ▸ Promote the application of AI technology in information security protection, thus improving the automation and accuracy of threat detection. ▸ Establish an AI Agent audit mechanism to detect abnormal behavior for large language models and critical technology usage, thus enhancing the protection of important information. ▸ Conduct penetration testing and reverse engineering analysis to validate and enhance product security. ▸ Continuously strengthen the application of AI in product security development activities, including secure coding, threat analysis, fuzz testing, and automated security testing, to improve overall security protection capabilities.	**Responsible Unit** ▸ The Information Security Committee reviews the implementation of Information security, product security, and data security quarterly. **Resources** ▸ The Audit Department, Product Security Department, and Information Security Department invested approximately NT$330 million in resources and allocated a total of about 280 personnel to information security management in 2024. **Engagement Channels** ▸ Information security: Provides CSIRT mailbox (csirt@mediatek.com) for employees to report internal information security issues. ▸ Data security: Conducts Personal Information Management (PIM) awareness-raising campaigns for all employees to enhance information security awareness. ▸ Subsidiary and supplier management: Holds annual supplier information security forums to communicate with manufacturing suppliers and subsidiaries on information security. ▸ Product security: Provides PSIRT mailbox (security@mediatek.com) and a product security vulnerability bulletin board (link) for customers and end-users to report product security issues and learn about fixed vulnerabilities and updates, thus enhancing product security and reliability. **Evaluation Mechanism** ▸ Rated "A" for information security maturity by third-party information security risk rating tools. ▸ Integrated third-party threat intelligence for external risk assessment and management. ▸ Regularly conducted red team exercises and computer security health checks, strengthened supplier information security management, and held supplier information security forums to enhance supplier information security protection capabilities. ▸ Conducted quarterly product security audits for each product line to ensure effective implementation and continuous improvement.	▸ Won the SGS IT Awards - Automotive Cybersecurity Management Excellence Award. ▸ Ranked first in the 2024 TCSA Information Security Leadership Award (Manufacturing and Energy Industry Group) consecutively. ▸ Became a member of the Forum of Incident Response and Security Teams (FIRST), to ensure timely access to threat intelligence. ▸ Passed the External Service Operations Guidelines for Clients' Projects and revised the Outsourcing Operations Management Guidelines in 2024 to strengthen information security controls and privilege management for outsourced staff for clients' projects. ▸ Established procedures in accordance with the "Automotive Cybersecurity Standard ISO/SAE 21434" and obtained process certification to meet the compliance needs of the automotive market and customers.
Responsible Products and Energy Conservation & Carbon Reduction ▸ MediaTek aims to enhance product energy efficiency by consistently applying green design principles. ▸ We continue to optimize the energy efficiency of our three new data centers and transfer servers from traditional server rooms to these new facilities. ▸ We put simultaneous emphasis on corporate development and energy conservation & carbon reduction and establishment of an optimized global management practice sharing platform to facilitate the sharing of the best energy-saving resources and methods adopted in offices all over the world. ▸ By 2025, we plan to integrate immersion cooling technology into the operations of our next-generation data centers, while simultaneously phasing out traditional, energy-intensive server rooms. ▸ We are implementing a carbon management system to assist with the consolidated company's greenhouse gas inventory and verification. This is scheduled to be completed by 2025, which is two years ahead of the schedule[Note] mandated by the competent authority, based on MediaTek's applicable timeline.	▸ We aim for a cumulative electricity saving rate of over 10% for our entire data centers from 2024 to 2030. ▸ We will continue to expand the scale of data centers with immersion cooling technology and seek opportunities to continuously optimize energy-saving effects. ▸ All global offices will continue to implement energy conservation improvements based on shared examples of energy conservation improvement practices. ▸ We will continue to conduct the consolidated company's greenhouse gas inventory and verification per year using the carbon management system. ▸ We will formulate action plans and renewable energy procurement strategies with our suppliers to achieve a 25% reduction in greenhouse gas emissions by 2030 (compared to 2020 baseline).	**Responsible Unit** ▸ Unit in charge: Manufacturing Department ▸ External responsibility: Cooperating suppliers **Resources** ▸ A total of 10 staff members in the Supply Chain Management Department and dispatch of sustainable development committee and Technology Department members to conduct on-site audits in line with actual needs. **Engagement Channels** ▸ Quarterly meetings with suppliers to facilitate exchange of opinions **Evaluation Mechanism** ▸ Supplier Code of Conduct Guarantee return rate (signed) ▸ Supplier risk assessment ▸ Supplier sustainability evaluation ▸ Local Procurement	▸ With respect to main products, the energy consumption rate decreased by 20%, and volume decreased by 5% in 2024 compared to 2023. ▸ MediaTek encourages suppliers to establish continuous improvement project teams and engages with supply chain experts in energy and water conservation and circular economy. In 2024, a total of 28 carbon reduction-related continuous improvement projects were executed, with an estimated carbon reduction benefit of 40,372 tons CO_2e per year. ▸ We continuously optimize our data centers' energy efficiency indicator (Power Usage Effectiveness, PUE). Our three new energy-efficient data centers achieved an overall PUE of 1.33 in 2024, with energy efficiency improved by 17% compared to traditional server rooms. ▸ We also completed the construction and grid connection of four rooftop solar power plants for self-use, with an installed capacity of 709 kW.

Note: Sustainable Development Roadmap for TWSE/TPEx Listed Companies promulgated by the competent authority

Strategic Issue/ Short-Term Targets (1-3 years)	Mid-to-Long-Term Targets (3-10 years)	Management Approach	Progress and Results in 2024

Social Contribution and Value Creation

Social Innovation

Strategic Issue/ Short-Term Targets (1-3 years)

- Organize campaigns as a platform for proposal presentation and refinement. We plan to offer training in technology, business models, and social impact assessment to 15 high-potential social innovation teams.
- Organize cross-sector innovation workshops to promote the integration of emerging technologies with social issues, thus stimulating innovative solutions.
- Host Demo Days for teams to showcase their achievements, bridge resources and development opportunities, and support 1-3 excellent projects toward practical implementation.

Mid-to-Long-Term Targets (3-10 years)

- Support the implementation of proposals and establish an impactful development blueprint; plan to support over 10 sustainably operating high-potential social innovation teams within five years.
- Establish a regional social innovation network to connect over 20 enterprises, NGOs, impact investors, and public sector entities to facilitate resource connection and exchange.

Management Approach

Responsible Unit

- Social welfare projects: Planned by MediaTek Foundation Regular reporting to the board of directors
- Industry-academia collaboration and cooperation with universities and professional R&D institutions: The foresighted technology strategy platform is responsible for program review and revision and supervision of implementation

Resources

- Expenditure: NT$37.3 million, with NT$36.81 million provided for organization of events and courses, grants/subsidies, and guidance services
- Equipment/materials/goods donations: NT$490,000 provided in form of equipment/material/goods donations
- Human resources: 5 foundation staff, 82 volunteers, 16 course creators, 63 "Genius for Home" staff, 41 "GAI Promotion" staff, 46 "Girls! TECH Action" staff, and 11 "1+1 Science Circle" instructors, totaling 259 individuals.

Engagement Channels

- MediaTek Foundation website
- MediaTek Foundation Facebook
- Tel. number: 886-3-567-0766
- Workshop and competition website and customer service for selected "Genius for Home" teams
- Online briefings for various programs

Evaluation Mechanism

- Participant satisfaction surveys, impact outcome tracking, and disclosure.

Progress and Results in 2024

- Organizing social innovation campaigns, "Genius for home": 179 townships and districts were reached in Taiwan; 362 proposals were submitted, and 11 teams were supported in post-campaign implementation.
- Adopted the MediaTek Assistants and bridged various resources in the social innovation field, to help social innovation teams efficiently solve social problems and reduce their costs.
- Surveyed 124 shortlisted teams from the past six competitions with the results showing that over 36 teams are still operating and 23 registered as organizations (19 as companies and 4 as non-profit ones).

Solid Technological Foundation

Strategic Issue/ Short-Term Targets (1-3 years)

- Cultivate basic-level technology course teachers for elementary and secondary schools; plan to train approximately 60 STEM teachers annually to enhance their technological/scientific teaching capabilities.
- Support 45 technology-related courses, camps, or research projects to boost students' inquiry and practical skills.
- Establish 15 local science learning circles each year, in a "one school leads another" model, a locally operated support system that enables resource sharing and collaborative lesson preparation.
- Address urban-rural disparities, to ensure that at least 30% guaranteed spots to support teacher capability enhancement in remote and disadvantaged areas.
- The "Girls! TECH Action" initiative annually empowers 30 parent-child groups and over 40 female university students to explore the unlimited technology career opportunities, while expanding intergenerational exchange networks and increasing corporate employee participation to form a mentorship-like support network.

Mid-to-Long-Term Targets (3-10 years)

- Assist elementary and secondary schools in establishing continuous technology application clubs or courses, aiming to support over 100 schools in offering continuous technology courses within five years.
- Keep pace with the times to accelerate the adoption of emerging technologies (e.g., AI) in educational settings, thus improving teachers' administrative efficiency and teaching effectiveness.
- Establish communities or exchange mechanisms to support 200 teachers in continuous professional development.
- Conduct follow-up surveys, aiming for a 30% increase in teaching confidence among participating teachers and a 20% increase in campus support (including administrative and teaching aspects).
- Publishes a research-based Girls! TECH Action whitepaper tailored to Taiwan's context, to enhance advocacy and share insights and findings with society, while providing feasible case studies for teachers and parents, increasing female participation in STEM fields, and promoting women's key roles in technology.

Progress and Results in 2024

- "STEM Course Maker" Program: Extended to include 42 elementary and middle schools all over Taiwan
- 100% of teachers who participated in the program saw an increase in their technological proficiency; 71.4% of the courses they developed strengthened the application of technology in life or industry in their courses; 89.3% of students demonstrated an enhanced ability or interest in using technology to solve problems. Offered AI training in the program to enhance teachers' knowledge and skills in using generative AI to improve teaching and administrative efficiency.
- "1+1 Science Circle"Program: Established 15 local science learning circles, expanding to 15 elementary schools + 15 secondary schools across Taiwan.
- "GAI Promotion" Program: Expanded to 101 elementary and secondary school classes across Taiwan.
- "Girls! TECH Action" Program: Involved 31 groups of junior high to senior high school female students and their parents, along with subsequent school ambassador events.

Talent Development

Strategic Issue/ Short-Term Targets (1-3 years)

- Support for academic research

Mid-to-Long-Term Targets (3-10 years)

- Jointly develop cutting-edge, innovative research

Progress and Results in 2024

- Encouragement of R&D - Support for three university-level R&D centers
- Formation of industry-academia alliances in line with government policies; injection of funding and teaching resources in for of industry instructors to support semiconductor college operations

Social Welfare and Engagement

Strategic Issue/ Short-Term Targets (1-3 years)

- Build a partner network, including internal corporate volunteers and external NGOs, to launch collaborative projects.
- Promote a corporate employee volunteer culture, to encourage social participation.

Mid-to-Long-Term Targets (3-10 years)

- Enhance networks and strengthen local connections; plan to initiate value co-creation collaboration projects with 10 local organizations within five years.

Progress and Results in 2024

- Volunteer activities: The reading and writing program expanded to a total of 18 elementary and secondary schools.
- "Sustainable Nanzhou" Project: Engaged approximately 2,165 teachers, students, and local residents in promoting local cultural preservation and artistic field in the Chaozhou and Nanzhou areas of Pingtung.



CH1 Global Presence

From a global perspective, MediaTek leverage global resources in pursuit of industry leadership.

1.1 Brand Vision
1.2 Customer Services

THE GLOBAL GOALS For Sustainable Development

8 DECENT WORK AND ECONOMIC GROWTH

ESG Highlights

2 Billion Devices

About 2 billion devices with built-in MediaTek chips are launched worldwide each year.

240 Million People

The “Direct-to-Customer Vertical Business Marketing Program” global outreach campaign reached over 240 million people.

3rd Place in Interbrand

Ranked 3rd in Taiwan Global Brand Value

- Received the “Outstanding Asia Pacific Semiconductor Company Award” from the GSA”.
- Selected as one of Clarivate Analytics “Top 100 Global Innovators”

1.1 Brand Vision

1.1.1 Branding

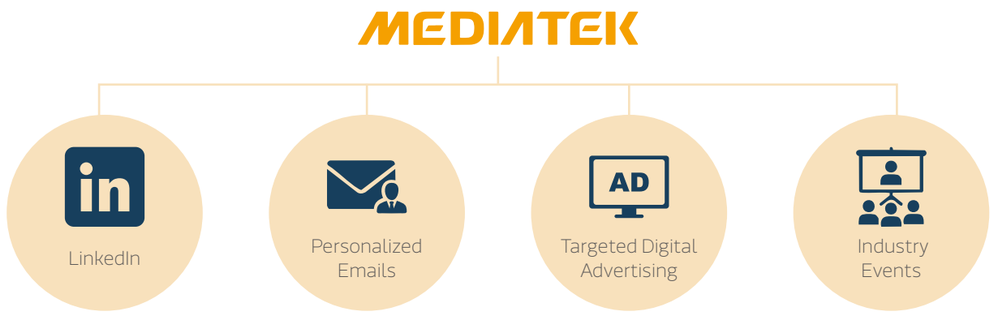
Corporate Brand Campaign: “This Chip”

MediaTek's corporate brand campaign, "This Chip" embodies the Company's core spirit of innovation and excellence. This global campaign is designed for customers, media, and tech influencers, showcasing how MediaTek integrates cutting-edge technology with the outstanding talents of its people to create revolutionary chip products. These chips not only represent the Company's commitment to advanced technology but also enable the public to enjoy the convenience of technology anytime, anywhere. By highlighting the creativity and dedication of its team, "This Chip" demonstrates how MediaTek drives progress in semiconductor technology and enhances everyday life, making high-quality technology more widespread and underscoring the Company's profound global impact.

Direct-to-Customer Vertical Business Marketing Program

MediaTek's Direct-to-Customer Vertical Business Marketing Program targets key and potential customers and focuses on influential purchase decision-makers. This highly targeted approach maximizes brand exposure and demonstrates how MediaTek's products and solutions meet specific needs.

This program covers all core business units, with tailored strategies for each vertical to enhance visibility and drive engagement. By responding flexibly to market dynamics, we deliver compelling value propositions that showcase MediaTek's innovative strengths. As part of our "always on" strategy, this program ensures MediaTek maintains continuous market presence and brand momentum, driving long-term development and strengthening connections with target audiences. We promote business through channels such as LinkedIn, personalized emails, targeted digital ads, and industry events. Through a consistent and strategic approach, we build long-term partnerships and trust with our target audiences and influence their key decisions, thereby enhancing business growth.



This global vertical market program has reached 11 different vertical domains and regions, with a cumulative exposure of 1.365 billion impressions, 41.9 million video views, 45 million interactions, and an audience reach exceeding 243 million.

1.365	41.9	45	243
Billion	Million	Million	Million
Impressions	**Video Views**	**Engagements**	**Reach**

1.1.2 Product Innovation

MediaTek has made ongoing developments across a wide range of technologies, and consistently leads the way in delivering exceptional experiences:

Dimensity series leads generative AI development:

Dimensity 9400 flagship chip features ultimate performance and power efficiency, with the Dimensity Agentic AI engine deepening the AI user experience. Dimensity 9300+, with its advanced All Big Core architecture and generative AI engine, delivers a superior experience for flagship smartphone users and gamers. Dimensity 8400 mobile chip ushers in the era of All Big Core computing for premium smartphones. Dimensity 7300 facilitates AI and gaming experience upgrades for smartphones and foldable devices.

Dimensity Auto empowers AI smart cars:

Dimensity Auto 3nm flagship cockpit platform features a powerful AI processor and an automotive solution portfolio, with high computing power, intelligence, energy efficiency, and reliability as core advantages. This prompts the automotive industry to enter a new era of “AI-defined cockpits”.

High-efficiency 5G broadband technology:

5G CPE products enhance bandwidth with exclusive Three Transmission Antennae (3TX) and Low-Latency, Low-Loss, and Scalable Throughput (L4S) technologies. They feature excellent power consumption performance, 25% lower than other solutions on the market, contributing to the green communication ecosystem.

Advanced wireless connectivity technology:

The release of Wi-Fi 8 White Paper reveals technology trends and strengthens MediaTek Filogic’s market-leading position. We continue to expand the Wi-Fi 7 global ecosystem and strive to create the industry’s most comprehensive Wi-Fi 7 product portfolio.

Ubiquitous AI applications:

AI powers everything from smartphones, tablets, and Chromebooks to IoT devices, TVs, and cars. Through AI, smartphones can effortlessly create graphics, text, and videos. A wide range of end devices transform into smart assistants and can precisely control smart home systems, in-car infotainment and navigation systems, and more. Factories and the retail sector can also build more efficient automation systems.

The Dimensity AI ecosystem continues to grow:

We provide comprehensive developer solutions to the industry and collaborate with mainstream global ecosystem partners to create exciting generative AI applications. Beyond launching the Dimensity AI Developer Kit, MediaTek’s HyperEngine has been comprehensively upgraded. We are also actively engaging in forward-looking technological and strategic collaborations with industry partners, such as Arm, Google, Khronos, and Unreal Engine, continuously empowering the rapidly expanding Dimensity gaming ecosystem.

Dimensity 9400 Flagship Chip: Ultimate Performance and Energy Efficiency for Enhanced AI Experiences

MediaTek’s latest Dimensity 9400 flagship 5G chip is specifically crafted for edge AI, immersive gaming, and extreme imaging. The Dimensity 9400 features a second-generation All Big Core design, combining the Arm v9.2 CPU architecture combined with advanced GPU and NPU, delivering unparalleled performance and ultra-high power efficiency. It boasts powerful agentic AI capabilities, supports generative AI applications and LoRA training, providing personalized services for users and promoting the widespread adoption of generative AI technology.

Dimensity Auto Platform: 3nm Flagship Cockpit Platform Ushering the Automotive Industry into the AI Era

The Dimensity Auto platform leverages advanced generative AI technology to revolutionize the smart car experience. The smart cockpit platforms, CT-X1, CT-Y1, and CT-Y0, support advanced on-device generative AI, and significantly enhances cockpit innovation and user experience with powerful computing capabilities. The Vehicle-to-Everything (V2X) platform offers extensive smart connectivity and is the first to apply Ku-band 5G NTN satellite broadband technology, along with in-vehicle 3GPP 5G R17 modems, high-performance in-vehicle Wi-Fi, and Bluetooth combo solutions. With global shipments exceeding 20 million units, the Dimensity Auto platform has been adopted by leading global automakers, ushering the automotive industry into a new era of AI-defined cockpits.

First Filogic Wi-Fi 7 Certified Products Unveiled: Continuously Expanding the Global Ecosystem

As one of the first companies in the world to have adopted Wi-Fi 7 technology, MediaTek has launched its initial batch of Wi-Fi 7 certified Filogic chipsets. These are suitable for a wide array of devices, including home gateways, routers, televisions, and smartphones, delivering high-speed and stable connectivity. MediaTek actively participates in Wi-Fi standard setting, optimizes product certification processes, and facilitates the influence of technology on consumer electronics, broadband networking, enterprises, and automotive technology. This commitment to wireless connectivity is evident, and demonstrates the Filogic platform's comprehensive market strategy, ranging from flagship to mainstream markets.

Leading Global 5G Broadband Technology, Promoting Green Communication Ecosystem

MediaTek continuously innovates in 5G broadband with superior technology, architecture, and power management. Its 5G CPE products consume 25% less power than other market solutions, earning widespread acclaim from global customers and partners. Since their launch, these products have cumulatively reduced carbon emissions by nearly 130,000 metric tons, equivalent to the carbon sequestration of 2 million tree seedlings[Note]. MediaTek's 5G wireless broadband products feature exclusive 3TX and L4S technologies, offering 1.9 times the throughput and nearly zero latency compared to products using only 2TX technology. Collaborating with global partners, MediaTek develops high-performance, low-power 5G FWA and 5G MiFi products, collectively fostering a greener communication ecosystem and advancing toward a sustainable future.

Note: Calculation formula source – U.S. Environmental Protection Agency

Advanced 5G RedCap Solution with Integrated RF Chip for High Integration and Efficiency

MediaTek's 5G RedCap T300 solution incorporates M60 modem chip supporting 3GPP Release-17, featuring a simplified antenna design and integrated RF system. This provides 5G devices with more reliable connections and extended battery life, while reducing product development cycles and costs. The T300 offers 5G's advantages of high speed, high reliability, and low latency, meeting the stringent requirements of IoT devices for cost and power consumption. With downlink speeds up to 227Mbps and uplink speeds up to 122Mbps, it brings the advantages of high-efficiency 5G NR communication to a wide range of consumer, enterprise, and industrial IoT applications.

1.1.3 Global Branding Events

Branding for MediaTek is balanced between internal and external communications. Internally, we help every employee understand the brand development process, brand positioning, and the importance of embodying our brand spirit, thereby building a consensus around the MediaTek brand. Externally, based on our brand values, we develop products and deliver high-performance solutions, making technology accessible to the masses and further enhancing our brand's popularity.

MediaTek shapes a consistent brand image through external branding and long-term brand building initiatives. We present our corporate and product brand positioning and commitments globally via various communication channels and participation in global exhibitions. We are committed to leveraging technological leadership and operational advantages to create a premium brand image, demonstrating strong brand competitiveness in the face of intense global competition. Through a wide range of promotional activities, owned channels, and social media, we showcase MediaTek's technological innovation and competitive products to key influencers, global analysts and media, as well as consumers.

1 Next-Generation Technologies Showcased at MWC 2024

February 2024



At the 2024 Mobile World Congress (MWC 2024), MediaTek showcased its latest innovations under the theme "Connecting the AI-verse." The exhibits included Pre-6G satellite broadband, 6G ambient computing, 5G RedCap IoT solutions, live 5G CPE real-world functionalities, the industry's first edge generative AI video application, and Dimensity Auto automotive ecosystem collaboration achievements. MediaTek maintains a leading position in multiple key areas, outpacing peers with advanced technological capabilities and forward-looking strategies.





2 MediaTek × NASCAR 2024 Events

March & October 2024

MediaTek partnered with Grupo Top to launch the 2024 NASCAR season in Mexico City in March 2024, and unveiled the #46 race car driven by Irwin Vences. The event featured a performance by Jass Reyes of Playa Limbo. This collaboration demonstrated MediaTek's commitment to advanced technology and enhancing fan experience, garnering widespread media attention with over 40 news articles.

In October 2024, Xiaomi launched its Xiaomi 14T and 14T Pro smartphones, powered by MediaTek Dimensity processors, at a media event. Subsequently, MediaTek also sponsored the NASCAR Mexico race in Puebla. The event, which combined new product introductions and a racing experience, attracted significant attention, with 10 media reports, including Uno TV's coverage of the race and El Universal TechBit's first review of the Xiaomi 14T Pro.





3 Dimensity Auto Platform Launch and Media Interviews

April 2024

During the Beijing International Automotive Exhibition, MediaTek held a media briefing to unveil new products, including CT-X1, CT-Y1, and CT-Y0. We engaged in in-depth discussions with 25 top-tier media outlets to enhance their understanding of the Dimensity Auto platform's leading position. Of these, 15 media outlets published original in-depth articles on platforms such as WeChat and websites, discussing core topics like "the industry's strongest 3nm flagship cockpit chip" and "AI-defined cockpits" from product, technology, partnership, and strategy perspectives. On the same day, MediaTek officially released a new product press release, leading to over 1,000 online reports. We also strategically leveraged social media: on Weibo, the hashtag #Strongest Car Chip garnered 4.57 million views; on Toutiao, the headline #MediaTek Releases 3nm Automotive Smart Cockpit Chip reached TOP5 in the technology ranking; and on Zhihu, discussions such as "How is MediaTek's Dimensity Auto 3nm cockpit chip, and what are its highlights?" climbed to TOP8 on Zhihu's hot topics list. Overall, there were more than 1,400 online reports, with over 20 million cumulative views.







4 MediaTek Dimensity Developer Conference 2024 (MDDC 2024)

May 2024



The first MDDC 2024 was held in 2024 under the theme "AI for Everything" to explore the transformative changes and new opportunities that AI technology brings to the mobile ecosystem. The conference attracted over 500 attendees, including developers, distinguished guests, industry partners, and media. The official live stream accumulated over 7 million views, with 25,378 online reports. Nineteen media outlets (from finance, AI, and general technology sectors) published exclusive interviews, with a total of 1.86 million views, offering in-depth discussions from perspectives of ecosystem strategy, product technology, and developer support on MediaTek's role as a "leader in generative AI smartphones and an on-device AI ecosystem builder". Thirty exhibition experience videos produced by the media accumulated over 1.77 million views, helping MDDC become a major annual event in the tech community.

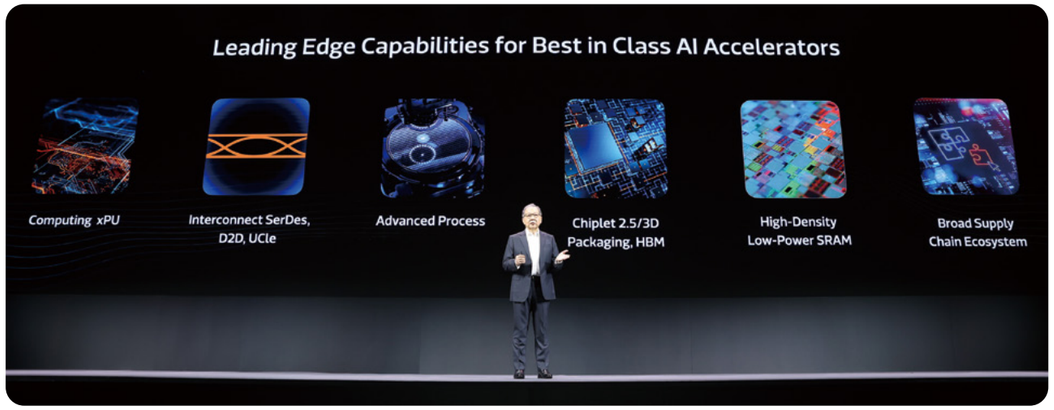




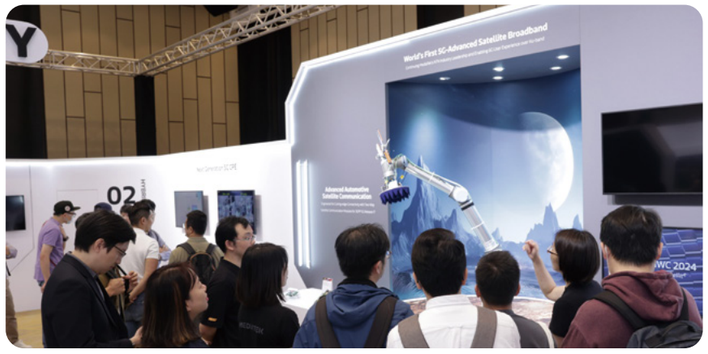


5 COMPUTEX 2024 Keynote Unveiling Future Technological Innovations and Applications - “Ubiquitous AI: Intelligence Everywhere”

June 2024



On June 4, at the COMPUTEX 2024 Keynote, Rick Tsai, Vice Chairman and CEO of MediaTek, discussed how advances in semiconductor development and connectivity standards are making AI ubiquitous. Current AI computing already delivers a more personalized and intuitive experience. CEO Tsai shared how generative AI continues to shape innovations across smart mobility, transportation, smart homes, enterprise, and industry, emphasizing the importance of popularizing AI to create new opportunities worldwide. During COMPUTEX, MediaTek showcased its AI applications in diverse fields, including automotive electronics, IoT, televisions, Chromebooks, and wireless connectivity, demonstrating tremendous progress in key technological areas.









6 Discovery × MediaTek “Beyond the Extreme, See the Core” Dimensity Imaging Exhibition

June 2024



MediaTek partnered with Discovery Channel, a global leader in factual entertainment, to host the "Beyond the Extreme, See the Core" Dimensity Imaging Exhibition in Yangshuo, Guilin. This event showcased the magnificent landscapes of Yangshuo through the lens of smartphones powered by Dimensity 9300 series flagship chips, capturing rock climbers pushing their limits from unique perspectives with professional filming techniques. With a professional and fearless spirit, MediaTek Dimensity continues to make breakthroughs in flagship imaging technology, delivering visually stunning mobile photography that reflects humanity’s passion for exploring extremes and the eternal theme of harmonious coexistence between humans and nature. The Exhibition generated a total of 2,331 online posts, with official press releases estimated to have garnered over 19.31 million views. The related hashtag #DimensityImaging on Weibo accumulated over 51.38 million total reads.





7 Dimensity 9400 Flagship 5G Agentic AI Chip Launch Event

October 2024







Coinciding with Dimensity's 5th anniversary, the Dimensity 9400 flagship 5G Agentic AI chip was officially launched. With its second-generation All Big Core CPU, industry-leading GPU, and NPU, the chip received widespread market acclaim. The launch event featured the first public appearance of "Dimensity World Ambassador" Xin Zhilei, drawing significant online attention. Professional media provided comprehensive reviews focusing on the Dimensity 9400's architecture, performance, power efficiency, and gaming capabilities, successfully establishing its image as the "Power Efficiency King / Triad Technology / Unrivaled Champion." Industry media analyzed the chip's market significance and position from the perspectives of architectural innovation, gaming evolution, and Agentic AI, widely promoting the market perception of "flagship experience with Dimensity / choosing Dimensity for AI smartphones." Concurrently, storytelling through the brand ambassador effectively conveyed Dimensity's brand spirit of innovation, fearlessness, and continuous improvement. Over 300 media outlets (including digital, semiconductor, AI, entertainment, and finance) attended the event. Within 72 hours, 3,804 reports were published, generating over 110,000 online mentions. Related topics dominated trending lists on major online media platforms.



8 MediaTek SEA Media Gathering

June 2024

The MediaTek SEA Media Gathering returned in 2024, held in person in Indonesia and Vietnam, and online for the Philippines and Thailand. The Indonesia session was a key highlight, featuring Arga Simanjuntak, PR Head of OPPO Indonesia, as a special guest sharing insights into the collaboration between MediaTek and OPPO in Indonesia and future prospects. MediaTek representatives also introduced the latest corporate developments, 5G innovations, and local partnership plans. Compared to the previous year, Indonesian participation nearly doubled, and media coverage increased by approximately 85%. The event attracted 69 media representatives and tech influencers, with 107 reports and 14 social media posts.







9 Experience India

November 2024

MediaTek hosted the "Experience India" event in New Delhi, with 28 media personnel and content creators from the United States and United Kingdom. The event focused on India's rapidly developing technology sectors, including 5G, satellite communications, IoT, and the automotive industry, and explored their revolutionary impact. The two-day event featured multiple panel discussions where global media representatives engaged with experts from telecommunications, semiconductors, smartphones, and the automotive industry. A discussion on "Women Driving the Indian Techade" provided deep insights into how women are advancing India's technological progress. Additionally, the "Expect Incredible Awards 2024" were announced during the event, and the Samsung Tab S10 Ultra received the "Best Overall" award, among others. The event had 28 participants, conducted 6 on-site interviews, generated 940 social media posts, and garnered an estimated over 105 million views.





1.2 Customer Services

SDG 8.3

1.2.1 Innovative Project Management Processes

Customer focus has always been one of MediaTek's core values. To support this, the company established a customer service management policy that prioritizes thinking from the customer's perspective and enhancing customer satisfaction. This mindset also emphasizes the importance of the end-user experience and proactively supports customers in creating added value. MediaTek views its customers as business partners and works to anticipate their future needs. In recent years, this approach has expanded to include service management across the broader ecosystem of partnerships.

MediaTek continually strengthen customer services platform, and our project management processes are initiated from the moment we contact a client. All questions and suggestions from customers are compiled, followed up and updated regularly. Further, we provide proper feedback to clients so they can be benefited from MediaTek's rigorous attention to detail in product service processes. For more information on our project management processes, please refer to the table below.

Project Management Processes

Promotion
- Discuss with clients' representatives
- Compile promotional information
- Propose reasons and improvement measures for projects not proceeded

Design In
- Arrange for kick-off meetings
- Review the schedule of relevant software and hardware configuration to ensure effective support
- Confirm mass production schedule and provide FCST data

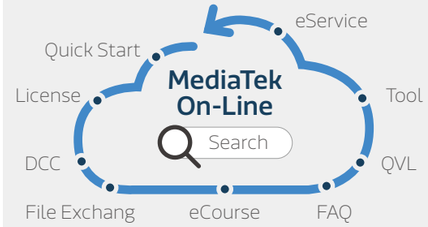
Project Tracking
- Keep abreast of any ongoing issues
- Monitor market competition and prices at all times and propose suggestions

Mass Production
- Collect client FCST and provide delivery schedule and pricing strategy
- Promote and expand project items to maximize shipment volume

1.2.2 High-Quality Service Tools

MediaTek On-Line was established to simplify client administrative processes and enhance efficiency through improved user-friendliness. The platform contains a variety of system functions, including software authorization, document management, file transfers, online courses, FAQ, lists of recommended vendors, software downloads, and online Q&A. The platform helps MediaTek attain an accurate view of client needs, and can speed product development, shorten product commercialization time, and fulfill client expectations for product functions.

MediaTek Online Interfaces



When clients have questions or suggestions regarding our products or services, they can consult with us via the e-Service online support function. Dedicated personnel are responsible for handling client queries and designating queries to responsible units based on their attributes. Professional personnel help solve client problems related to product development in a systematic and timely manner.

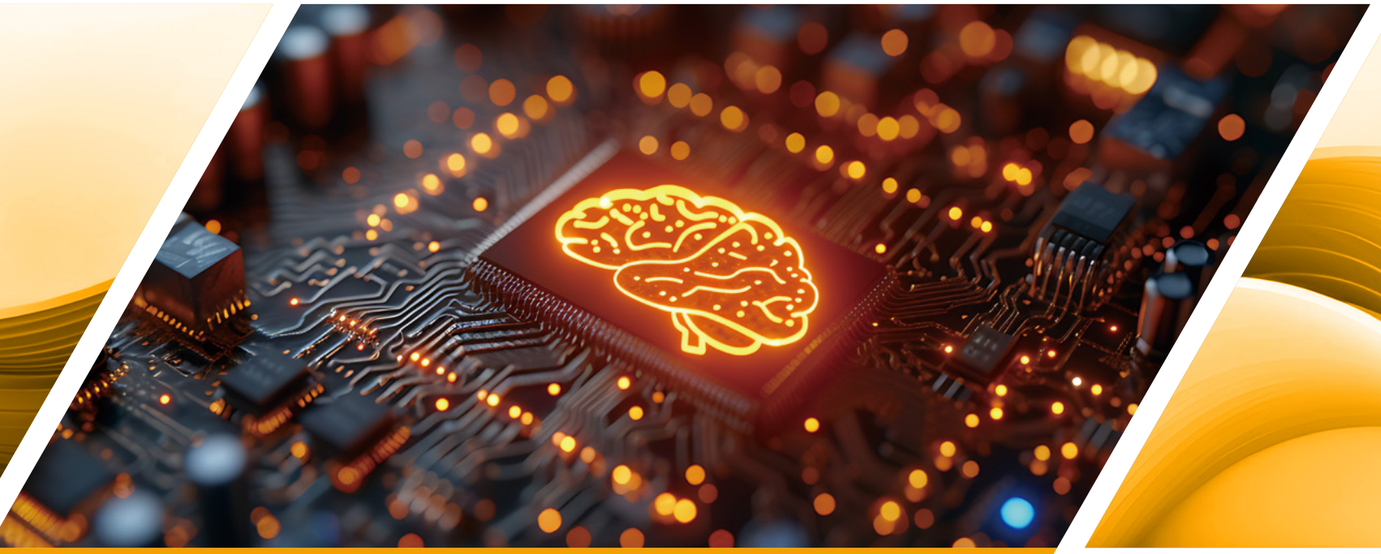
1.2.3 Local Services

MediaTek's chips drove 2 billion devices in 2024. We believe that, in addition to innovation-focused product design and great product quality, maintaining good communication channels and understanding client needs are the only path to successful customer services. Therefore, we must provide customers in each region with the most timely and tailored services by continual investment in customer service. The company operates under the leadership of senior vice president who guide managers and staff at all levels. Our service teams, comprising both local and headquarters personnel, work closely with customers through regular weekly, monthly, and quarterly reviews to assess project progress and requirements while aligning short-term, medium-term, and long-term objectives between both parties. To provide proximity-based customer service, the company has established dedicated customer service offices across multiple regions including Taiwan, Japan, Korea, the United States, the Middle East, and Europe. The company has also established clear channels and procedures for handling complaints. Customers can share their feedback and communicate B2B concerns through the online business contact email or by reaching out to MediaTek's audit team.

MediaTek communicates with clients weekly and increases communication frequency as needed, while connecting front-end client requirements with back-end teams to provide immediate support. In 2024, the number of employees continued to increase, thereby raising the proportion of local staff in various regions.

Customer Service Methods

Online and offline exchange of product and market information	The local employees at each operational site visit their local customers periodically	Product demo	Hosting Tech Day
Daily	Weekly	Launch of new products	Annually



CH2 Innovation

Through invention and innovation, MediaTek provides the most competitive products and services to its customers.

2.1 Core Concepts
2.2 Innovation in Practice
2.3 Innovation Achievements

ESG Highlights

102 Papers Selected

For 22 consecutive years, MediaTek is the only Taiwan-based company that has had a total of 102 papers selected for publication by the International Solid-State Circuits Conference (ISSCC).

Reduced Energy Consumption by 20%

Energy consumption of end products in the usage phase decreased by 20% in 2024 compared to 2023 due to green innovation.

CT-X1, Generative AI Technology

The Dimensity Auto Cockpit Platform - CT-X1 revolutionizes the smart automotive experience with advanced generative AI technology.

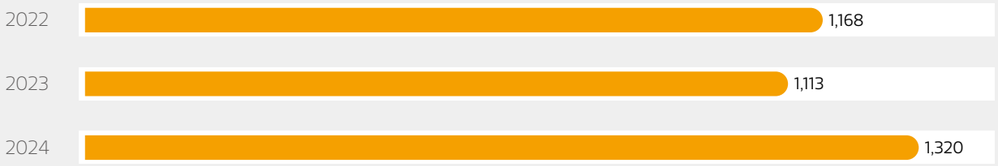
- Invested NT$132 billion in R&D in 2024.
- Recognized as a “Global Top 100 Innovator” by LexisNexis Innovation Momentum.
- Received the honor from 2024 IAM Asia IP Elite.
- In 2024, it acquired more than 1,300 domestic and international patents. It was simultaneously in 1st place in the Taiwan industry in terms of number of global patents in 5G, Wi-Fi, and HEVC/VVC.

2.1 Core Concepts

SDG 1.4 SDG 8.2 SDG 9c

Innovation is a never-ending relay race. MediaTek strives to utilize technological innovation to solve problems and enhance the quality of life for everyone. As IC design companies are positioned at the top of the semiconductor value chain, they must keep pace with external development and maintain a deep understanding of user needs and industry changes to stay at the forefront of innovation. Ultimately, this helps end users benefit from opportunities brought about by technological advances. We believe that innovation is the driving force behind sustainable corporate growth. Through invention and innovation, we aim to deliver the most competitive products and services while enabling all users to create a better life.

In recent years, MediaTek has continued to invest in cutting-edge research in new fields. In 2024, its R&D investment reached NT$132 billion. Over the past three years, cumulative R&D investment totaled approximately NT$360 billion. MediaTek continues to lead the 5G, wireless communication, and AI industry clusters globally, driving digital transformation.



Unit: $NT100 million

2.2 Innovation in Practice

SDG 8.2 SDG 9.5

2.2.1 Talents

To deliver the best flagship-level experiences and solutions for users' daily lives, MediaTek has been proactively reorganizing its human resources in recent years. Several hundred R&D and product personnel have been transferred to key technical and product development areas such as 5G and AI, supporting the Company's ongoing pursuit of technology leadership. For more information on our global talent layout, please refer to About MediaTek.

2.2.2 Culture

Since 2002, MediaTek's highest honor for (technological) innovations has been the Innovation Award and Special Contribution Award (ISCA), presented annually. The ISCA recognizes outstanding employee contributions in two categories: the Special Contribution Award and the Innovation Award. The Special Contribution Award is further divided into Project/Product and Operation categories, while the Innovation Award highlights exceptional achievements in key technological breakthroughs. Both teams and individuals are selected through a rigorous evaluation process.

MediaTek also encourages employees to participate in internal and external events and conferences to foster motivation, inspiration, and greater engagement in innovation and invention.

2024 Innovation Award and Special Contribution Award

In 2024, 19 teams took part in the competition; among 239 project members, 61 of whom were from overseas units. Among the 19 teams nominated, 8 teams were awarded, including 2 for the Innovation Award, 2 for the Special Contribution Award - Project/Product, and 4 for the Special Contribution Award - Operation.










International Solid-State Circuits Conference (ISSCC)

The ISSCC is the world's largest, most prestigious, and highest-standard conference on solid-state circuits, with thousands of participants from the academia and industry every year. In 2024, the MediaTek Group submitted 7 papers, which were accepted and published by ISSCC in 2025. Since 2004, MediaTek has had papers accepted by the Conference for 22 years in a row, with 102 papers in total, which testifies the Company's extraordinary technological and innovative strength.

MediaTek is the only Taiwanese company whose papers have been accepted at ISSCC for 22 consecutive years.

The International Solid-State Circuits Conference acts as a leading indicator of global R&D trends in semiconductor and solid-state circuits. It is the best conference for exchanges of cutting-edge technologies in the fields of semiconductor and chipset, often referred to as the Olympics of the IC design domain.

Publication of papers in 2025

- A 212.5Gb/s DSP-Based PAM-4 Transceiver with 50dB Loss Compensation for Large AI System Interconnects in 4nm FinFET
- A 112Gb/s DSP-Based PAM-4 Receiver with an LC-Resonator-Based CTLE for >52dB Loss Compensation in 4nm FinFET
- Run-Time Power Management System by On-Die Power Sensor with Silicon Machine Learning-Based Calibration in a 3nm Octa-Core CPU
- A Fractional-N PLL with 34fs_{rms} Jitter and -255.5dB FoM Based on a Multipath Feedback Technique
- MAE： A 3nm 0.168mm^2 576MAC Mini Autoencoder with Line-Based Depth-First Scheduling for Generative AI in Vision on Edge Devices
- A Power- and Area-Efficient 4nm Self-Calibrated 12b/16GS/s Hierarchical Time-Interleaving ADC
- A 3nm FinFET 2.2Gsearch/s 0.305fJ/b TCAM with Dynamically Gated Search Lines for Data-Center ASICs

2.2.3 Ecosystem Engagement

Value Chain Collaboration - Embracing Technology and Creating Opportunities Together

At NVIDIA GTC 2024, MediaTek unveiled a series of new automotive SoCs (systems-on-chip) within its Dimensity Auto Cockpit portfolio, offering powerful AI in-cabin experiences for the next generation of intelligent vehicles. These SoCs will come with support for NVIDIA DRIVE OS, allowing auto makers to leverage the platform across a range of segments, spanning from premium to entry-level vehicles.



To support deep-learning capabilities, the Dimensity Auto Cockpit chipsets integrate a state-of-the-art ARM v9-A system and NVIDIA's next-gen GPU accelerated AI computing and NVIDIA RTX graphics. The AI-enabled Dimensity Auto Cockpit platform runs large language models (LLMs) in the car, allowing vehicles to support chatbots, rich content delivery to multiple displays, driver alertness detection, and other cutting-edge AI-based safety and entertainment applications. Running applications locally offers improved security, plus speed and latency benefits. To further protect user data, the Dimensity Auto Cockpit incorporates hardware-based security features with support for the latest automotive safety standards.

Dimensity Auto Cockpit takes in-cabin entertainment to the next level. It integrates an NVIDIA RTX GPU, which supports ray tracing for realistic visuals and lighting effects in games, plus AI upscaling and frame generation for fast, fluid action. Additionally, passengers can seamlessly stream movies and other content across multiple displays, since Dimensity Auto Cockpit supports the latest connectivity and memory technologies. Consumers can even take advantage of advanced video conferencing features, including AI gaze correction and AI-based audio enhancement. To help lower bill-of-material costs, the Dimensity Auto Cockpit chipsets are highly integrated. The built-in multi-camera HDR ISP supports front-facing, in-cabin, and bird's-eye-view cameras for a wide variety of safety applications. Additionally, the integrated audio DSP supports the latest voice assistants so a driver can get information and control their infotainment system without taking their hands off the steering wheel.

Participation in Industry Associations

In keeping with evolving technologies, MediaTek works closely with business partners to develop new technologies and applications. The Company also proactively participates in global industry associations to connect with industry peers and academic institutions, encouraging the exchange of ideas and sparking innovation.

MediaTek's Participation in Industry Association

Network Communication

- ETSI / European Telecommunications Standards Institute
- GSMA (Groupe Speciale Mobile Association)
- GCF / Global Certification Forum

Semiconductor

- GSA/Global Semiconductor Alliance
- TCA / Taipei Computer Association
- TSIA / Taiwan Semiconductor Industry Association
- TIARA / Taiwan IC Industry and Academia Research Alliance

2.2.4 Patent Strategies and Participation in Standard Organization

Since its foundation, innovation has been the cornerstone of MediaTek's daily operations. To safeguard its valuable R&D achievements, strengthen global competitiveness, and sustain technological leadership in key areas, the Company formulated an intellectual property (IP) management plan aligned with its business objectives. This strategy aims to deliver top-tier products and services to clients worldwide and to pursue industry leadership through a philosophy of "Global Reach, Local Presence".

MediaTek has filed over 10,000 patent applications globally, including Taiwan, China, the United States, Europe, India, Japan, Korea, Brazil, and South Africa. Since its establishment in 1997, the Company has maintained over 14,000 patents globally as of the end of 2024, including 1,300 patents granted in 2024—the highest number in Taiwan's IC design industry. In 2024, MediaTek received significant recognition, including being named a Clarivate Top 100 Global Innovator, listed on the IAM Asia IP Elite, and recognized by LexisNexis as a Global Top 100 Innovator in its Innovation Momentum report. The Company continues to obtain Taiwan Intellectual Property Management System (TIPS) Level A Certificate in 2024. MediaTek currently holds the top position among industry peers in Taiwan for the number of global patents in 5G, Wi-Fi, and HEVC/VVC technologies.

Given the rapid pace of technological evolution and the growing importance of information and technology interoperability, MediaTek actively participates in technical standard organizations across various related fields. Through ongoing exchanges with industry peers and research institutions, the Company stays at the forefront of technology standards and continues to strengthen its technology and patent portfolio.

MediaTek's Participation in Technical Standard Organizations

Name of Technical Standard Organization	MediaTek's Role
Third Generation Partnership Project (3GPP)	▸ Since 2008, MediaTek has invested in research on new mobile communication technologies and actively contributed research findings to guide the development of 3GPP standard, spanning 4G, 5G, and 6G. ▸ A research team of over a hundred members is distributed globally, including Taiwan, the United States, Europe, and China. ▸ In 2019, MediaTek was first elected as the chair of 3GPP RAN2, to lead the industry in completing the standard development for 5G L2/L3 communication protocols. ▸ We actively promote 6G technology R&D and standard development.
European Telecommunications Standards Institute (ETSI)	▸ Newly elected as an ETSI board member in 2023. ▸ Develops opportunities for industry-academia collaboration and exchange in the European region.
Taiwan Association of Information and Communication Standards (TAICS)	▸ Helped establish TAICS and consistently serves as its chair, to promote exchanges and collaboration among domestic and international technical standards experts.
Institute of Electrical and Electronics Engineers(IEEE) 802.11 Wireless Local Area Networks	▸ Has served as vice chair of the 11bn/Wi-Fi 8 Working Group since 2023. Actively participates in the development of a series of 802.11 Wi-Fi technology standards (e.g., 11ac/Wi-Fi 5, 11ax/Wi-Fi 6, 11be/Wi-Fi 7). ▸ Collaborates with global Wi-Fi industry companies to actively develop next-generation Wi-Fi standards.
Wi-Fi Alliance (WFA)	▸ Has served as vice chair of the Wi-Fi 7 Marketing and Technical Working Group and chair of the Multi-AP (EasyMesh) Technical Working Group since 2021. ▸ Leads participation in testing and development of multiple WFA interoperability certification platforms, is committed to expanding Wi-Fi's global application and interoperability; actively formulates technical standards and develops certification tests. ▸ MediaTek's products have been selected as the Wi-Fi 7 certification platform and are among the first to have passed initial certifications, accelerating the industry's adoption of the technology.
Joint Video Experts Team (JVET)	▸ Pays attention to the latest next-generation video coding technology exploration and progress, and arranges the layout of the patented technologies that might be required by the next-generation video compression standard (e.g., H.267) in advance.

2.3 Innovation Achievements

SDG 8.2 SDG 8.4

MediaTek's mission is to enrich and enhance everyone's life through technology. Despite rapid advances in technological innovation, billions of people have yet to experience its benefits. By implementing its 3A strategy—Accessibility, Affordability and Availability—MediaTek ensures that everyone can access and benefit from opportunities brought about by technological innovation, enabling people worldwide to achieve better living.

With the advent of the intelligent era, MediaTek leverages its solid foundation and extensive experience in edge computing to drive innovation across diverse fields, including smart devices, smart vehicles, and smart homes. We are committed to creating new, holistic smart experiences for users with our leading-edge AI and hybrid AI computing technologies. By promoting the widespread adoption of generative AI applications, we aim to make advanced technology accessible to a broader public and empower a wide range of industries. In 2024, MediaTek launched its second-generation all-big-core architecture Dimensity 9400 flagship 5G Agentic AI chip, delivering a new level of performance in edge AI, immersive gaming, and high-quality imaging for the mobile market.

MediaTek also introduced the new Dimensity Auto Cockpit platform—CT-X1. Built on a 3nm process, the CT-X1 is designed to revolutionize the intelligent automotive experience with advanced generative AI technology, delivering breakthrough computing power for smart cockpits and accelerating the automotive industry's transition to the AI era.

Topic 1 Dimensity 9400 Flagship SoC for the Latest AI Experiences

MediaTek launched the Dimensity 9400, the company's new flagship mobile chipset optimized for edge-AI applications, immersive gaming, incredible photography, and more. The Dimensity 9400, the fourth and latest in MediaTek's flagship mobile SoC line-up, offers a massive boost in performance with its second-generation All Big Core design built on Arm's v9.2 CPU architecture, combined with the most advanced GPU and NPU for extreme performance in a super power-efficient design.

Aligned with MediaTek's mission to enable AI for all, the MediaTek Dimensity 9400 is designed to support powerful applications that anticipate users' needs and adapt to user preferences, while also fueling generative AI technology with on-device LoRA training and video generation. As the fourth-generation flagship chipset, the Dimensity 9400 builds on previous models to deliver high performance and energy efficiency, supporting continued growth in market share and reinforcing MediaTek's commitment to delivering flagship performance and user-centric innovation.



Performance and Efficiency Boost

The Dimensity 9400 adopts MediaTek's second-gen All Big Core design, integrating one Arm Cortex-X925 core operating over 3.62GHz, combined with 3x Cortex-X4 and 4x Cortex-A720 cores. This design offers 35% faster single-core performance and 28% faster multi-core performance compared to MediaTek's previous generation flagship chipset, the Dimensity 9300. Built on TSMC's second-generation 3nm process, the Dimensity 9400 is up to 40% more power-efficient than its predecessor, allowing users to enjoy longer battery life.

Groundbreaking On-Device Generative AI Capabilities

The Dimensity 9400 adopts MediaTek's second-gen All Big Core design, integrating one Arm Cortex-X925 core operating over 3.62GHz, combined with 3x Cortex-X4 and 4x Cortex-A720 cores. This design offers 35% faster single-core performance and 28% faster multi-core performance compared to MediaTek's previous generation flagship chipset, the Dimensity 9300. Built on TSMC's second-generation 3nm process, the Dimensity 9400 is up to 40% more power-efficient than its predecessor, allowing users to enjoy longer battery life.

The Dimensity 9400 also integrates MediaTek's new Dimensity Agentic AI Engine (DAE), which is designed to turn traditional AI applications into sophisticated agentic AI applications. MediaTek is working with developers to offer a unified interface between AI agents, third-party APKs, and models that efficiently runs both edge AI and cloud services. This streamlined approach allows models to work with many different third-party APKs, which reduces development time and will help usher in a new ecosystem of agentic AI applications.

Immersive Gaming Experiences

The 12-core Arm Immortalis-G925 delivers super immersive gaming experiences with up to 40% faster raytracing performance compared to the previous generation. The Dimensity 9400 also brings PC-level features to smartphones with opacity micromaps (OMM) support for realistic effects. The chipset's powerful GPU also offers 41% peak performance boost with up to 44% power savings compared to the Dimensity 9300, allowing users to game for longer. Additionally, the Dimensity 9400 supports HyperEngine technology for super resolution and impressive picture quality, which is co-developed by MediaTek and Arm Accurate Super Resolution (Arm ASR).

Capturing Perfect Moments

With MediaTek Imagiq 1090, the Dimensity 9400 provides HDR video recording throughout the entire zoom range so users can snap the perfect moment from a distance; MediaTek's Smooth Zoom technology also makes it easy to capture moving subjects. Additionally, it is designed to minimize power consumption while users are taking photos and videos, offering up to 14% lower power consumption in 4K60 video capture compared to the Dimensity 9300.

All-Around Wireless Connectivity

MediaTek delivers all-around wireless connectivity with its latest advancements. The new 3GPP Release-17 5G 4CC-CA modem offers sub-6GHz performance of up to 7Gbps and supports 5G/4G Dual-SIM Dual-active and Dual-Data capabilities, providing users with greater flexibility. In addition, the new 4nm Wi-Fi/Bluetooth combo chip achieves data rates of up to 7.3Gbps while reducing power consumption by up to 50% compared to the previous version. MediaTek's Xtra Range™ 3.0 technology further enhances connectivity by extending Wi-Fi coverage by up to 30 meters.

Topic 2 Flagship 3nm Dimensity Auto Cockpit SoC for AI in Cars

MediaTek expanded its Dimensity Auto product portfolio with new solutions that leverage advanced generative AI technology to deliver a revolutionary smart automotive experience. The latest Dimensity Auto Cockpit CT-X1 platform is built on a 3nm process node, while CT-Y1 and CT-Y0 platforms utilize a 4nm process node. These platforms provide significant breakthroughs in computing power for smart cockpits. Additionally, the Dimensity Auto Connect platform offers comprehensive connectivity, featuring 5G NTN satellite broadband technology at the Ku band, a 3GPP 5G Release 17 telematics modem, and a powerful Wi-Fi/Bluetooth combo solution.

The Dimensity Auto platform continues to grow in the market. Cumulative global shipments of the Dimensity Auto Cockpit platform have exceeded 20 million units, and the Dimensity Auto Connect platform has been adopted by leading global automakers. Shipments and market share of key Dimensity Auto Components, such as GNSS and PMIC, are steadily increasing, and development of the Dimensity Auto Drive platform is also progressing smoothly. Leveraging leading AI and compute capabilities MediaTek Dimensity enjoys in the mobile market, the Company is accelerating the integration of generative AI into smart vehicles. Dimensity Auto is dedicated to developing the industry's most advanced automotive computing chips, offering a scalable software and hardware platform, a mature toolchain, and a diverse generative AI ecosystem. This enables automakers to rapidly integrate AI capabilities across their entire vehicle line-up, ushering in a new era of "AI-defined cockpits".

The Dimensity Auto Cockpit platforms—CT-X1, CT-Y1, and CT-Y0—support advanced on-device generative AI technology, leveraging powerful computing capabilities to enhance innovative in-vehicle applications and user experiences. This allows automakers to quickly integrate AI across all vehicle models, delivering a fully transformed smart cockpit experience. These platforms integrate the Armv9 architecture and feature a robust AI processor with on-device generative AI technology, ensuring precise AI computation while optimizing memory bandwidth and capacity. The flagship 3nm CT-X1 platform supports large language models (LLMs) with up to 13 billion parameters and can directly execute multiple mainstream LLMs and AI diffusion models, such as Stable Diffusion, in vehicle. It also supports advanced AI-enhanced safety and entertainment applications, such as 3D graphical in-car voice assistants, diverse multi-display technologies, and driver alertness detection. These applications can run offline in the car, enhancing safety while providing high responsiveness and low latency.

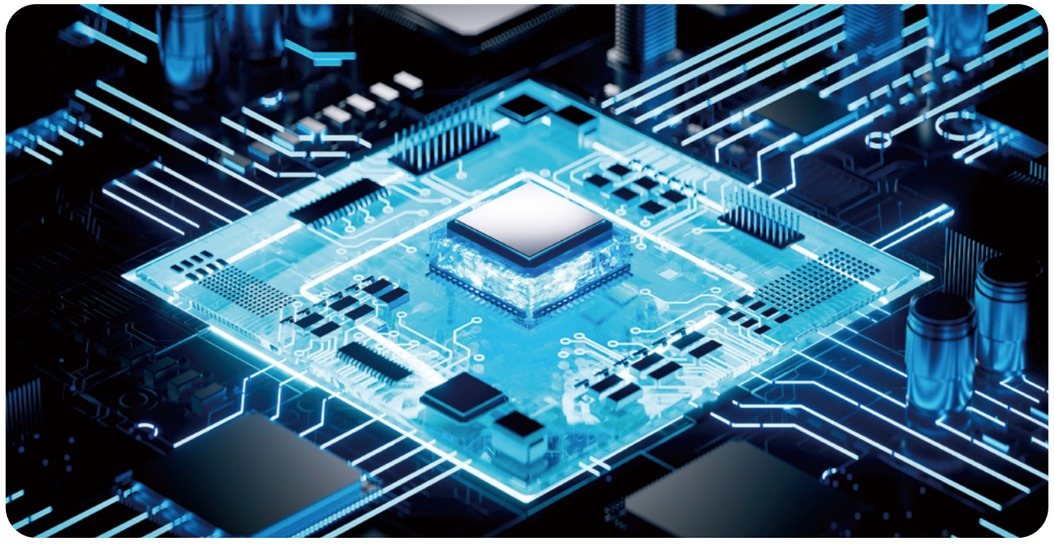
The Dimensity Auto Cockpit platforms are highly integrated, supporting the evolution of automotive hardware system architecture and enabling automakers shorten development cycles and accelerate time-to-market. These platforms feature built-in modems, 5G T-BOX, dual-band Wi-Fi, Bluetooth, and Global Navigation Satellite System (GNSS), along with a flagship-level HDR Image Signal Processor (ISP). The ISP supports various smart image optimization technologies like AI noise reduction, AI auto-focus, AI auto-exposure, and AI auto white balance, providing high-quality imaging even in complex road conditions. The platforms also support 360-degree external panoramic systems, drive recorders, and in-vehicle safety monitoring to enhance safety. On multimedia, the Dimensity Auto Cockpit platform supports multiple displays and delivers theater-grade image quality through MediaTek MiraVision display technology, providing immersive in-vehicle entertainment. Additionally, the integrated audio DSP enables surround sound effects through the in-car audio system.

MediaTek works closely with leading global ecosystem partners and auto makers to deliver a superior in-vehicle experience through the Dimensity Auto platform. In particular, MediaTek collaborates with NVIDIA to integrate advanced graphics and AI technologies, further enhancing in-vehicle interaction, safety, and connectivity.

As the automotive industry rapidly evolves, MediaTek remains dedicated to providing high-performance, intelligent, energy-efficient, and reliable automotive solutions that drive technological innovation and elevate user experiences.

Green Innovation in IC Design

As a fabless IC designer, MediaTek is committed to minimizing environmental impact across the life cycle of its extensive product portfolio. The company considers both the usage and end-of-life stages of its products. By optimizing system architecture, refining algorithms, and accelerating the adoption of advanced process nodes, MediaTek reduces both energy consumption and chip size. In 2024, the company's main products achieved a 20% reduction in energy consumption during use compared to 2023. Additionally, at the disposal stage, the volume of main products was reduced by 5% year-over-year.





CH3 Talents

MediaTek is committed to enhancing employee experience, fostering employee engagement and commitment, and promoting sustainable talent development to drive the Company's sustainable growth.

3.1 A Diverse, Equal, and Inclusive Workplace
3.2 Talent Attraction and Retention
3.3 Talent Cultivation and Development
3.4 Diverse Channels to Enhance Employee Engagement and Two-Way Communication
3.5 A Healthy, Safe, and Friendly Workplace

Talents are the key driving force of our company's sustainable growth. We regard talents as our most valuable assets, and place them at the core of sustainable development. MediaTek is dedicated to creating a diverse and inclusive work environment that inspires every employee's potential and fosters continuous innovation. By crafting meaningful employee experience, we strive to cultivate both professional capabilities and leadership talent - fostering a sustainable workforce that grows alongside MediaTek to create a better future together.

ESG Highlights

78 hours of Education and Training Globally

In 2024, the total hours for global education and training reached 780,000 hours, with an average of 40 hours per employee.

70%+ of Employees at Taiwan Joined the Employee Stock Ownership Trust (ESOT) Program

MediaTek Taiwan has launched its Employee Stock Ownership Trust (ESOT) program. With the Company's commitment to investing resources, this program not only enhances employee benefits but also encourage employees to take
an ownership stake in the Company and share in the profit generated by our collective efforts.
By the end of 2024, over 70% of Taiwan employees had participated, with the Company investing approximately NT$728 million. This demonstrates strong mutual trust and commitment between employees and the Company, fostering shared growth.

97% Three-Year New Hire Retention Rate

MediaTek enhances onboarding training to help new hires integrate into the organizational culture and build a sense of belonging. We have implemented an integrated employee experience management system that sends surveys to new hires regularly within their first 180 days of employment. These surveys allows us to promptly understand and respond to their needs at different stages of their onboarding.

Recognized as a best employer locally and internationally

MediaTek values talent development and employee experience. In 2024, we continued receive multiple awards in this area.



Listed in Forbes' "World's Best Employers 2024".



Awarded the "CommonWealth Magazine Talent Sustainability Award" for the second consecutive year (2023-2024).



Received the "Taiwan Corporate Sustainability Award – Talent Development Award 2024".



Received the 104 Job Bank's first "Employer Brand Award".

3.1 A Diverse, Equal, and Inclusive Workplace

At MediaTek, our core strength lies in R&D, innovation and global operation, and we recognize the significance of talents in driving sustainable growth and innovation. As of the end of 2024, MediaTek had 19,335 employees across 32 business locations worldwide, with overseas employees accounting for approximately 35.4% of the total number. Through interaction and collaboration of our diverse talents, we unleash employees' potential, spark their innovation, and enhance the Company's competitiveness. We are committed to creating an inclusive workplace where every employee feels respected and valued, thereby increasing employees' job satisfaction and their sense of belonging.

3.1.1 Human Rights Policy

MediaTek respects human rights and strives to create a respectful workplace. The Company adheres to the local laws and regulations where its operations are located and supports internationally recognized human rights standards, such as the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Bill of Human Rights, the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, the OECD Due Diligence Guidance for Responsible Business Conduct, and the Responsible Business Alliance (RBA). In accordance with the latest international human rights standards and related regulations, the Company has also established the MediaTek Human Rights Policy and committed to fulfilling its responsibility for protecting human rights.

3.1.2 Diverse and Inclusive Workplace

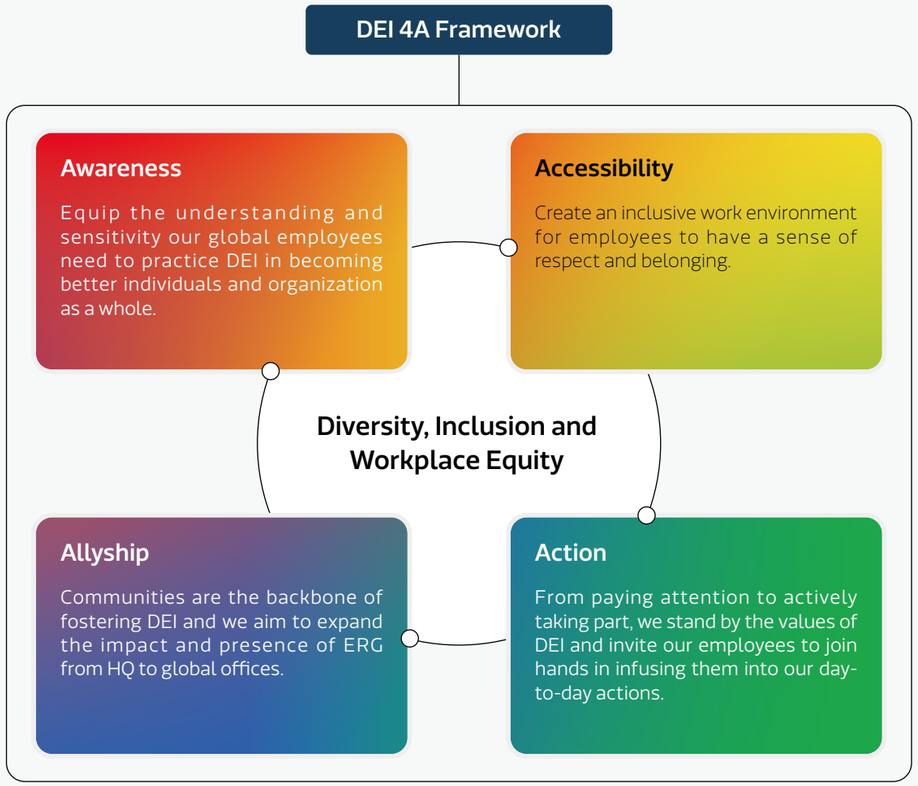
SDG 10.2

Actions to Strengthen Diversity & Inclusiveness

From raising awareness to driving action: MediaTek's DEI 4A framework

MediaTek believes in the values of diversity, equity and inclusion, and regards its employees as its most valuable assets. We believe that creating an inclusive workplace helps increase creativity and innovation, improves problem solving, and enhances employee engagement and retention. Based on our 4A framework (Awareness, Accessibility, Action, Allyship), we actively promote an inclusive workplace to foster a sense of belonging while ensuring that all employees have equal opportunities to grow with the Company.

MediaTek Declaration of Diversity, Inclusion and Workplace Equality



MediaTek is committed to embracing the principles of diversity and inclusion through our Declaration of Diversity, Inclusion, and Workplace Equity. We empower both management and employees to understand and implement DEI initiatives, supporting our goal of corporate sustainable development. In addition, we have taken practical measures to uphold and promote the values of diversity and inclusion throughout the company.



From Tolerance to Inclusion: Breaking Unconscious Bias in the Workplace

Starting in 2023, MediaTek partnered with external training institutions to design an online course on "Unconscious Bias and Microaggressions," featuring video interaction with multiple language versions. The course received an enthusiastic response within six months of its launch, with over 98% of global managers had completed the course by the end of 2024. Managers' active participation helps enhance team cohesion and efficiency, and their leading by example is crucial for eliminating unconscious bias and building an inclusive culture.

Promoting Workplace Equality

01
Protection of Human Rights
SDG 10.4

- MediaTek adheres to a diversified and inclusive talent strategy, complies with local laws and regulations applicable to each operation worldwide, recognizes and supports the spirit and principles of human rights protection outlined in international bill of human rights (e.g., the Universal Declaration of Human Rights), treats all employees with dignity and respect, and eliminates human rights violations and abuses.

02
Compensation System
SDG 8.5

- MediaTek is committed to creating a workplace that is friendly and fair to female employees. New employees' salaries are determined based on objective factors, such as competencies required for the applied position, education, relevant work experience and the general salary level in the market, as well as the salaries paid to existing internal employees who hold the same position. The starting salaries for all positions are better than the basic wages set forth in the Labor Standards Act, and we ensure that employees' salaries do not differ based on gender, race, age, religion, sexual orientation or marital status. In 2024, the salary and compensation ratio for men and women in the same positions remained at 1:1.

03
Female Employment
SDG 10.3

- MediaTek is committed not to prevent gender discrimination against job applicants. In 2024, female employees constituted 18.3% of total employees of MediaTek and its global subsidiaries. Among them, 2,817 women worked in R&D and technical departments, representing16.3% of total employees in these areas. This proportion aligns with the median percentage of female technical talent in semiconductor industry (10-19%)[Note] and demonstrates MediaTek's efforts to embrace diverse talent, create a female-friendly workplace, and actively retain and cultivate talent.

Note: Global Semiconductor Alliance (GSA) Women in the Semiconductor Industry 2023 Survey Report.

04
Promoting Workplace Equality and Preventing Misconduct
SDG 5.2

- MediaTek has launched and established friendly workplaces globally. The Taiwan headquarters complies with the provisions of the Occupational Safety and Health Act, and thus requires all employees to attend training on prevention of workplace misconduct, which is included as part of the compulsory training for new hires. In 2024, the completion rate for new hires was 100%, and 99.8%[Note] for existing employees. Meanwhile, in accordance with the “Act of Gender Equality in Employment,” “Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace,” “Sexual Harassment Prevention Act,” “Regulations of Sexual Harassment Prevention,” and “Stalking and Harassment Prevention Act” the Company has established the “Sexual Harassment Complaint Handling Committee”, sexual harassment prevention hotline and complaint mailbox to manage the issue therein. Please refer to 3.4.1 Open and Transparent Communication for more details.

Note: 11 employees did not complete the training within the statistical period due to official duties and long-term sick leave.

Encourage Social Connection to Enhance Employees’ Sense of Belonging

"Innovation" is one of the core values of MediaTek, and the key to innovation comes from recruiting diverse talents and creating an inclusive workplace environment where employees can fully realize their potential and fulfill themselves. Through Employee Resource Groups (ERGs), we aimed to build communities to support employees while strengthening exchange from employees of diverse backgrounds.

I-Connect (Intergeneration Connect) ERG

Established at headquarters in 2023, Intergeneration Connect (I-Connect) is designed to create a platform for communication, collaboration and mutual learning between employees of different age groups. The establishment of I-Connect not only highlights our emphasis on generational diversity but also serves as a significant step toward promoting positive collaboratio. As the community develops, we hope to raise employees' awareness of generational diversity and build stronger intergenerational connections within the Company.

In 2024, I-Connect officially launched a wide array of activities at headquarters to further deepen the intergenerational connections and create a more diverse and inclusive work culture.

I-Connect @ HQ

In 2024, I-Connect set the goal of "raising awareness" by promoting employees' understanding of intergenerational diversity through "exchange of perspectives" and "relationship building". In April, we held our first "Deciphering Intergenerational Communication Codes" forum, with. Shih-An Huang, Senior President of our Computing and Artificial Intelligence Business Group, invited, along with guests from Gen Y and Gen Z, to discuss their similarities and differences in the workplace. This helped attendees understand different generational values and exchange perspectives. The event attracted over 450 participants both offline and online, with a high satisfaction score of 4.7 out of 5.

"Cross-Century Detective Journey" real-life puzzle game: reinforcing the understanding that "collaboration leads to victory"





In September, we organized a real-life puzzle-solving gameunder the theme "Cross-Century Detective Journey". Teams formed by members from Gen X, Y and Z were invited to take part in the challenge. We meticulously customized puzzles that required players to leverage each generation's unique strengths and experiences. This prompted participants to keenly observe and fully leverage each other's advantages to complete the challenges and achieve victory within a short time. Throughout the game, employees were expected to embrace the concept that "collaboration leads to victory". We also encouraged them to build cross-generational relationships and gain a deeper understanding of different generations' knowledge and abilities, guiding MediaTek forward on its path of diversity and inclusion. This event attracted 370 registrations, with a high satisfaction score of 4.5 out of 5.

Positive feedbacks were received for this event, including how they got to understand each other's strengths across departments and that by working together to overcome challenges and ultimately achieve victory, they not only observed the similarities and differences across generations up close but also gained valuable experience in collaborating with colleagues to solve problems beyond their regular work tasks.







I-Connect @ GCN

Continuing the concept of I-Connect at headquarters, our offices in China (GCN) focused more on "exchange of perspectives" and hosted two events: "Decoding Generations – Psychological Insights into Generational Mindsets" and "Generational Clash – Open Mic for Workplace Topics". For the former, a psychological perspective was used to decode differences in values and lifestyles across generations, and scholars were invited to share practical communication skills to facilitate intergenerational communication and cooperation. For the latter, an "Open Mic" format was adopted, at which participants from different generations share their thoughts on relatable workplace issues. Through open discussion, different perspectives were exchanged, sparking new ideas and fostering mutual understanding. Through online participation and in-person interaction, the two events attracted over 820 attendees, with satisfaction scores of 4.8 and 4.5 out of 5, respectively.

Global Family: Expat Employee Community

The "Global Family" community is built around three main pillars: Networking, Cultural Engagement, and Inclusive Workplace. It aims to help international employees to grow in MediaTek and establish a feedback channel between them and the Company in order to make the headquarters a friendly working environment for international talents.

- In 2024, 6 new international employees joined MediaTek headquarters, bringing the total to 113, with the majority being Malaysian and Indian employees.
- International employees organized cultural festivals and experience events, and invited the entire Company to participate. This not only allows them to celebrate with those who shared the same background as them, but also promotes the Company's diverse culture. In 2024, three cultural events were held, attracting over 400 participants.
- We organized social events in English to help connect international and local employees and expand their social circles through gatherings and language exchange.

Leveraging technology for global Diwali celebration

Indian employees represent one of the top two largest expat groups at MediaTek headquarters, and the annual Diwali celebration is an indispensable part of connecting with Indian culture. In 2024, volunteers from the Global Family ERG collaborated with Indian employees at headquarters to plan a unique Diwali celebration. This event not only used environmentally friendly floral and botanical materials for Rangoli decorations but also leveraged ChatGPT's DALL-E AI drawing technology to invite employees from around the globe to create and share their unique Rangoli designs. Through this event, participants gained a deeper understanding of Diwali's meaning and traditions and experienced a unique sense of global celebration.



















Women in Tek —Women's Growth Community

SDG 5.b

"We are Women in Tek, We Make Impact Together"

Women in Tek (WIT) is an ERG dedicated to female employees working at MediaTek. The aim of this ERG is to create a supportive learning community platform to help female employees boost self-confidence, unlock potential and proactively pursue career development. Building on the "Allyship" concept from our DEI 4A framework, MediaTek integrated the existing WIT's activities from its various GCN offices and established a dedicated WIT ERG specifically for GCN in 2024.

WIT @ HQ

In 2024, continuing the concept of hosting a major event bi-annually, WIT launched two large-scale activities centered on the theme of "Dare: Breaking Through and Create". These events attracted over 500 employees from both headquarters and the GCN offices.

May 25: I Love Myself Week

Responding to WIT's 2024 annual theme of "Dare", a series of exciting activities were held. These included inviting female employees to share their interpretations of courage and dare, a "Dare" lecture delivered by the warm and powerful female representative, Lang Tsu-yun, and a "Love Letter to Myself" positive writing experience.

HERImpact Annual Gala

The event was planned in three layers: an interactive seminar on "Courageous Leadership," featuring a cross-industry dialogue between Flora Chen, Chief Operating Officer of Microsoft Taiwan, and David Ku, Co-Chief Operating Officer of MediaTek; an "Uncover Your Inner Courage" workshop where a professional psychologist guided female employees through card exercises for self-discovery, helping them understand their strengths and continuously exhibit greater courage; the conference concluded with a charitable handcraft workshop where participants were invited to sew small bags together, all of which were donated to the Mennonite Good Shepherd Center for charity sale, to continuously expanding our external influence.

Women-Mentoring-Women Program





Building on WIT's 2023 Advisor Buddy Program, WIT@HQ launched the Women-Mentoring-Women (WMW) Program in 2024 to support female employees at headquarters in achieving work-life balance and growth. During this six-month mentoring program, WIT has built a bridge of interaction between female employees and managers, helping participating women to not only gain diverse experiences and wisdom, but also receive inspiration and guidance in areas such as career development, professional skills, and quality of life improvement. In 2024, nearly 30 female employees registered for the pilot program, with nearly 15 mentor-mentee pairings who learned from and listened to each other, and continuously grew together.





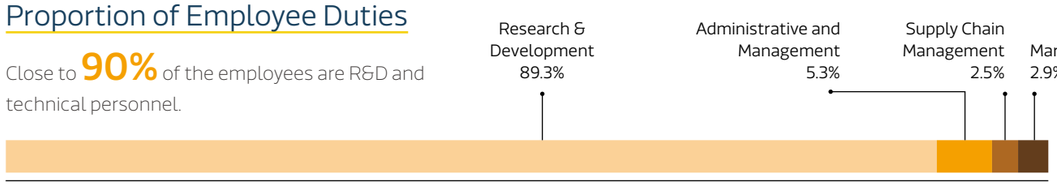
WIT @ GCN

Sharing a common concept with headquarters, the WIT ERG at GCN offices focused on "work-life balance" and "personal growth and development" in 2024. They launched two interactive seminars, entitled "Growth and Competitiveness for Women in the Workplace" and "Shine Your Own Light." During these two seminars, renowned female figures from outside the company were invited to engage in dialogue with internal speakers, and on-site participants were encouraged to participate in the dialogue, collectively shaping their vision and expectations for women's career growth and development. The two events collectively attracted nearly 300 participants, who reported feeling deeply inspired and provided positive feedback.

3.1.3 Unlocking Diverse Talent Potential

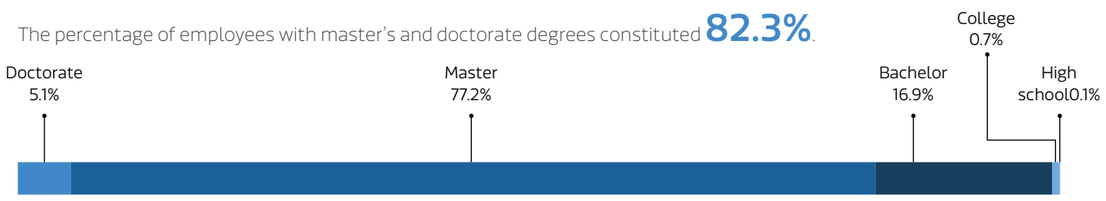
Proportion of Employee Duties

Close to **90%** of the employees are R&D and technical personnel.



Distribution of Employee Education Level

The percentage of employees with master's and doctorate degrees constituted **82.3%**.



Structure of Employee Age

The largest group of employees is 31-40 years old, accounting for **38.3%**.



Employment Categories

Total number of Employees (including dispatched personnel): 20,587

Unit: Individual

Employees

Labor Contract	Type	Gender	Taiwan	Asia-Pacific	Europe	Americas
Permanent	Full time	Male	10,270	4,429	294	632
		Female	2,114	1,215	29	108
	Part-time	Male	0	0	9	0
		Female	0	0	1	0
Temporary	Full time	Male	37	66	7	7
		Female	9	36	4	1
	Part-time	Male	31	0	5	1
		Female	23	1	3	3
Total	19,335		12,484	5,747	352	752

Note 1: Employee count as of December 31, 2024.
Note 2: Those employed by MediaTek include full-time and contract employees, encompassing interns (contract) and R&D substitute military service personnel (full-time).
Note 3: The number of employees has remained stable over the three-year period from 2022-2024, with no significant fluctuations.

To respect and support contract employees who cannot work full-time (5 days a week, 8 hours a day), MediaTek categorizes contract personnel with special working hour requirements as part-time. This allows for flexible working hour arrangements and hourly compensation. Through institutionalized flexibility, we aim to create an inclusive workplace, to enhance employee satisfaction, improve overall organizational resilience, and further strengthen the foundation for sustainable talent development.

Unit: Individual

Non-employees

In 2024, there were **1,252** dispatched personnel.

2022	1,183	2023	1,226	2024	1,252

Note: Dispatched personnel are those who are employed by dispatch work agencies and stationed at MediaTek, and there is no significant change in the number of dispatched employees in the past three years. Before collaborating with dispatch agencies, MediaTek assesses their compliance with labor regulations. During the collaboration period, we also evaluate the legality of the labor conditions for dispatched workers.

Unit: Individual

International employees and expatriates

Number of international employees	882	**Number of expatriates**	79
Percentage of Foreign Employees	4.6%	**Percentage of Expatriates**	0.4%

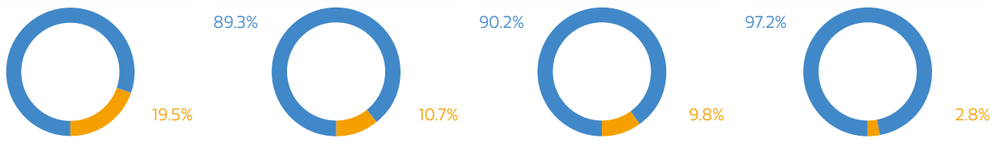
Note 1: Foreign employees are those who are required to apply for a work visa in the country in which they are employed.
Note 2: Expatriates are those who work in a country other than the country in which they are employed.

Proportion of Supervisors at Each Level

Unit: Individual

Due to the attributes of technology industry and employment market factors, male employees are the majority in MediaTek. The Company shall continue to recruit outstanding female management and R&D talents.

General Employees		Front-line Managers		Mid-level Managers		Senior-level managers	
Male	Female	Male	Female	Male	Female	Male	Female
13,690	3,308	1,532	183	496	54	70	2
80.5%	19.5%	89.3%	10.7%	90.2%	9.8%	97.2%	2.8%



Note: Front-line managers (Department Manager)、Mid-level managers (Division Manager)、Senior-level managers (Business Unit General Managers and above)

Female Employment

In 2024, the proportion of female employees was 18.3%.

The female employees in R&D and technical departments amounted to 2,817 individuals, which constituted 16.3% of total employees in the Company's R&D departments. This aligns with the median percentage of female technical talent in semiconductor companies (10-19%) and demonstrates MediaTek's efforts to embrace diverse talent, create a female-friendly workplace, and actively retain and cultivate talent.

In 2024, MediaTek hired 82 physically challenged employees. The number of employees is adequate in accordance with the law to protect the employment rights of physically challenged people and provide fair employment opportunities.

3.2 Talent Attraction and Retention

MediaTek regards talent as the key to the Company's sustainable development. We attract top global talent through diverse recruitment channels and competitive, fair compensation and benefits. Beyond those, we focus on creating an environment that supports work-life balance, offering diverse benefits tailored to employee needs, enhancing team cohesion, and sustaining corporate growth momentum.

3.2.1 Recruitment and Retention

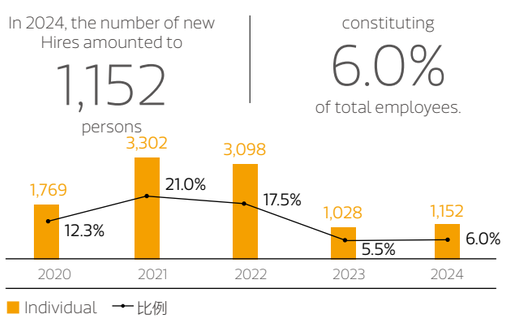
MediaTek proactively attracts key talents from industry, academia and R&D institutions globally via a set of diverse recruitment and external communication avenues. Furthermore, the Company cultivates talents to keep up with the latest trends and has established professional competence development mechanism to retain talents proactively. In 2024, the Company recruited 1,152 individuals globally, of which, 60% of them were 30 years old or younger, which enables the Company to maintain a relatively younger talent structure, and is helpful in channeling energy into the diversity and innovation aspect of the products. Furthermore, in 2024, the resignation rate group-wide amounted to 5.2%, whilst in Taiwan, it amounted to 5.1%, both of which were much lower than the average global resignation rate and average resignation rate of Taiwan high-tech industry of 12.9% and 13.7%, respectively.

New Hires and Resigned Employees Worldwide

Number		New Recruits in 2024		Resigned Employees in 2024	
		Number of individuals	Proportion of employees in category	Number of individuals	Proportion of employees in category
Based on Gender	Female	209	6.0%	170	4.9%
	Male	943	6.0%	804	5.1%
Based on Age	51 years old or older	43	3.8%	46	4.1%
	31 to 50 years old	419	3.3%	604	4.7%
	30 years old or younger	690	13.3%	324	6.2%
Based on Region	Taiwan	801	6.5%	632	5.1%
	Asia-Pacific	245	4.3%	288	5.1%
	North America	94	12.7%	39	5.3%
	Europe	12	3.6%	15	4.5%
Total Count	19,014	1,152	6.0%	974	5.2%

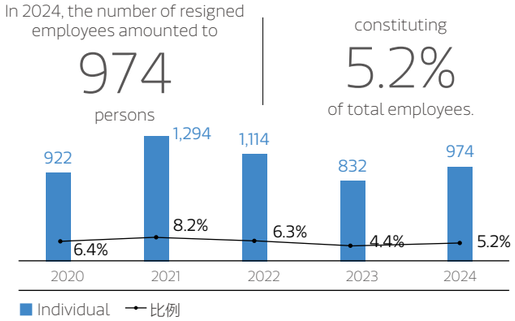
Note: 19,014 = (18,927 + 19,101) ÷ 2, ((number of employees at year start + number of employees at year end) ÷ 2), excluding contractors.
Note: Employee turnover rate = Number of employees who resigned ÷ (number of employees at year start + number of employees at year end) ÷ 2)

Percentage of Group-Wide New Hires for 2020-2024



Note: Full-time hiring rate = Number of new full-time hires ÷ ((number of employees at year start + number of employees at year end) ÷ 2).

Percentage of Group-Wide Resigned Employees for 2020-2024



Note: Full-time employee turnover rate = Number of resigned ÷ ((numbr of employees at year start + number of employees at year end) ÷ 2).

Talent Hiring and Reporting to Work

MediaTek provides competitive salary benefits, diverse learning environment and job scope that give rise to satisfaction so as to attract outstanding talents globally. In 2024, the global program recruited 1,440 individuals. The Company received 21,680 resumes, which was estimated to be 15 times of the number of new hires. Our offer acceptance rate was approximately 85%, demonstrating MediaTek's strong employer brand.

Item	Number of Individuals
2024 Number of applicants for permanent positions (A)	21,680
2024 Number of vacancies of permanent positions (B)	1,440
2024 Number of recruits for permanent positions reporting to work (C)	1,152
2024 Number of employment contracts for permanent positions issued (D)	1,355

Note: Offer acceptance rate (%) = A ÷ B × 100%; Onboarding rate (%) = C ÷ D × 100%.

Retention of New Hires and Caring System

To assist new Hires in adapting to the working and living environment quickly, the Company has established a mechanism, whereby senior employees shall take on the "buddy" role for new Hires and assist them adapt to the environment. We have implemented an integrated employee experience management system that regularly sends surveys to new hires within their first 180 days. This allows us to comprehensively review the experiences and interactions employees encounter at different stages of their onboarding, ultimately enhancing their engagement. In 2024, the feedback survey completion rate for new hires at Taiwan headquarters reached 70%.

Retention Rates for New Recruits Worldwide

Item	2022	2023	2024
Two-Year Retention Rates for New Recruits %	98%	98%	98%
Three-Year Retention Rates for New Recruits %	92%	94%	97%

Note 1: New hire retention rate within two years: The percentage of employees hired in 2022 who are still employed.
Note 2: New hire retention rate within three years: The percentage of employees hired in 2021 who are still employed.

Reaching-the-top Camp for New Recruits

Creating an Enhanced Onboarding Experience

To guide new employees to quickly integrate into the organizational culture and build a sense of identity, we comprehensively enhanced new employee training starting in 2024. With "Climbing the MediaTek Mountain Range" as the framework, onboarding guidelines and company introduction information are digitized and sent as a pre-onboarding handbook along with the offer letter. New hires can access necessary information before their official start date and experience MediaTek's innovative spirit. In addition to organizational rules and benefits, post-New Hire Orientation focuses more on experiencing the organizational culture and building interpersonal connections. Through small group activities, such as escape rooms and treasure hunts, core company values are conveyed, and trainees can build relationships with colleagues across different departments.

3.2.2 Diverse Recruitment Channels

MediaTek is keen to expand its recruitment methods. According to the business strategy that serves as a guide for human resource planning, the Company has developed the talent management system on its official website, providing a friendly and thoughtful user interface for applicants, and increasing the efficiency and convenience of the application process. Meanwhile, the Company also recruits talents via online job boards, participates in large scale recruitment drives and encourages employees to make recommendations.

New MediaTek Careers Website: Showcasing Diverse Career Development Opportunities

MediaTek Careers

In 2024, MediaTek launched a new careers website with themes such as "Work", "Life" and "Growth" to attract top talent. Each story on the website is a personal experience shared by an employee, which genuinely represents their growth and sense of achievement within the Company and also showcases our emphasis on diverse cultural activities, equal opportunity policies, and inclusive measures. We aim to provide a workplace where all employees feel respected and valued. Through interactive and user-friendly web design and diverse workplace case studies, we not only aim to enhance our corporate image, visibility, and user experience but also hope to attract outstanding talent from around the world to join us, to jointly advance the Company toward a more diverse and innovative future.

Leveraging Social Media Platforms to Convey Corporate Culture

Instagram: mediatek_career



We continue to operate on multiple social media platforms, such as LinkedIn, Facebook, and Instagram. Our posts cover company activities, training, recruitment information, and employee experience sharing, to present an innovative and vibrant corporate culture to global talent. The number followers and engagement rate of the headquarters' Instagram account (@MediaTek_Career) have consistently grown since its inception, with followers increasing by 20% from 2023 to 2024. Through diverse posts and interactive games, we engage effectively with potential job seekers, successfully attracting the younger generation.











Expanding Internship Programs to Cultivate Future Talent

Internship Program x "Tomorrow Built by You"

MediaTek is committed to enhance its brand image and attract top talent by recruiting interns from universities worldwide, providing them with valuable internship opportunities. We host both online and offline activities to bridge time zone and geographical limits, while helping interns gain a deeper understanding of MediaTek's technological leadership and friendly workplace culture. We aim to create a vibrant and innovative work environment where interns can fully unleash their potential. In 2024, a total of 200 interns received formal offer and were eligible to join the Company directly upon graduation.

"Tomorrow Built by You" feat. AI

Under the theme "Tomorrow Built by You," we invited global interns to participate in a competition of creativity using the generative AI service platform. This not only ignited their passion but also fostered a greater sense of engagement among interns worldwide. The winner of this year's competition was an intern from GCN, and the winning design was chosen for the postcard given to interns in 2024. Through this event, we promoted MediaTek's generative AI technology, showcased our new EVP "Tomorrow Built by You" and unlocked interns' infinite innovative possibilities.







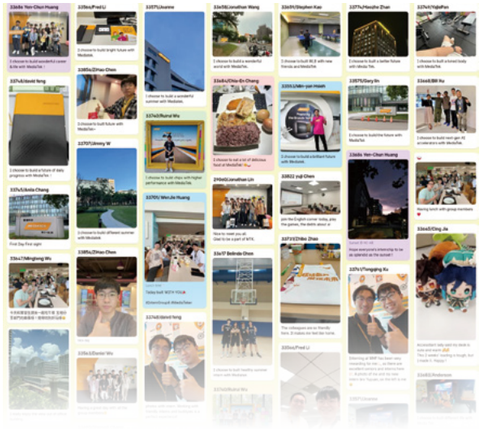
Internship Lectures

In July 2024, we organized two lectures and invited over senior managers from the AI field and high-level unit executives to share their insights on the Company's AI technology development, as well as their experiences and initial career journeys. These lectures not only enriched interns' professional knowledge but also helped them prepare for future challenges. Intern feedback after the events was enthusiastic, with lecture satisfaction scores reaching 4.5 out of 5.

"Share your M style" Online Event

We hosted the "Share your M style" online event, with global interns invited to actively share their internship experiences at MediaTek, thereby achieving three key objectives:

- Networking: Creating a global intern community to encourage interns to share experiences while promoting international exchange.
- Shared learning: Enabling global interns to exchange and learn from each other, thus enhancing professional development and cross-cultural understanding.
- Brand enhancement: Utilizing public platforms for interns' positive feedback as a channel for promoting the company brand.



Global Intern Count in 2024

Taiwan	Asia-Pacific	Europe	Americas	
158	152	24	24	358 individuals

Three Principal Axes of Internship Program

Interaction and Care	Career Enlightenment	Professional Training
Intern Paper, adaptability survey, club competitions, focus group, and group interaction	MediaTeker talk, technology exhibitions and senior executive seminars	Professional training, online courses and one-to-one coaching from buddy executive
Achievements		
▸ In 2024, four issues of "Intern Paper" were published, featuring experience sharing and activity highlights from 11 individuals and 15 groups of interns.	▸ MediaTek's engineers delivered a talk on "Dare to Dream," to share personal second specialty and growth stories, with 310 participants. ▸ Senior employees and interns participated in a Q&A session, with nearly 310 students attending. ▸ We invited senior executives to participate in roundtable discussions, in which interns had the opportunity to directly interact with company leadership. This allowed them to understand industry trends and career development paths, provided not only invaluable workplace insights but also enhanced their career passion and goals.	▸ We invited executives to share their technical expertise and explain MediaTek's developments and vision in the AI field to interns. This gave them a deeper understanding of the breakthroughs and limits of AI applications. ▸ In 2024, a total of 200 interns around the world received formal offer and were eligible to join the Company directly upon graduation the following year.

Industry-Academia Collaboration

SDG 8.6

MediaTek has been actively engaged in industry-academia collaboration for over 20 years, including the establishment of MediaTek-NTU IOX Research Center, MediaTek-NYCU Research Center, and MediaTek-NTHU Innovation Research Center. In late 2021, Graduate School of Advanced Technology NTU, Industry Academia Innovation School NYCU, and College of Semiconductor Research NTHU were founded in response to the government's initiative to promote the development of key national industries. These initiatives are centrally coordinated by MediaTek Advanced Research Center (MARC), which oversees our global partnerships with universities and research institutions. MediaTek continue to provide substantial support for industry-academia collaboration through annual calls for research proposals with universities, and each year, host MARC Workshops to strengthen academic-industry technical dialogue. MediaTek aim to foster long-term academic partnerships and contribute to advancing technology. Please refer to 6.2.2 Talent Cultivation - Engagement in Industry-Academia Collaboration and Higher Education Talent Development for more details of industry-academia projects and outcomes.

IC Design and Communications Programs: Cultivating Professional Skills

In response to the shortages of semiconductor talent, MediaTek proactively partnered with universities since 2021 to offer IC design programs. These programs encourage students with backgrounds in electronics and electrical engineering, as well as those from other science and engineering disciplines, to enroll in relevant courses. This allows students from relevant majors to deepen the necessary capabilities in IC design and integrate thesis research, to ensure a seamless transition into industry. Students from other majors would have the opportunity to develop a second specialty, thus laying a solid foundation for the industry's mid- to -long-term talent development and cultivation. By the end of 2024, over 6,100 students had joined these two types of programs. MediaTek plans to continue expanding this ecosystem to more universities, to help to cultivate future IC design talent. We also reserve internship opportunities for students enrolled in the programs, while integrating practical experience sharing to strengthen the connection between industry and academia. By the end of 2024, a cumulative total of 473 students had been hired as full-time employees, with 203 of them hired in 2024.

In 2024, MediaTek also participated in a Tech Talk hosted by National Yang Ming Chiao Tung University's Niche female student club. A representative from MediaTek delivered an in-depth presentation and engaged in face-to-face discussions with students, which encouraged more women to enter the technology industry. Nearly 50 female students attended this single event.

3.2.3 Compensation Policy

Providing the Overall Competitive Compensation

To attract top global talent and retain existing employees, MediaTek conducts annual reviews of overall compensation levels in local markets, to ensure the competitiveness of our total rewards package. In Taiwan, compared to "the average employee salary expense" and regulations promulgated by Taiwan Stock Exchange, MediaTek was in the leading group of the industry in terms of the average and median "salary of non-executive full-time employee". In 2024, the average salary for non-executive full-time employees was 1.15 times higher than the previous year, while the median salary was 1.11 higher. Please refer to the ESG Section of the MOPS of Taiwan Stock Exchange for public disclosure related to employee salaries.

Average Employee Salary Expense Published by Taiwan Stock Exchange

	2023	2024
MediaTek Average Employee Salary Expense	NT$3,845 thousand	NT$4,633 thousand

Average and Median Salaries for "Non-Executive Full-Time Employees" as Announced by Taiwan Stock Exchange

MediaTek	Non-Executive Full-Time Employees		
	2022	2023	2024
Total Salary of Non-Executive Full-Time Employees (A)	NT$52,347,665 thousand	NT$42,910,915 thousand	NT$49,853,653 thousand
Number of Non-Executive Full-Time Employees (B)	10,756	11,432	11,566
"Average Salary" of Non-Executive Full-Time Employees (A/B)	NT$4,867 thousand	NT$3,754 thousand	NT$4,310 thousand
"Median Salary" of Non-Executive Full-Time Employees	NT$3,747 thousand	NT$3,094 thousand	NT$3,438 thousand

Reward Programs and Corporate Sustainable Development

The reward mechanism of the Company is designed to achieve its short, medium, and long-term goals, by considering employees' roles, responsibilities, knowledge, and competencies, as well as the operating results of the Company and individual performance. Salaries are reviewed and adjusted annually based on the overall local economic indicators, market salary standards, and other relevant factors to ensure fair profit-sharing between employees and the Company.

Incentive Guidelines

Performance Driven
- Linking compensation to the Company's performance
- Differentiating rewards based on individual contribution, personal performance, and job nature.

Sustainability
- Incentive program incorporates a balance of long and short-term effect.
- Utilize long-term projects to meet long-term goals.

External Competition and Internal Balance
- Incentive planning and review must take into consideration the balance between external market and internal management.

Regulations on Managers' Remuneration and Shareholding

In addition to taking the overall performance of the Company's operating results into account, based on the duties held by each manager, their contribution to the Company's operation, individual performance (including the fulfillment of the Company's core values and the ability to lead and manage, finance, sustainable development goals (environment, society, and corporate governance aspect), and the degree of achievement of comprehensive operational management indicators, etc.), consideration of the Company's future risk and reference to the remuneration level of the industry, remuneration to the Company's managers is submitted to the board of directors for approval after individual review by the remuneration committee to assess the reasonableness of the overall remuneration. The remuneration system, standards and structure are reviewed from time to time in accordance with the actual operating conditions and relevant laws and regulations in order to strike a balance between the Company's sustainable operation and risk control.

To deepen the value alignment between MediaTek's managers and shareholders and affirm the Company's commitment to sustainable operations, the Company established the Executive Officer Stock Ownership Guidelines in 2022, which stipulate that the Company's managers are required to hold the Company's shares equivalent to a certain multiple of their annual fixed salary during their term of office.

Group Employee Stock Ownership Trust (ESOT) Plan

To share the Company's long-term operational results with employees, MediaTek launched the MediaTek Group Employee Stock Ownership Trust (ESOT) Plan in Taiwan starting in 2023. Under this plan, employees can contribute a portion of their monthly salary, which is then matched by a company subsidy, to purchase MediaTek's shares. Since the implementation of this plan, with over 70% of Taiwan employee participation, it demonstrates a commitment of mutual trust and shared growth between employees and the Company. As of the end of 2024, the Company has cumulatively invested approximately NT$728 million in executing this plan, which not only increases employee benefit resources but also enhances talent attraction and retention.

3.2.4 Benefit Policies

MediaTek is dedicated to providing excellent employee benefits, with all global offices establishing benefits-related systems that meet or exceed statutory standards in accordance with local regulations. In Taiwan, our flexible benefits program not only caters to the needs of different generations of employees but also extends to family members. Furthermore, starting in 2024, the Company has extended paid volunteer leave to two days per year (totaling 16 hours) and has implemented the paid volunteer leave system across its subsidiaries around the world. This motivates employees to actively engage in volunteer services, contribute to local communities, and practice sustainable lifestyles with employees worldwide.

Optimizing Family Support Benefits: "We Care about You"

MediaTek deeply understands the importance of family to every employee and recognizes that the Company must support their professional growth and actively support their parental roles. Starting in May 2024, the Company increased maternity leave for female employees from 8 weeks to 12 weeks, adjusted paternity leave (and paternity leave for prenatal check-up) for male employees from 7 days to 10 days, and raised birth subsidies to NT$10,000 per child. By continuously optimizing family support benefits, we ensure that their diversity and inclusivity are sufficient to care for the "MediaTek family" and support employees and their families at different life stages. Since its introduction in 2024, 59 female and 263 male ones, as well as 291 infants have benefited. For details, please refer to 3.5.3 Friendly Family.



Overview of Benefits Superior than Regulatory Requirements

Item	Regulatory Requirement	Measures Superior to Regulatory Requirements
Leave	▸ 12 public holidays each year	▸ Extra 7 days of floating holiday (total of 19 days after combining public holidays)
Utilization: The utilization rate of floating holiday amounted to 94.5%, which exceeded 584 thousand hours [Note].		
Volunteer Leave	None.	▸ Employees are eligible to apply for two days (16 hours) of paid volunteer leave annually, a benefit extended to all global employees.
Utilization: In 2024, a total of 1,319 hours of volunteer leave were granted worldwide, with over 200 employees participating in volunteer activities to give back to the community.		
Maternity Leave	▸ Employers are legally required to grant female employees eight weeks of maternity leave before and after childbirth.	▸ Effective May 2024, we now offer 12 weeks of maternity leave to female employees, superior to regulatory requirements
Utilization: 59 female employees have benefited since the introduction of the new regulation.		
Paternity Leave (and paternity leave for prenatal check-up)	▸ Employers are legally required to grant 7 days of leave for employees to accompany their spouse for prenatal check-ups or childbirth.	▸ Effective May 2024, we now offer 10 days of paternity leave (and paternity leave for prenatal check-up) to male employees, superior to regulatory requirements.
Utilization: 263 male employees have benefited since the introduction of the new regulation.		
Insurance	▸ Upon employment, employees are immediately enrolled in Labor Insurance and National Health Insurance in accordance with the law.	▸ From their onboarding date, employees are covered by group insurance, which includes accident, illness, and hospitalization, to provide comprehensive protection. ▸ Employees can also enroll their dependents in the discounted group insurance plan and utilize their flexible benefits for payment.
Utilization: The total premium paid for insurance in 2024 was approximately NT$ 1.67 billion.		
Health Examination	▸ Employers are legally required to provide regular general health examination for employees based on age: ▸ Once a year for employees aged 65 and above. ▸ Once every three years for employees aged 40 to under 65. ▸ Once every five years for employees under 40.	▸ We offer annual health examination for all employees, regardless of age, with NT$ 6,500 per person subsidized annually. ▸ Employees can freely use their flexible benefits to select additional examination items, and this benefit is also available to their dependents.
Utilization: A total of 11,577 people completed health examination, including 3,983 employee dependents, with a total cost of NT$ 78.8 million.		
Childbirth Benefits	▸ Labor insurance childbirth benefits: the childbirth benefit is paid in a lump sum, equivalent to two months of the insured's monthly insured amount at the time of childbirth.	▸ Effective May 2024, we increased the childbirth subsidy to NT$ 10,000 for a single birth, NT$ 20,000 for twins, and so on for multiple births (applicable only to the employee or their spouse's childbirth).
Utilization: There have been 281 applications, with a total of NT$ 2,910,000 granted since the implementation of the new regulation in May 2024.		

Note 1: Only statistical data for benefits used in Taiwan are disclosed; global offices also have welfare systems in place for employees in accordance with local practices.

Note 2: According to the 2024 calendar announced by the Directorate-General of Personnel Administration, six days of flexible floating holiday were granted in 2024, after make-up workdays for adjusted holidays were deducted.

3.2.5 Retirement Planning

MediaTek formulates employee retirement planning in accordance with the law and regulations of respective countries of operation. In Taiwan, in accordance with the Labor Standards Act, the Company has established defined benefit plan. Furthermore, in accordance with the Labor Pension Act, the Company has established a defined contribution plan. In 2024, the defined contribution plan was applicable to 99.4% of the employees; the defined benefit plan was applicable to 0.6% of the employees.

In accordance with the Labor Standards Act, the Company computes the disbursement of pension payment of employees according to the number of years of service and average salary for six months prior to retirement. The pension contribution amount is appropriated at 2% of the monthly salary to the Supervisory Committee of Labor Retirement Reserve account in Bank of Taiwan. In accordance with the provisions of Labor Standards Act on employee retirement, the Company pays no less than 6% of employees' salary to their individual accounts at Bureau of Labor Insurance every month. In 2024, the pension funds of defined contribution plan amounted to NT$2.935 billion.

Apart from appropriating the retirement reserve fund as per the law and regulations, the Company also hires qualified actuary annually to perform actuarial computation of the retirement reserve fund so as to make provisions and recognize pension liability. This is to ensure employee interests in their pension withdrawal in the future and thus encouraging employees to make long-term career planning and investment.

3.3 Talent Cultivation and Development

MediaTek possesses a well-developed and diversified talent training system to provide corresponding professional and leadership training for employees in different positions and levels. We encourage employees to take part in their training plans and utilize evaluation and feedback mechanisms to help them develop their careers. We also provide personalized learning paths and diverse career development opportunities, to enhance employee engagement and sense of achievement, while continuously boosting MediaTek's industry competitiveness.

3.3.1 Diversified Talent Development Program

SDG 4.4

MediaTek Education and Training Framework

All Employees | Engineers & Administration | Line Managers | Middle Managers | Top Managers

Key Capabilities

All Employees	Engineers & Administration	Line Managers	Middle Managers	Top Managers
▸ Professional knowledge ▸ Operational knowledge ▸ Leadership and management	▸ Problem solving ▸ Impact on operations ▸ Interpersonal relations/ communication	▸ Guiding changes ▸ Fostering innovation ▸ Cultivating talent ▸ Guiding cross-team collaboration ▸ Establishing good performance teams	▸ Demonstrating business acumen ▸ Leading change ▸ Driving innovation ▸ Building high-performing organizations ▸ Establishing partnerships	▸ Global strategic planning ▸ Leading strategic breakthroughs ▸ Building core competitive advantages

Training Content

All Employees	Engineers & Administration	Line Managers	Middle Managers	Top Managers
▸ New Hire Orientation ▸ Language proficiency	▸ Technical engineering and project management ▸ Individual performance	▸ Key abilities for management ▸ Direct leadership	▸ Key abilities for management ▸ Organizational leadership	▸ Key abilities for management ▸ Strategic leadership

Learning/Training Method

▸ In-person lectures ▸ online learning ▸ experiential learning ▸ gamified learning ▸ coaching ▸ role-playing ▸ scenario simulation ▸ practical case studies ▸ book clubs ▸ Harvard case study discussions ▸ and Podcast programs.

Training Evaluation Mechanism

▸ Pre-course requirements and post-course satisfaction surveys
▸ Learning application sharing sessions, internal TED Talk-style keynote speeches, and 360-degree development assessment tools.

Average Training Hours per Employee Worldwide

Unit: hours

Managerial Position		Non-Managerial Position	
Male	Female	Female	Female
41.9	65.1	37.8	46.2

Note: The non-executive full-time employees refer to the full-time employees other than directors and managers.

Well-being Podcast: Learning and Sharing, Caring and Growing

Launched in 2023, the "MediaTek Manager Podcast" Podcast invites external experts and internal executives to share team management insights and strategies for enhancing psychological resilience through conversational discussions. In 2024, we launched another Podcast program, the "MediaTek Wellbeing Podcast," which focuses on topics about mental and physical wellbeing, and offers diverse self-care approaches and insights into executive mindset from different perspectives, to enrich thinking dimensions, enhance communication skills, and broaden horizons. This initiative helps employees develop effective communication strategies and manage emotional transitions. In 2024, the podcast garnered 7,261 listens and received an average satisfaction rating of 4.55 out of 5.



Implementation Results

Type of Training	Content of Training and Implementation Outcome for 2024
Training for New Recruits	96,680 (Global participants) 90,913 (Total hours) Post-training satisfaction score: **97** (out of 100)
Management Competence Training	10,765 (Global participants) 47,931 (Total hours) Post-training satisfaction score: **93** (out of 100)
Technical and Engineering Training	79,782 (Global participants) 371,661 (Total hours) Post-training satisfaction score: **88** (out of 100)
Individual Performance Training	10,837 (Global participants) 179,519 (Total hours) Post-training satisfaction score: **97** (out of 100)
Language Skill Training	4,000 (Global participants) 77,226 (Total hours) **46%** of participants improved their language proficiency scores within one year of learning; **19%** advanced a language level within one year (e.g., beginner to intermediate, intermediate to advanced).

Company-supporting Strategic Development Programs





Corporate Project Leader (PL) Training

Launched in 2006, the Corporate PL Training program aims to cultivate the necessary skills for internal project leaders to effectively lead the implementation of key company projects. Later on we realized that the Company is undergoing product transformation and is preparing to work with new clients and, new markets, and that past PL course plan was solely based on individual department perspectives. This meant that we had not redefined the responsibilities of PL and relevant roles within the full development lifecycle, nor had we yet to thoroughly examined and reviewed the entire product development process. Therefore, in 2024, we revised our PL Training content to drive changes in internal thinking and behavior.

The first phase of the revised PL Training was launched at the end of 2024 with excellent overall execution. A total of 41 participants globally completed the training, with an average participant satisfaction score of 94 out of 100. Participants provided significant positive feedback, highlighting the practicality of systems thinking tools, key techniques for emphasis to truly understand customer needs, and the clarity of easy-to-understand case examples that aided comprehension.



Course Content

- The course modules and content were redesigned based on the PL's roles and responsibilities, covering aspects such as an A+ Mindset, product specifications for new markets, collaboration with various departments, and strategies for working with tier-1 clients.
- We used systems thinking logic to identify problem root causes, enabling leaders to gain a holistic view.

Internal System/Process

- Inconsistencies were found after re-examination of our internal systems (e.g., departments naming process stages differently).
- After communication and discussion, we renamed each process stage and standardized the naming of all related documents to avoid any misunderstandings.

Course Framework/Design

- To set training effectiveness metrics according to the Kirkpatrick Model, the evaluation includes:
  - L1: Participant satisfaction
  - L2: Takeaway
  - L3: Action plan completion and pre/post-behavioral change assessment (with direct supervisor involvement in evaluation)
  - L4: Project
- To effectively extend learning, key takeaways are paired with supervisors' sharing (micro-videos) as post-course nudges for participants.
- We redesigned the course framework and plan to ensure that the Corporate PL Training's instructional design is highly effective and has a significant positive impact on project operations.

Diversified Self-Directed Learning Platform

To cultivate top-tier IC design talent, MediaTek is dedicated to foster a self-directed learning environment and building a learning organization. In the past, our internal online learning platforms relied on external consultants for course development or individual departments to train their own instructors. However, this approach could not keep pace with our rapid growth and product transformation, nor did it meet the learning preferences of the new generation of employees. Therefore, we partnered with renowned websites in Taiwan and globally for small-scale trials. After receiving excellent user experience and feedback from our engineers, we officially launched and adopted various self-directed learning platforms in 2024, to provide employees with diverse learning and development resources.

Diverse Learning	Personalization	Habit Formation
Recognizing that employees across different units have unique business needs and career development goals, we have integrated diverse learning platforms to cater to their varied requirements. These platforms include Hahow, CommonWealth Leader Campus, Udemy, and Rosetta Stone, covering learning topics, such as leadership and management, AI technology, languages, and general education courses.	Valuing individual learning preferences and needs, employees can now set their learning goals and progress at their own pace and preferred times. This revolutionary approach departs from traditional classroom settings where learners must cooperate with the instructor's and class's pace. Furthermore, employees can adjust video playback speeds based on their proficiency, allowing them to absorb course content at their most efficient and suitable pace.	To maximize the effectiveness of learning resources and develop self-learning habits, employees must meet a minimum monthly viewing time to retain their learning accounts. This encourages continuous self-directed learning and fosters a pervasive learning atmosphere.

Implementation outcome

- Over 6,000 employees engaged in self-directed learning on platforms like Hahow, CommonWealth Leader Campus, and Udemy, accumulating over 21,000 self-directed learning hours. Notably, MediaTek's average monthly learning hours on Udemy exceeded nine hours per employee, which is 1.8 times more than Udemy's global average of five hours.
- We also specially organized MediaTeker To MediaTeker (M2M) knowledge-sharing events, to teach and encourage employees to share new knowledge gained from self-directed learning platforms in a structured manner. To date, 47 employees have selflessly shared their insights, with over 5,700 ones engaging in learning on the platforms, thus successfully fostering a vibrant self-directed learning culture at MediaTek.

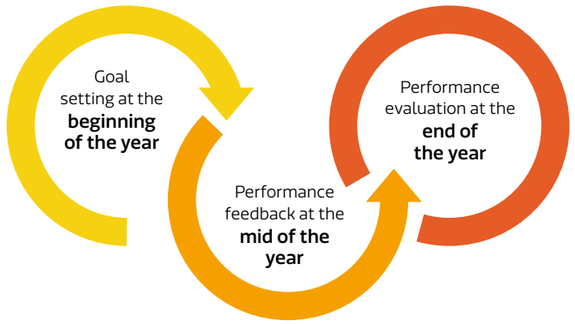
Cultivating Coaching Skills in Top Managers

We have adopted Group Coaching for selected senior managers to help them address management challenges, enhance coaching skills, and develop diverse leadership styles. This initiative not only strengthens individual management capabilities but also builds a coaching culture within the organization, ultimately boosting employee capabilities and contributing to the Company's growth. In 2024, nearly 60 senior executives participated in group training, which created a positive impact within their teams.

3.3.2 Performance Management and Development

The Performance management & Development (PmD) system creates the best organizational and personal performance through development. By using PmD, we help our employees to achieve the best work results and demonstrate their core values, and further explore their potential for future development, thereby creating the best organizational and personal performance. The core practices are setting goals that link to the organization's goals in order to prepare for the future, forming two-way conversations that reach consensus, and giving ongoing performance feedback on a daily basis.

Performance Management and Development Overview



3.3.3 Channels for Internal Job Application

In 2019, MediaTek formally initiated internal job application mechanism. By opening the channel for job transfer, all group-wide employees are provided with more a diverse development opportunity, which strengthens the width and depth of career development, enables employees to go to the positions they want, and promotes dynamic internal talent mobility. In 2024, 127 employees applied, bringing the cumulative total to over 230 individuals since 2019. Most of the successful applicants complete their internal transfers within three months since application.

3.4 Diverse Channels to Enhance Employee Engagement and Two-Way Communication

MediaTek utilizes a variety of communication channels to provide employees with timely and accurate information about company operations. We have established transparent, two-way communication platforms to listen to and address employee needs. By organizing meaningful global and local activities, we continuously strive to enhance employee engagement and cohesion, while fostering a strong sense of belonging among our employees.

Striving to Convey Our Commitment to Sustainability and Encouraging Employees to Actively Support Social Welfare and The Future Oo Our Planet

2024 Family Day at HQ



The Company hosted a two-day family day event at Leofoo Village Theme Park. This marked the first time Leofoo Village has been exclusively reserved by a company in its 45 years of operation. The event combined concepts of "fun, charity, and sustainability" and attracted nearly 30,000 employees and their families, setting a new record for family day attendance.

The entire event utilized a dedicated Family Day APP for paperless sign-ins, park e-vouchers for purchases and activity passports, showcasing the Company's commitment to environmental protection and sustainable development. We also specially prepared charitable gifts from organizations of the Down Syndrome Foundation R.OC. and Amazing Grace Deaf Bakery, allowing employees to give back to society while enjoying the family day. Furthermore, the Company donated 200 Leofoo Village tickets to underprivileged children's families and social welfare organizations in Hsinchu County and City, demonstrating our efforts in fulfilling corporate social responsibility.

Continuing the Family Day's Sustainability Spirit: Partnering with Employees for Charity



On Arbor Day 2024, over a hundred MediaTek employees took volunteer leave to personally plant 660 tree saplings at the coastal forest at Hsin Yue Beach in Zhubei. These saplings were funded by donations from the 2023 "Run for Future" family day event, which encouraged employees and their families to participate. Every 26 kilometers run translated into one tree, leading to a total donation of 2,000 trees to the Tse-Xin Organic Agriculture Foundation.

MediaTek's 27th Anniversary Celebration: "Tomorrow Built by You"

MediaTek held its 27th global anniversary celebration under the theme "Tomorrow Built by You" and rallied all employees to collectively contribute to building a sustainable and beautiful future. During the event, the "Global Volunteer Hero Award" was presented for the first time to honor outstanding employees who passionately engaged in social welfare alongside their dedicated work. Recipients from global branches, including headquarters, China, the United States, Europe, and the Asia-Pacific region, engage in diverse fields, such as STEM education, fire department volunteering, and sports volunteering. The average time of their volunteering experiences exceeded three years, impacting over 20,000 people. The Company hopes this award will inspire more employees to extend their impact beyond work and contribute to a sustainable future.

To embody environmental principles, MediaTek launched the "Global Eco Week" initiative in 2023.



In 2024, over 7,000 employees worldwide continued to participate by practicing environmental protection in their daily lives, such as bringing reusable utensils, choosing whole foods and vegetarian meals, and recycling electronic products. Every choice and action by the Company and its employees contribute to the planet's sustainability.

Global Go Green: Offices Worldwide Join Hands for Environmental Protection



- Headquarters: Set up an electronic product recycling booth, to encourage employees to donate reusable second-hand electronic products like desktops, laptops, and cameras. Through collaboration with charitable organizations, these recycled electronics are refurbished and donated to groups in need. Nearly 200 employees participated, allowing environmental protection and goodwill to go hand in hand.
- U.S. offices: Participated in the "Bike Anywhere Day" to advocate for green commuting and organized two volunteer events at the San Diego Food Bank and Feeding San Diego to share food and love.
- Singapore office: Sponsored 27 employees to participate in the "Income Eco Run" to respond to the zero-waste movement and enable them to continuously promote sustainable practices in their personal lives.
- Japan office: Organized handmade potted plant activities to beautify the office environment and conducted clean-up efforts, combining creativity with environmental management.
- Korea office: Organized a "Green Flea Market" to promote the reuse and recycling of items.
- China Offices: Launched the "Clean Plate Campaign" to reduce food waste and promote mindful eating.
- U.K. Office: Served as environmental volunteers to help to keep the community clean.
- Finland Office: Created art installations from recycled materials, transforming waste into beautiful artworks.













Global Volunteer Hero Recognition

Beyond environmental protection, MediaTek continues to actively engage in social contribution activities. In 2024, we officially launched and held the inaugural "MediaTek Global Outstanding Volunteer Award". We received 28 nominations, whose services had benefited 20,000 organizations/individuals and cultivated over 600 volunteers. This event not only recognized those who actively engaged in volunteer work but also aimed to inspire more employees to join the ranks of volunteers through their stories, thus expanding positive influence and fostering a virtuous cycle of good in society.



3.4.1 Open and Transparent Communication

Engagement Channels

To generate positive employee experience, MediaTek has established a two-way communication channel to accurately and timely convey company information to employees, as well as listening and responding to employees' opinions. We integrate and convey the expectations and feelings in a transparent manner to build sustainable and strong employee relationships. The Company has set up communication and employee relations teams to promote global communication standards and advocate the 5C Model (Common language, Consider others, Clarify, Confirm, Concise) to ensure the effectiveness of team communication across geographies and languages. Meanwhile, the Company utilizes a set of diverse, online and offline communication channels for both employees and the Company to engage in a two-way communication to improve the understanding and responses to one another.

Employee Surveys

MediaTek conducts a global survey on employees' opinions every two years. Based on employee feedback and expectations, relevant teams were assigned to plan and implement improvements, thereby enhancing employee satisfaction while building a healthy and sustainable workplace. In 2023, the global survey was conducted through an integrated platform for the first time, achieving a global participation rate of 86%, with over 16,000 employees taking part. Key findings and follow-up actions are shown as followed:

- **Employee commitment index:82%** showed positive engagement
- **Retention index: 82%** of employees expressed an intent to stay for three years or more.
- **Follow-up actions:** Managing change, work-life balance, and work process optimization

Labor-management meetings

To ensure smooth communication between labor and management, the Company holds one labor-management meeting every quarter. In 2024, a total of 4 meetings were held, with **100%** attendance recorded.

Employee Communication Platform

- **AI Chatbot "Alpha":** MediaTek's self-developed AI Chatbot, "Alpha," operates 24/7, providing employees with answers to common work-related questions. In 2024, it answered **249,230** questions from **10,453** individuals. Upholding our innovative corporate culture, we plan to integrate the latest Generative AI (GAI) technology in 2025 to expand this service to global operational sites, to provide even more precise responses to employee questions.
- **Suggestion Box:** In 2024, this platform received **368** employee suggestions, with a **100%** response rate.

Utilization of Diverse Channels to Strengthen Employee Communication

Diverse Employee Feedback Channels

- MediaTek has established employee complaint mailbox to properly handle complaints via a complete system, providing employees a fair and just workplace environment. In 2024, the mailbox received 4 harassment-related complaints, which all had been processed, and improvements were made.
- Workplace misconduct response workshop: This workshop used case studies to teach unit managers on how to respond to workplace misconduct incidents and improve communication skills.
- Employee complaint handling process:

01	02	03	04
During the investigation period, the complainant and the accused are coordinated to avoid contact (including work and seating arrangements).	If the complainant or accused is assessed to be in poor psychological condition, assistance for psychological counseling or legal advice would be provided.	Prevention of workplace misconduct would be enforeced through unit-wide awareness campaigns (all-hands/top-down communication).	Rebuilding of team morale after issues of internal divisions are resolved.

Strengthening Consensus Via Global Manager Communication Meetings and Employee All-Hands Meeting by Organization

- MediaTek promotes transparent information flow and two-way communication. We hold company-wide global manager communication meetings quarterly, and 4 such sessions were held in 2024, with over 8,000 participants joining globally. Our CEO and President took turns sharing the Company's business, technological development and future outlook with managers globally, in addition to management mindset addressing questions from the audiences. Managers were thus given first-hand information and thoughts from leaders of our management team. The Company also encourages organizations and teams to convene all-employee communication meetings on a regular basis to deliver timely information while also enable employees to express their thoughts and opinion directly.

Internal Employee E-Newsletter: Shaping and Promoting Cultural Values

- Since 2022, the MediaTeker Hub Newsletter was launched as a bimonthly bilingual (Mandarin-English) e-newsletter. Through interviews and featured stories, organizational strategies, corporate culture, important news, and so on. are presented in short reports with lively visual design to help employees gain a better understanding of our Company. In addition, through the highlights of activities around the world, we are able to showcase the energetic side of our employees and unite employees from different regions. In 2024, 6 issues were released, attracting the average readership of 2,600 individuals per issue.





3.5 A Healthy, Safe, and Friendly Workplace

MediaTek prioritizes employee needs to enhance physical and mental well-being measures to create a friendly workplace and strengthen employee well-being. As the Company received certification for the ISO 45001 Occupational Health and Safety Management System, our goal lies in the guarantee of workplace health and safety through systematic management. We implement employee health programs and improve workplace ergonomic designs, demonstrating the Company's commitment to employee experience through practical actions, and ensuring that every employee can work in a healthy and safe environment.

3.5.1 Occupational Health and Safety Management

SDG 4.8

Health and safety of workplace:

MediaTek pays close attention to the workplace safety of employees. In order to facilitate the understanding and focus on safety and health of employees of different levels, the Company conducts hazard identification and risk assessment pertaining to key operations or higher potential hazard incident so that there are zero hazardous incidents in the workplace.

Goals	Conducted professional training for first-aiders to meet regulatory requirements	Conduct yearly employee evacuation exercise.	Conduct health promotion activities.	Conduct annual workplace health and safety risk assessments.
2024 Implementation Status	Successfully held one refresher course specifically for first aid personnel at our Hsinchu Science Park plant, to continuously maintain their qualifications.	Conducted a total of 16 employee evacuation drills.	In 2024, the headquarters in Taiwan hosted 26 health promotion activities, with 9,279 participants.	The Company conducted hazard identification and risk assessment pertaining to key operations or higher potential hazard incidents.
	Achieved	Achieved	Achieved	Achieved
2025 Management Goals	Continue to organize professional first aid personnel training to meet regulatory requirements.	Conduct over 16 annual evacuation drills.	A total of 27 multifaceted health promotion activities are scheduled for 2025.	The Company shall continue to conduct hazard identification and risk assessment pertaining to key operations or higher potential hazard incidents.

Since 2015, the Company regularly conducts employee evacuation exercise, in which the practice exceeds the industry average, allow all employees to familiar themselves with evacuation routes, assembly locations and head-counting. The exercise has also incorporated fire extinguishing simulation and first-aid routine. The buildings used for the exercise include office buildings in Hsinchu, Zhubei, and Taipei. The total number of participants in 2024 was 10,418.

To ensure there is no blind spot in all aspect of environmental safety, the Company promotes the importance of safety features to employees and visitors from time to time, and performs environmental and operational safety checks on offices, public areas, meeting rooms, laboratories, customer office areas, factory equipment areas on a regular basis. There were two employee occupational injuries in 2024, which were caused by tripping and falling.

Workplace Safety Statistics in The Past Three Years

Item/Year	Gender	2022	2023	2024
Disabling Injury Frequency Rate (FR) Disabling Injuries (Counted When Resting Hour Exceeds 8 Hours) X 1,000,000 / Total Hours Worked	**Male**	0.25	0.54	0.10
	Female	0.47	1.64	0.00
Total		0.29	0.71	0.08
Occupational Disease Rate (ODR) Occupational Disease Cases X 1,000,000 / Total Hours Worked	**Male**	0	0	0
	Female	0	0	0
Total		0	0	0
Disabling Injury Severity Rate (SR) Number Of Work Days Lost X 1,000,000 / Total Hours Worked	**Male**	4	16	1
	Female	14	41	0
Total		6	5	1
Absenteeism Rate (AR) Number of Absent Days / Number of Available Working Days in A Given Period	**Male**	0.00400	0.00500	0.00500
	Female	0.00900	0.01300	0.01200
Total		0.00500	0.00700	0.00600

Note 1: The number of absent days include the number of days for personal leave, sick leave and occupational sickness leave.
Note 2: Sick leave (including unpaid sick leave, half-pay sick leave and menstruation leave): 117,408.28 hours; occupational injury leave: 2,038 hours.
Note 3: Total working hours: 24,858,168 hours.
Note 4: There were 23 traffic accidents involving employees commuting to/from work outside the Company. According to announcements by the Occupational Safety and Health Administration, traffic accidents during commuting will no longer be included in occupational injury statistics starting from 2024.

To ensure the effectiveness of the contractors' safety management, on-site workers have all been given a course on occupational safety and health to inform them on potential hazards and construction safety protocols, so as to prevent any occurrence of occupational accident. In 2024, a total of 750 workers from various contractors had attended the safety course. As result, no disaster or accident had occurred during the year and no loss had been incurred.

3.5.2 Comprehensive Healthy Workplace

Talent is key to sustainable development. Employee care is not merely a company benefit but a critical aspect of corporate governance. In 2024, we participated in the 6th CHR Healthy Corporate Citizen Awards, and the Company was selected as a "Healthy 99 Enterprise at the Healthy Corporate Citizen Award". This award evaluates companies' actions in employee health care in four aspects: health awareness, health activities, healthy diets, and health management. We assess the planning, execution, process, and effectiveness of employee health care programs, including support from senior managers, resource investment, overall employee participation, and continuous improvement to health outcomes. MediaTek firmly believes that healthy employees lead to high-performance output. We prioritize the holistic well-being of our employees and actively build a comprehensive healthy workplace. Our regional Wellness Centers are staffed by healthcare professionals from diverse fields with national professional licenses, covering nursing, psychology, and physical therapy. Through prevention, health promotion, office environment optimization, and various lifestyle services, we aim to alleviate employees' physical and mental stress.



Health Promotion

- In 2024, our Taiwan headquarters organized 72 diverse health promotion activities, with an employee participation rate of 68%.
- We held the annual health promotion event, to encourage individual and team participation in various sports competitions to effectively increase employees' exercise frequency. In 2024, we organized 10 events, with 1,657 unique participants and 2,085 participation. This included a championship prediction activity, the total number of participation reached 11,123.
- All offices are equipped with exercise spaces and fitness equipment for employees, with a total budget of approximately NT$14.47 million invested in regular maintenance.
- MediaTek has been certified as a Sports Enterprise Certification by the Sports Administration, Ministry of Education, for eight consecutive years.








Employee Wellness Programs



- 2024, we continued to publish the "MediaTek Wellbeing Times" bilingual bimonthly e-newsletter, covering physical and mental health information. We published six issues, with over 11,000 views.
- We organize health education lectures quarterly. In 2024, eight sessions were held, open to family members as well, with 6,089 employee attendances and 917 family attendances, achieving a satisfaction rating of 4.8 out of 5.

Social Welfare Participation

- In 2024, we organized six blood donation events, with 963 participants and 1,575 units of blood collected.
- During our festive sales, we prioritized charitable organizations and disadvantaged groups when selecting booths. For festive gift boxes we ordered, a portion of the amount is combined with charitable donations. In 2024, 16,345 gift boxes were ordered, which is a 5% increase from the previous year, with nearly NT$160,000 donated.
- In 2024, the Welfare Committee donated NT$120,600 to the Sunshine Social Welfare Foundation through the Mid-Autumn Festival mooncake gift boxes given to all employees.





Health Management

- We provide employees with an annual health examination and cover the full cost. In 2024, a total of 11,577 employees completed their annual health examination, at a cost of NT$78.8 million. Based on the examination results, we proactively offer medical consultation and assessments for at-risk groups.
- In partnership with NTU Hsin-Chu Hospital, we provided 288 hours of on-site medical services in 2024. The total number of physician consultations was 1,576.
- In 2024, ten influenza vaccination services were held, with 2,278 employees completing their vaccinations.

Employee Assistance Program (EAP)

- We provide an EAP in collaboration with Newmind EAP Consultant Co., Ltd., to provide employees with three free consultations to person per year, with the full cost born by the Company. In 2024, the utilization rate was 3.8%, with approximately NT$2.8 million invested in EAP consultation fees. Employees rated the service with an average satisfaction score of 92.6 out of 100.
- An internal "Mental Health Prevention Program" has also been established within the Company. Based on incident severity, the Company's dedicated psychologists and Human Resources Department provide employees with support and consultation for prevention and education, counseling assistance and grievance handling, and crisis management.

Space Optimization

- We have implemented a global Integrated Workplace Management System (IWMS) to provide real-time updates on global office space configurations across 27 work locations, 36 office buildings, and 179 floors worldwide. This system displays real-time information, improving office space management efficiency.
- Through an online reporting system, we continuously enhance the quality of office space maintenance. In 2024, a total of 5,483 cases were processed, with over 94% completed within three days of being reported.
- We introduced the iParking APP, which allows employees to check the real-time availability of parking spaces in office buildings, helping employees get the latest parking availability information.

Lifestyle Services

- Our "Flexible Benefits Program" allows employees to freely utilize welfare funds in multiple categories. In 2024, the overall reimbursement rate reached 97%.
- We support employees in forming their own interest clubs and provide subsidies. In 2024, there were nearly 76 such clubs. In addition, the number of participating clubs in the Club Fair increased by eight compared to the previous year, and overall satisfaction improved.
- We employ visually impaired massage therapists recommended by Hsinchu City/County and Taipei City Associations for the Welfare of the Blind, to offer professional massage and stress relief services.







Healthy Diets

- Our employee restaurants host over 30 vendors, who serve an average of 20,000 meals daily to approximately 90% of our employees. We undergo bimonthly regular inspections by SGS to ensure food safety and hygiene management.
- The 2024 on-site restaurant satisfaction survey was completed by more than 5,500 employees. Based on the feedback from employee survey, we would also swap out vendors regularly to enhance employees' dining experiences.



3.5.3 Family-Friendly Initiatives

MediaTek has implemented the values of Diversity, Equity, and Inclusion into its internal policies, and has proactively created a family-friendly workplace. We provide working parents with appropriate support in three major aspects:

Childcare facilities MediaTek has built its own preschool to support parents in raising their children.

MediaTek's Preschool is now the largest corporate-run preschool in the Hsinchu Science Park, which occupies an area of nearly 2,000 m2, allowing children to play in the classroom without worries. Considering the time requirements of the employees when they go to/get off work, the preschool school system is designed to provide a flexible system for children to go to/get off school. Therefore, employees can pick up and drop off their children according to their needs.

MediaTek encourages employees to organize parenting support groups to help parents not to be alone on the road of parenting.

The establishment of MediaTek's Interact Club for Parenting provides a communication platform for new parents in the workplace. The club helps employees to adjust more quickly to the different roles between work and family life. Through offline physical activities and online LINE community, employees have the opportunity to share their parenting difficulties, work-family balance practices, etc. Consequently, parents with busy schedules would be supported by an emotional support network.

Maternal Health Care—We provide the most supportive workplace for mothers in the workplace.

According to the "Occupational Safety and Health Act" and the "Regulations or Protection of Female Workers' Maternal Health," MediaTek has established "Maternal Health Protection Plans" to ensure the physical and mental well-being of pregnant, post-partum, and breastfeeding female employees.







Family Care

We support employees' needs at different life stages and offer several benefits that exceed legal requirements, to serve as a strong backing for employees to care for their families. Employees can apply for a childbirth allowance three months after the baby's birth, while a MediaTek newborn baby hamper can be claimed after 32 weeks of pregnancy as early congratulations for welcoming a new life. The utilization of family care benefits in 2024 is as follows:





- Wedding Gift Recipients: NT$10,000, with 389 gifts issued in 2024.
- Childbirth Subsidy Recipients: NT$10,000 per child, with 419 applicants in 2024, issuing 430 gifts (including some for multiple births).
- We provide "MediaTek Newborn Baby Hamper" to celebrate employees' new family members. In 2024, over 1,000 MediaTek babies were born and received their gifts globally. A total of 434 gifts were distributed in Taiwan.
- We partnered with 27 contracted daycare centers and kindergartens, in addition to operating corporate-run preschool to support employees' childcare needs.

Providing Comprehensive Family Support to Enhance Employee Physical and Mental Well-Being



MediaTek builds a strong and flexible workforce by supporting family life and accompanies employees through every stage of their life. Our Wellness Center thoughtfully designed the "MediaTek Newborn Baby Hamper," including baby clothing, bibs, blankets, learning utensils, and teethers, to offer blessings to employees as they embrace new milestones and welcome new life. In 2024, a total of 451 MediaTek babies were born globally , growing up within the MediaTek family. We have also organized a "Family Communication Lecture Series" to provide employees at different life stages with practical communication guides on partner relationships, parenting, and communicating with parents. These sessions helps employees reduce communication friction with family members, strengthen family relationships, and enhance overall mental and physical health. In 2024, family members were also invited to participate, with a total of 917 family member attendances at the annual lecture series.





Maternity Protection

Within one year postpartum, the Wellness Center team continues to track employees' physical and mental health and provides comprehensive healthcare to ensure employees maintain good health upon returning to work. The Wellness Center monitors the list of mothers under maternity health protection. Employees on the list are evaluated by doctors in terms of hazard assessment, hierarchical management, health protection and other adaptability assessment or recommendations. In 2024, 99 mothers received maternity health services, and 63 clinical interviews were conducted. In addition to continuous healthcare from the Wellness Center, we have designated family-friendly parking spaces in each building exclusively for pregnant employees. These spaces are located near building or elevator entrances, ensuring easy access and reducing walking distances during commutes for pregnant employees, thereby lowering physical burden, and ensuring that pregnant employees enjoy a safer, more convenient environment at work. This further demonstrates the Company's attention to and care for maternal health. Every office building is equipped with standard nursing (lactation) rooms, totaling 39 rooms, which can simultaneously accommodate at least 41 employees. In 2024, we received the "Friendly Breastfeeding Room Certification Excellent Award", and our facilities exceed regulatory standards by providing breast milk refrigerators, various health education materials, water dispensers, and bottle sterilizers, allowing employees to breastfeed with greater peace of mind.

Encouraging Childbirth

Beyond clearly stipulating in our "Work Rules," in accordance with the Labor Standards Act, that "the Company shall not terminate labor contracts during an employee's maternity leave," MediaTek supports employees and their families through different life stages. Effective 2024, we provide female employees with 12 weeks (84 days) of maternity leave before and after childbirth. Male employees are eligible for ten days of fully paid paternity (and prenatal check-up) leave, which can be used to accompany their spouse for prenatal check-ups during pregnancy or within 15 days before or after childbirth (or miscarriage).

Application Rate for Unpaid Parental Leave, Reinstatement Rate and Retention Rate in Taiwan for 2024:

Male 4.5% Female 27%	Application rate (B/A) 9%	A	Number of employees eligible for unpaid parental leave in 2024	Male Female	402 104	506	Total
		B	Number of employees applied for unpaid parental leave in 2024	Male Female	18 28	46	Total
Male 100% Female 71%	Reinstatement rate (D/C) 80%	C	Number of estimated reinstated employees after unpaid parental leave in 2024	Male Female	14 35	49	Total
		D	Number of reinstated employees after unpaid parental leave in 2024	Male Female	14 25	39	Total
Male 82% Female 92%	Retention Rates (E/F) 89%	E	Number of reinstated employees who had worked continuously for one year in 2023	Male Female	9 23	32	Total
		F	Number of reinstated employees after unpaid parental leave in 2023	Male Female	11 25	36	Total

- **A** Number of employees eligible for unpaid parental leave in 2024: For the period between January 1st, 2024 and December 31st, 2024, the number of applications for paternity and maternity leaves.
- **B** Number of employees applied for unpaid parental leave in 2024: For the period between January 1st, 2024 and December 31st, 2024, the number of applications for unpaid parental leave .
- **C** Number of estimated reinstated employees after unpaid parental leave in 2024 The number of employees whose unpaid parental leave expired between January 1st, 2024 and December 31st, 2024.
- **D** Number of reinstated employees after unpaid parental leave in 2024: The number of employees whose unpaid parental leave expired between January 1st, 2024 and December 31st, 2024 and had reinstated during the period therein.
- **E** Number of reinstated employees who had worked continuously for one year in 2023: The number of reinstated employees whose unpaid parental leave expired between January 1st, 2023 and December 31st, 2023 and is still with the Company one year after reinstatement.
- **F** Number of reinstated employees after unpaid parental leave in 2023: The number of reinstated employees whose unpaid parental leave expired between January 1st, 2023 and December 31st, 2023.

Safeguarding Employee Health: Statistics of Healthy Workplace Implementation in 2024

Item	Implementation Performance in 2024
Health Examination	
Number of Hospitals under Contract for Health Examination	▸ 19 Contracted Hospitals
Number of Persons Who Have Taken the Employee Health Examination	▸ Employees: 11,577 persons, family members: 3,983 persons ▸ Employee attendance rate: 95% ▸ We utilize health examination results to analyze and understand employees' health risks. Based on the severity of abnormalities, we assist employees in scheduling physician consultations and provide health guidance measures, such as health education. ▸ New employees: 1,056 individuals. ▸ Attendance rate: 100%
Number of New Employees for Health Examination	▸ Response rate: 97% ▸ Interview completion: 100%
Number of Physical and Mental Health Questionnaires Returned	▸ New employees: 1,056 individuals. ▸ Attendance: 100%
Wellness Seminar	▸ "Work-Life Integration Series Lectures": 8 sessions, with 7,006 participants, achieving a satisfaction rating of 4.8 (out of 5).
CPR+AED First Aid Training	▸ Hosted 6 trainings; 191 persons participated, with satisfaction rating of 5.0.
Health Service	
Wellness Center Care	▸ 5,214 visits
On-site Physician Service	▸ 1,576 visits
Massage Service	▸ 39 visually impaired massage therapists were engaged and provided 21,846 service sessions
Blood Donation Activities	▸ 6 activities in total, with 963 participants donated 1,575 units of blood
Influenza Vaccination	▸ 10 influenza vaccination drives, administered 2,278 doses
EAP Service	▸ Usage rate: 3.8%
Health Promotion	
External Certifications	▸ Received "Healthy 99 Enterprise" at the Healthy Corporate Citizen Award. ▸ Certified as a Sports Enterprise by the Sports Administration, Ministry of Education.
Gym Utilization	▸ Internal: 191,878 visits ▸ External: 4,358 visits
Sport Activity	▸ Internal: Hosted 10 sports events, with a total of 2,085 participants in competitions, achieving an average satisfaction rating of 4.6 out of 5. ▸ External: 100 employees participated in the Taipei Marathon.



CH4
Corporate Governance

MediaTek strengthens governance structure, protects stakeholder rights, and enhances internal audit and control functions.

4.1 Corporate Governance Structure
4.2 Financial Performance
4.3 Integrity and Legal Compliance
4.4 Internal Audit
4.5 Risk Management
4.6 Information Security Management
4.7 Investor Relations

THE GLOBAL GOALS For Sustainable Development

8 DECENT WORK AND ECONOMIC GROWTH

ESG Highlights

Top 5% in Corporate Governance Evaluation:
Continued to be top 5% ranking in Corporate Governance Evaluation (for the fifth consecutive year).

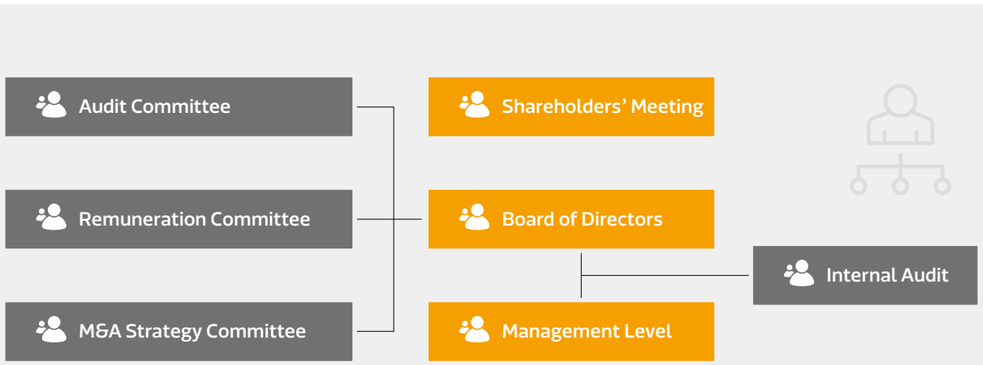
Half of the Board is Independent
Strengthened corporate governance by increasing the proportion of independent directors to one-half of all directors.

1st Place in TCSA
Won 1st place for TCSA Information Security Leadership Award (third consecutive year)

Ranked among top 3 in the Asia (ex-Japan) Executive Team
According to the 2024 Asia (ex-Japan) Executive Team rankings for the semiconductor industry, published by Institutional Investor Magazine, determined upon voting by the global investors, MediaTek was ranked top 3 in terms of Most Honored Companies, Best ESG, Best CEO, Best CFO, Best IR Professional, Best IR Team, and Best IR Program.

4.1 Corporate Governance Structure

Under the purview of the Board of Directors, MediaTek has established Audit Committee to strengthen the independence of corporate governance and serve as the highest supervision for company risk management. A Remuneration Committee has also been established to improve remuneration and continue to strengthen ESG practices. In addition to said functional committees required by laws, the Company has also established the non-mandatory M&A Strategy Committee, to evaluate and analyze Group's specific M&A cases and overall M&A strategy, if necessary.



All the Company's Board members exercise high level of self-discipline and prudence when offering objective opinions. Meanwhile, the Company's management is also committed to lead various departments to execute the annual ESG programs to implement measures targeting environmental, social and corporate governance issues to constantly improve MediaTek's ESG practices.

For more information on the Board of Directors of MediaTek and its operations, please see MediaTek's 2024 Annual Report.

4.1.1 Board Members, and their Work Experience and Functions

Members

MediaTek's Board members are elected under the candidate nomination system in accordance with the Articles of Incorporation. The Company elected 8 directors to the 10th Board of Directors in accordance with the "Regulations Governing Election of Directors." The 8 directors include 4 independent directors (one of whom is female). Chairman Ming-Kai Tsai doesn't serve as the Company's President concurrently. All MediaTek's Board members exercise high level of self-discipline and recuse themselves when involved in any conflict of interest. The requirements about conflict of interest have been expressly stated in the "Rules of the Procedure for Board of Directors' Meetings." Any director will, with respect to a matter bearing on the personal interest [Note] of him/her or their represented legal person, provide the statement about their personal interest pursuant to the Company Act and also recuse himself/herself from discussion and voting on the matter. Meanwhile, the Company had adopted the Board diversity policy. According to the policy, the composition of the Board of Directors should be determined by taking diversity into consideration. The directors who hold the diversified professional backgrounds and visions are elected based on the Company's business operations, operating dynamics, and development needs. The factors to be considered include but are not limited to gender, age, nationality, culture, educational background and professional background (e.g. laws, accounting, industry, finance, marketing or technology), expertise and industrial experience. For the list of Board members and their main educational background, please see Page 9 of MediaTek's 2024 Annual Report.

Frequency of meetings convened

At least one meeting per quarter. In 2024, seven meetings were convened and the attendance rate was 98.2%.

Responsibilities

- Establish effective and appropriate internal control system.
- Appoint and discharge the Company Managers.
- Review the management policies and operational planning of the Company.
- Prepare budget and financial reports.
- Supervise the Company in managing major risks.
- Prepare business report.
- Prepare earnings distribution or loss make-up proposal.
- Prepare capital increase or decrease proposal.
- Formulate major internal policies and contracts.
- Appoint independent auditors.

Note: The Corporate Governance Unit notifies and provides agenda before each board meeting to ensure that directors are aware and can recuse themselves if necessary.

4.1.2 Audit Committee

Members

Four independent directors.

Frequency of meetings convened

At least one meeting per year. In 2024, five meetings were convened and the attendance rate was 100%.

Responsibilities

- Establish or make amendments to internal control system
- Assess the effectiveness of internal control system
- Establish or amend major financial operational procedures such as acquisition or disposal of assets, derivative transactions, loans to others, provision of endorsements or guarantees.
- Handling matters pertaining to conflict of interest of Directors.
- Oversee transactions of major assets or derivatives.
- Oversee provision of major loans, endorsement or guarantee.
- Oversee fund raising, issuance or private placements of equity securities.
- Appoint, dismiss or review compensation of independent auditors.
- Appoint and dismiss financial accounting or internal audit executives.
- Review annual and semi-annual financial reports.
- Overseeing risk management

4.1.3 Remuneration Committee

Members

Two Independent Directors and one external independent expert.

Frequency of meetings convened

At least one meeting per year.

In 2024, three meetings were convened and the attendance rate was 100%.

Responsibilities

Mainly review and evaluate the performance of Directors and Managers, as well as review the relevant remuneration policies and offer objective and professional recommendations to the Board of Directors as reference. For more information, please see Pages 22-23 of MediaTek's 2024 Annual Report.

- Assess and formulate the salary and remuneration of Directors and Managers on a regular basis.
- Formulate and regularly review policies, systems, standards, and structures for director and manager performance evaluation and compensation.

4.1.4 M&A Strategy Committee

Members

Four directors (who possess expertise in business and commercial management, corporate finance, industrial technology, strategy, and organizational planning).

Frequency of meetings convened

In 2024, one meetings was convened in accordance with its organizational charter and attended by all members in person, with a 100% attendance rate.

Responsibilities

Perform strategic evaluation for the Group's M&A cases and report to the Board of Directors. To ensure the Group's sustainable operation, in addition to discussions on specific M&A cases, the M&A Strategy Committee regularly discusses the Group's overall M&A strategy, leverages the diverse expertise of directors to achieve the Company's short-, medium-, and long-term goals and sustainable development objectives. The establishment of the committee does not affect the performance of duty of Audit Committee. For matters which require resolutions of the Audit Committee as per the law and regulations, the Audit Committee would still perform the review in accordance with regulatory provisions.

4.1.5 ESG Committee

Members

The chairperson of the committee is served by Vice Chairman who holds concurrent position as the CEO. The conveners and members of the committee are served by executives from marketing, R&D, sales, human resources, supply chain management, legal, financial, internal audit departments and MediaTek Foundation.

Frequency of meetings convened

The chairperson reports to the Board of Directors on key ESG initiatives and performance key ESG initiatives for the year at the beginning of each year. The ESG Committee reports at least once a year, focusing on the annual corporate sustainable development themes, overall performance, and improvement plans.

Responsibilities

Corporate sustainable development is its highest guiding principle. It undertakes the planning for various departments and programs by closely monitoring the overall economic, social, environmental and climate change trends. Each task force is responsible for consolidating its operations and reporting to the chairperson. Yearly planning includes:

- Review the execution results of the previous year, formulate the principal axis and directions of the yearly corporate sustainable development and coordinate the communication between senior executive and various departments.
- Adjust various internal resources.
- Control the progress of projects.
- Verify audit and award applications.

6 Major Task Forces

Global Presence	Innovation	Talents	Corporate Governance	Environmental Management	Community Engagement

4.1.6 Corporate Governance Unit

Members

MediaTek has established its Articles of Incorporation and organizational framework in accordance with the Company Act, Securities and Exchange Act. The Board of Directors serves as the highest authority for corporate governance and appoints the head of legal department as Corporate Governance Officer to oversee the Corporate Legal Division, which is established as the designated unit for corporate governance responsible for the corporate governance affairs to protect shareholders' equity and strengthen the Board of Directors' functions.

Responsibilities

Undertakes matters pertaining to the Board of Directors meetings and shareholders' meetings in accordance with the law and regulations, e.g. prepare meeting minutes of the Board of Directors meetings and shareholders' meetings, assist the directors in taking office and continuing education, provide information that directors require to perform their duties, assist directors in legal compliance, report to the Board of Directors on the review results of independent director qualifications, complete the company registration and registration of changes, and conduct the performance appraisal on the Board of Directors in accordance with the Company's "Regulations Governing the Board of Directors' Performance Appraisal."

With the assistance of the Corporate Governance Unit, board members participated in diverse training courses, including "Strategies for Enterprises Facing Net-Zero Emissions (Parts 1 & 2)," "Understanding Corporate Governance Trends and Responses from Sustainable Development Action Plans (Corporate Governance 4.0) (Parts 1 & 2)," and "Latest Developments and Amendment Trends in International and Domestic Taxation (Parts 1 & 2)." These courses ensured continuous understanding of industry trends and effective functioning of the board. For details on board training, please refer to page 43 of MediaTek's 2024 Annual Report.

4.1.7 Corporate Governance Enhancements

MediaTek puts in concerted effort in the main undertaking of corporate governance, including maintaining shareholder interests, treating shareholders equally, strengthening Board structure and operation, enhancing the transparency of information, and implementing ESG practices, etc. MediaTek has established the Investor Relations section on the Company website to provide investors with annual report in both Chinese and English languages, financial reports, dividend information, shareholders' meeting details, and other relevant information. On the Corporate Governance section, the Articles of Incorporation, corporate governance regulations and other rules and procedures, and major Board resolutions are also disclosed, to help shareholders understand the Company's overview of operations.

Strengthening Board Diversity and Independence

- MediaTek fully understands and recognizes the importance of board independence. Thus, at the 2024 shareholders' meeting, all directors were re-elected, and one additional independent director was elected, achieving independent directors' representation of one-half of the board seats.

Strengthen Risk Management Oversight

- MediaTek's Board of Directors approved the elevation of the Risk Management Committee to a functional committee level of the board, with the Audit Committee assuming the former responsibilities of the Risk Management Committee.

Enhanced Board's Functions

- MediaTek amended the Company's "Board of Directors Self-Assessment of Performance" in 2021, in order to include the external performance evaluation mechanism, to be conducted once every three years. We commissioned an independent professional organization to conduct the first external performance evaluation of the entire board in 2022. Additionally, the Corporate Governance Unit conducts an internal performance evaluation annually. For criteria, methods, and results of performance evaluations for the board, functional committees, and individual directors, please refer to the Company's website or page 14 of MediaTek's 2024 Annual Report.

Strengthen Corporate Governance and Improve Shareholders' rights

- MediaTek disclosed the annual financial report audited and certified by external auditors within two months at the end of the fiscal year of 2024, and also convened the annual general meeting earlier, at the end of May.

Improving Information Disclosure

- Furthermore, each quarter, MediaTek convenes online investor conference, where the CEO and CFO inform institutional investors and the public in person on the business performance and long-term planning of the Company. Meanwhile, the online investor conference is also live-streamed on the Company website. The online investor conference, press release and relevant notices are also available for subsequent viewing for the convenience of investors in gaining an understanding of the Company. MediaTek seeks to improve information disclosure. The Company is a frontrunner in the rankings of corporate governance evaluation and Excellence in ESG of CommonWealth Magazine and therefore earned high recognition from institutional investors and relevant assessment institutions.

Strengthen the Audit Committee's Supervisory Functions over Financial Affairs

- MediaTek's quarterly financial statements for 2024 were approved by the Audit Committee and submitted to the Board of Directors for discussion and resolution.

Strengthen the Information Security Management Mechanism

- MediaTek established the Information Security Committee to review the implementation status of information security, product security and data security regularly, and report the status to the Board of Directors regularly. The Company appointed the chief information security officer in accordance with regulations, implemented the ISO 27001 information security management system standard, obtaining ISO 27001 certification. Furthermore, in 2023, it obtained the TISAX certification for automotive information security international standards.

Improve Intellectual Property Management

- MediaTek established the intellectual property management program that is connected to business goals and reports to the Board of Directors on a regular basis, and continuously pass the Taiwan Intellectual Property Management System (TIPS) Level A Certification reviewed by the Industrial Development Bureau in November 2024, valid until December 31, 2026.
- In 2024, AI tools were progressively integrated into the IP application process, to enhance IP application efficiency.

Promote the environment, society and corporate (ESG) sustainable development

- The Company has set forth the GHG accounting and verification schedule planning and reported it to the Board of Directors for control. The Company also reports and discloses to the public its 2050 net-zero GHG emission target. In 2024, an additional RMB 198 million (approx. NT$1.5 billion) was invested in green bonds, bringing the cumulative investment to approximately NT$1.5 billion.

4.1.8 Major Measures for Implementation of Corporate Governance

- Convened the shareholders' meeting earlier at the end of May.
- Uploaded the meeting handbook in Chinese and English versions simultaneously within 30 days prior to the meeting date.
- The Board of Directors announces material information in Chinese and English at the same time when the annual general meeting was convened, including the date, method and cause of the meeting and date for stopping changing the shareholder registry.
- Disclosure on corporate governance, CSR and risk control information is made on MediaTek official website.
- Adhering to the competent authority's IFRS Sustainability Disclosure Standards, MediaTek established a cross-departmental IFRS Sustainability Disclosure Standards project team in the fourth quarter of 2024. Moving forward, we will execute the project according to the Company's implementation plan and report to the Board of Directors quarterly for tracking. (Please refer to the Company's official website for details on the implementation plan.)
- IFRS Sustainability Disclosure Standards Project Team

Disclosure in Annual Report

- Uploaded both Chinese and English version of the annual report within 18 days prior to the annual general meeting.
- Execution of Shareholders' Meeting resolutions, procedures and results of performance evaluation of the Board of Directors, and corporate governance officer and operation.

4.2 Financial Performance

According to Gartner, the worldwide semiconductor revenue was US$656 billion in 2024, with MediaTek holding a global market share of 2.4%, ranking 10th in the industry. Additionally, TrendForce reported that MediaTek was ranked 5th among the global IC design houses in 2024.

	2021	2022	2023	2024
Operating revenue (NT$ hundred million)	4,934	5,488	4,334	5,306
Operating cost (NT$ hundred million)	2,618	2,779	2,261	2,672
Employee salary and benefit (NT$ hundred million)	843	992	864	1,012
Income tax expenses (NT$ hundred million)	150	169	96	124
Net income (NT$ hundred million)	1,119	1,186	772	1,071
Earnings per share (NT$)	70.56	74.59	48.51	66.92
Return On Shareholder Equity	27.66%	27.06%	18.89%	27.49%
Cash dividend per share (NT$)	73	76	55	54

4.3 Integrity and Legal Compliance

MediaTek is committed to practicing ethical management and legal compliance, and promotes the Company's core values regularly and organizes internal training courses at the same time, e.g. intellectual property right information management and business secret infringement prevention, to improve employees' awareness toward and execution of ethical management and also corporate governance. Legal compliance wise, MediaTek consistently pays attention to domestic and overseas policies and regulations that may potentially affect the operation and financial position of the Company. Concurrently, the Company has also established various corporate governance regulations and procedures. The Internal Audit Division shall inspect the execution of legal compliance in accordance with regulations and make amendments to internal policies and regulations where necessary. For example, in accordance with the Company's "Ethical Corporate Management Best Practice Principles" and "Code of Business Conduct," the Company established the "Procedures for Whistleblowing" to delineate the whistleblowing avenue and investigation procedures and protect the whistle-blower's rights.

The Company adopts a zero-tolerance attitude toward bribery, unfair competition, leaks, tortious actions and insider trading. If an employee is found to have violated the Code of Business Conduct or Insider Trading Policy, via a whistleblowing report or verification of the internal audit unit, the violation shall be documented, investigated and penalized as per the relevant regulations to protect the reputation of the Company as a fair and honest entity. MediaTek has had no fines or penalties for violations of economic, environmental, or labor-related regulations over the past two years. In 2024, there were no major violations (a major violation is determined by comprehensively evaluating whether the event has a significant impact on the Company's finances, operations, shareholder equity, or stock price). For relevant regulations, please refer to the Corporate Governance section of MediaTek's official website.





Whistleblowing Management Procedures

If an employee found any violation of ethical conduct or provisions of internal regulations, he or she may report to his or her direct supervisor or to the Internal Audit Division. The identity of the whistle-blower and the content of the report will be kept confidential and investigated by dedicated internal auditors.

- Tel. number: +886-3-603-0011 (Head of Audit Division)
- Email: ethics.reporting@mediatek.com (automatically forwarded to the Head of Audit Division)
- Address: Head of Internal Audit Division, No. 1, Duxing 1st Rd., East Dist., Hsinchu City (Head of Audit Division)

Training Courses Attended by Employees

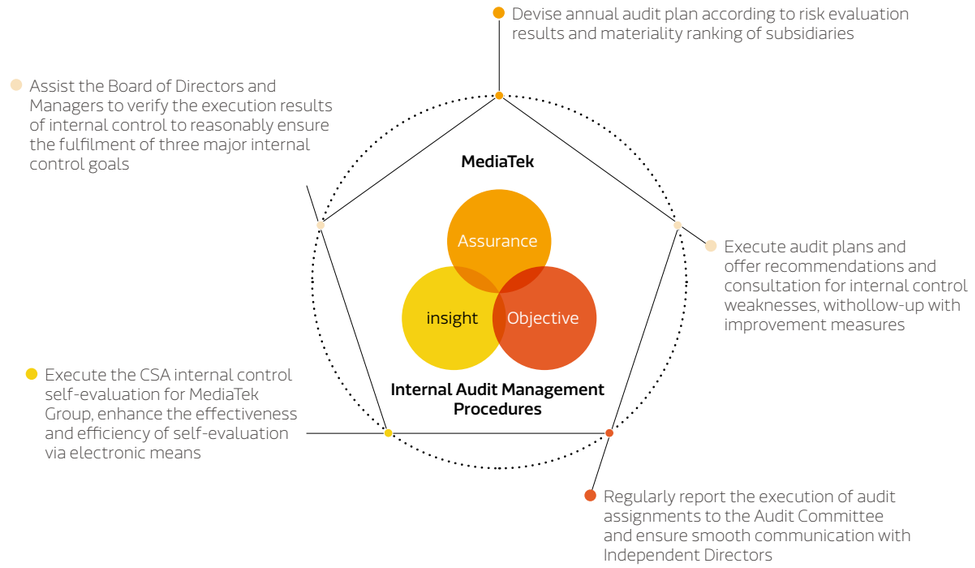
Training course in 2024	Participants of completing training	Total training hours	Training completion rate
Code of Business Conduct	666	224	100%
Prevention of insider trading	666	224	100%
Prevention of trade secret violation (Annual Training)	22,014	2,344.06	100%
IP information management (Annual Training)	22,014	2,344.06	100%

4.4 Internal Audit

In accordance with the law and regulations, MediaTek has established an internal control system that consistently seeks improvement and Internal Audit Division that reports to the Board of Directors. The Internal Audit Division reports to the Board of Directors and Audit Committee to ensure its independence and professionalism. Dedicated auditors annually formulate an audit plan based on risk assessment results, for the approval by the Board of Directors and the Audit Committee, before proceeding to execute routine or special audits. Theaudit results are reported to the Board of Directors and the Audit Committee periodically or as needed, while simultaneously providing improvement recommendations and performing follow-ups until improvement measures are fully implemented.

MediaTek has announced the "Procedures for Whistleblowing" on its company website for processing the whistleblowing cases rapidly, fairly and objectively, and protecting the whistle-blower's identity during the reporting and investigation processes, so as to facilitate the functioning of corporate governance mechanism.

Core Values of Internal Audit



Note: CSA = Control Self Assessment

Internal Audit Expertise

Professional Licenses	Certified Public Accountant (CPA), Certified Internal Auditor (CIA), Certified Information Systems Auditor (CISA), Certified Fraud Examiner (CFE), ISO 27001 Information Security Management Lead Auditor
External Continuing Education Hours	96 hours
External Training Contents	Professional courses provided by organizations such as the Institute of Internal Auditors and the Accounting Research and Development Foundation, including "Risk-Oriented Internal Audit Methods and Practices," "Legal Responsibilities of Employee Fraud and Internal Control/Audit Practices," "Operational System Audit Focus and Integration of Cycles and Operations," "How to Use Big Data to Enhance Audit Operations," "In-depth Analysis of the Latest Global Internal Audit Standards," and "Practical Workshop on Information Business Audits".

Internal Control Implementation Results

Measurement of internal control implementation results	—	—	—
	Effectiveness and efficiency of operations Including profitability, performance and protection of asset safety, etc.	Compliance with applicable laws, regulations, and bylaws	Reliability, timeliness, transparency, and regulatory compliance of reporting

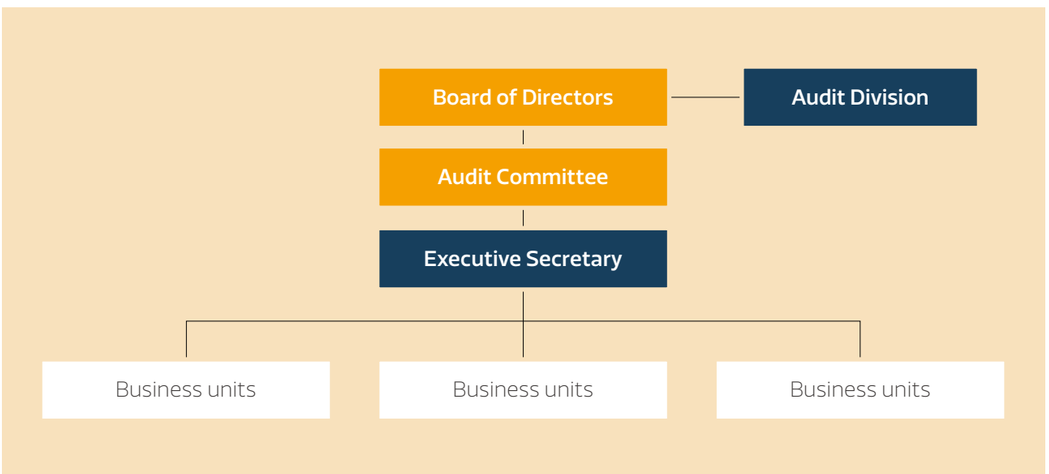
Incorporation of Sustainability Information into Internal Control

MediaTek follows the "Reference Items for Judging the Effectiveness of Internal Control Systems" released by the competent authority, and incorporates sustainability information management into its internal control system. We have also established relevant operational procedures and documents, including management regulations for "Sustainability Report Preparation and Assurance," "Material Issue Identification and Assessment," and "Climate Change and Greenhouse Gas Inventory," to ensure the completeness, accuracy, and reliability of sustainability information reporting.

4.5 Risk Management

Risk Management Organizational Framework

To ensure the sound operation of the Company and implement the board's risk management oversight function, the Company has established a "Risk Management Policy and Procedures" as the highest guiding principle for risk management for all units. To further strengthen corporate governance, the Company's Board of Directors resolved in July 2023 to revise the "Risk Management Policy and Procedures," to elevate the unit in charge of the Company's risk management oversight to the Audit Committee. The Audit Committee is designated as the highest governing body for the Company's risk management. It should report at least once a year to the Board of Directors on the operation and effectiveness of risk management.



Risk Management Scope and Opportunity Benefits

Management Approach	Response	Opportunity Benefit
Risk Dimension: Governance		
Risk Issue: Business risks		
Impact: Affect the safety of MediaTek employees and equipment, causing interruptions in internal operation.		
Business Continuity Plan (BCP)	Preventive measures for emergency accidents: Perform predictions on emergency accidents (e.g. pandemic, fire or typhoon, etc.) that may affect employees, equipment, environment and other operational matters and formulate preventive measures beforehand to reduce the possibility of occurrence. The measures include signs and illustration installed and real-time control of the working environment, access control, regular training, real-time communication, etc., to reduce the possibility of occurrence.	Proper management of business risks can protect important assets—our employees. Meanwhile, the Company seeks to increase the confidence of stakeholders in MediaTek, especially customers and suppliers to ensure that the interests of the business collaboration only suffer minimal losses.
	Emergency response management procedures: In the event that emergency accident occurs in the office area or emergency disaster occurs in office nearby, in which the magnitude is expanding and threatening the environmental and personnel safety, and property losses, the department executives shall take the positions as response members and undertake rescue measures. They shall leverage on the mutual-aiding group function to reduce the loss of disaster to the minimum.	
	Procedures for reporting of emergency accidents (casualties) and occupational hazard identification: In the event that accidents occur at the workplace, on way to work or after work, during business trip or a false alarm, a set of procedures shall be put in place for employees to follow so that the damage is reduced to the minimum. Afterward, review shall be performed to examine the causes of the accidents and preventive measures to forestall similar occurrence.	
	Back-up management procedures for disaster: To ensure that when disaster occurs, the backup mechanism can be initiated promptly so that the Company can stay unaffected and maintain operation.	
	Disaster reporting and response procedures for vendors: In the event that emergency disaster occurs to vendor, the relevant personnel shall undertake the reporting and response measures as per the procedures so that the Company is able to monitor, report and adjust production and deliveries. Determine the disaster level, collect disaster data, determine the influence on production and deliveries, offer response measures, follow up until the emergency circumstances are removed and restored to normalcy.	Strengthen the collaboration between MediaTek and suppliers to effectively monitor the conditions of suppliers.
Risk Issue: Foreign exchange rate fluctuation		
Impact: Related to operational activities (revenue earned or expenses incurred in currencies which are not the functional currency of the Company) and net investment of overseas operating entities.		
Forward exchange contracts	Regularly review the difference between assets and liabilities in non-functional currencies. Use forward exchange contracts to manage foreign exchange rate fluctuation. The amount of forward exchange contracts is depending on the position required by MediaTek for different currencies.	Effectively control the effect of foreign exchange rate fluctuation on the cash flow and asset value of MediaTek.
Risk Issue: Interest rate fluctuation		
Impact: Originate from floating interest rate investments, and borrowings in fixed and floating rates.		
Interest rate sensitivity analysis	The interest rate sensitivity analysis is performed on items exposed to interest rate risk as of the end of the reporting period, including floating rate investments and borrowings. It analyzes the impact on the Company's profit or loss in the event of an increase or decrease of 10 basis points in interest rate for a reporting period.	Forecast the impact of the interest rate fluctuation on the financial position of the Company.

Management Approach	Response	Opportunity Benefit
Risk Issue: Information security		
Impact: Cyberattacks, product security concerns, and information leaks can harm reputation and intellectual property protection, leading to severe issues, such as business disruption, financial losses, or legal/contractual violations. In the long term, these issues can profoundly damage corporate image and customer relationships, thereby affecting the foundation of the Company's sustainable development.		
Information Security Committee	The Co-COO and the Executive Vice President & CFO serve as conveners. The Committee is dedicated to reviewing the information security, product security and data security implementation status regularly, and reporting the information security inspection results to the Board of Directors regularly. The Information Security Committee shall convenes a meeting at least per six months, and may convene a meeting whenever it is required by the information security risk management. The Information Security Committee convener shall report to the Board of Directors on behalf of the Information Security Committee for once per year.	Observe information security policies, IP information and product security management regulations. Review the effectiveness of information security management system on a regular basis. Strengthen MediaTek's resilience and response capabilities in tackling cyber attacks. Apart from preventing property losses, and regulatory or contractual violations, establish a steady and ethical customer relationship and branding image.
Information Security Management	In order to strengthen the cyber security management, MediaTek observes and reviews its own information security condition, and takes into account the cyber security framework of the National Institute of Standards and Technology (NIST) to establish the cyber security protection and control measures including 1 identification, 2 protection, 3 detection, 4 response and 5 recovery.	
IP Information Management	The scope of IP information management is implemented in accordance with internal regulations. A total of 14 provisions delineate the behavior, target audience, region and confidentiality labeling under the governance of the regulations to prevent important information and assets from being damaged, exposed, lost, tampered with, inappropriately accessed, copied, transmitted or used intentionally or unintentionally. Various regions or units shall conduct security training or promotion pertaining to the needs of different types of assignment to enhance employee safety awareness, including incorporating IP information management into the orientation training for new recruits and conducting a campaign to raise awareness at least once a year. Each month, the Internal Audit Division undertakes audit review on information security. The results of the audit review shall be reported to executives and the committee. The Internal Audit Division also undertakes yearly audit review pertaining to important technologies, documentation categorization and R&D environment to assist business units and IT department in strengthening information security mechanism.	
Product Security Management	According to the Company's "MediaTek Product Security Management Policy," the Product Security Office collaborates with product security teams across all product lines. We fully implement the Product Security Development Life Cycle (PSDLC) procedure across different product development stages—from requirements, design, coding, testing, delivery, to maintenance—and conduct regular audits to achieve our product security quality objectives. ▸ Requirements stage: We conduct security requirements analysis, risk assessment, and third-party software review and management. ▸ Design stage: We confirm secure design specifications and conduct secure architecture and threat model analysis. ▸ Development stage: We define secure coding specifications and perform secure code reviews. ▸ Testing stage: We execute static code scanning, open-source third-party vulnerability scanning, dynamic security testing, and fuzz testing. ▸ Delivery stage: We confirm security configuration and integrity, and deliver the products to the customers through secure channels. ▸ Maintenance stage: We perform vulnerability remediation and disclosure after mass production, implement vulnerability reward programs, conduct vulnerability analysis management, gather and analyze vulnerability intelligence, and manage post-mass production changes. Furthermore, for automotive products with higher security demands, MediaTek has developed relevant procedures in accordance with the "Automotive Cybersecurity Standard (ISO/SAE 21434" and obtained process certificate to meet the compliance needs of the automotive market and customers. We also continue the promotion of internal training to strengthen all employees' product security awareness and standard development procedures of product security.	

Risk Dimension: Environment

Risk Issue: Climate change		
Impact: To reduce the occurrence of extreme weather, the global community pays much attention to whether corporates comply with environmental protection trends or standards.		
Environmental, occupational safety and health management and green product policies	Each year, the Company reviews international environmental protection trends and formulates the environmental protection measures according to its operational needs. Furthermore, the Company also conducts internal education and training to raise employee awareness on the impact of climate change, and informs employees on the principal axis of the yearly environmental protection effort so that they are able to carry out the environmental protection policies when conducting business activities. This issue is identified and managed by the ESG Committee in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. For more details, please refer to 5.2 Climate Risk and Opportunity Management.	Enhance the green competitiveness of MediaTek and create differentiation in value.

Risk Dimension: Social

Risk Issue: Human rights risks		
Impact: We regularly undertake human rights risk assessment for employees to prevent illegal activities and the deterioration of labor-management relations.		
International Human Rights Conventions, local labor law and regulations, and labor-management meetings	MediaTek recognizes and supports the spirit and principles of International Bill of Human Rights concerning human rights protection (such as the Universal Declaration of Human Rights). We have formulated the "MediaTek Human Rights Policy" to prevent and address human rights infringements, be committed to our responsibility to protect human rights, and strictly comply with local government regulations. Regarding labor-management relations, we regularly convene labor-management meetings where both parties discuss and build consensus on human rights policy implementation, work environment and conditions, and policy and compensation-related issues, to ensure transparent information and smooth communication between labor and management.	Provide employees with opportunities to realize their potential while compensated with reasonable salaries and bonuses, as well as fostering the brand image of MediaTek as a good employer by establishing a friendly and inclusive workplace.



4.6 Information Security Management

4.6.1 Information Security Management Framework

To manage information security risks, the Company established the Information Security Committee, chaired by Co-COO, Corporate Executive Vice President and CFO, to regularly review the implementation of information security, product security, and data security, and reports the inspection results to the Board of Directors on a regular basis. The Information Security Committee meets at least once every six months and may convene meetings at any time as needed for risk management. The chairman of the Information Security Committee represents the Committee and reports to the Board of Directors once a year.



4.6.2 Information Security Management Strategy

MediaTek has set up the dedicated information security unit to ensure the effectiveness of information security incident resolution, and demands that all suppliers should follow MediaTek information security policies, regularly assess supplier information security levels, and establish effective supplier information security engagement channels. Meanwhile, MediaTek also incorporates information security requirements and regulations in its information system outsourcing contracts, delineating regulations on vulnerability patching to prevent vulnerabilities in outsourced system affecting its business operation, hoping to establish an environment which an enterprise may trust.

In order to formulate the information security control measures, MediaTek takes into account the NIST Cybersecurity Framework (CSF) standards and integrates the control measures for identification, protection, detection, response and recovery into the routine operating procedures, including formulation of information security regulations, formulation and implementation of corresponding defense measures, establishment of a mechanism for real-time detection of information security incidents and alarms, organization of a response team and formation of data backup plans. Said information security control measures are established to ensure that the products are free from any concerns about security or privacy and to strengthen the resilience of information security.

Furthermore, with the advent of the widespread application of AI, the Company's Information Security Committee regularly discusses AI application security issues, with an aim to establish a comprehensive AI governance framework in the future to ensure the Company's information security.

4.6.3 Practicing of the Management System and Management Results

Since 2020, the Company has continued to verify the information security implementation status. With multiple information security technologies, including implementation of red team drills, the Company inspected the corporate network boundaries to strengthen endpoint access security and identify protection blind spots in the corporate framework to perfect the cloud information security protection and improve the control measures. Beginning in 2024, we are progressively implementing a Zero Trust Architecture (ZTA) to further enhance corporate network environment security. Meanwhile, the Company values the information security protection of upstream and downstream segments in the supply chain. The Company evaluates the suppliers' information security management policy regularly. Further, the Company has organized supplier information security forum annually since 2022, and invited professional consultants to share information security governance indicators with experts from the industry, to improve the suppliers' information security ability step by step. In 2024, we invited 13 subsidiaries and suppliers, all of whom provided positive feedback.

MediaTek received 1st place in TCSA Information Security Leadership Awards in 2024, marking our third consecutive year at the top. Due to our endeavors in the process of obtaining international TISAX automotive information security standard certification, we were also awarded the 2024 Automotive Information Security Management Excellence Award by SGS. Therefore, MediaTek plays a benchmarking and leading role in improving information security technology ability and strengthening corporate information security awareness. Externally, MediaTek continues to support the Ministry of Education's information security talent training project in the academic-industry cooperation, to train information security talents needed by the industry in multiple ways and demonstrate itself as a role model of corporate information security.

4.7 Investor Relations

4.7.1 Shareholder Service

In 2024, MediaTek participated in more than 30 domestic and international forums and roadshows, convened 4 online investor conferences, conducted more than 350 meetings with institutional investors, and served more than 8,000 global investors. MediaTek has repeatedly received awards from an international institution, Institutional Investor Magazine, in recognition for our exceptional shareholder services.

According to the 2024 Asia (ex-Japan) Executive Team rankings for the semiconductor industry, published by Institutional Investor Magazine, a globally authoritative magazine, determined upon voting by the global investors, MediaTek was ranked top 3 in terms of Most Honored Companies, Best ESG, Best CEO, Best CFO, Best IR Professional, Best IR Team, and Best IR Program.

MediaTek pays close attention to the feedback from global investors. Apart from establishing a spokesperson system, the Company has also designated personnel to collect and disclose information of the Company for the reference of stakeholders. Meanwhile, via domestic forums, roadshows, and meetings with institutional investors, the Company interacts with investors and takes their advices which serve as an important reference for future development strategies.

Each year, MediaTek convenes Shareholders' Meeting and undertakes matters in the meeting agenda in accordance with the resolution results to protect shareholders' interests. To maintain a smooth two-way communication channel with global shareholders and investors, since 2012, MediaTek has implemented electronic voting. Furthermore, MediaTek also seeks to cater to the visitation needs of domestic and foreign investors and collect shareholders and investors' opinion in a comprehensive manner.

Spokesperson System

Spokesperson	Acting spokesperson	Collection and disclosure of company information
David Ku	Jessie Wang	Jessie Wang Telephone number 886-3-567-0766 Email ir@mediatek.com

4.7.2 Dividend Policy

According to the Articles of Incorporation of MediaTek, the dividend distribution is dependent on the current and future investment environment, capital needs, domestic and international competition and capital budgeting of the Company. The dividend policy must accommodate shareholder interests and a balance between dividend distribution and long-term financial planning of the Company. In accordance with the law and regulations, the Board of Directors shall prepare the dividend distribution proposal and submit to the Shareholders' Meeting or report it to a shareholders' meeting for resolution. The Company may consider to fully distribute the distributable earnings or otherwise depending on the financial, operational and business factors. Among the other things, the shareholder bonus may be distributed in cash or in the form of stock. Nevertheless, the cash dividend proportion must not be lower than 10% of the total shareholder dividend.

Per the Board of Directors' resolution given based on said Articles of Incorporation, and in conjunction with the financial and business development goals and planning, in the event of no other special consideration, the dividend distributed shall be 80% to 85% of the net profit after tax for the current period on principle.

Dividend Distribution Percentage

Individuals	21.76%
Financial institutions	5.40%
Other juristic persons	13.44%
Foreign institutions and persons	59.40%

(as of January 4, 2025, book closure date)

Return on Shareholder Equity

2021	27.66%
2022	27.06%
2023	18.89%
2024	27.49%



CH5 Environmental Management

Maximization of the Company's influence on its suppliers in response to domestic and international eco-friendly initiatives in the field of environmental protection and carbon reduction.

5.1 Responsible Supply Chain Management
5.2 Climate Risk and Opportunity Management
5.3 Facility Management
5.4 Environmental Protection and Biodiversity



ESG Highlights

17% Higher Energy Efficiency

Our overall Power Usage Effectiveness (PUE) reached 1.33 in 2024, with energy efficiency improved by 17% compared to traditional data centers.

Carbon Reduction Benefit of 40,372 ton CO_2e

In 2024, a total of 28 continuous improvement projects related to supply chain carbon reduction were executed, with an estimated carbon reduction benefit of 40,372 tons CO_2e per year.

90% Local Procurement

90% of our procurement spending was localized in Taiwan.

- All operational buildings across Taiwan use LED lighting.
- Our self-built renewable energy installations generated approximately 176,000 kWh of electricity in 2024.
- We established the first Gogoro battery-swapping station through corporate partnership in the Science Park.
- Applied and approved by SBTi in 2024, progressing toward the 2050 net-zero target.

5.1 Responsible Supply Chain Management

As a leading technology provider for the global semiconductor industry, MediaTek is located at the front-end of the value chain. All back-end processes involving raw material procurement, OEM manufacturing, packaging, and testing are carried out by suppliers, which results in the formation of partnerships characterized by professional division of labor and mutual cooperation. Therefore, supply chain management is MediaTek's top priority in addressing operational and climate-related risks. We will be committed to promoting sustainable development with our supply chain partners.

Management Action	2024 Outcome	Short-term Goal (1-3 years)	Mid-to-Long-term Goal (3-10 years)
Management Strategy: Responsible Supply Chain Management Mechanism			
Management Item: Supplier Code of Conduct			
▸ Require all suppliers to sign the Code of Conduct Commitment.	1 100% of suppliers signed MediaTek's Code of Conduct Commitment.	▸ Continue to require other suppliers to complete the RBA SAQ or VAP audit and increase the number of completed suppliers.	▸ Continue to require other suppliers to complete the RBA SAQ or VAP audit, aiming for 100% completion.
▸ Audit supplier compliance with the Code of Conduct.	2 88% of key suppliers completed the RBA VAP audit, and 12% completed the SAQ. 3 86% of key suppliers achieved Platinum in the RBA VAP audit, and 14% achieved Gold.		
Management Item: Supplier Risk Assessment			
▸ Supplier Sustainability Risk Assessment Mechanism.	▸ No high-risk suppliers identified in 2024.	▸ Continue to maintain zero high-risk suppliers.	
▸ Key Material Risk Management.	▸ 100% responsible mineral sourcing. ▸ Established a real-time reporting mechanism for non-compliant smelters from suppliers.	▸ Require suppliers to source 100% responsible minerals, with real-time and regular updates on smelter changes to ensure full compliance.	
Management Item: Supplier Sustainability Evaluation			
▸ Evaluation Process for Key Supplier Sustainability Scoring Standards.	▸ Expanded supplier evaluations in 2024, adding three new suppliers, with an overall average score of 77.	▸ Continue to expand the number of evaluated suppliers.	
Management Item: Local Procurement			
▸ Continue to increase the proportion of local procurement.	▸ Local procurement ratio reached 90%.	▸ Continue to increase the proportion of local procurement.	
Management Strategy: Promote Green Supply Chain			
Management Item: Supply Chain Energy and Water Saving Production Management			
▸ Encourage key suppliers to implement energy-saving initiatives throughout the entire production process of MediaTek products.	▸ 11+ action plans implemented, resulting in a total carbon reduction of 32,251 tons CO_2e/year in MediaTek product manufacturing.	▸ Continue to require suppliers to implement energy-saving and carbon-reduction measures, aiming for at least a 1% annual improvement in energy savings compared to the previous year.	▸ Reduce greenhouse gas emissions (Scope 1 + Scope 2) from MediaTek products by 25% compared to the baseline year of 2020.



Management Action	2024 Outcome	Short-term Goal (1-3 years)	Mid-to-Long-term Goal (3-10 years)
▸ Encourage key suppliers to implement water-saving initiatives throughout the entire production process of MediaTek products.	▸ 6 water-saving action plans implemented, equivalent to a carbon reduction of 517 tons CO_2e/year in MediaTek product manufacturing.	▸ Continue to increase water recycling rates.	
Management Item: Supply Chain Renewable Energy Usage Management			
▸ Survey key suppliers' renewable energy deployment plans. ▸ Jointly Develop Renewable Energy Usage Plan for MediaTek Product Line. ▸ Regularly Track Supplier Renewable Energy Usage Ratio.	▸ Collaborated with key suppliers to plan MediaTek's product net-zero roadmap based on future production capacity, and define short-, medium-, and long-term targets for renewable energy usage and carbon reduction. The goal is to reduce greenhouse gas emissions from the product manufacturing stage by 25% by 2030 compared to the baseline year (2020). ▸ Established an automated supply chain management system to collect data on the proportion of renewable energy used and greenhouse gas emissions from suppliers for MediaTek's product lines.	▸ Continue to require suppliers to reduce carbon emissions, targeting an annual reduction in carbon intensity of more than 2% compared to the previous year.	▸ By 2030, reduce greenhouse gas emissions generated during the manufacturing stage of MediaTek products by 25% compared to the baseline year of 2020.
Management Item: Supply Chain Greenhouse Gas Management			
▸ Jointly Develop Net-Zero Roadmap for MediaTek Products. ▸ Regularly Track Supplier Greenhouse Gas Emissions.	(Same as above)	▸ Continue to require suppliers to reduce carbon emissions, targeting an annual reduction in carbon intensity of more than 2% compared to the previous year.	▸ By 2030, reduce greenhouse gas emissions generated during the manufacturing stage of MediaTek products by 25% compared to the baseline year of 2020.
▸ Conduct Workshops and Training.	▸ 100% of key suppliers participated in the Sustainable Supply Chain Net-Zero Workshop — promoting low-carbon manufacturing across the Tier 2 supply chain.		
Management Item: Supply Chain Waste Reduction Management			
▸ Encourage suppliers to promote circular economy and resource efficiency in MediaTek product manufacturing processes to reduce, regenerate, or reuse waste.	▸ 11+ action plans implemented to improve resource efficiency in MediaTek product manufacturing, resulting in a carbon reduction of over 7,604 tons CO_2e /year.	▸ Continue to require all suppliers to implement circular economy practices, with at least three new suppliers expected to join.	▸ 100% of suppliers implement circular economy practices.

5.1.1 Overview of MediaTek Sustainable Supply Chain Management Tools

SDG 8.7

Responsible Supply Chain Management Mechanism

- Supplier Code of Conduct
- Supplier risk assessment
- Supplier sustainability evaluation
- Local Procurement

Promoting a green supply chain

- Supply chain energy-saving and water conservation management
- Supply chain renewable energy use management
- Supply chain greenhouse gas management
- Supply chain waste reduction management

In 2015, MediaTek officially incorporated principles and initiatives such as the RBA Code of Conduct, International Labor Office Tripartite Declaration of Principles, and the UN Universal Declaration of Human Rights into its Supplier Code of Conduct. All suppliers are required to take positive action and comply with this code. As a top enterprise in the global electronics industry supply chain, MediaTek spares no effort to safeguard the collective rights and well-being of its staff. The Supplier Code of Conduct adopted by us encompasses 39 indicators in the following five dimensions: Labor and human rights, health and safety, environmental protection, professional ethics, and management systems. We continue to observe and respond to social responsibility standards accorded high importance worldwide. As of 2023, all the suppliers of MediaTek have signed the agreements.

Universal Declaration of Human Rights

Universal Declaration of Human Rights

International Labour Organization (ILO) Tripartite Declaration of Principles

MediaTek Supplier Code of Conduct

Management system	Professional ethics	Labor and human rights	Environmental protection	Health and safety
Company commitment	Ethical management	Non-discrimination	Environmental permits and reports	Occupational safety
Management duties and responsibilities	No improper gains	Prevention of harassment and abuse	Pollution prevention and resource conservation	Emergency preparedness
Laws and customer requirements	Information transparency	Prohibition of employment of child labor	Energy consumption and GHG emissions	Work injuries and occupational diseases
Risk assessment and management	Intellectual property rights	Freedom of choice regarding working hours	Wastewater and solid waste management	Industrial hygiene
Training and communication	Fair trade	Salary and allowances	Waste gas emissions	Manual labor
Employee feedback and participation in audits and evaluations	Advertising and competition		Substance control	Machine guarding
Corrective measures	Whistleblower Confidentiality and prevention of retaliation		Hazardous substances	Public health and food safety
Documentation and records	Privacy			Health and safety information
Supplier responsibilities				

5.1.2 Annual and New Supplier Sustainability Risk Assessment Criteria

SDG 12.7

The scope of issues of concern to global customers and the general public has gradually expanded from price, quality, and service standards to social and environmental laws and standards and legal responsibilities in respective nations. MediaTek has therefore reorganized its supplier evaluation standards in the economic, social, and environmental dimensions. The Company monitors its supply chain to confirm compliance and stepping up of efforts in the field of sustainable development involving corporate governance, energy conservation and carbon reduction, green manufacturing, employee care, and expanded social engagement. The ultimate goal lies in the prevention of risks that harm stakeholder interests including improper management resulting in environmental pollution, product quality aberrations, and production capacity and manpower shortages at any link of the supply chain. Such risks cause shipping irregularities, rising costs, dropping revenues, and thereby negatively affect the reputation, image, and competitiveness of MediaTek. MediaTek requires all new suppliers to meet this assessment criteria. For existing suppliers, we also continuously track and evaluate their suitability based on this criteria every year.

Annual and New Supplier Sustainability Risk Assessment Criteria and Weight of the Assessment

	Management dimension	Management standards	Evaluation weighting	Overall achievement rate
Economic dimension	Firm commitment to enhance product quality, pursuing the highest quality standards in cooperation with suppliers, and ongoing improvements and development of innovative technologies in line with MediaTek's deployment strategy.	Delivery times, production capacities, yield rates, and adoption of new products; ISO 9001 Quality Management System and IATF 16949 Automotive Quality Management System.	34%	100%
Environmental dimension	Firm commitment to Hazardous Substance Free (HSF) policy for the whole supply chain, adoption of green, eco-friendly design concepts from the source covering the whole product life cycle, and requested implementation of green innovation by suppliers.	ISO 14001 Environmental Management System, QC 080000 HSPM Hazardous Substance Process Management System, Sony Green-Partner.	33%	98%
Social dimension	Fulfillment of social responsibility by suppliers, conformity to international labor rights, and provision of a safe and healthy work environment.	MediaTek Supplier Code of Conduct, RBA Code of Conduct, SA 8000 Social Accountability Standard and Prohibition of Conflict Minerals, ISO 45001 Occupational Health and Safety Management System.	33%	97%



5.1.3 Key Supplier Management

To strengthen the effectiveness of supplier management, MediaTek established a supplier corporate sustainability scoring criteria. “For key suppliers,” namely suppliers that have a significant impact on the quality of MediaTek’s products and production schedules, or suppliers from whom the Company’s purchase amount and proportion reach the threshold of materiality, we conduct key management in order to improve the quality and sustainability of green procurement practices and manage operational risks.

Key Supplier Sustainability Scoring Standards and Procedure

Annual Supplier Sustainability Evaluation
Every November
Announce the rating standards in four major dimensions.

Suppliers submit data for rating
Every November
Suppliers provide data and project performance.

Audit
Evaluation includes RBA, RMI, hazardous substances, energy saving, carbon emission intensity, Co-Project.
☑ Approval
❑ Supporting evidence and data required
Every December
MediaTek conducts on-site or remote meetings.

Announcement of rating results
January of the following year

Awards ceremony to recognize excellent suppliers.
March of the following year

In 2024, we expanded the number of evaluated suppliers, with three new ones added. The overall average evaluation score was 77 points. For suppliers ranked lower in scores, MediaTek continues to actively provide guidance for improvement, and encourages them to learn from benchmark suppliers to continuously enhance their sustainable development. This strengthens the supply chain’s support for MediaTek’s sustainability initiatives, to jointly achieve excellent and ongoing sustainability advancements for MediaTek’s products After the annual announcement of the evaluation results, we recognize and present the Best Sustainability Partner Supplier Award at the Annual Supplier Conference to encourage and thank the suppliers for their close cooperation and proactive implementation of MediaTek’s sustainability goals in the past year so as to build a sustainable value chain together with MediaTek.



5.1.4 Key Material Risk Management

SDG 16.2

As a front-end service provider of the semiconductor value chain, we harness innovative technologies to minimize the environmental and social impacts of our products. We also conduct risk management for key materials required for the manufacturing process by implementing requirements and selections (incl. conflict mineral surveys and local procurement) for the supply chain with the goal of realizing corporate sustainability.

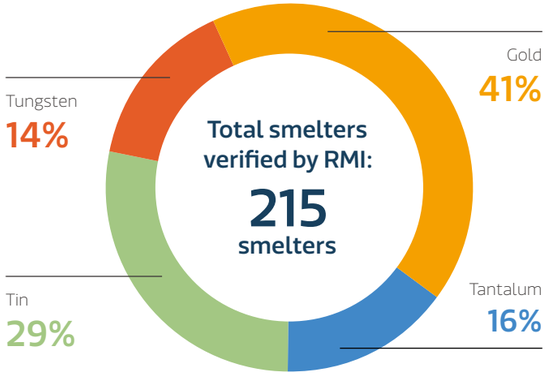
Conflict Minerals

Protection of human rights is one of MediaTek’s core concepts in the field of social responsibility. We have been conducting conflict mineral surveys since 2011. Pursuant to relevant norms and regulations of the “Conflict-Free Smelter Program,” the “Responsible Business Alliance,” and the “Global e-Sustainability Initiative,” we require our suppliers to provide a “conflict-free guarantee” to demonstrate their commitment to refraining from the use of minerals from conflict zones. In addition to 3TG surveys, we have been utilizing the CRT (Cobalt Reporting Template) to conduct cobalt surveys since 2018. All suppliers will be required to disclose information for all smelters in a detailed manner.

Total smelters verified by RMI: 215 smelters

(After MediaTek’s review, 100% of metals used by all suppliers come from RMI-recognized smelters.)

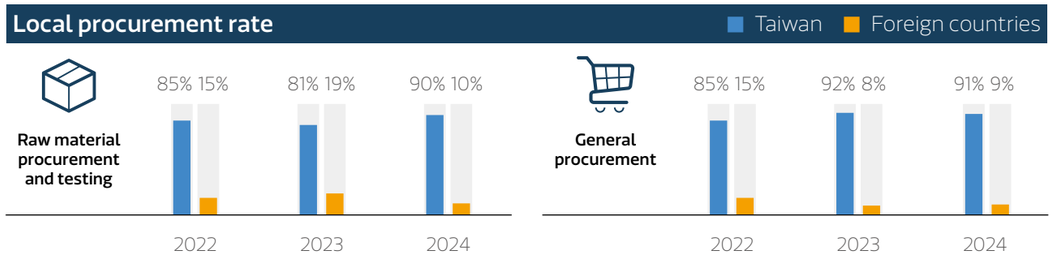
Gold	88 smelters
Tantalum	34 smelters
Tin	62 smelters
Tungsten	31 smelters



5.1.5 Local Procurement

MediaTek embraces the principle of local procurement to enable local citizens to reap the benefits of economic development and reduce carbon emissions caused by the transportation of raw materials. In the current year, our localized procurement in Taiwan reached over 90%, encompassing the vast majority of both raw materials and general procurement items.

Procurement categories	Procurement items	Countries of origin
Raw material procurement and testing	Wafer, IC chip packaging, chip testing	Taiwan, China, Singapore and Korea.
General procurement	Suppliers offer instruments and equipment, hardware facilities and maintenance, parts and consumables, application software, and testing services.	Taiwan, China, the U.S.A., and Europe



5.1.6 Actions Harnessing MediaTek Influence

SDG 13.3

MediaTek upholds the spirit of corporate citizenship and proactively implements sustainable development concepts. With a view to demonstrating its commitment to its own responsibility and that of its suppliers, the Company has formulated a supplier code of conduct to facilitate the joint fulfillment of the responsibility of the Company and its suppliers as corporate citizens. MediaTek relies on a comprehensive assessment and incentive mechanism to encourage continued dedicated efforts by its suppliers in the field of sustainable development.

5.1.6.1 Actions Harnessing Influence on Suppliers

Our supply chain management vision is inextricably intertwined with our business philosophy. We therefore constantly monitor and abide by International social responsibility-related declarations and standards to foster sustainable growth of the value chain. MediaTek's responsible supply chain initiatives can be summarized as follows:

2014	Appeal to suppliers to prioritize social responsibility
2015	Release of a "Code of Conduct for Supply Chain Social Responsibility"
2016	Provision of RBA online training courses
2017	Establishment of a Supply Chain CSR Assessment System
2018	Creation of "MediaTek Supply Chain Social Responsibility Awards"
2019	Organization responsible supply chain forums
2020	Purchase of a Taiwan Renewable Energy Certificate (T-REC) and participation in EDU Power Quality Label certifications
2021	Active encouragement of the setting of targets for renewable energy use and reduction of GHG emissions per unit product by the supply chain
2022	In response to the global net zero emissions initiative, the Company announced that it will achieve net zero greenhouse gas emissions by 2050 through green design, energy efficiency, carbon reduction and supply chain sustainability management.
2023	Sustainable Supply Chain Net-Zero Workshop
2024	Promoting low-carbon manufacturing within its Tier 2 supply chain

Sustainable Supply Chain Net-Zero Workshop

Starting in 2024, MediaTek expanded its carbon reduction requirements to include the Tier 2 supply chain. Reviewing product carbon footprint results is a key to achieving sustainable supply chain development. By collaborating closely with Tier 1 suppliers, MediaTek is extending its green manufacturing demands to Tier 2 suppliers and progressively building a carbon footprint database. A cross-functional team has been assembled to work together on continuous improvement projects, to consistently reduce the carbon footprint of products and advance toward net-zero goals.

5.1.6.2 Supplier Partnership Initiative

As an industry leader, MediaTek bears the significant responsibility for promoting sustainable management. Following our official announcement in 2022 to respond to the global net-zero emissions initiative, we began proactively collaborating with supply chain partners to plan and implement projects focused on green manufacturing and the circular economy to reduce environmental impact, thus demonstrating our commitment to the net-zero goal.

Preliminary meeting	Evaluation and planning	Implementation measures	Monitoring and evaluation	Results sharing
Discuss and establish energy-saving and carbon reduction targets and plans with suppliers.	Both parties evaluate existing energy usage and formulate specific energy-saving and carbon reduction targets and plans.	Jointly implement energy-saving measures, including optimizing production processes, upgrading equipment, and improving energy efficiency.	Regularly monitor energy usage, assess energy-saving effectiveness, and make necessary adjustments.	Share energy-saving and carbon reduction achievements with suppliers and jointly explore future continuous improvement and collaboration directions.

Through the above steps, we collaborate with our suppliers, and regularly review performance and make rolling adjustments to strategies and goals. This collaborative effort is dedicated to achieving energy-saving and carbon reduction targets and has fostered strong partnerships.

2024 Project Results of Collaboration with Key Suppliers

Project type	Energy saving projects	Water saving projects	Circular economy
Number of projects	11+	6	11+
Expected emissions reduction benefits	32,251 (ton CO_2e/ year)	517 (ton CO_2e/ year)	7,604 (ton CO_2e/ year)

5.2 Climate Risk and Opportunity Management

In order to understand the risks and opportunities associated with climate change for MediaTek, the following description of management actions is based on the TCFD (Task Force on Climate-related Financial Disclosures) framework with the 4 dimensions of governance, strategy, risk management, indicators and targets:

5.2.1 Climate Governance Framework

The Audit Committee serves as the Company's highest governing body for risk management and identifies "climate change risks" in accordance with our "Risk Management Policy and Procedures". This issue is subject to material identification and management by the ESG Committee based on the TCFD recommendations. The environmental task force regularly reports quarterly to the ESG Committee on the assessment and plans for climate risks and energy efficiency of the Company's operational sites, as well as various environmental impact assessments and target settings within the supply chain. Annually, it reports to the ESG Committee and the committee chairperson (Vice Chairman & CEO) on the current year's implementation plan and reviews past performance. Finally, discussion and execution results are reported annually to the Board of Directors.

5.2.2 Climate Change Risk and Opportunity Assessment

To comprehensively assess the potential risks and opportunities that climate change may bring to the Company' s operations and strategy, we refer to the Net Zero Emissions (NZE) scenario published by the International Energy Agency (IEA), the most severe scenario (SSP5-8.5) proposed by the United Nations Intergovernmental Panel on Climate Change (IPCC), and compile climate risks and opportunities relevant to the semiconductor industry. Based on the TCFD framework, we identify climate issues most relevant to MediaTek and its supply chain, including transition risks (policy and regulations, market), physical risks (immediate), and opportunities (resource efficiency, and products and services). To further identify the impact of various climate issues on the Company across different time horizons, we define these as short-term (1-2 years): 2024-2025, medium-term (up to 2030), and long-term (up to 2050).

Time horizon

Time horizon	Description
Short-term 2024-2025	‣ Based on assessments by the Company's ESG Committee cross-departmental task forces and further consideration of the Company's industry nature with external experts, the short-term period is set at 1-2 years.
Medium-term 2026-2030	‣ Based on international reports from IPCC and IEA, the energy transition and reduction pathway analyses in relevant scenarios are based on 2030 as a dividing point; thus, 2026-2030 is defined as the medium term.
Long-term 2031-2050	‣ Current major international climate-related scientific reports indicate that to achieve the goals of the Paris Agreement, net-zero emissions should be reached by 2050 to limit global warming to 1.5° C.

Climate scenario analysis

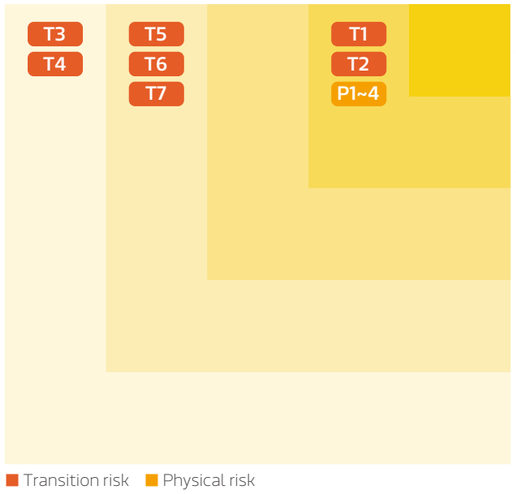
Application type	Scenario	Description of scenario analysis
Transition risk	IEA's NZE scenario	‣ Assumes that global net-zero greenhouse gas emissions are achieved by 2050, to limit global warming to within 1.5° C. MediaTek uses the NZE scenario to analyze the impact of transition risks, such as carbon pricing mechanisms and regulatory changes on the Company.
Physical risk	IPCC high emissions scenario SSP5-8.5	‣ Assumes that a lack of effective global climate policies leads to continuous increases in greenhouse gas emissions. There is a high probability of global warming exceeding 2 ° C between 2041 and 2060, resulting in more frequent and severe extreme weather events. MediaTek refers to extreme climate factors in this scenario (e.g., extreme high temperatures, heavy rainfall, sea-level rise) and uses climate change disaster risk maps published by TCCIP and the Aqueduct Floods tool to assess physical risks at domestic and international sites and for suppliers.

Note: MediaTek's greenhouse gas emissions trajectory includes a BAU (Business As Usual) baseline and a regulated policy emissions pathway. The BAU baseline is estimated based on the compound annual growth rate of electricity consumption, while the regulated policy pathway is estimated based on currently planned reduction measures.

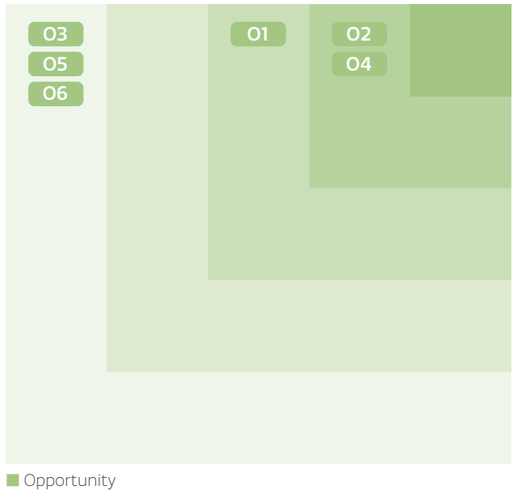
Materiality Assessment

Referring to the ISO 31000 risk management framework, senior managers from relevant departments corresponding to climate risk and opportunity issues, along with external experts, further consider the Company's industry nature. They assess the time horizon, likelihood, and impact level of each issue based on their responsibilities and professional experience. This information is then compiled by the cross-departmental task force of the ESG Committee and ranked according to each department's evaluation results. The scores are categorized into five risk and opportunity levels from low to high, thereby establishing MediaTek's climate risk and opportunity matrix.

Climate Risk Analysis Matrix



Climate Opportunity Analysis Matrix



Climate Risk Analysis Matrix

No.	Category	Type	Time horizon	Risk Issue
T1	Transition risk	Market	Long-term	International low-carbon transition trends and greenhouse gas pricing regulations
T2		Policy and regulations	Short-term	Greenhouse gas emission reporting obligations
T3		Policy and regulations	Long-term	End-use electronic products subjected to regulations, requiring continuous improvement in the energy efficiency of IC products.
T4		Technology	Long-term	Increasing R&D investment to strengthen low-power design of IC products and developing products/services in new application areas
T5		Market	Long-term	Meeting stakeholder demands, committing to or joining climate-related initiatives
T6		Market	Medium-term	Increased raw material and energy costs in the supply chain
T7		Reputation	Long-term	Increased stakeholders' attention to sustainability-related ratings
P1	Physical risk	Immediate	Long-term	Extreme precipitation or flooding leading to operational disruption
P2		Long-term	Long-term	Changes in precipitation patterns leading to water scarcity
P3		Long-term	Long-term	Extreme high temperatures leading to increased electricity consumption
P4		Long-term	Long-term	Sea-level rise causing disruption at low-lying operational sites

Climate Opportunity Analysis Matrix

No.	Category	Type	Time horizon	Opportunity
O1	Opportunity	Resource efficiency	Medium-term	Encouraging supply chain to improve resource utilization efficiency
O2		Resource efficiency	Short-term	Improving energy efficiency of existing buildings and ensuring that new sites meet green building standards
O3		Energy source	Medium-term	Self-building or procuring renewable energy to increase the proportion of low-carbon energy use
O4		Products and services	Medium-term	Moving products toward low-power design to help end-consumers reduce energy use in the usage stage
O5		Market	Long-term	Participating in public-sector carbon reduction incentives or subsidy policies
O6		Resilience	Medium-term	Diversifying energy sources to reduce operational impact when a single energy supply is affected

5.2.3 Material Climate Risk and Opportunity Management

Climate Risk Management

MediaTek considers significant climate risks as major risks posed to operational activities and integrates them into the organization's existing risk management policy and procedures. Following the Company's risk management framework, which encompasses major risks facing operational processes, each operational unit is responsible for the actual execution of risk management plans. These plans include risk identification, risk analysis, risk assessment, risk response and control, and self-monitoring. Furthermore, the management of transition risks is implemented in supply chain sustainability management and the ISO 14001 Environmental Management System. We screen suppliers in the three major ESG dimensions. This involves verifying their established management systems and organizational structures, conducting annual on-site or document audits, arranging relevant education and training or improvement meetings, and holding supplier conferences to recognize and encourage outstanding suppliers. Consistency of environmental protection goals and implementation strategies is maintained by relying on the PDCA management cycle and through adoption of systematic management approaches. In addition, a pollution prevention and mitigation mechanism has been established to maximize MediaTek's influence in the field of environmental protection.

Operational and Financial Impact Analysis

Based on the above results, the top three climate risks and opportunities are further analyzed for their potential impact on the Company and value chain, as detailed below:

Climate risks and opportunities	Primarily affected value chain	Potential operational and financial impact	Countermeasures and management costs
T1 International low-carbon transition trends and greenhouse gas pricing regulations	Direct operations	Expansion of greenhouse gas pricing regulations and increased rates lead to higher operating costs.	▸ Install solar power generation equipment on rooftops of company-owned sites and formulate renewable energy procurement plans. ▸ Continuously promote energy-saving measures, including lighting replacement, establishment of new energy-efficient data centers, immersion cooling technology in data centers, implementation of HWRD smart power management systems and air conditioning energy saving solution, and improvement of air circulation of server rooms.
T2 Greenhouse gas emission reporting obligations	Direct operations Customers	▸ Regulations require greenhouse gas emission information, necessitating investment to improve greenhouse gas inventory. ▸ Failure to accurately report complete emissions will lead to non-compliance with regulatory requirements and clients' expectations, thus resulting in regulatory risks and inability to meet clients' demands, and affecting business partnerships.	▸ Employ professional personnel to continuously improve greenhouse gas inventory procedures and quality. ▸ Collect suppliers' renewable energy usage (proportion) and greenhouse gas emissions related to MediaTek's product lines through the Company's automated supply chain management system per year. ▸ Regularly review overall supply chain emissions per year and continuously require suppliers to reduce carbon emissions.

Climate risks and opportunities	Primarily affected value chain	Potential operational and financial impact	Countermeasures and management costs
P1 Extreme precipitation or flooding leading to operational disruption	Supply chain Direct operations	Increased frequency of flood events due to extreme weather events may cause damage to MediaTek's operational sites or impact supply chain production facilities, leading to delayed supply or disruption.	**Supply chain:** • Ensure that suppliers establish business continuity plans for climate physical risks, and conduct emergency response drills and reviews irregularly. • Immediately activate emergency response procedures if climate disasters potentially cause operational impact and damage to suppliers, possibly affecting MediaTek' s product production or supply. A dedicated team will manage and monitor potential supplier risks and formulate response measures. **Direct operations:** • Insure property • Form an emergency response team before extreme weather events to execute typhoon and flood prevention measures. Activate the emergency response team's standby mechanism during an impact, and initiate recovery actions after the impact. • Establish employee remote work mechanisms.
O1 Encouraging supply chain to improve resource utilization efficiency	Supply chain Direct operations Customers	Actively respond to diverse market demands for IC product carbon footprints in different regions, continuously track and regularly update existing and new clients' emission reduction expectations, and enhance business partnerships, thus facilitating revenue growth.	Plan MediaTek's product net-zero roadmap with key suppliers based on future production capacity, meticulously define and regularly review the proportion of renewable energy used for products and carbon reduction targets for short-, medium-, and long-term.
O2 Improving energy efficiency of existing buildings and ensuring that new sites meet green building standards	Direct operations	Promote energy-saving projects and implement green building standards, to reduce energy costs.	• Invest in energy-saving projects to reduce electricity consumption at each site. • Construct new buildings in line with green building standards.
O4 Moving products toward low-power design to help end-consumers reduce energy use in the usage stage	Direct operations Customers	Low-power product design can help end-consumers reduce energy usage during the usage stage.	Adjust chip system architecture, optimize algorithms, and accelerate the adoption of advanced manufacturing processes to achieve goals of reducing product energy consumption and miniaturization, to lower environmental impact.

5.2.4 Indicators and Targets

The Company has established climate-related metrics and targets, which are regularly reported to the ESG Committee for performance and achievement status tracking, as detailed in the table below. Simultaneously, to actively manage our sustainability goals, we have also incorporated them into the environmental criteria used when evaluating our managers' remuneration. For details on managers' compensation and shareholding regulations, please refer to 3.2.3, Compensation Policy.

Climate management aspect	Corresponding material climate risks and opportunities	Metric	Goals	Performance and achievement status
Enhancing product sustainability	O4	Product energy consumption ratio	Continuously optimizing the energy consumption of our main products.	• Reduced the energy consumption ratio of our main products by 20% in 2024 compared to 2023.
		Product volume	Progressing toward chip miniaturization in our main products.	• Achieved a 5% volume reduction in our main products in 2024 compared to 2023.
Energy conservation	T1 O2	Power-saving rate	Maintain a 16.5% energy saving ratio in 2025.	• Achieved the original target of a 16.5% energy saving ratio in 2024.
Reducing greenhouse gas emissions	T1 T2 O1	Greenhouse Gas Emission Quantity	By 2030, we aim to reduce Scope 1 and Scope 2 greenhouse gas emissions by 42% compared to the baseline year 2023. By 2030, we aim to reduce Scope 3 greenhouse gas emissions (from purchased goods and services, fuel- and energy-related activities, and use of sold products) by 25% compared to the baseline year 2023.	• Currently, our 2024 greenhouse gas emissions are still increasing, mainly due to the continuous addition of servers in our IT data centers. However, we are simultaneously taking energy-saving and carbon reduction measures. In the future, we also plan to achieve our operational emission reduction targets by increasing our use of renewable energy. Additionally, we are collaborating with key suppliers to set an annual greenhouse gas reduction target of over 2% in emissions intensity, and gradually work toward our Scope 3 emission reduction targets.
Expanding renewable energy use	T1 T2 O2	Renewable energy installed capacity	By 2030, 100% of electricity used by the Group's offices worldwide (excluding data centers) will be from renewable sources.	• In 2024, the installed capacity our original grid-connected solar photovoltaic system was 146.4 kW, with approximately 176,000 kWh of electricity generated. An additional four rooftop solar power plants were completed and connected to our internal network by the end of 2024, to provide power for self-consumption, with a total installed capacity of 709 kW. We plan to add a rooftop solar power plant at the new Tongluo Data Center, with an installed capacity exceeding 200 kW.
Enhancing climate physical risk resilience	P1	Days of business interruption	Number of days with operation interrupted due to climate-related risks: 0	• No operational interruptions occurred due to climate-related risks in 2024.
Enhancing resource recycling and reuse	Self-defined targets	Waste recycling rate	Continue to improve recycling rates or reduce the quantity of non-recyclable waste.	• The recycling rate reached 27% in 2024, meeting our target (higher than 26% in 2023).

5.3 Environmental Management

We are firmly committed to concrete action for the promotion of environmental protection, energy conservation, and carbon reduction in search for potential responses and adaptations for climate change mitigation. MediaTek has passed the certification audit for ISO 14001 Environmental Management System. Consistency of environmental protection goals and implementation strategies is maintained by relying on the PDCA management cycle and through adoption of systematic management approaches. In addition, a pollution prevention and mitigation mechanism has been established to maximize MediaTek's influence in the field of environmental protection. The Company has also passed the certification audit for the ISO 45001 Occupational Health and Safety Management System. The goal lies in the guarantee of workplace health and safety through systematic management.



5.3.1 Environmental Policies

As a global, fabless semiconductor company, we specialize in IC design. All manufacturing operations including wafer production, packaging, and testing are carried out by commissioned manufacturers. MediaTek therefore prioritizes green product design, green procurement and management for subcontractors, reduction of resource and energy waste, and safeguarding of employee health and safety. This not only demonstrates MediaTek's commitment to fulfilling its sustainable development but also represents a key asset securing the Company's international competitiveness in the future. MediaTek proactively implements its environmental policies through four major management approaches. In 2024, total environmental expenses amounted to NT$ 90.21 million:

Legal Compliance	Green Design	Training & Education	Ongoing Improvement of Resource Management Systems
Actions	**Actions**	**Actions**	**Actions**
▸ Compliance with ESH-related laws and requirements promulgated by the government and active responses to international environmental protection trends and zero-incident campaigns.	▸ Implementation of green design concepts including product and process energy conservation and adoption of non-toxic materials paired with stepped-up efforts in the field of green procurement and sustainability management to ensure conformity of products, services, and subcontractors to international eco-trends and thereby honor the Company's pledge to environmental protection.	▸ Improve EHS training for all staff members, increase the number of professionals in safety and health management system execution and auditing, and promote the use of personal utensils in employee cafeterias to achieve sustainable living through practical actions.	▸ Elimination of dangers, risk reduction, and ongoing improvement of management systems including ISO 14001, ISO 45001, ISO 14064-1, ISO 14046, and ISO 50001 [Note], to enhance management performance. furthermore, contractors are required to give internal and external staff members a clear understanding of ESH policies in line with the requirements laid out in the "Contractor ESH Management Procedures" and thereby ensure the adequacy and effectiveness of the ESH management system;
Achievements	**Achievements**	**Achievements**	**Achievements**
▸ Zero penalties imposed for violations of environmental safety regulations in 2024.	▸ All our products conform to RoHS Directive regarding restricted substances.	▸ In 2024, new employees' completion rate for environmental and safety training among was 100%. We also saw an increase of 184 people who obtained internal audit certifications for management systems. Our employee cafeterias' promotion of use of personal utensils resulted in an estimated annual waste reduction of 180,528 kg, which is equivalent to reducing approximately 65 tons of CO_2e emissions.	▸ Throughout 2024, we successfully completed external verification of the aforementioned ISO management systems, thus achieving our goal of aligning with the latest international management systems.

Note: ISO 14001 (valid from August 17, 2022, to August 17, 2025, covering Buildings A and B office buildings in the Hsinchu Science Park); ISO 45001 (valid from July 30, 2022, to July 30, 2025, covering A and B office buildings in the Hsinchu Science Park Buildings); ISO 50001 (valid from January 13, 2022, to January 13, 2025, covering A and B office buildings in the Hsinchu Science Park Buildings); for ISO 14064-1 and ISO 14046, we passed 2024 verification (covering offices in the Hsinchu Science Park, Zhubei, Taipei, and Tainan).

Environmental expenditure

Unit: NT$ thousand

Annual certification audits of the ESH management system	Commissioned clearance of domestic waste	Office and floor cleaning	Landscape maintenance
1,500	4,181	69,018	4,662

Sewage pool cleaning	Vector controls	Cleaning supplies	Total expenditures
1,803	2,445	6,599	**90,208**

5.3.2 Energy Management

SDG 7.3

In response to industry expansion, MediaTek continued to expand its IT data center scale in 2024, which consumed 190,603,000 kWh of electricity, a 6.6% increase compared to the previous year. Although total electricity consumption increased, MediaTek remains dedicated to energy-saving and carbon reduction measures. This year, our electricity saving ratio reached 16.5%, successfully achieving the 16.5% target set in 2023. We will continue to plan and implement various energy reduction measures while maintaining the 16.5% electricity saving target for 2025.

Energy use conditions in the past three years

Energy	2022	2023	2024
Natural gas (GJ)	0	219	255
LPG (GJ)	6,751	6,778	6,050
Gasoline (GJ)	0	238	220
Diesel (GJ)	1,280	932	897
Purchased electricity (GJ)	595,827	643,577	686,171
Renewable energy (GJ) (renewable energy certificate)	0	0	0
Total (GJ)	603,858	651,743	693,593
Energy intensity (GJ per person)	49.0	52.9	55.6
Ratio of electricity to total energy use (%)	98.67%	98.75%	98.93%
Renewable energy usage rate (%)	0.00%	0.00%	0.00%

Note: Heating value units are based on the heating value chart released by the Bureau of Energy.
Note: The increased energy consumption in 2024 compared to 2023 can mainly be attributed to the higher number of employees and ongoing expansion of the IT data center scale; the higher energy intensity can mainly be attributed to the fact that the extent of the power consumption increase exceeds the extent of staff increase.

Three priorities of energy management and conservation in 2024

Efficiency enhancement	Energy-saving equipment and design	Self-generated electricity
High-density, energy-efficient data centers	Achieved the milestone of using LED energy-efficient lighting in all operational buildings.	Solar power system
▸ The new-generation, high-density, energy-efficient data centers represent a brilliant example of successful transformation by overcoming the capacity limitations of traditional data centers and are expected to provide powerful backing for technology R&D. ▸ We innovatively adopted immersion cooling technology and completed a Proof of Concept (POC), thus becoming an industry benchmark for energy efficiency.	▸ All operational buildings have been updated to use LED energy-efficient lighting. The designs of the three new buildings under construction all conform to Taiwan's green building standards, and we take the initiative to conduct carbon emission inventory during the construction process.	▸ First private enterprise in the Hsinchu Science Park with a Taipower grid-connected solar power system installed on a rooftop with an installed capacity of 146.4 kW. ▸ An additional four rooftop solar power plants were completed and connected to our internal network by the end of 2024, to provide power for self-consumption, with a total installed capacity of 709 kW. ▸ We plan to add a rooftop solar power plant at the new Tongluo Data Center in 2025, with an installed capacity exceeding 200 kW.



Priority 1

High-density, energy-efficient data centers

total electricity saving benefit: 20.3 million kWh

Due to MediaTek specializes in the development of innovative technologies, it has a constantly rising demand in the field of data computing quality and quantity. The Company has made a long-term commitment to enhancing data center performance in consideration of the fact that the data center environment affects data computing efficiency and high-speed computing consumes large amounts of energy.

High-density, energy-efficient data center achievements and goals

Current achievements

- We continuously optimize our data center energy efficiency indicator (Power Usage Effectiveness, PUE). Our three new energy-efficient data centers achieved an overall PUE of 1.33 in 2024, with energy efficiency improved by 17% compared to traditional server rooms.
- In 2023, we completed testing of immersion cooling technology and verified that PUE performance could be further reduced to below 1.1. In 2024, we completed the overall design planning for introducing immersion cooling technology into new data centers, with operations expected to begin in 2025 using this innovative energy-saving technology.

Short-term Within the next 3 years

- We continuously to optimize the energy efficiency of our three new data centers and transfer servers from traditional server rooms to these new facilities.
- We put simultaneous emphasis on corporate development and energy conservation & carbon reduction and establishment of an optimized global management practice sharing platform to facilitate the sharing of the best energy-saving resources and methods adopted in offices all over the world.
- By 2025, we plan to integrate immersion cooling technology into the operations of our next-generation data centers, while simultaneously phasing out traditional, energy-intensive server rooms.

Long-term By 2030

- We aim for a cumulative electricity saving rate of over 10% for our entire data centers from 2024 to 2030.
- We will continue to expand the scale of data centers with immersion cooling technology and seek opportunities to continuously optimize energy-saving.
- All global offices will continue to implement energy conservation improvements based on shared examples of energy conservation improvement practices.

Three new energy-efficient data centers continuous optimization

Limitations of traditional centers have been overcome through improvements of power systems, air conditioning, cabinets, corridors, and lighting, successfully transforming into a new-generation high-density, energy-efficient data center which can support the demands of the latest high-energy, high-heat servers and provides powerful backing for technology R&D. The overall PUE performance of our new data centers is 1.33, a significant 17% improvement in energy efficiency compared to 1.6 PUE for traditional server rooms, thus meeting the Leadership in Energy and Environmental Design (LEED) Gold certification standard for green buildings.

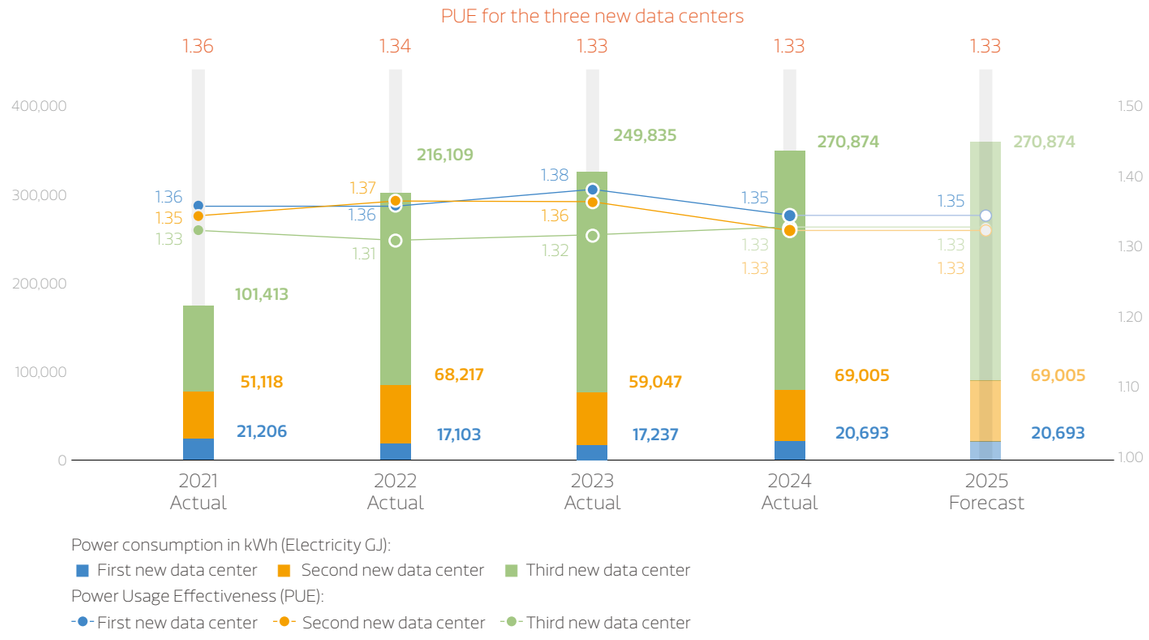
Additionally, considering the long working hours of IT personnel in data centers, we have formulated principles of flexible, modular, partitioned, and virtualized design that balance data protection, environmental care, and friendly workplace concepts to realize the following five major data center functions.

Software	Data Security	High reliability ensures a firm grasp of data center risks
	Flexibility & scalability	Architecture that satisfies the need for flexibility and cabinet variability.
	Friendly workplace	Creation of a high-quality, green data center through the installation of high-performance power supply equipment/cooling equipment
Hardware	Management efficiency	Optimized spatial layout ensures enhanced workplace comfort through separation of cool/hot corridors.
	Management efficiency	Integrated management platform ensure the provision of real-time support for data center operations, simulations, analysis, and decision making.

Full-load electricity saving benefits achieve electricity savings of 20.3 million kWh, saving approximately NT$ 81 million in annual electricity costs. Under full load conditions, the three high-density, energy-efficient data centers generate annual energy savings of 1.76 GWh (6,336 GJ), 4.34 GWh (15,624 GJ), and 14.2 GWh (51,120 GJ), respectively (total estimated power saving effects amount to 20.3 GWh or 73,080 GJ) compared to traditional data centers. Total carbon emission reductions are roughly equivalent to the annual carbon sequestration of 26 Da'an Forest 2 Parks.

Note 1: 20,300,000 kWh * 0.494 (electricity carbon emission factor) = 10,028,200 kg CO_2e = 10,028 tons CO_2e
Note 2: According to the National Important Wetland Carbon Sequestration Survey Project by the Urban and Rural Development Branch, National Land Management Agency, Ministry of the Interior, Da'an Forest Park's annual carbon absorption is 386 metric tons.

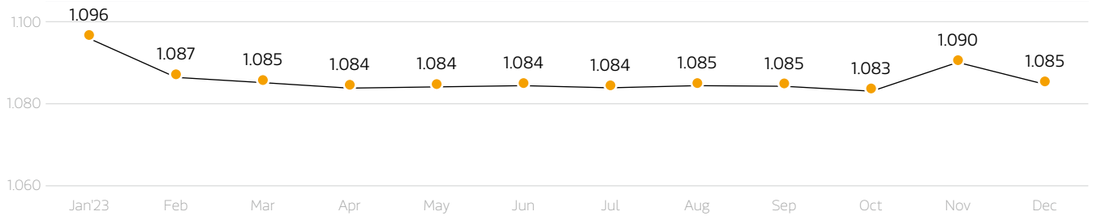
Electricity Consumption and PUE (past 4 years and upcoming year forecast)



Immersion cooling technology adoption innovation

To meet the exponentially increasing computing power demands of next-generation servers, existing air-cooling technology will be unable to meet future heat dissipation demands. While innovating, we are actively working toward our net-zero emissions goal. We are leading the industry in the physical installation and performance testing of immersion cooling technology. By verifying the actual operational results in 2023, the PUE can significantly improve to below 1.1, to continuously enhance data centers' power efficiency by nearly 20%. In 2024, we completed the overall design planning for introducing immersion cooling technology into new data centers, with operations expected to begin in 2025 using this innovative energy-saving technology.

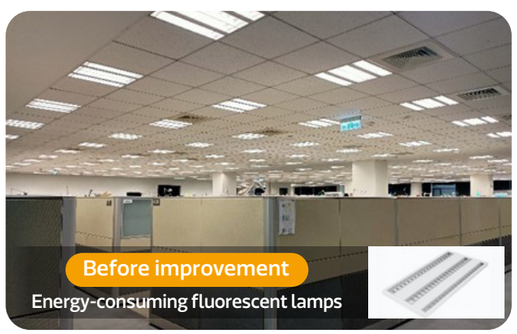
Immersion cooling technology PUE performance



Priority 2 Using LED energy-efficient lighting in all operational buildings

Six buildings originally used energy-intensive fluorescent lights. All were replaced with energy-efficient LED lighting by 2024, with an investment exceeding NT$ 70 million. This change results in an electricity saving benefit of approximately 6.5 GWh a year. Eight buildings, constructed after 2019, are equipped with energy-efficient LED lighting from the outset, with over 11,000 fixtures. This provides an electricity saving benefit of approximately 1.9 GWh a year. MediaTek has successfully achieved its goal of having all office buildings use energy-efficient LED lighting. This continuous improvement effort has been recognized and rewarded with energy-saving subsidies from the Ministry of Economic Affairs and the Taipei City Government.

Furthermore, the three new buildings currently under construction not only incorporate energy-efficient LEDs but also feature overall designs that meet Taiwan's green building standards. One of these new buildings obtained a Diamond-level candidate green building label in 2023, and another concurrently is in line with Taiwan's smart building standards. Throughout the construction process of all new buildings, MediaTek takes the initiative to conduct carbon emission inventories, to fulfill its corporate social responsibility.





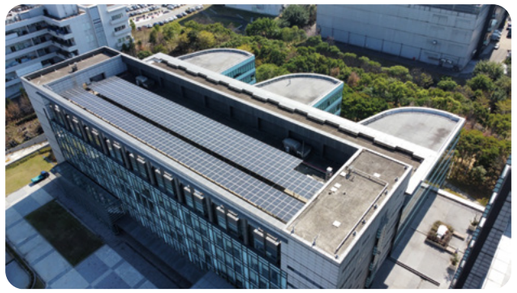
Priority 3 Self-generated solar power plants

average annual carbon reduction of approximately 92 metric tons

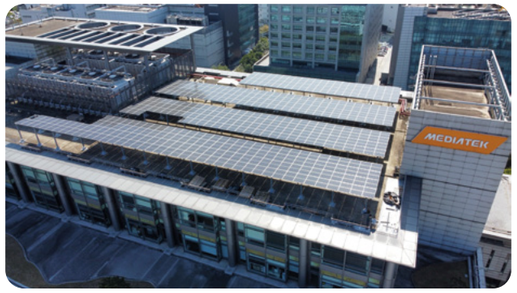


Idle space on the rooftop of Building E of Corporate HQ has been utilized for the installation of a solar power system in line with the government's green energy policy as an early adjustment to the impact of climate risks on the Company's operations. This is the first Taipower grid-connected, rooftop-type solar power system installed by a private enterprise in the Hsinchu Science Park.

Upon installation of the system, the rooftop temperature has dropped by 3-5 ℃ , which allows reduced air conditioning use on the top floor of the Corporate HQ office building. The installed capacity of the PV system which was connected to the Taipower grid in March 2019 equals 146.4 kW. Total power generation from March 2019 to December 2024 amounted to 1.09 GWh. In 2024, electricity generated was approximately 176,000 kWh (634 billion joules). Compared to the electricity consumption of 190.6 million kWh (686,171 billion joules) in 2024, this accounts for approximately 0.1%. Additionally, four other rooftop solar power plants were completed and connected to our internal network by the end of 2024, to provide power for self-consumption, with a total installed capacity of 709 kW. We plan to add a rooftop solar power plant at the new Tongluo Data Center in 2025, with an installed capacity exceeding 200 kW.







▲ Four rooftop solar power plants located on Buildings A through D at headquarters

5.3.3 Greenhouse Gas Emission Management

SDG 13.2

Scope 1 & 2 GHG emissions

Sources of GHG emissions from resource use include purchased electricity, common facilities, boilers, cooling towers, and chillers. Purchased electricity, the main emission source, accounts for 95.74% of Scope 1 & 2 emissions. As the Company's scale of operations continues to grow, we are committed to improving energy efficiency and planning for renewable energy use in order to reduce greenhouse gas emissions from our operations. The main reduction measures in 2024 include continuous improvements to data center energy efficiency, the use of LED lights in all offices, and the linked supply and reduced operation of chiller units to enhance electricity efficiency. In addition, the Company continues to pay attention to various climate actions, such as the Science Based Targets (SBT) that limit the global temperature rise to 1.5° and the global renewable energy initiative—RE 100. In the first half of 2025, we successfully passed the SBTi's review. With 2023 as the baseline year, we target a 42% reduction in Scope 1 and Scope 2 emissions by 2030 and aim to achieve the SBT net-zero target by 2050. We also commit to achieving 100% renewable energy use for at the Group's offices worldwide (excluding data centers) by 2030. Enhancing the use of renewable energy is currently one of the main ways to reduce carbon for companies around the world, and it is also MediaTek's essential approach to reduce greenhouse gas emissions. Therefore, the company will continue to plan the renewable energy use target in two years, in order to gradually realize the effectiveness of corporate greenhouse gas reduction。

Scope 3 GHG emissions

In accordance with MediaTek's SBT commitment, we aim to reduce Scope 3 greenhouse gas emissions (from purchased goods and services, fuel- and energy-related activities, and use of sold products) by 25% compared to the baseline year 2023. To achieve this, we will continue to promote various upstream and downstream reduction measures, and collaborate with our value chain partners to work toward the 2050 SBT net-zero target.

Shuttle bus services

With a view to reducing carbon emissions from employee commuting, MediaTek proactively adopts environmental protection measures targeted at transportation issues which are of immediate concern to employees. In 2024, carbon emissions generated from transportation amounted to around 396 metric tons CO_2e. To practically respond to the low carbon emission trend, in addition to maintaining the scheduled shuttle bus and electric shuttle bus between offices, a total of electric vehicle charging stations were installed in 2024. Furthermore, in March 2023, we partnered with Gogoro to launch the first corporate battery-swapping station in the Hsinchu Science Park. Since its launch until the end of 2024, we have cumulatively reduced 149 metric tons of carbon emissions.

Promoting green supply chain

As a chip design company at the forefront of the semiconductor value chain, MediaTek relies on suppliers for raw material procurement, contract manufacturing, packaging, and testing. Therefore, managing greenhouse gas emissions from production and manufacturing within the supply chain is one of our key Scope 3 reduction priorities. In 2024, we executed a total of 28 carbon reduction-related continuous improvement projects, with a carbon reduction benefit of approximately 40,372 tons of CO_2e per year. More details can be found in Section 5.1 Responsible Supply Chain Management.

Reducing product energy consumption and product miniaturization

MediaTek's core technology lies in chip design. We are committed to integrating environmental sustainability from the chip design stage. By the chip system architecture adjustment, algorithm optimization, and accelerated implementation of advanced manufacturing processes, the main product energy consumption rate reduced by 20% in 2024 from 2023, when the product was in use. More details are available in Section 2.3 Innovation Achievements.

MediaTek GHG emission status of 2024

Item	Scope 1 GHG emissions			Scope 2 GHG emissions		
Description	Direct emissions from sources owned or controlled by the organization			Indirect emissions from electricity input, heat, or steam		
Emission quantity (ton CO_2e)	6,619	4,001	4,185	82,160	88,300	94,158
year	**2022**	**2023**	**2024**	**2022**	**2023**	**2024**
Scope of collected emission data*Revenues/Taiwan Office Personnel Ratio (%)	100%	100%	100%	100%	100%	100%

Note: MediaTek has been conducting autonomous inventories since 2016 The main reason for the increase in greenhouse gas emissions in 2024 is the continuous expansion of IT data center scale and an increase in employee numbers to meet operational demands.
Note: Scope: Offices in the Hsinchu Science Park, Zhubei, Taipei, and Tainan offices (100% coverage)

MediaTek GHG emission quantity of 2024 statistics

Unit: Ton ton CO_2e

Greenhouse gas type	CO_2	CH_4	N_2O	HFCs	PFCs	SF_6	NF_3	Total
2024	94,634.12	1,005.59	0.80	2,702.96	0.00	0.00	0.00	98,343.47

Note: GWP values are based on the IPCC Sixth Assessment Report.
Note: For electricity carbon emission factors, since the 2024 electricity carbon emission factor was not yet announced during the greenhouse gas inventory verification, a factor of 0.494 kg CO_2e/kWh was used for calculations.

Greenhouse Gas Inventory and Verification Targets

Taiwan

Current achievements

Completed the greenhouse gas inventory for our Taiwan offices (Hsinchu Science Park/Zhubei/Taipei/Tainan) and passed external verification (ISO 14064-1: 2018).

Global

Short-to-medium-term

Next 1- 3 years

We are implementing a carbon management system to assist with the consolidated company's greenhouse gas inventory and verification process. This is scheduled to be completed by 2025, which is two years ahead of the schedule[Note] mandated by the competent authority, based on MediaTek's applicable timeline.

Long-term

Next 3-5 years

We will continue to conduct the consolidated company's greenhouse gas inventory and verification per year using the carbon management system.

Note: Sustainable Development Roadmap for TWSE/TPEx Listed Companies promulgated by the competent authority

Green Transportation

Item	Description	Effects
Shuttle bus services for commuters	‣ Since 2015, we have offered employee shuttle buses at fixed points to transport staff to and from work. This carpooling service not only helps reduce energy consumption and carbon emissions associated with commuting by car but also raise awareness of environmental protection concepts among employees.	‣ In 2024, a total of 67,921 passenger trips were recorded (four routes and seven scheduled shuttle trips for both morning and evening commutes), with an increase of approximately 17.5% compared to 57,826 passenger trips in 2023. We continue to optimize routes and promote carpooling services to improve efficiency.
Shuttle bus services between office buildings	‣ We provide shuttle bus services between office buildings in 20-minute intervals to reduce energy consumption and carbon emissions associated with commuting by car.	‣ In 2024, a total of 9,891 passenger trips were recorded, an increase of approximately 54% compared to 6,442 passenger trips in 2023. We continue to promote this service to enhance efficiency.
M-Bike services between office buildings	‣ We provide ten bicycles for commuting between office areas without carbon emissions to encourage employees to adopt eco-friendly lifestyles and engage in regular exercise.	‣ In 2024, bicycle usage reached a total of 621 instances, marking an increase of 166 instances compared to 455 in 2023. This rise is attributed to improved convenience through e-management and the addition of new stations.
Company-owned e-scooters for security personnel	‣ We provide two e-scooters for office patrols and inspections by security personnel to respond to the trend of integrating environmental protection and transportation lifestyles.	‣ Total distance traveled amounted to 1,100 km in 2024, similar to the mileage in 2023.
EV charging stations	‣ In line with the low-carbon trend of electric vehicles, we have installed electric vehicle charging stations to improve convenience for employees and are continuously expanding their scale.	‣ In 2024, we expanded the scale to 21 stations, leading to an annual carbon reduction of approximately 241 metric tons. This is an increase of two stations and a carbon reduction of 67 metric tons compared to 2023.
E-scooter battery-swapping stations	‣ In partnership with Gogoro, we co-established the first corporate battery-swapping station in the Hsinchu Science Park.	‣ Launched in March 2023, the usage reached 30,467 instances in 2024, resulting in an annual carbon reduction of approximately 90 metric tons.

5.3.4 Water Resource Management

SDG 6.4

MediaTek's offices source water from local water treatment plants. In 2024, with the continued expansion of our IT data centers and an increase in employee numbers, we consumed a total of 525,064 metric tons (approximately 525 million liters) of water, representing a 3.6% increase from the previous year. Despite the increase in total water consumption, MediaTek continues to implement water resource improvement plans and various water reduction measures, thus achieving total savings of approximately 23,376 metric tons. In terms of risk management, the WRI Aqueduct tool was used to simulate the IPCC RCP 8.5 scenario to simulate and confirm that the sites in Taiwan are not located in areas with high water stress. Our wastewater is mostly domestic sewage. It is discharged into natural water bodies upon treatment in wastewater plants in a unified manner in accordance with regional regulations to avoid local environmental impacts. The total discharged wastewater quantity of 218,300 metric tons (around 218 million liters) in 2024 is 1.6% more than the previous year for the same reason as the said increase water consumption.

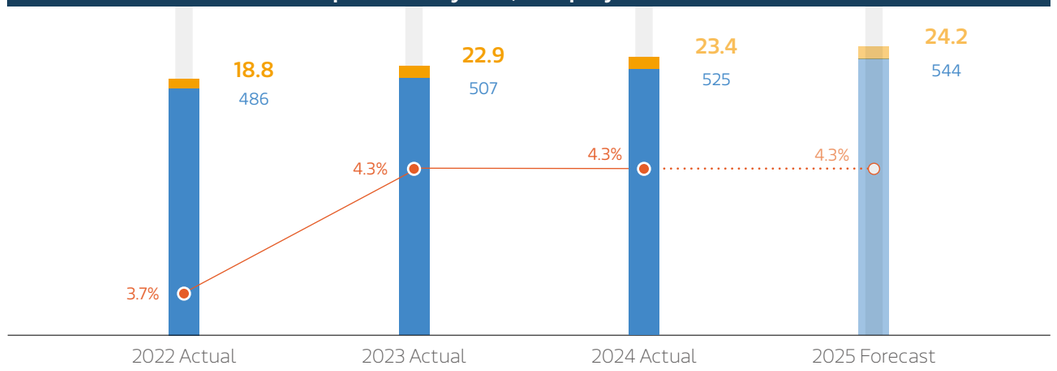
Water consumption for the past three years

Year	2022	2023	2024
Water intake (million liters)	486	507	525
Water consumption (million liters)	283	292	307
Water discharge (million liters)	203	215	218

Note: One metric ton of wastewater is approx. equivalent to 0.001 million liters

Item	Effects	Adopted Improvements
Equipment Replacement	**Water savings of 8,216 tons**	Enhanced efficiency: Utilization of water-saving devices (incl. automatic faucets, water-saving toilets, and use of water-saving faucets for washing water in recycling areas)
Water Resource Recycling	**Water savings of 839 tons**	Installation of rainwater recycling tanks - recycled rainwater can be used for cooling towers
	Water savings of 14,320 tons	Condensed water from air conditioning systems and recycled RO water can be utilized for garden irrigation to reduce the waste of water resources

Water consumption, water savings and water saving rate in the past three years, and projections for 2025



Note: Scope: Offices in the Hsinchu Science Park, Zhubei, Taipei, and Tainan offices (100% coverage)

(Million liters)

Water consumption Water savings Water conservation rate

5.3.5 Waste Management

SDG 12.5

First enterprise in the Hsinchu Science Park area to set up a resource recycling machine in cooperation with EPA.

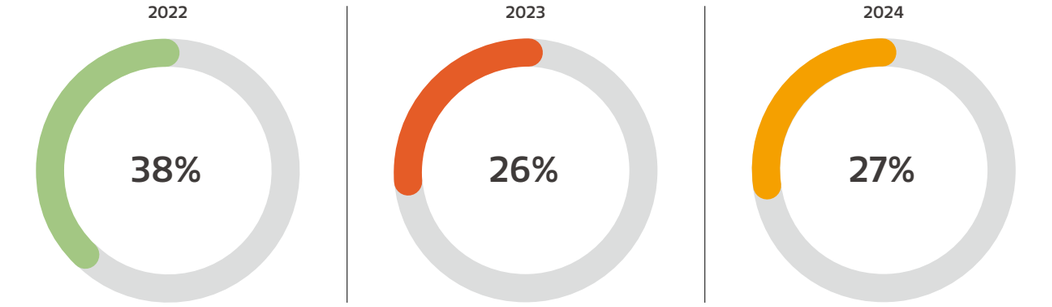
We reinforce waste management and prioritize waste reduction to realize the goal of resource recycling and reuse. Sorting, recycling, reuse, and proper treatment is carried out in a conscientious manner. In addition, ongoing improvements are implemented in the fields of waste storage, transportation, and treatment and environmental impacts. MediaTek selects qualified manufacturers for waste disposal and reuse operations in a rigorous manner and conducts non-scheduled audits of the legality of waste clearance processes to fulfill its supervision responsibility. In 2024, our waste treatment and recycling rate was 27%. We will continue to increase the recycling rate or reduce the amount of non-recyclable waste to achieve continuous improvement goals. In addition, we are the first enterprise in the Hsinchu Science Park area to set up a resource recycling machine in cooperation with EPA and offer detailed information on our achievements as a reference for other companies.

Waste Treatment Statistics for the Past Three Years

Category	Waste category	Treatment method	2022 Treated quantity (metric tons)	2022 Percentage (%)	2023 Treated quantity (metric tons)	2023 Percentage (%)	2024 Treated quantity (metric tons)	2024 Percentage (%)
General business waste	Domestic waste	Incineration	99.07	45.33%	130.55	59.13%	132.08	56.69%
	Waste paper	Recycling	60.12	27.51%	46.32	20.98%	48.95	21.01%
	Waste iron container	Recycling	0.18	0.08%	0.14	0.06%	0.15	0.06%
	Waste aluminum container	Recycling	0.18	0.08%	0.00	0%	0.15	0.06%
	Waste lighting source	Recycling	0.05	0.02%	0.00	0%	0.00	0%
Hazardous business waste	Scrapped electronic parts and components scraps and defective products	General reuse	58.95	26.98%	43.78	19.83%	51.65	22.17%
Total			218.55	100%	220.79	100%	232.98	100%

Note 1: Hazardous business waste mainly comes from defective products returned by suppliers for testing purposes. MediaTek is a fabless IC design company, so it does not generate hazardous business waste from manufacturing processes. All waste listed in the table above is disposed of off-site.
Note 2: Hazardous industrial waste treatment method: First, waste undergoes crushing to facilitate the extraction and reuse of precious metals. The remaining material then undergoes stabilization treatment.
Note 3: The increase in domestic waste in 2023 and 2024 is mainly due to an increase in employee headcount.
Scope: Offices in the Hsinchu Science Park, Zhubei, Taipei, and Tainan offices (100% coverage)

Recycling rate in the most recent three years



Note 1: Recycling rate = Recycled quantity / Total general business waste quantity
Note 2: The 2023 recycling rate was corrected in the table above due to data errors.
Note 3: The higher recycling rate in 2022 was mainly due to a significant scale-up in the Company's operations and various internal unit relocation adjustments, leading to a larger amount of wastepaper generated and thus an increase in recycled quantity.



5.4 Environmental Protection and Biodiversity

Following the official release of the Taskforce on Nature-related Financial Disclosures (TNFD) in 2023, global attention to biodiversity issues has grown significantly. MediaTek recognizes the critical importance of biodiversity to the Earth's ecosystems and understands the key role that forests play in maintaining ecological balance, regulating the climate, and providing essential resources for human survival. Therefore, MediaTek supports international initiatives such as the United Nations Convention on Biological Diversity (CBD), the Kunming-Montreal Global Biodiversity Framework (K-M GBF), as well as the Sustainable Development Goals (SDGs). We have drafted MediaTek Biodiversity Statement in 2024, which is scheduled for release in 2025.

Our Actions

New building construction to protect local native species and connect with local culture

Collaboration with National Taiwan University to preserve old trees at our Hsinchu HSR Office Building

The construction of MediaTek's Hsinchu HSR Office Building began in 2024. During the overall building construction period from 2022 to 2027, MediaTek is partnering with National Taiwan University on an industry-academia collaboration project. The existing century-old banyan tree and the "Shisan Jia Bogong Temple" on the site will be transformed into an old tree cultural park and civic plaza for public recreation. We have invested over NT$ 10 million in project funding for the maintenance of large trees during construction, including pest and disease control, nutritional supplementation, aerial root guidance for structural improvement, tree shaping and pruning, and habitat soil improvement, to minimize the impact on the banyan tree's growth during construction. In addition, MediaTek will construct an elevated connecting bridge and open it to the public. Besides connecting Hsinchu HSR Station and the new office building, the bridge will extend to the Hsinchu Biomedical Science Park behind the building, to facilitate public access and demonstrate MediaTek's care and commitment to the community.





Brown Root Rot Treatment and Protection Plan

At the newly constructed HC-F building in the Hsinchu Science Park, we invested NT$ 3.5 million in protection plan for tree habitat remediation and brown root rot treatment. This effort preserved 113 existing precious native tree species, such as Loblolly Pine, Japanese Black Pine, and Camphor trees, contributing to the ecological environment of the Hsinchu Science Park.

Native Species Preservation and Ecological Engineering Methods at Tongluo Building

At the building under construction in the Miaoli Tongluo Science Park, MediaTek has invested NT$ 6.6 million to create diverse biological habitats. This includes the preservation of 9 existing native trees such as Pigeon Wood, with the addition of 194 newly planted native trees, which is built with a multi-layered planting design to create a small forest. In terms of building materials and construction methods, all areas within the site, except roads, are paved with grass pavers to achieve permeability and greening effects. The green belt drainage system features pebble ditches for water retention, ensuring that the entire site is equipped with both natural preservation and water permeability/retention functions.

MediaTek's "Genius for Home" Local Support Initiative

MediaTek's "Genius for Home" program enters its seventh year. In 2024, 11 teams applied for local support. Among these, CoCoTree Technology was officially founded and began operations in 2023. Through "nature-based" solutions, CoCoTree provides comprehensive and precise quantifiable forest management information to maintain the sustainability of forest environments. Currently, CoCoTree Technology has partnered with the Kaohsiung City Agriculture Bureau on a project to manage 438 hectares of forest land and is further planning to enter angel round funding.

For more information, please refer to 6.1 Digital Social Innovation of the report.

MediaTek Employees Planted 660 Tree Saplings

On Arbor Day 2024, about a hundred MediaTek employees took volunteer leave to personally plant 660 tree saplings at the coastal forest at Hsin Yue Beach in Zhubei.

For more information, please refer to 3.4 Diverse Channels to Enhance Employee Engagement and Two-Way Communication of the report.



CH6
Community Engagement

MediaTek aims to leverage its core capabilities and technologies to foster innovation, facilitate practical implementation, and cultivate technological talent while promoting digital social innovation. The goal is to lay a strong foundation for Taiwan's tech talent, build momentum for Taiwan's industries, and use technology to solve social problems.

6.1 Digital Social Innovation
6.2 Strengthening Technological Foundations and Talent Cultivation
6.3 Social Welfare and Engagement

ESG Highlights

100+ schools education innovation

Responding to educators' urgent need for AI technology, MediaTek held its first "AI Day for Educational Innovation", to provide cross-disciplinary support to teachers of various subjects, enabling them to explore AI teaching applications and accelerate AI adoption in more than 100 schools. The ongoing "STEM Course Maker" program promotes the integration of emerging technologies into instruction, helping 109 schools transform their technology classes.

350+ ecosystem partners accelerating social solutions

The "Genius for Home" initiative, in collaboration with ESG partners Arm, Cadence, and ASE, has become Taiwan's largest digital social innovation platform with expanded social influence. Through the MediaTek Assistants platform, the initiative attracted over 350 innovative proposals in its initial stages, helping social innovation teams accelerate the development of solutions to social problems.

>93% STEM female talent retention

The "Girls! TECH Action" initiative focuses on talent issues and encourages women to participate in STEM fields by systematically removing barriers to entry. The program continuously tracks participants for up to 1.5 years, with 93.8% of participants continuing to pursue STEM-related courses; 75% of female university students believe that participating in the workshops has significantly impacted their subsequent learning and career choices.

"Genius for Home" initiative and Local Realization Program

Highlights

For Taiwan's largest private "Tech for Good" competition, over 40% of shortlisted teams continue their operations to date, resulting in the establishment of 19 companies and four non-profit organizations, which demonstrates long-term social impact. In 2024, 362 proposals were received for the program. Historically, registered teams have come from 336 townships across Taiwan, covering 91% of all townships and districts nationwide. To date, over 63 MediaTek executives have served as team mentors, making the competition a platform for co-creating value between corporations and social practice.

Focal points

Collaborating with ESG corporate partners to facilitate social innovation implementation

In 2024, MediaTek partnered with ESG-focused companies—Arm, Cadence, and ASE—in the semiconductor industry. Together, we formed a team of mentors to offer diverse corporate perspectives and connect resources to help social innovation teams refine their proposals and achieve impact.

Arm mobilized its internal technical teams to assist the "Dance-Pose" team in strengthening its AI technical capabilities.

- ASE provided its group's facilities and net-zero experience, giving "Love Life" and "Algae Interceptors" access to tangible resources.
- Cadence, leveraging its insights into social impact and marketing experience, accompanied "Party Animal Academy" and the "Taiwan Sustainable Home Association" in optimizing their project goals and implementation methods.

Up to 95% of teams reported that corporate consultants effectively helped them solve problems.

75%

Of these, 75% of teams considered project implementation and goal clarification to be the greatest reward.

65%

A total of 65% of teams believed they improved their technology-related skills for proposals.

Success story

Expanding impact through implementation: Advancing to the next stage of organized operations

Art for All (intergenerational living arts lab) aims to provide creative care and companionship through AI to alleviate social isolation caused by depression and dementia among the elderly. The team registered as a legal entity in 2023 while participating in the competition. After the competition, it continued to increase its instructors and plan both in-person and online workshops. In 2024, it conducted 14 community classes in Yilan, New Taipei, and Taipei, impacting over 200 participants. They also plan to apply for government subsidies and seek corporate sponsorship and collaboration opportunities in 2025, hoping to launch public fundraising for sustained operations.





STEM Course Maker Program

Highlights

Now in its fourth year, the "STEM Course Maker" program has supported a total of 109 elementary and junior high schools to offer mechatronics programming courses. It helps teachers develop the ability to create their own courses and to guide students in solving real-life problems using technology. In 2024, the proportion of interdisciplinary teachers in the program increased to 15%, including science, mathematics, and English teachers, as well as homeroom teachers. These teachers integrated "Tech + N (interdisciplinary)" topics, further enhancing the program's diversity and scalability.

Focal points

Identifying needs in the field: MediaTek's refurbished laptops for schools and collaboration with teacher communities to promote generative AI.

Through classroom visits, it was observed that some schools were using outdated teaching laptops and faced difficulties in purchasing new ones. MediaTek proactively launched the Refurbished Laptop Program to replace hard drives and reinstall systems on its retired but functional laptops, making them suitable for classroom use In response to AI development trends and recognizing teachers' lack of suitable platforms to integrate generative AI (GAI) with coding education, MediaTek collaborated with the Study for Ability (S4A) teacher community in 2024. This initiative integrated the elementary and junior high school block-based coding platform with MediaTek Assistants, MediaTek's GAI platform, and fully sponsored usage fees, thus enabling teachers to seamlessly incorporate GAI content into existing coding courses.

In 2024, the program supported 42 elementary and junior high schools in offering technology courses and clubs, cumulatively reaching 1,008 junior high students and 745 elementary school students.

- Up to 50% of the "Course Maker" courses supported by this program were the first-time technology courses offered at those schools.
- The refurbished laptop program donated 55 units to three schools, thus significantly improving their teaching efficiency. This program is planned to become a regular initiative to continue assisting more schools in enhancing infrastructure.

Success story

Course Makers demonstrate diversity through interdisciplinary technology, with alumni continuously returning voluntarily to develop GAI teaching applications.

Ms. Hsu, a teacher at Ganghe Elementary School, rapidly grew from a tech novice to a proficient technology teacher through the program. She not only teaches technology courses but has also won awards in technology competitions. As an English teacher, she integrates technology with English learning and has co-created a vocabulary review assistant with her students through programming. Mr. Su from St. Paul's Bilingual Elementary School is an alumnus of the "Course Maker" program. He consistently returns for training sessions during winter and summer breaks. In recent years, he has focused on learning to combine GAI with programming software and hardware applications, and has successfully developed a dangerous swimming posture recognition system with his students using the GAI API.



Girls! TECH Action - Tech Girls Future Design Workshop

Highlights

The "Girls! TECH Action - Tech Girls Future Design Workshop" is designed for junior high school students and their parents, with a focus on career anchoring. It specifically aims to help girls and their parents systematically address barriers to women entering STEM fields. The activity emphasizes the social relevance of STEM fields to increase female interest and confidence in technology. It also extends its influence through a school ambassador program to encourage girls to demonstrate leadership.

Focal points

Systematically addressing key decision variables with long-term impact tracking

With reference to domestic and international literature, the program systematically breaks down key influencing factors and designs corresponding activities and courses in workshops, to encourage girls to overcome barriers and explore diverse fields. To ensure the long-term effectiveness of the program, a long-term tracking mechanism has been initiated after the activity. It tracks participants' subsequent learning and career choices to evaluate the effectiveness of the activity design and to optimize future planning.

93%

of participating students reported a strong willingness to include technology in their future learning.

93.8%

of female university participants continued to take STEM-related courses after the workshop.

- One and a half years after the activity, 75% of female university students and 67.7% of female junior high school students believed that participating in the workshop had a significant impact on their subsequent learning and career choices.

The sustained motivation for STEM learning and the encouragement of academic and career pathways demonstrate the critical and inspirational role this program plays in shaping women's career paths.

Success story

Participants showed a strong willingness to consider the technology industry as a career option after participating in the activity, which met their career development needs.

Dong, a student from Taichung Stella Matutina Girls' High School, learned about the outstanding achievements of female role models in science, both domestically and internationally, during the activity. and internationally, during the activity. Through discussions with female engineers, she gained confidence that women can excel in these fields and broke the stereotype of the tech industry as cold and indifferent, thus increasing her anticipation for a future career in STEM. Li's mother, from Taoyuan Fudan Senior High School, through a visit to MediaTek's headquarters and interactions with senior female employees, alleviated concerns about stress management in the tech industry. After the event, she expressed support for her daughter's choice to pursue a career in the tech industry.

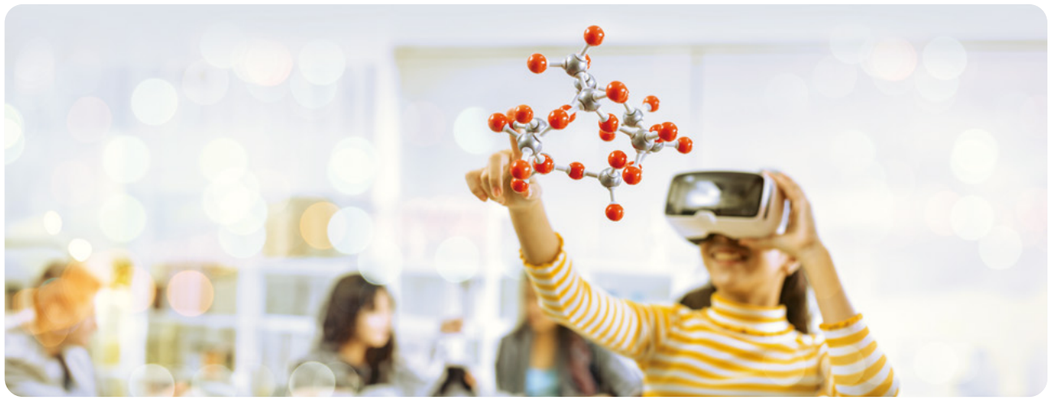


MediaTek Foundation

> **"By retaining an innovative spirit, leveraging the power of technology, and remaining committed, we can seize opportunities for growth and achieve sustainability."**
>
> — Ming-Kai Tsai, Chairman of MediaTek Foundation

Recognizing that talent is the cornerstone of competitiveness, MediaTek established the MediaTek Foundation in 2001. Guided by the core philosophy that "Knowledge drives a better future," the Foundation's operational framework is built on four key pillars: social innovation, technology cultivation, talent development, and public welfare and social engagement. With the "Theory of Change" as a strategic tool, the Foundation systematically plans and evaluates the inputs, activities, outputs, outcomes, and long-term impacts of its programs to ensure the most effective use of resources and continuous optimization of execution efficiency.

MediaTek's local implementation strategy encompasses a broad spectrum, from elementary schools to universities, from remote areas to cities, from local to central government, and even extends to academic research institutions. Through flagship programs, such as "Genius for Home," "STEM Course Maker," and "Girls! TECH Action," MediaTek actively addresses Taiwan's challenge of tech talent shortage, and dedicates efforts to cultivate diverse and innovative tech talent. These programs not only inspire creativity across Taiwan in using digital technology to solve social problems, but more importantly, they focus on narrowing the tech talent supply-demand gap, increasing female participation in STEM fields, and nurture future tech leaders with cross-disciplinary thinking. Through these efforts, MediaTek aims to build a more inclusive, innovative, and competitive tech talent ecosystem, thus laying the foundation for Taiwan's long-term technological development.



MediaTek Community Engagement Blueprint

Elementary to high schools | Central and local governments | Female technology talents | Remote schools | High Schools to doctoral students | Academic research institutions

Solid technological foundation

MediaTek adopts a dual-track approach of "enhancing technology teaching capacity" and "expanding the tech talent pool" to strategically strengthen the foundation of the tech talent pipeline, aiming to create systemic change within the tech talent ecosystem.

Talent Cultivation

We have continuously invested funds and human resources in industry-academia collaboration with domestic and international universities for over two decades. As technology develops, research leadership between industry and academia expands, significantly enhancing the cultivation of higher education talent in various technical fields.

Four Focus Areas of Local Concern

Value proposition

Knowledge drives a better future

MediaTek's social influence

Promotion of scientific knowledge dissemination

Bridging the knowledge divide and fostering accessibility to scientific education

MediaTek's social influence

Fostering of innovative technology application

Knowledge is a treasure; and practice is the key to unlocking it

MEDIATEK Innovative technology development

Social Innovation

MediaTek firmly believes that innovative applications of technology can effectively address social issues. Every citizen has the potential to create infinite possibilities by utilizing technologies. MediaTek calls for the commitment and support from all sectors of society to realize the goal of value co-creation.

Social Welfare and Engagement

As a corporate citizen, MediaTek closely monitors social needs and demonstrates its commitment to social solidarity through proactive social engagement and social welfare initiatives. Beyond providing aids in social emergencies, MediaTek also encourages its employees to actively participate in social interactions and make their own contributions to society.

Makers | Community association | Local organizations | AI talent | NPO

Beneficiaries

MediaTek focuses on the substantive impact of its programs through long-term and continuous strategic planning, targeting key challenges in education and society. We fully utilize the Company's core capabilities and resources to design innovative solutions that not only respond to current needs but also focus on future development, striving to create lasting change.

Transforming technological R&D into a driving force for social progress

Enabling the next generation to benefit from opportunities brought by widespread adoption of technology.

- Accelerating and scaling the adoption of emerging technologies in educational settings
- Focusing on talent to empower young women in STEM

Sharing the benefits of technological innovation with society

- Sharing emerging technologies to accelerate social problem solving
- Integrating coaching and practical acceleration to demonstrate social impact of technology

Educational Innovation

- STEM Course Maker
- Girls! TECH Action
- 1+1 Science Circle

Social Innovation

- Genius for Home

Implementing ongoing programs to address pain points in education and society, thereby facilitating continuous social change.



6.1 Digital Social Innovation

Harnessing digital technologies to address social issues is not the exclusive domain of private enterprises. MediaTek firmly believes that every citizen has the potential to create unlimited possibilities by utilizing digital technologies. In 2018, MediaTek launched the digital social innovation competition "Genius for Home" to encourage the public to use technology to develop solutions for issues affecting their hometowns. In addition, MediaTek supports shortlisted teams in implementing their proposals.

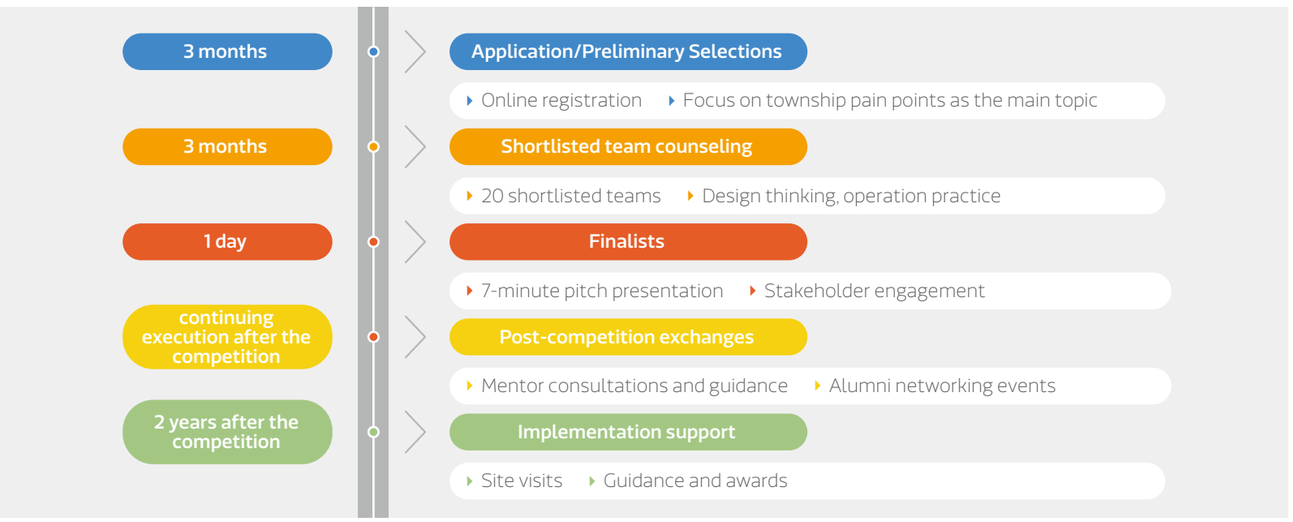
6.1.1 Genius for Home

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Social Innovation	Taiwan's largest Tech for Good competition aims to co-create social value by leveraging corporate core capabilities.		
It aims to co-create social impact with MediaTek based on local needs, along with public insights and solutions.	▸ 1,519 participants ▸ 34 consultants, mentors, and lecturers involved ▸ 362 innovative solutions ▸ Total training hours: 58 hours	▸ Through resource investment, training, and empowerment, the program fosters the development of a social innovation ecosystem and supports the implementation of local problem-solving solutions.	▸ Collaborates with three semiconductor ESG partners: Arm, Cadence, and ASE. ▸ Nurtures and supports 20 social innovation teams.

Practice-oriented social innovation and deep-rooted influence in local communities

Digital technology can be utilized as a tool for enhancement of problem-solving efficiency. The MediaTek Digital Social Innovation Competition titled "Genius for Home" was launched based on the fundamental belief that "everyone should make contributions to improve their hometowns". It calls on all citizens to provide solutions for social issues facing their hometowns through innovative application of digital technologies. Since its inception in 2018, seven competitions have generated 2,534 proposals for improving local communities. "Genius for Home" is more than just a competition; among the past 124 shortlisted teams, 44 teams have demonstrated strong determination for practical implementation after the competition, and received subsequent support to gradually implement their ideas and move toward impactful social innovation.



Submitted proposals

In 2024, a total of 362 proposals were received, and over 1,500 persons participated. The proposals to improve the hometown covered 179 townships and cities and touched on sustainable development issues, such as environmental sustainability, population aging, long-term healthcare, urban-rural disparity, and innovation in traditional industries, in line with the global SDGs and ESG.

Proposal submission period training

To expand social participation, proposal training workshops were offered earlier in the submission period for the first time. This aimed to lower the barrier for the public in preparing proposals. Workshops included "Market Analysis Introduction" and "Social Innovation Proposal Workshop," to guide participants to explore issues, propose value propositions, and how to evaluate the feasibility and market demand of social innovation proposals. This helps teams interested in the competition to clarify problem contexts and prepare suitable proposals for their communities.

Guided co-creation

During the two-month guidance and co-creation period, MediaTek and its three ESG partners collectively designated 24 senior executives to serve as mentors for the top 20 shortlisted teams. In addition, five founders and core partners from emerging social innovation organizations were invited as mentors. Three training courses were also offered to help the teams accelerate implementation and maximize their impact.



New venture mentors:

Five founders or core partners of emerging social innovation organizations served as mentors, and were matched with teams based on their proposal themes, progress, and current needs. For example, teams were grouped according to areas such as model validation, target audience communication, marketing strategy, brand building, and industry market focus.

Industry instructor & consultant team:

Composed of 15 MediaTek senior executives and nine ESG corporate partner mentors (three from Arm, three from ASE, and three from Cadence). Based on each team's current status, they provide practical assistance in various aspects, such as proposal presentation goals, impact clarification, cost analysis of existing solutions, and GAI & IoT technical consulting, to help teams solve their most pressing problems.

Training courses:

The courses are designed based on most beginner teams' common needs, including one compulsory "Business Model" course and two elective courses on "Cross-Industry Collaboration" and "Pitch Presentation." These aim to inspire team members to imagine more possibilities for their current proposals and take practical first steps toward implementation.



First prize

First prize: NT$1 million award:

Taipei Medical University Chimei Stationed Team

This team utilizes GAI to break through early intervention bottlenecks, to provide innovative solutions for child early intervention. Combining social prescriptions, digital family communication book, and an online consultation platform, the team works closely with parents, social welfare groups, and local governments in Chimei Township, Penghu County, to provide comprehensive early intervention services and continuous follow-up evaluations. Through short-term on-site presence and regular remote consultations, the team deeply connects with local needs to enhance children's developmental opportunities and parent-child relationships. This solution demonstrates great innovation, impact, and social significance and offers a sustainable solution for early intervention problems in remote areas. The team shared that receiving corporate consulting and support from the MediaTek Assistants platform during the competition was an unexpected gain. They consider "Genius for Home" one of the most dedicated competitions in which they have participated and felt the immense effort invested by the entire event team.

Implementation support

Now in its seventh year, the program continues to support past shortlisted teams in implementing their initiatives. This year, 11 teams applied for local support, the highest number to date. Beyond providing resources, this year's implementation plan also offered tailored guidance by matching teams in need with suitable industry mentors for consultation and support. Furthermore, an alumni networking event was held, bringing together 45 past team members to network and build opportunities for cross-cohort collaboration.

Individual consulting for participating teams

Since each team faces different issues and challenges, their needs are first consolidated and analyzed. Then, based on each team's nature, they are divided into two main categories: "general social innovation teams" and "school-based teams." Tailored to each team's characteristics, we invite professionals from various fields to provide professional guidance, thus effectively helping teams overcome difficulties encountered during the implementation process.

Alumni networking events

The social innovation teams cultivated over seven years of the "Genius for Home" initiative now span various facets of social innovation. The exchange of resources and opportunities among these teams has evolved into a vital platform that benefits all cohorts. In 2024, current teams were invited to participate in the event for the first time, aiming to allow alumni teams to meet each other, exchange industry information, and create potential collaboration opportunities. Besides updates and exchanges, since most teams often face challenges in business development and partnerships when accessing external resources, two practical lectures were held: "Cross-Industry Collaboration Experience Sharing" and "Business Development Experience Sharing," to help teams solve problems.

Track individual finalist teams for two years after the competition to validate actual implementation

2018	2019	2020	2021	2022	2023
Number of shortlisted teams					
20	20	21	21	21	21
Number of actual on-the-ground practices in the two years after the competition					
4	7	6	8	11	8
Ratio of actual implementations					
20%	35%	29%	38%	52%	38%
List of topics of primary concern					
• Female parenting and workplace support • Sustainable consumption • AI-based fruit selection and identification • Agricultural climate control	• AI-based breeding and cultivation • AED warning system • Pomacea canaliculate eradication initiative • Community information and tourism system	• Smart greenhouse control • Online sales platform for new immigrants • Baseball science adoption • IoT-based, automatic irrigation	• Preventing disasters in the country • Regional revitalization for tea farmers • Blockchain and marine ecology data • Digital transformation for lighting lamps in temples	• Net-zero and climate governance services • Local culture IP operations • Athlete career planning • Civic community environmental records	• Mental health care • Ecological environmental protection • Smart agriculture • GAI technology information learning platform

Art for All (Intergenerational Living Arts Lab)

The team registered as a formal organization in 2023 while participating in the competition. After the competition, it continued to increase its instructors and plan both in-person and online workshops, allowing more people to access art therapy. They will also launch public fundraising to acquire resources for sustained operations.



More information is available on their official website: Art For All

CoCoTree Technology

Formed and competed in 2022, Among these, CoCoTree Technology established its company and began operations in 2023. Through "nature-based" solutions, CoCoTree provides comprehensive and precise quantifiable forest management information to maintain the sustainability of forest environments. In 2024, CoCoTree has partnered with the Kaohsiung City Bureau of Agriculture on a project to manage 438 hectares of forest land and aims to secure future collaboration opportunities with other government departments.



More information is available on their official website:CoCoTree

Seven-Year team tracking survey

MediaTek's "Genius for Home" initiative has been a driving force in fostering social innovation in Taiwan over the past seven years. To better understand the current status and needs of past shortlisted teams, a comprehensive survey of 124 teams was conducted for the first time in 2024. MediaTek aims to continue providing substantive support through "Genius for Home" to help teams develop and achieve far-reaching impact.

Some of the teams have officially formalized their organizations and continuously developed and actively addressed local community issues. Over 36 teams remain in operation, with 23 having registered as official entities—19 as companies and four as non-profit organizations.

The majority of teams (21 teams) reported revenues of less than NT$1 million in 2023, with resource maintenance as their biggest challenge. Technology and product development are also key areas of post-competition adjustment. Teams mainly seek assistance in introducing or connecting with networks and resources, clarifying operational direction, and establishing collaborative relationships.

Survey insights:

These findings reflect the persistent challenges faced by early-stage startups. While many teams have formalized their organizations, most remain in nascent stages, facing funding and resource constraints. The focus on technology and product development demonstrates their pursuit of innovation but also the difficulty of translating innovation into viable business models. The demand for networking and operational guidance further underscores the importance of external support for their growth.

This survey confirms the tangible achievements of "Genius for Home" in promoting social innovation and provides crucial insights for optimizing future support strategies. We will continue to deepen our support, particularly in resource connection, business model development, and long-term operations, to expand social impact and foster the long-term development of Taiwan's social innovation ecosystem.

Areas overlapping with priority locations for placemaking

The National Development Council has identified 134 priority locations (townships and districts) for placemaking. In 2024, 55 hometowns represented in the "Genius for Home" competition reached the promoted area earmarked for placemaking. Most of these townships (a total of ten) are located in Pingtung County, followed by Kaohsiung City (eight townships). Significantly, there were also "Genius for Home" proposals for Jianshi Township, near MediaTek's headquarters in Hsinchu City.

9 Most of these townships (a total of ten) are located in Pingtung County

8 followed by Kaohsiung City (eight townships).

County/ city	Reach	Reached townships/ districts	County/ city	Reach	Reached townships/districts
New Taipei City	1	Ruifang District	Taoyuan City	1	Fuxing Township
Hsinchu County	2	Wufeng Township and Jianshi Township	Tainan City	4	Xigang District, Qigu District, Beimen District, and Yanshui District
Miaoli County	1	Shitan Township	Kaohsiung City	8	Dashu District, Alian District, Jiading District, Yanchao District, Mituo District, Qishan District, Jiaxian District, and Namasia District
Taichung City	3	Waipu District, Heping District, Xinshe District	Pingtung County	10	Sandimen Township, Majia Township, Neipu Township, Taiwu Township, Linbian Township, Donggang Township, Manzhou Township, Nanzhou Township, Liuqiu Township, and Gaoshu Township
Changhua County	6	Puxin Township, Xizhou Township, Erlin Township, Dacheng Township, Fangyuan Township, and Ershui Township			
Nantou County	5	Ren'ai Township, Shuili Township, Mingjian Township, Zhushan Township, and Puli Township	Yilan County	1	Datong Township
Yunlin County	3	Linnei Township, Gukeng Township, and Kouhu Township	Hualien County	4	Xiulin Township, Fengbin Township, Wanrong Township, and Ruisui Township
Chiayi County	1	Alishan Township	Taitung County	5	Chenggong Township, Dawu Township, Beinan Township, Guanshan Township, and Lanyu Township

Satisfaction survey and feedback

A satisfaction survey was conducted among the 20 finalist teams who have completed the whole competition process:

- Overall, 100% of teams provided positive feedback on the incubation resources, event arrangements, and community connections of the competition, and are willing to recommend others to participate in future competitions. Up to 70% of teams expressed willingness to return and participate in future program-related exchange activities.
- During the competition period, teas conducted self-assessments on the completion of their competition goals, with the overall average score being 8.3 out of 10. Furthermore, 70% of teams reported achieving "unexpected" goals through their participation in the "Genius for Home" initiative. Teams felt that involvement strengthened team motivation and cohesion and allowed them to network with partners from different fields. Through training courses, corporate consultants' guidance, and mentors' advice, team members broadened their horizons and further reflected on their project's original intention.

Chala!

We feel very grateful for the practical advice from corporate consultants on market scale, pricing strategy, and product design during training. They also generously provided detailed advice and guidance for our competition presentation and recommended our applications to other social innovation programs. It is of great help in all aspects.



BuggiPro

During previous R&D, we emphasized technology and efficacy, while losing sight of our original intention. Through this participation, we formally re-examined the purpose of developing this technology, redefined our direction, and can now truly contribute to the industry.



6.2 Solid Technological Foundation and Talent Cultivation

6.2.1 Solid Technological Foundation

To actively respond to the urgent global demand for digital transformation and talent cultivation, MediaTek has strategically established a strong foundation for the tech talent pipeline through a dual-track approach: "enhancing technology teaching capacity (teachers)" and "expanding the tech talent pool (students)". This aims to create systemic change within the tech talent ecosystem. 2024 Technology Rooting Initiative: Key Themes and Core Programs:

Technology Rooting Focus	Tech Teaching Capacity			Tech Talent Pool
Focus	The "STEM Course Maker Program", the "GAI Promotion Program", and the "1+1 Science Circle" aim to cultivate key figures in education: frontline teachers. By empowering teachers in technology and science, these initiatives ensure that technology courses and science projects can take root and flourish within schools.			The "Girls! TECH Action" program focuses on increasing the representation of female students in STEM fields, to boost their interest and confidence in choosing these disciplines.
Core Program	STEM Course Maker Program	GAI Promotion Program	1+1 Science Circle	Girls! TECH Action - Tech Girls Future Design Workshop
MediaTek's Role	Program organization and activity coordination			
	• Teacher training: Summer empowerment, winter reinforcement • Funding: School course implementation, teacher independent research, and competition/exhibition participation • Platform sponsorship: MediaTek Assistant • Corporate refurbished laptops for schools	• Tool provision: GAI/ API procurement • Mindset building: Helping teachers understand the necessity of GAI tool adoption • Practical case sharing: AI Day	• Establishing a "1+1" platform for school resource sharing and mutual teaching support • Funding for execution • Organizing teacher training camps • Donating popular science books	• Female employee role model sharing • Arranging school/ department visits and lectures by senior female engineers • MediaTek headquarters visits.
Target	• For 2024, 61 teachers from 42 elementary and junior high schools who were passionate about technology education participated in our programs, benefiting 1,753 students through the courses they offered.	• We also supported 101 schools with teachers highly interested in GAI, reaching 2,212 teachers and students.	• In the 2024 academic year, our subsidized programs are projected to reach at least 130 teachers and 484 students from participating elementary, junior high, and senior high/ vocational schools.	• For junior high and high school girls interested in STEM careers, our 2024 selection process involved students from 8th grade through 10th grade, with 31 parent-child groups for a total of 62 individuals.

Tech Teaching Capacity

STEM “Course Maker” Program

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Technology Course Innovation Accelerator: Empowering Teachers to Develop Tech Courses, Supporting Students to Solve Real Problems!

Solid foundation for tech talent		Cultivating teachers with technology curriculum development capabilities in Taiwan	
Identifying highly motivated teachers and providing them with multifaceted support to facilitate the implementation of technology courses in schools.	▸ Up to 109 elementary and junior high schools have offered technology courses and clubs (since 2021). ▸ In 2024, 61 teachers received training, with each receiving 45.5 hours of training.	**Up to 92.9% of teachers introduced IoT and AIoT into their courses for the first time through this program.**	▸ For elementary and junior high schools keen on integrating technology into their teaching, ▸ We empower teachers, provide school subsidies, and offer students opportunities to solve problems using technology.

Now in its fourth year, the “Course Maker” program continues to support mechatronics control programming, IoT, and AI application courses in schools. As more people recognize technology as a versatile problem-solving tool, the proportion of “non-tech field” teachers in this year’s program increased to 15%. This includes science teachers leading students in building IoT devices for scientific experiments and English teachers collaborating with students to create vocabulary review robots through programming, showcasing the diverse applications of technology in schools. The program structure is as follows:

- **Participants:** Elementary and middle school teachers who exhibit a passion for technology education.
- **Training method:** Experienced frontline professional instructors in technology education serve as mentors, to provide four-day intensive training in summer and two-day retraining in winter, and lead school visits for exchanges during semesters and various technology education observation activities.
- **Multi-faceted resources:** Provides subsidies for school course implementation, teacher independent research, and participation in competitions/exhibitions, along with full sponsorship of MediaTek Assistants platform usage fees.
- **Program period:** 1+1 year. After one year of participation, teachers can choose whether to continue for a second year based on their needs.
- **Alumni system:** After completing the two-year program, participants become “Course Maker alumni.” While financial subsidies cease, alumni can continue to return for winter and summer training. In 2024, nearly 50% of alumni voluntarily returned for training.
- **Learning effectiveness evaluation mechanism:** Regular participant surveys during winter and summer breaks assess the gap between program support mechanisms and actual teaching implementation, and impact tracking surveys evaluate the substantive effectiveness of teaching.



▲ Cross-cohort group photo from the Course Makers' summer training.


▲ Course Maker instructors and alumni mentors leading small group discussions on course planning.

Practical achievements

In 2024, MediaTek assisted 42 elementary and junior high schools in launching technology-related regular courses or clubs. These schools are located in Hsinchu County/City (where MediaTek offices are located), Taipei City, Tainan City, and 16 other cities/counties. In 2024, 58 regular classes and 19 club classes were offered, covering 1,008 junior high students and 745 elementary school students. Building on the existing promotion structure, MediaTek expanded its innovative actions in three areas based on frontline needs observed to deepen support for “Course Maker” schools:

Fundamental Infrastructure

MediaTek’s Refurbished Laptops for Course Makers’ Schools

During classroom observations at course Makers’ schools, we noticed that some schools, we found that some schools, due to the high number of courses offered, faced insufficient computer classroom capacity. Others chose to teach in regular classrooms using laptops for greater flexibility in project-based learning (PBL) and problem-based learning) projects, which require mobility and discussion. However, these schools often had outdated laptops that would take five minutes to boot up and ten minutes to process a single program, thus significantly hindering lesson progress. Furthermore, with the “one tablet per student” policy, schools found it difficult to secure budgets for laptops, and tablets were unsuitable for technology courses requiring software-hardware integration and practical programming projects. Laptops, as fundamental infrastructure for technology courses, became a major pain point for some schools. A survey confirmed this was not an


▲ Even the donated laptop bags are highly useful for resource-scarce schools as essential bags for students attending outside training and competitions.

isolated case. The MediaTek Foundation partnered with MediaTek's IT Department in the first half of 2024 to launch the "Refurbished Laptops for Schools Program". They selected well-conditioned laptops from MediaTek's retired ones, replaced hard drives, and reinstalled systems and office software. In 2024, 55 refurbished second-hand laptops were sent to Yampu Junior High School in Pingtung, Guanpu Elementary School in Hsinchu, and Yongfu Elementary School in Tainan, all with urgent laptop needs. This initiative further enhanced the quality of "Course Maker" courses by improving teaching infrastructure.



▲▲ MediaTek's refurbished laptops, with updated software and hardware, are now serving technology courses at course creators' schools.

Innovative Collaboration

Partnering with the S4A Teacher Community to Promote GAI Education

Since its inception, the Course Maker Program has offered selected schools training in both technical aspects (programming, development boards, IoT, etc.) and teaching methodologies (problem-based/project-based learning, practical guidance for electromechanical projects, etc.). The rise of GAI, with its ability to perform tasks through natural language, further broadens elementary and junior high students' imagination regarding the potential of technology for problem-solving. However, most advanced GAI services on the market require payment. To address this, in 2024, the MediaTek Foundation partnered with the S4A teacher community, to integrate MediaTek Assistants' GAI features into "OSEP," an open-source block-based programming learning platform, for elementary and junior high schools, with the usage fees fully sponsored; and both online and offline teacher training was organized. Beyond teachers in the Course Maker Program, educators outside the program were also welcomed. This platform allows all teachers to seamlessly integrate GAI into existing programming and electromechanical lessons, thus allowing both teachers and students to effortlessly experience AI in their daily lives.



▶ The MediaTek Foundation held teacher training to guide educators on how to use OSEP and GAI to develop school-based projects.

Industry-Academia Bridge

Connecting "tech teachers" with the "tech industry" to understand future trends and practical cases

"I'm a tech teacher, but I'm not sure what the tech industry is doing right now. I always feel a bit uncertain when I'm teaching..."

Responding to feedback from teachers like this, the Course Makers Program, starting in 2024, added a "Meet the MediaTek Engineers" session to its winter exchange and summer training sessions. MediaTek's employees are invited to introduce the connection between semiconductors and daily life, as well as the work and career paths within the tech industry. The MediaTek Volunteer Club's Programming Education team is also invited to interact with course Makers. Industry engineer volunteers met with institutional course Makers to exchange experiences and perspectives on elementary and junior high technology education. Also, the annual Girls! TECH Action workshop now increases observation openings for teachers, allowing course makers to visit MediaTek headquarters. This provides technology teachers with the opportunity to get closer to the tech industry and enables them to better keep abreast of industry-relevant materials and case studies to share with their students.



▲ "Meet the MediaTek Engineers": (Right) winter session, (Left) summer session





Impact data from MediaTek's 3rd "Course Maker" Program (2023-2024)

Teacher aspect	Course aspect	Student aspect
Things that teachers think they have learned in this program:	What changes have been brought about by the program to subsequent courses according to teachers' self-evaluation:	According to the teacher's own observation, the overall change in students by the Course Maker Program is as follow:
Professional technology: ☑ Electromechanical control program: **96.4%** ☑ IoT: **89.3%** ☑ AI (e.g., machine learning): **85.7%** ☑ GAI (e.g., LLM API applications): **100%**	**92.9%** of teachers introduced any of the professional skills listed on the left "for the first time" in their courses	**25%** of the teachers believe that the size of the class (number of students) has increased significantly as a result of the Course Creator Program.
Teaching method: ☑ Computational thinking: **92.9%** ☑ Design thinking: **100%** ☑ Project or problem-oriented education: **92.9%**	**75%** of teachers introduced any of the teaching method listed on the left "for the first time" in their courses	**75%** of teachers assessed that students are willing to increase the amount of time they devote to their courses. **89.3%** of teachers assessed that students have improved their problem-solving skills.
Support Systems and Others		
50% of teachers self-assessed that the program has helped colleagues in their schools to better recognize the importance of technology education, and 57.14% of teachers noted that the program led to concrete support for tech education from colleagues or supervisors.	**96.4%** of teachers found a way to discuss STEM issues via this program.	**89.3%** of teachers believe that they can continuously develop up-to-date technology courses to strengthen students' problem-solving skills based on the Course Creator Program.

Teachers and students' feedback

Mr. Tsai-Chuan Liu, from Danfeng Elementary School in New Taipei City



The Foundation is incredibly thoughtful in every winter and summer return session by pairing new course makers with experienced mentors for discussions. The program is also very open to feedback and constantly refines its approach.

As a teacher without a tech background, joining "Course Maker" made me feel even more strongly that programming education should begin early. Students can write their own code and connect it to hardware, experiencing firsthand the continuous process of trial and error. This boosts their logical thinking, practical skills, and resilience – it's a rare experience that truly builds skills students can take with them! For instance, one student was on leave for a personal commitment on a Wednesday morning but still made a special trip to school in the afternoon just for the club class. We also have students who, despite having no prior programming experience, will independently research coding after class and even proactively share games they've designed in class!

Ms. Hsu Chia-Chen, from Ganghe Elementary School in Kaohsiung City

Students no longer see coding as just something done on a computer. Through hands-on practice, their practical abilities and problem-solving skills are strengthened, and the application of mechatronics has greatly enhanced their interest in technology.

The openness of the program allows teachers to freely unleash their creativity to encourage students to create their ideal models. For example, they have designed motion-sensing interactive games using development boards and trained English Kebbi robots to lead challenge games. These continuous and exciting activities help boost students' creativity and problem-solving skills!



I once saw a student, after several days of testing, finally discover a solution to a tiny coding error. When he excitedly told me, his eyes sparkled, as if finding that error was the most important thing in the world. That spirit of exploration and persistence deeply moved me as a teacher.

Tech Teaching Capacity

GAI Promotion Program

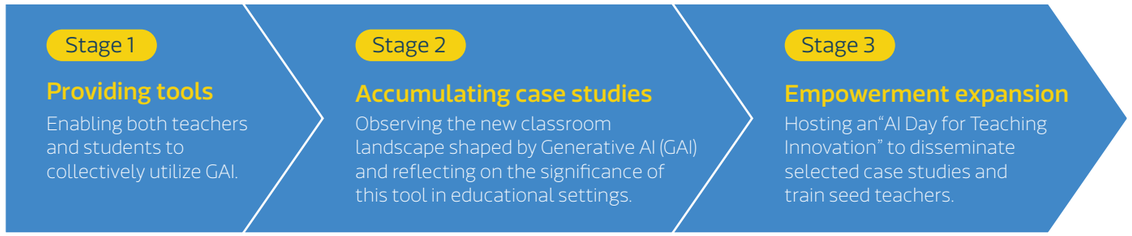
SDG 4.c

Breaking down traditional academic barriers and exploring the infinite possibilities of GAI in teaching innovation across diverse subjects like language, art, science, social studies, and special education.

Tech talent	Accelerating the integration of GAI into K-12 to facilitate teaching innovation		
Targeting highly motivated GAI "early adopter" teachers and providing them with essential tools and training resources to create innovative teaching examples.	Supporting 101 K-12 classes nationwide, reaching 2,212 students, and providing GAI tools for classroom instruction.	Post-activity surveys revealed that 97% of participating teachers intend to apply what they have learned in the classroom: ▸ 49% plan to use it for teaching administration. ▸ 38% plan to use it for teaching. ▸ 10% plan to share and disseminate knowledge within their schools.	Collaboration: Ministry of Education's Department of Information and Technology Education, Junyi Academy Foundation, and S4A teacher community

The MediaTek Foundation began promoting the practical application of GAI in technology education through the "STEM Course Maker" program in early 2023. Building on this success, and recognizing that GAI innovations extend beyond just technology classrooms, MediaTek launched the new "GAI Promotion Program" in 2024. This new initiative breaks through subject limitations and expands the sharing of GAI resources with the broader K-12 education community.

In its first year, the program aims to accelerate the integration of GAI in schools with the goal of creating "innovative teaching cases in real classrooms". By providing GAI tools and platforms to teachers and students, it supports the effective use of GAI in various fields of teaching. The program then selects innovative teaching case studies and further disseminates knowledge through additional teacher training activities.



Stage 1 Providing tools – Identifying needs and equipping educators

Our investigation revealed that approximately 20% of teachers, who were highly interested in GAI, were personally paying for paid accounts due to school reimbursement restrictions, for individual exploration and research. Furthermore, if these teachers wished to adopt GAI in the classroom for collaborative teaching experiments, they lacked a suitable GAI tool that both teachers and students could use together.

Recognizing these shortcomings, the MediaTek Foundation now offers subsidies through its programs for the procurement of GAI/API access to bridge the gap in what institutional budgets cannot cover. Furthermore, teachers can now apply for full class accounts for MediaTek Assistants, with all usage fees fully sponsored. This ensures that teachers who are eager to integrate GAI into their classrooms do not have to worry about high tool costs and can instead focus entirely on lesson design.

- In 2024, a total of 101 elementary, junior high, and senior high classes across Taiwan received support, with access to GAI tools for classroom instruction.
- This initiative reached a total of 2,212 teachers and students, with the top three subjects for implementation being technology, language arts (including Mandarin and English), and art.

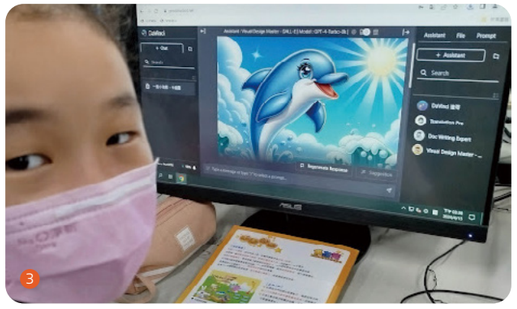
Stage 2 Accumulating Case Studies – Interviews and on-site exchanges to identify key applications of GAI tools in teaching

To better understand the potential benefits and risks of GAI in frontline teaching, the MediaTek Foundation conducted interviews and on-site classroom observations. These efforts have allowed us to witness firsthand the educational advantages brought by GAI: Mr. Chen-Tse Yang from Kaohsiung's Chung Shan Industrial & Commercial School integrated MediaTek Assistants into every life science class throughout the semester, which accelerated programming applications and allowed students more time for hands-on approaches related to real-life applications. In Mr. Ming-Yao Hsu's physics animation course at Changhua's Hunan Elementary School, image generation features replaced traditional digital drawing, enabling a single teacher to conduct interdisciplinary lessons. Mr. Chun-Fu Tseng from New Taipei's Haishan Elementary School used a comparison of GPT 3.5 versus GPT 4.0 in mathematics calculations to help students understand that GAI uses different models and can make mistakes, thereby strengthening their critical thinking skills. This has truly created a novel educational landscape. However, despite the innovation and convenience, interviews also revealed that some teachers, while adopting GAI tools, felt lost regarding the tools' significance, and admitted that while the tools seemed advanced, they failed to align with their existing curriculum.

- Three key questions for meaningful GAI integration: What is the teaching objective? How can GAI help the teacher achieve this objective? Does adding GAI truly make the teaching better?
- Through the questions mentioned above, the MediaTek Foundation helps teachers consider the necessity and significance of integrating GAI tools.







❶ Mr. Yang from Chung Shan Industrial & Commercial School used a GAI assistant to accelerate ideation for real-life applications in life science class.

❷ Mr. Tseng from Haishan Elementary School used AI to enhance students' independent thinking.

❸ Hunan Elementary School's physics animation class incorporated interdisciplinary elements with GAI.

Stage 3 Empowerment expansion– AI Day for Educational Innovation brought together 100 teachers from across Taiwan, advocating for "AI for Purpose, Not Just AI."

Gathering firsthand valuable experiences from frontline educators who are pioneering GAI teaching, the MediaTek Foundation held its inaugural "AI Day for Educational Innovation" on December 14-15, 2024. The event featured 30 practical GAI implementation cases across diverse fields, including Chinese literature, English, mathematics, social studies, arts, technology, natural sciences, special education, self-directed learning, and educational administration. It shared classroom practices, explored whether AI could add value to teaching, and discussed necessary measures for its adoption. The event also invited representatives from the Ministry of Education's Department of Information and Technology Education, the Junyi Academy Foundation, and the S4A teacher community to share government -and private sector-developed GAI tools, thus fostering public-private collaboration to provide diverse resources for frontline teachers.

In addition to the main agenda, recognizing AI's role in lowering the barrier to programming, an elective workshop titled "No Coding Skills Needed! Developing Your Own Teaching Games and Tools with AI" was held. The workshop guided teachers to use AI Coding to enhance productivity, and over forty educational administration tools (e.g., teacher labor and health insurance calculators, class scheduling systems) and



creative teaching tools (e.g., home economics ingredient unit conversion calculators, food and agriculture education animated games) were created on-site.

- The AI Day for Educational Innovation attracted 512 teacher registrations from across Taiwan; 100 teachers were selected after review, with an actual attendance rate of 99%.
- All presentations, recordings, and creations from this workshop are publicly available on the Foundation's YouTube channel for online viewing by those unable to attend: https://bit.ly/2024_aiday.

Online browsing

Teachers and students' feedback

AI Day Participants' Feedback (anonymous)

The caliber of participants at AI DAY was excellent. It felt great to listen and learn together, as everyone came with a mindset of learning and observation, readily engaging in exchanges. It was truly wonderful. We are incredibly grateful to the Foundation for organizing this educational event. For frontline teachers, having the opportunity to learn from fellow educators who have successfully implemented or are currently developing AI in their teaching is invaluable. It is particularly challenging, yet incredibly beneficial, to break free from subject limitations and find possibilities for our own practice and adjustments through the shared experiences of teachers from other disciplines and learning stages. I am taking what I learned back to share with colleagues and teaching partners at my school.



▶ Ms. Lin, who developed a teaching administration tool during the AI Coding workshop.

Ms. Hsueh-Chi Lin, Wufeng Junior High School, New Taipei City

I knew I could do counseling, but I never knew I could write code! Participating in AI DAY hosted by the MediaTek Foundation, I used AI coding to write my very first program to process daily teaching and administrative meeting minutes. The joy I felt at that moment was greater than giving birth! I got a taste of what it feels like to work as a programmer and gained a new understanding of what I am capable of. Suddenly, I feel like my future could be very different. Thanks to the AI Coding workshop consultants for helping a complete tech novice go from zero to something. And thanks to the MediaTek Foundation for letting me experience what it means to continuously learn, innovate, and create limitless possibilities!



Tech Teaching Capacity

1+1 Science Circle

SDG 4.b

Cultivating Tech Talent	Establishing Local Science Learning Ecosystems		
To foster locally operating science learning ecosystems, we are launching an initiative to create interconnected, local science education platforms through subsidized cross-school collaboration projects involving elementary, junior high, and senior high/vocational schools.	▸ This program includes 15 local science circles, with an estimated 130 in-school teachers, 484 in-school students, and 218 members of the public participating.	▸ We aim to support frontline elementary science teachers by building a platform for resource sharing and mutual teaching assistance, thereby improving the existing science learning environment.	▸ This involves a total of 30 schools, including 15 core elementary schools and 15 partner junior/senior high schools.

The Foundation's "National Elementary School Popular Science Hands-on Project," implemented over the past 12 years, has already helped over 25,000 elementary school teachers and students develop an interest and confidence in science projects through participation in national science fairs. However, we recognized that many remote schools were unable to take the crucial first step into science fairs due to resources and geographical constraints. This observation spurred the transformation of our program. In 2024, we launched the new "1+1 Science Circle" program. This initiative brings together a core school (elementary) with a nearby partner school (junior high/senior high/vocational school) to create a locally operating science learning circle. Teaching empowerment will be built within the core school, and learning resources will be shared across the 1+1 schools (partner schools). This approach aims to help remote schools build long-term, sustainable science teaching capacity, to ensure that both teachers and students at these schools widely benefit.



- **Target participants:** A "1+1" group consists of one elementary school paired with one neighboring junior high, senior high, or vocational school.
- **Role definition:**
  - **Core school:** An elementary school aspiring to establish a "local science learning ecosystem". Its teachers and students are the main beneficiaries of this program and the school is the site where program is implemented.
  - **Partner school:** A junior high, senior high, or vocational school seeking to "apply their science education knowledge, engage in mutual learning and teaching, and exert social influence".
- **Resources provided:** This includes project subsidies, teacher training camps, and popular science book donations.

Selection

In 2024, 15 science circle projects (totaling 30 schools) were selected. Throughout the entire academic year (September 2024 to August 2025), at least 130 teachers, 484 students, and 218 members of the public are expected to participate in the "1+1 Science Circle" projects across Taiwan.

The project's teacher training camp

The 2024 teacher training camp consisted of a one-day in-person training. The goal was to provide more content that teachers could take back to their schools and apply directly to their science circle projects. We approached the training by exploring the nature of scientific inquiry and practical approaches to inspire participating teachers' ideas for designing scientific inquiry course content. We also invited organizations at the forefront of education but outside the traditional system, such as "Science Monthly", "Learning in Science", and "Pley School". They offered perspectives, practices, and experiences different from those within the system, with a focus respectively on science writing, science teaching materials, and game-based camp design.

In addition to the representative teachers from selected projects, the training camp was open to representatives from non-selected projects. A total of 42 teachers participated, and their overall average satisfaction with the training camp was 96%. They expressed a desire for more opportunities to interact with teachers from other projects in the future.

Popular science book donations

To further enhance science learning environments, especially for schools with limited resources, MediaTek curated and donated 40 newly published popular science books from various fields. In 2024, 15 schools received a total of 600 books. These books are a vital resource for establishing robust science reading environments and serve as valuable material for core and partner schools to collaboratively brainstorm and design science learning activities.





Teachers' feedback

> **Ms. Kao, Datong Elementary School, Kaohsiung City**
>
> Every course has its goals, but typically, a teacher facing over 20 children, with about a third struggling to keep up, has to adjust their objectives for that group, delaying progress and even dedicating 60-70% of their effort to those few. However, with the assistance from our partner school, those children who were falling behind can now keep up, allowing the class to proceed smoothly and meet its objectives.
>
> When students overcome technical hurdles and create something substantive, not only do they feel a great sense of accomplishment, but as a teacher, I also enjoy the teaching process. All of this encourages me to continue leading science camps and engaging in exploratory courses with the children.

Mr. Chung, Sizhen Junior High School, Taichung City

Since Sizhen Junior High School and Longhai Elementary School teamed up to promote STEAM education, it has had a profound impact on our teaching environment. It has boosted students' learning interest and fostered teachers' professional growth, leading to a much tighter integration of science and art education.

In terms of teachers' professional development, through the cross-school STEAM community's collaborative lesson preparation and course development, teachers are no longer confined to teaching a single subject. Instead, they actively explore how to combine diverse fields of science, engineering, and art. This interdisciplinary teaching model sparks more innovative ideas during lesson preparation, enhances our ability to design courses, and makes teaching more flexible and more creative.

Tech Talent Pool

Girls! TECH Action - Tech Girls Future Design Workshop

SDG 4.4 SDG 4.7 SDG 5.5 SDG 5.b SDG 8.2 SDG 9.5 SDG 10.3

Female tech talent	The program is designed to systematically address key factors influencing girls' academic and career choices in technology. We work with top universities to explore both academic and career paths, fostering the next generation of female tech talent.		
This involves incorporating crucial elements, such as "social impact of technology", "financial literacy", and "real-world industry experiences," to cultivate girls' interest and confidence in the tech field.	‣ Participants showed a 13% increase in confidence regarding their future career planning, and 93% of participants expressed a high willingness to incorporate technology into their ongoing learning in the future.	‣ The program also helps participants recognize the societal value of STEM professions, to challenge existing stereotypes about the tech industry and encourage them to consider it for their future career development.	‣ This program was jointly planned with National Tsing Hua University's (NTHU's) College of Education and College of Electrical Engineering and Computer Science. MediaTek employees also contributed by sharing their insights.

To actively respond to Taiwan's talent development challenges and encourage female talent to embrace the tech field, the MediaTek Foundation launched the "Girls! TECH Action" program in 2023. Based on both domestic and international research on women in STEM and observations from related activities, the program focuses on junior and senior high school students and their parents, and collaborates with top universities to explore both academic and career paths simultaneously. This involves hosting "Girls! TECH Action: Tech Girls Future Design Workshop" for junior and senior high school students.



Focusing on critical talent issues, Singapore's CNA produced a special feature titled "Taiwan's tech industry taps female talent pool amid labour shortage." The report highlighted the Foundation's "Girls! TECH Action" workshop, and discussed how companies were leveraging educational programs to reverse gender imbalance in the tech industry. It effectively shows how these efforts reduce the "leaky pipeline" phenomenon for women in STEM fields, and encourages more junior and senior high school girls to enter science, technology, engineering, and mathematics (STEM) fields, to fully unleash their potential in technological innovation!

Amidst the global challenge of a tech talent shortage, both Taiwan and Singapore are highly concerned about this issue. The tech industries in both countries are actively seeking ways to unlock the potential of female talent, hoping to alleviate the talent crunch and diversify industry development. Through education and related programs, we are committed to increasing female participation in STEM fields, to ensure that technological innovation benefits from more diverse perspectives, thus helping address current talent demand challenges.

Eligibility

MediaTek's "Girls! TECH Action" program is the first enterprise-led parent-child workshop, focusing on women in tech and reaching down to junior high school students. Research from both domestic and international literature indicates that the age of 10-14 is critical for developing interest and confidence in STEM careers. Therefore, the workshop lowers the participant age to junior high school students and invites parents, the most influential stakeholders in future university major decisions, to participate with their children. The aim is to build confidence in girls to embrace STEM fields while establishing a supportive system around them.

The program selects 31 parent-child groups, totaling 62 individuals, from 8th grade through 10th grade. The goal is to inspire interest and build confidence through a two-day workshop, with a focus on academic path exploration and technology workplace experience. We arranged face-to-face interactions between students and parents with role models, such as female engineer mentors, senior university students, and professors, to enhance participants' career motivation and strengthen the social relevance of their studies to tech careers. Additionally, by venturing out of school for industry environment experiences and incorporating financial considerations into career choices, the workshop cultivates girls' interest and builds confidence in the tech field.

Recognizing that girls in regions outside of northern Taiwan have fewer opportunities to access STEM learning resources, we reserve spots for students residing in remote areas. This year, 48.4% of participants came from non-six special municipalities, and selected participants received full transportation and accommodation subsidies to alleviate financial pressure on families.

Workshop design background

To ensure that the "Girls! TECH Action: Tech Girls Future Design Workshop" effectively impacts participants and achieves its influence goals, the activity was designed by referencing academic research and international practices. It also adopted four key design validations to provide a basis for future expansion of impact:

Design and validation 1 **Role models and self-efficacy**

Through female role models in the technology field, the program breaks down gender stereotypes, and helps junior and senior high school girls establish career anchors. Literature suggests that appropriate role models can increase a sense of belonging, while overly unattainable role models might decrease confidence. Therefore, the workshop invited MediaTek female engineer mentors, professors from NTHU's Electrical Engineering and Computer Science, and senior university students to interact face-to-face with junior and senior high school students. For example, young female MediaTek engineers shared their workplace experiences and their journey of overcoming challenges. We also invited female professionals in the tech industry from non-engineering fields, such as HR personnel and female volunteers from the MediaTek Volunteer Club, to share their experiences, showcasing the diversity of female professional talent in the tech industry. This motivates girls to enter STEM fields and become a critical minority in technology. Post-activity surveys revealed that exposure to accessible female role models helped female students break through preconceived notions about future career in the tech industry, thus boosting their confidence and increasing the likelihood of choosing related careers in the future.





Design and validation 2 **Social impact of technology and motivation to engage**

Key factors in building female students' interest in STEM and its connection to careers include social relevance and career anchoring. Women tend to choose work with social impact; thus, emphasizing how STEM careers can change the world helps boost their learning motivation. Literature indicates that women place greater importance on soft skills and the social value derived from a profession. Therefore, the workshop included visits to NTHU's Electrical Engineering and Computer Science Departments. Through sharing by professors and female engineer mentors on the professions, students learned how technology solved societal problems, thus boosting their confidence and alleviating concerns women might have about choosing tech-related jobs. We conducted multiple communications and rehearsals with visiting scholars and MediaTek female engineer mentors before the event to ensure that, in addition to discussing technology's social impact, students could participate in hands-on activities. For example, we designed an activity where students personally operated an AI model simulating cancer targeted drug synthesis to strengthen social connection and increase female students' identification with the field. Post-activity surveys indicated that experiencing laboratories firsthand and solving real-life problems helps students imagine the impact they can have in professional fields, thereby increasing their motivation to engage in STEM fields.

Design and validation 3

The Motivational Impact of Financial Literacy on Pursuing Tech Careers



International research indicates that financial literacy significantly influences women's career choices and impacts economic independence and self-realization. The workshop invited a university professor to teach a financial literacy course, connecting career choices to the real world from a financial perspective. Students calculated their estimated annual expenses at age 35, helping them understand how to manage future income, expenditures, and risks effectively. Through data analysis of career development, the course also helped girls understand different professional profiles, and provided diverse perspectives to evaluate career options and assist in building career expectations. Post-activity surveys revealed that the financial literacy and risk management courses broadened students' perspectives on career considerations, helping to strengthen their motivation for tech careers.

Design and validation 4 **Direct exposure to industry environment to overturn stereotypes**

Observations from activity registration forms showed that students were interested in the tech industry but lacked understanding and felt uncertain if they were suited for it. To address this, the workshop organized an "Unboxing! MediaTek Headquarters" activity, leading students on an on-site visit. They interacted with female MediaTek mentors from various professional backgrounds, including AI, IC design, algorithms, and human resources, to learn about the potential for growth in different tech fields, as well as the Company's benefit measures and diverse and inclusive environment. We aim to break down parents' and students' stereotypes about the tech industry through hands-on experience, and encourage more girls to confidently enter the tech field. Post-activity surveys indicated that most students overcame their stereotypes of the tech industry as being socially isolated and lacking interaction. Parents mostly expressed a change in perspective toward the tech industry and stated they would encourage their daughters to bravely become "tech girls".

Focal data

To keep abreast of the program's effectiveness and impact, in addition to post-activity surveys for current participants, a follow-up tracking was conducted for participants from the previous year (2023), one to one and a half years later, to understand the program's sustained influence on participants' subsequent learning and career choices.

Post-activity feedback questionnaire

- Through visits to MediaTek and interactions with female mentors, positive perceptions of the tech industry increased, with an average score of 4.83 out of 5 points.
- After the activity, the average score for junior and senior high school girls' understanding of tech-related departments increased significantly by 22%, reaching 4.6 out of 5. Additionally, 93% of participating students reported a strong willingness to continue engaging in technology learning, and there was a 13% increase in their confidence regarding future career choices.

To ensure the program's sustained impact, a follow-up questionnaire was conducted one year after the activity for previous participants:

- Up to 75% of female university students and 67.7% of female junior high school students believed that participating in the workshop had a significant impact on their subsequent learning and career choices.

Actions taken in STEM fields by participants after the workshop, as per the survey:

- University students:93.8% continued to take relevant courses or credits in STEM fields; 75% participated in STEM-related research projects or internships; 56.3% began self-directed learning on new STEM skills (e.g., programming languages, data science, and mechanical engineering) after the workshop.
- Junior and senior high school participants: 56.2% began planning STEM-related higher education or career paths after the workshop; 56.2% opted for STEM-related elective courses or tutoring classes; 43.8% began self-directed learning on new STEM skills (e.g., programming languages and data science) after the activity.

The follow-up survey confirmed the "Girls! TECH Action" program's influence and sustained effect. In the short term, the program successfully increased participants' awareness and interest in STEM fields, particularly their understanding of tech-related departments and confidence in future choices. Long-term tracking results further demonstrated that the program had a continuous positive impact on participants' learning and career choices.

The survey results confirm the importance of early intervention and continuous support. With practical corporate visits and role model interactions, it is possible to shape participants' positive perceptions of the tech industry. In the future, we will further strengthen long-term support mechanisms, such as establishing continuous mentor programs or providing advanced learning resources, to help more women build confidence and develop in STEM fields.

School Ambassador

To extend the workshop's impact, encourage girls to exhibit leadership, and enable participants to inspire more girls with their own achievements, "Girls! TECH Action" established the "School Ambassador" program. This program allows participating girls to apply for funding after the workshop to organize relevant lectures and activities at their own schools, to inspire more girls to bravely embrace their interests and explore tech career possibilities.



▲ Students Huang and Chuang from Yilan Senior High School served as School Ambassadors and returned to their school to host the "Tech Girls Learning Journey" lecture.



▲ from Tainan's Li-Ming High School, a School Ambassador, hosted the "Girls in TECH Lecture" at her school.

The "School Ambassador" program has been implemented, resulting in a total of 51 social media posts from participants, with a cumulative 1,521 likes and views. By providing subsidies for workshop participants to organize their own school activities, the initiative amplifies advocacy for women in tech. From 2024-2025, a total of eight participant-led lectures were hosted at their schools.

Junior and senior high school post-activity questionnaire feedback in 2024

Student Zuo, Leichuan Waldorf School in Taichung

Participating in "Girls! TECH Action!" helped me learn more about university departments, learning resources, and what it is like to work in the tech industry. I am now determined to pursue my dream with even greater effort and passion. I was really moved when watching the "Run Like A Girl'" video, even with a surge of excitement. I cannot wait to add a career in the tech industry to my life's checklist.

Student Wang, National Chupei Senior High School in Hsinchu

After the workshop, I am even more convinced that girls can excel in the tech field. In fact, a girl's unique meticulous thinking might even become an advantage in the tech industry. So, this path is definitely one I can explore.

Student Chuang's Father, National Yilan Senior High School

During the activity, my daughter had the opportunity to interact with female university students in the tech field. Their experiences as fellow girls were incredibly convincing for my child. From their sharing, I also saw the girls' confidence and enjoyment.

Student Hsu's Mother, Tianjhong Senior High School in Changhua

After the event, I realized that although women may be a minority in the IT industry, they can still carve out their own path and develop their expertise freely.

Tracking of 2023 participants

In 2024, MediaTek conducted a follow-up survey among participants from the previous year's (2023) Girls! TECH Action! Workshop by asking them to share how the experience influenced their future direction one year later.

University participants' feedback

Student Tsai, Department of Electrical Engineering, National Taiwan University

My favorite part of the workshop was the engineers' experience sharing. I learned about job responsibilities and each person's values and what qualities they valued.

During the workshop, I wrote a letter to myself for a year later, and a line in it stated, 'Be a responsible, empathetic, and thoughtful person.' I feel I am getting closer to the person I want to be. In the year and a half since the event, I have participated in Make NTU Electrical Engineering Hackathon, the 2024 Taipei Autumn Programming Festival - Citytalk Microservice Grand Hackathon, and each semester I have completed at least one major project, all of which have contributed to society. I have met the expectations I set for myself in that letter. Now I am writing a letter to myself for a year from now, hoping I can achieve these aspirations too!

Student Su, Department of Mathematics, NTHU

When I attended the workshop, I was hesitating about whether to switch to computer science for my career and felt very uncertain. Perhaps because I have always been on the STEM path, it is hard to describe a clear turning point, but now I can say that I have become determined that I will pursue a career in computer science!

At the time, I was worried that switching paths would be a disadvantage and a bit of a waste of my past experience. But now, a year and a half later, I have taken more computer science courses and am even more certain that I want to pursue a career in computer science more than mathematics, and I am currently preparing to apply for computer science graduate programs.

Junior and senior high school participants' feedback

Student Huang, National PingPei Senior High School in Pingtung

The biggest help from the Girls! TECH Action workshop was that it made me 'willing to start' exploring and learning in the tech field. At first, I did not feel capable of working in tech at all. After participating in the workshop, I started to feel that it was possible for me too. It helped me enter the tech field step by step and influenced my future plans. Thank you for giving girls confidence and making them believe they can be powerful in technology. This belief will continuously expand and also influence girls who have not participated in the workshop.

Student Chen, National Tainan Girls' Senior High School

The workshop's greatest benefit was broadening my horizons regarding technology and its applications. Through hands-on activities and interactive sessions, I learned many practical skills that are applicable to real life. Furthermore, this workshop boosted my confidence in presenting my ideas. Collaborating with like-minded peers greatly inspired me and gave me the courage to further explore career opportunities in the tech industry.



6.2.2 Talent Cultivation - Engagement in Industry-Academia Collaboration and Higher Education Talent Development

SDG 4.b SDG 8.6 SDG 9.5 SDG 9.b

MediaTek has been engaged in industry-academia collaboration in the field of higher education since 2002 for over 20 years. The MediaTek Advanced Research Center (MARC) is in charge of the management and planning of relevant activities.

The responsibilities of the MARC include far-sighted planning and research, innovative research center operations, formation of industry-academia alliances, implementation of industrial development policies adopted by the government for high-priority areas, cooperation with domestic and international academic research institutions, and participation in top international discussion forums and technology exchange activities. Over the past over twenty years, the center has also partnered with domestic and international academic institutions all over the world, including National Taiwan University, National Tsing Hua University, National Yang Ming Chiao Tung University, National Taiwan Normal University, National Cheng Kung University, National Central University, National Chung Cheng University, National Sun Yat-sen University, National Taiwan Ocean University, National Taiwan University of Science and Technology, University of Florida, Harvard University, University of Oulu, Oregon State University, University of Mississippi, Massachusetts Institute of Technology (MIT), UT Austin, New York University, UC Berkeley, University College Dublin, Delft University of Technology, Cambridge University, Virginia Tech, KU Leuven, and University at Buffalo.

In 2024, MediaTek invested over NT$ 100 million in various domestic and international universities. Through industry-academia collaboration, we cultivated outstanding talent. In the same year, the academic institutions executed industry-academia projects, collectively published 170 papers, applied for ten patents, and participated in various competitions, with over 33 awards. In 2024, we executed as many as 67 industry-academia projects, and 55 of them were domestic projects. Among these, nearly 40 students joined MediaTek for employment in 2024, and another 27 participating students undertook internships at MediaTek.



▶ Our annual industry-academia achievement presentation invites renowned experts and distinguished professors from the industry to deliver keynote speeches, while providing a platform for all our collaborating professors to connect and exchange ideas.

Program description	Achievements

Participation in industrial development initiatives of the government in high-priority areas— establishing semiconductor academies

- In the end of 2021, MediaTek provided funding and industry instructors to support the establishment and operations of three semiconductor colleges, namely the "NTU Graduate School of Advanced Technology", the "NTHU College of Semiconductor Research", and "NYCU Industry Academia Innovation School"in line with the promotion of industrial development in high-priority areas by the government and the "National Key Fields Industry-University Cooperation and Skilled Personnel Training Statute" promulgated by the Executive Yuan.



▲ MediaTek providing 60 master's and doctoral scholarships, leading to a letter of appreciation from Graduate School of Advanced Technology, National Taiwan University.)

- We invest tens of millions of NT$ annually to support the establishment and operations of three semiconductor colleges, namely the "NTU Graduate School of Advanced Technology", the "NTHU College of Semiconductor Research", and "NYCU Industry Academia Innovation School".
- MediaTek employees serve as industry mentors to offer specialized courses at universities. They bring advanced knowledge from the industry to the academia. As such, we can nurture students to adapt to the rapid changes in technology and obtain information about the latest technological trends during their schooling.



▲ First graduates from Yang Ming Chiao Tung University's Industry Academia Innovation School, helping alleviate semiconductor talent demand.





❶❷ Dr. Bor-Sung Liang, Senior Director at MediaTek, teaching courses at National Taiwan University and National Yang Ming Chiao Tung University, with over 200 students enrolled.

Industry-academia collaboration

- In the end of 2013, "MediaTek—NTU IOX Center," "MediaTek—NYCU Research Center," and "MediaTek—NTHU Innovation Research Center" were founded.
- Tens of million dollars are invested in Call for Proposal each year to collaborate with universities on industry-academic projects.
- Industry-academia alliances are jointly formed by schools and enterprises in line with the policy of the Ministry of Science and Technology to promote the "provision of solutions by academia for problems" put forward by enterprises.

- In 2024, our industry-academia collaboration funding exceeded NT$ 100 million.
- In 2024, out of 67 industry-academia collaboration projects in 2024, 55 were domestic projects; the academic institutions collectively published 170 theses, applied for 10 patents, and participated in various competitions, and won multiple awards. Over a quarter of the 27 participated students who participated in the program became interns at MediaTek.
- MediaTek participates in the "Future Society (2025-2035) Top Energy-Saving Semiconductor Technology" industry-academia alliance program held by Yang Ming Chiao Tung University. In addition to MediaTek, the partners include TSMC, Vanguard International Semiconductor, Elan, Wafer Works, DING QIAN, VEECO Taiwan and AboCom.
- By providing funding, MediaTek helps schools to provide scholarships for outstanding master's and doctoral students.
- We also held the inaugural "MediaTek Advanced Research Center Outstanding Industry-Academia Research Award" and "MediaTek Advanced Research Center Excellence in Industry-Academia Contribution Award" to recognize collaborating professors' excellent research achievements and their significant impact and contributions to the industry.





❶ Winners of the first "MediaTek Advanced Research Center Outstanding Industry-Academia Research Award," from left to right: Professor Wen-Hsiao Peng (Professor Wei-Chen Chiu accepting on his behalf), Professor Yan-Yu Lin, Vice President Kuo-Hung Lu, Professor Chun-Yi Li, and Professor Chien-Mo Li.

❷ Winner of the first "MediaTek Advanced Research Center Excellence in Industry-Academia Contribution Award," Professor Chun-Fa Chang, receiving the award from Vice President Lawrence Loh.

Program description	Achievements

Participating in various academic forums and industrial exchange activities at home and abroad

- In addition to collaboration with universities in the execution of industry-academia programs, MediaTek proactively applies for membership in various academic research institutions to engage in discussions and participate in projects and thereby bring the Company in sync with international trends.

- We actively participate in various academic research institutions and industry associations, including MIT CICS, Khronos Group, CAP Membership (The Princeton NextG Corporate Affiliate Program), IUCRC Membership (the Board of Trustees of the University of Illinois as Lead University for the Center for Advanced Electronics through Machine Learning), and NYU Wireless Membership, and NTU System-on-Chip Center.
- We join industry associations to stay updated with cutting-edge technologies and trends, and invest tens of millions of NT$ annually to participate in the Semiconductor Research Corporation (SRC). Founded in 1982, SRC is the world's leading semiconductor organization with a 40-year history. Gathering major companies, such as Intel, AMD, IBM, Micron, Qualcomm, TI, TSMC, Samsung, and ARM, as well as the U.S. government and academic institutions, SRC offers billions of USD each year to the academic community for various cutting-edge semiconductor research projects. MediaTek has participated in the SRC Decadal Plan for Semiconductors, the Global Research Collaboration Program (GRC). Furthermore, in 2022, MediaTek expanded its participation in the SRC Jump 2.0 program (Joint University Microelectronics Program 2.0). Concurrently, we hold important positions within organizations, such as the Taiwan Semiconductor Industry Association and the Taiwan IC Industry & Academia Research Alliance.
- In addition to the 170 technical papers selected through collaborations with various universities, the MediaTek team also had over 60 papers selected for international technical forums in 2024, significantly elevating the Company's technology R&D level.



◀ MediaTek's R&D team's hardware technical paper, "Enhancing Low-Power Edge Device Image Quality with AI Technology," won the 2024 Anantha P. Chandrakasan Award for Distinguished Technical Paper. The Anantha P. Chandrakasan Award for Distinguished Technical Paper is the highest honor at ISSCC, and this marks MediaTek's second time receiving this prestigious award.

Advocacy of Exchanges in the field of Hi-tech

- Active participation in national and international exchange activities in the field of hi-tech to facilitate industry upgrades.

- MediaTek has sponsored or participated in the following national and international exchange activities and conferences:
  01 2024 ISSCC Forum Paper Trends Forum
  02 2024 RISC V Taipei Day
  03 2024 Taiwan AI Annual Conference
  04 2024 Information Theory and Communications Autumn Workshop
  05 The 29th Workshop on Compiler Techniques and System Software for High-Performance and Embedded Computing (CTHPC 2024)
  06 2024 IEEE International Conference on Multimedia and Expo, ICME 2024
  07 2024 IEEE Asia Pacific Conference on Circuits and Systems, APCCAS 2024
  08 2024 IEEE Picture Coding Symposium
  09 2024 ACM SIGDA International Symposium on Physical Design, ISPD 2024
  10 IEEE SSH/CASS Taipei/Tainan Chapters
  11 35th VLSI Design/Computer/ aided Design Symposium
  12 2024 International VLSI Symposium on Technology, Systems and Applications, VLSI TSA 2024



▶ 2024 Taiwan AI Annual Conference

6.3 Social Welfare and Engagement

MediaTek demonstrates social solidarity through proactive social engagement and social welfare actions. Topics of concern in 2024:

Volunteer Club

- Reading & Writing Program
- Tech Education Group

Social engagement

- Sustainable Nanzhou Project, Christmas Wishes, and sponsorship of Voice of IC program.

6.3.1 Volunteer Club

SDG 4.7 SDG 17.17

MediaTek encourages its employees to engage in social interactions to identify opportunities for practicing compassion and contributing to society.. The Volunteer Club was officially established in 2012 to expand the social influence of MediaTek through organized and systematic management. The Volunteer Club operates under a self-managed model, where members proactively identify various social issues and form corresponding subgroups to flexibly respond to societal needs. This flexible organizational structure enables the Volunteer Club to more effectively address the diverse needs of the community while inspiring employees' initiative and social responsibility. Additionally, in 2015, the Taiwan headquarters officially implemented a volunteer leave policy. Starting in 2024, global employee volunteer leave was adjusted to 16 hours annually, encouraging more MediaTek employees to actively participate in public welfare activities and fulfill their civic responsibility.

In 2024, the Volunteer Club consisted of the Reading and Writing Group, Mountain and Beach Cleanup Group, Stray Animal Care Group, Tech Education Group, and newly established Environmental Education Group, Elderly Care Group, and Career Exploration Group. A total of 82 volunteers contributed 2,089 hours of service. The Mountain and Beach Cleanup Group encourages employees to participate in the Zhunan Changching Forest International Beach Cleanup Day to jointly protect the local environment. The Environmental Education Group conducted volunteer training and guided tours for the nearby military dependents' village historical site, Hsinchu General Village, which is close to the headquarters. The Elderly Care Group organized lectures on super-aged community care and support in surrounding communities, serving hundreds of local seniors. The Career Exploration Group helped students with disabilities learn about the workplace, inspired their potential, encouraged them to bravely pursue their dreams, and jointly explored diverse future possibilities.



Reading & Writing Education Program

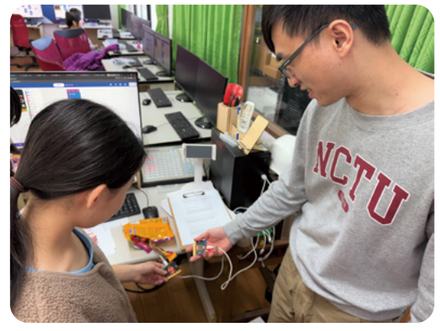
In 2018, MediaTek volunteers independently launched the "Reading & Writing Education Program" during their spare time, with logical training from STEM and a passion for writing combined. They developed teaching materials to guide students from observation to ideation, ultimately enabling them to complete a full essay, with international employees participating in the English teaching group. In addition to on-site school service, the program utilizes online teaching and AI-assisted essay grading to increase teaching opportunities and connections with students. In 2024, now in its seventh year, 48 MediaTek volunteers collaborated with 239 students from National Yang Ming Chiao Tung University's service-learning program. The service primarily covers schools in the Hsinchu area, where MediaTek's headquarters is located, but also extends to 18 elementary and junior high schools across different cities and counties, reaching 1,882 students. In 2024, the Mandarin essay collection "Love in Bloom" was published.

To expand the reach of volunteer services, the volunteer club has created an online charity writing platform since 2021. Students can submit their articles on the platform. After the platform' s systematic management and automated assisted lectures, the volunteer coaches assigned by the platform will provide feedbacks, thus enhancing the teaching and learning effectiveness. As of 2024, 367 volunteers graded 8,210 essays written by 3,952 students through the platform.



Tech Education Group

Established in 2023, this group now has eight MediaTek volunteers to provide on-site service at Hengshan Elementary School in Hsinchu County. Collaborating with school teachers, volunteers personally design lesson plans using simple block-based programming and development boards as teaching materials. They have transformed programming into engaging games, allowing students to experience how fun games can be created through coding, while training students' logic and thinking skills in the process.



Feedback

Principal Li, Municipal Jiow-Sheh Primary School, Hsinchu City

The enthusiastic participation of MediaTek volunteers made the children feel warmth and care. They not only guide activities but also support the children's growth journey. Through these diverse learning experiences, students continuously explore and push their boundaries in creativity, thus laying a solid foundation for future achievements.

Principal Li, Municipal Nanliao Elementary School, Hsinchu City

Writing is a process of integrating thoughts and expressing beliefs. But for most elementary school students, writing is a task, and it is equally tedious for elementary school teachers. Guiding students in writing requires expertise, and grading their essays is a demanding and laborious task. Fortunately, MediaTek has a group of enthusiastic volunteers who integrate AI technology, online platforms, and university student resources, to encourage elementary students to write, help children grade essays, provide feedback, and even publish selected works in a book. This transforms writing from a lonely, boring assignment into an engaging activity where students can express and share their thoughts and interact with others.

6.3.2 Social Welfare Activities

SDG 17.17

MediaTek strives to achieve social inclusion through a long-term commitment to social welfare activities. The following programs have been adopted:

Sustainable Nanzhou Program

We have maintained a long-term focus on the development of the Chaozhou and Nanzhou areas in Pingtung. Beginning with education, we have invested resources in humanities and popular science education to promote the cultivation of local culture. In 2024, approximately 2,165 teachers, students, and local residents participated in the program 's activities.

Sponsorship of Voice of IC's "Zero Carbon Future" Program

This program provides the latest trends and developments in net-zero carbon emissions to 643,000 listeners.

Christmas Wishes

MediaTek employees cooperate with charity organizations in the vicinity of company operating sites in the joint fulfillment of Christmas wishes.

In 2024, 1,307 wishes from 20 social welfare organizations were adopted.

Sustainable Nanzhou Program

MediaTek Foundation joins hands with the Lovely Taiwan Foundation in the implementation of the "Sustainable Nanzhou Program" in Pingtung, which aims to inject humanistic and scientific educational resources and preserve local culture through an education-oriented approach. This program maintains a long-term focus on the Chaozhou and Nanzhou areas of Pingtung by fostering the cultivation of local culture. In 2023, the "Nanzhou Office" was established in Nanzhou, serving as a community cultural platform. It promotes the integration of local culture and ecology to enhance community identity. In 2024, we sponsored a total of NT$ 3 million, with at least 2,165 teachers, students, and local residents participating in local arts and cultural activities launched by the program. Looking ahead, we plan to publish "Nanzhou People: Village Scenery" in 2025. This book will focus on village life and explore the development of settlements and the formation of village temples through the lens of space and time. It will also delve into the history and characteristics of the Nanzhou's Wang Yeh Welcoming Ceremony, as well as the traditional architecture and painted art of temples and folk houses, and ultimately uncover Nanzhou's diverse cultural heritage.

In 2024, we launched "Stress Relief Classes for Local Sisters" and plan to continue the classes in the future. The classes introduce historical elements from different art fields to Nanzhou, thus sparking residents' imagination for arts and culture and building their confidence. We also organized "Painted Art in Nanzhou" and invited traditional painting research expert, Yi-Hsing Li, to guide the next generation in understanding the openness and inclusivity of Nanzhou's culture, while encouraging them to cherish and preserve it with pride.

For the first time in 2024, the triennial "Wang Yeh Boat Festival" was incorporated into the Sustainable Nanzhou Program. We collaborated with the Taiwan Railways Administration to promote the "Nanzhou: Happy Wang Yeh Boat" co-creation project by inviting local residents to create an art installation at the Nanzhou Railway Station. We also organized the "Tide Travel" and "Spring Tide Collection" events in Nanzhou Township, with Nanzhou's industry, life, and cultural networks combined. These events fostered connections between people and allowed locals to create their own unique travel routes. The program enriches the local cultural development and art ecosystem of Chaozhou and Nanzhou in Pingtung, bringing new vitality into the area to facilitate sustainable development.



Christmas Wishes

At the end of every year, MediaTek Group organizes a social welfare activity titled “Christmas Wishes - Compassion without Limits”. Individuals of all ages in charity organizations were asked to write down their Christmas wishes which were fulfilled by MediaTek employees to bring them human warmth on this special occasion. In 2024, the activity lasted 11 years. Up to 1,307 wishes from 20 social welfare organizations were“adopted” by MediaTek employees and the heartwarming gifts were delivered before Christmas Eve with the goal of sowing the seeds of hope through love and compassion.

For detailed information, please scan the QR code.



Sponsorship of Voice of IC’s “Zero Carbon Future” Program

Net-zero carbon emissions and a sustainable future are increasingly vital. Since 2022, the MediaTek Foundation has sponsored IC Voice’s production of the “Zero Carbon Future” radio program. In 2024, the program reached 643,000 listeners (including live online broadcasts, reruns, channel estimates, AOD, and Podcast platforms). In 2024, it shared forward-looking content with listeners on various aspects, including carbon sinks, carbon reduction actions, and renewable and alternative energy. The program’s host is Dr. Hsin-hsing Chia, an expert in climate change, disaster risk reduction, and energy environment. In the total of 53 episodes, he invited experts from various fields to discuss the latest trends and developments in net-zero carbon emissions.



About this Report

We appreciate your time for reading the 2024 ESG Report of MediaTek Inc.(“MediaTek”). This Report is a transparent and comprehensive presentation of MediaTek’s performance in the ESG (Environmental, Social, and Governance) domains and aims to help stakeholders understand our principles and actions regarding sustainable development. We provide responses to our stakeholders’ expectations and demands within this Report and strive to exceed their expectations by reviewing and enhancing our practices.

Reporting Framework

This Report has been prepared in accordance with the Global Reporting Initiative Sustainability Reporting Standards 2021, providing comprehensive disclosures on MediaTek’s economic, environmental, and social impacts. It also addresses our stakeholders’ key concerns, showcasing MediaTek’s performance and determination in sustainable development.

Scope of this Report

The reporting period is between January 1st, 2024 and December 31st, 2024. The previous Report was published in August 2024, and all reports are published annually on MediaTek’s website as part of our continuing mission to realize sustainable corporate development. The scope of information disclosure is primarily within our headquarters in Hsinchu Science Park, Taiwan. MediaTek plans to progressively include important information regarding our affiliated companies and subsidiaries, so as to display the sustainable influence it has on the value chain.

Principles for Writing this ReportMediaTek compiled significant economic, environmental, and social issues internationally. Through a materiality assessment, we analyzed the Company’s impacts on these areas and included our stakeholders’ issues of concern as the primary focus for information disclosure in this Report. We adhered to the reporting principles under the GRI Standards, conforming to the materiality, inclusivity, responsiveness and impact principles of the AA 1000 Account Ability Principle Standard (APS). In this report, we also included relevant disclosures aligned with the Sustainability Accounting Standards Board (SASB) Standards for semiconductors industry.

Management Approach

Relevant information in this Report was provided by corresponding units in MediaTek, reviewed for accuracy and comprehensiveness by department managers, and compiled, edited, and reviewed by the six task forces of ESG Committee. The chairperson of the ESG Committee and senior managers of each relevant department had reviewed and confirmed MediaTek’s strategic initiatives for sustainable development and management approaches for material topics. The report was then submitted to the Board of Directors for approval and release.

Data of our financial reports had been certified by Ernst & Young and publicly disclosed, and the unit of calculations used was New Taiwan Dollars (NT$). Calculation basis and unit for environmental data were sourced from publicly available governmental information. Social data encompasses the MediaTek Foundation, and notes were made for all other quantitative data of significance.

Third-Party Assurance

This Report was verified by the BSI (British Standards Institution) Taiwan Branch, and Type 1 moderate-level assurance was conducted under AA1000 Assurance Standard v3, confirming this Report’s compliance with GRI Standards. Relevant results were fully communicated to governance units subsequent to the completion of assurance. Please refer to the Independent Third-Party Assurance Statement in the appendix of this Report for more information.

MediaTek Inc.

Date of Establishment	May 28, 1997
Listing Information	TWSE Stock Symbol 2454
Capital	NT$ 16,016,623,510
Main Businesses	Provision of chips for smart home, wireless connectivity, wearables, automotive electronics, customization, and smart handheld devices
Contact Information	For continuous communication with our stakeholders, you may contact us and submit your feedback via the following methods: ▸ Responsible Unit: MediaTek ESG Committee ▸ Address: No. 1, Du Xing 1st Road, Hsinchu Science Park, Hsinchu City ▸ Tel. number: 886-3-567-0766 ▸ Email: csr@mediatek.com
MediaTek ESG Website	https://corp.mediatek.tw/about/sustainability

GRI Standards Index

Statement of Use	MediaTek is publishing its 2024 ESG Report in accordance with GRI Standards. The data and information covered in this Report span from January 1, 2024, to December 31, 2024.
GRI 1 Version Used	GRI 1: Foundation 2021
GRI Sector Standards Applied	Nil.

GRI Standards	Disclosure	Corresponding Report Section/ Description	Page	Reason for Omission
General Disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	▸ About this Report		
	2-2. Entities included in the organization's sustainability reporting	▸ About this Report		
	2-3 2-3 Reporting period, frequency and contact point.	▸ About this Report		
	2- 4 Restatements of information	The 2023 waste recycling rate was corrected in 5.3.5 Waste Management due to data error.		
	2-5 External assurance	▸ About this Report ▸ Independent Third-Party Assurance Statement		
	3-6 Activities, value chain and other business relationships	▸ 1.1.3 Global Branding Events ▸ 5.1 Responsible Supply Chain Management		
	2-7 Employees	▸ 3.1.3 Unlocking Diverse Talent Potential		
	2-8 Workers who are not employees	▸ 3.1.3 Unlocking Diverse Talent Potential		
	2-9 Governance structure and composition	▸ 4.1.1 Board Members, and their Work Experience and Functions ▸ 4.1.6 Corporate Governance Unit	P.107 P.110	
	2-10 Nomination and selection of the highest governance body	▸ 4.1.1 Board Members, and their Work Experience and Functions		
	2-11 Chair of the highest governance body	▸ 4.1.1 Board of Directors, and their backgrounds and responsibilities		
	2-12 Role of the highest governance body in overseeing the management of impacts	▸ Analysis of Material Topics ▸ Stakeholder Engagement ▸ 4.1.5 ESG Committee	P.13 P.24 P.109	
	2-13 Delegation of responsibility for managing impacts	▸ Analysis of Material Topics ▸ Stakeholder Engagement ▸ 4.1.5 ESG Committee	P.109	
	2-14 Role of the highest governance body in sustainability reporting	▸ 4.1.5 ESG Committee	P.109	
	2-15 Conflicts of interest	▸ 4.1.1 Board Members, and their Work Experience and Functions	P.107	
	2-16 Communication of critical concerns	▸ 4.1.1 Board Members, and their Work Experience and Functions ▸ 4.5 Risk Management There were no critical concerns this year.	P.107	
	2-17 Collective knowledge of the highest governance body	▸ 4.1.1 Board Members, and their Work Experience and Functions ▸ 4.1.6 Corporate Governance Unit		
	2-18 Evaluation of the performance of the highest governance body	▸ 4.1.8 Major Measures for Implementation of Corporate Governance		
	2-19 Remuneration policies	▸ 3.2.3 Compensation Policy ▸ 3.2.5 Retirement Planning ▸ 4.1.3 Remuneration Committee * For the clawback mechanism for managers, please refer to the Regulations for the Issuance of Restricted Stock Awards.		
	2-20 Process to determine remuneration	▸ 4.1.3 Remuneration Committee; for more details, please refer to pages 25-26 of MediaTek's 2024 Annual Report.		
	2-21 Annual total compensation ratio	In 2024, the ratio of MediaTek's global employees' median annual total compensation to highest-paid individual's compensation was 1:101; the ratio of the change in median annual total compensation to the change in highest-paid individual's compensation was 1:1.38.		
	2-22 Statement on sustainable development strategy	▸ Stakeholder Engagement		
	2-23 Policy commitments	▸ Stakeholder Engagement ▸ 3.1.1 Human Rights Policy ▸ 3.1.2 Diverse and Inclusive Workplace ▸ 4.3 Integrity and Legal Compliance ▸ 4.4 Internal Audit ▸ 4.5 Risk Management ▸ 4.6 Information Security Management ▸ 5.1 Responsible Supply Chain Management		

GRI Standards	Disclosure	Corresponding Report Section/ Description	Page	Reason for Omission
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	▸ Stakeholder engagement ▸ 3.1.1 Human Rights Policy ▸ 3.1.2 Diverse and Inclusive Workplace ▸ 4.3 Integrity and Legal Compliance ▸ 4.4 Internal Audit ▸ 4.5 Risk Management ▸ 4.6 Information Security Management ▸ 5.1 Responsible Supply Chain Management		
	2-25 Processes to remediate negative impacts	▸ Analysis of Material Topics ▸ Stakeholder Engagement		
	2-26 Mechanisms for seeking advice and raising concerns	▸ Analysis of Material Topics ▸ Stakeholder Engagement ▸ 4.4 Internal Audit		
	2-27 Compliance with laws and regulations	▸ 4.3 Integrity and Legal Compliance		
	2-28 Membership associations	▸ 2.2.3 Ecosystem Engagement ▸ 2.2.4 Patent Strategies and Participation in Standard Organization		
	2-29 Approach to stakeholder engagement	▸ Analysis of Material Topics ▸ Stakeholder Engagement		
	2-30 Collective bargaining agreements	There were not union or collective bargaining agreements, but periodic communication via labor meetings and multiple other communication channels were offered instead. The working conditions and employment terms for our employees are not influenced or determined by other collective bargaining agreements.		
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	▸ Analysis of Material Topics ▸ Stakeholder Engagement		
	3-2 List of material topics			
Brand Identity and Market Perception				
GRI 3: Material Topics 2021	3-3 Management of material topics	▸ Analysis of Material Topics ▸ Stakeholder Engagement		
Customer Relationship Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	▸ Analysis of Material Topics ▸ Stakeholder Engagement		
Innovation and Product Responsibility				
GRI 3: Material Topics 2021	3-3 Management of material topics	▸ Analysis of Material Topics ▸ Stakeholder Engagement		
Diversity and Inclusion				
GRI 3: Material Topics 2021	3-3 Management of material topics	▸ Analysis of Material Topics ▸ Stakeholder Engagement		

GRI Standards	Disclosure	Corresponding Report Section/ Description	Page	Reason for Omission
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	▸ 4.1.1 Board Members, and their Work Experience and Functions ▸ 3.1.3 Unlocking Diverse Talent Potential		
	405-2 Ratio of basic salary and remuneration of women to men	▸ 3.1.2 Diverse and Inclusive Workplace		
Talent Attraction and Retention				
GRI 3: Material Topics 2021	3-3 Management of material topics	▸ Analysis of Material Topics ▸ Stakeholder engagement		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	▸ 3.2.1 Recruitment and Retention		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	▸ 3.2.3 Compensation Competitiveness ▸ 3.2.4 Benefit Policies ▸ 3.2.5 Retirement Planning ▸ 3.5.3 Family-Friendly Initiatives		
	401-3 Parental leave	▸ 3.5.3 Family-Friendly Initiatives		
Talent Development				
GRI 3: Material Topics 2021	3-3 Management of material topics	▸ Analysis of Material Topics ▸ Stakeholder Engagement		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	▸ 3.3.1 Diverse Talent Development Plan		
	404-2 Programs for upgrading employee skills and transition assistance	▸ 3.2.5 Retirement Planning		
Corporate Governance and Legal Compliance				
GRI 3: Material Topics 2021	3-3Management of material topics	▸ Analysis of Material Topics ▸ Stakeholder Engagement		
Security Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	▸ Analysis of Material Topics ▸ Stakeholder Engagement		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no substantiated complaints regarding breaches of customer privacy or losses of customer data.		
Sustainable Supply Chain Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	▸ Analysis of Material Topics ▸ Stakeholder Engagement		
GRI 204: Procurement Practices 2016	204- 1 Proportion of spending on local suppliers	▸ 5.1.5 Local Procurement		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	▸ 5.1.2 Annual and New Supplier Sustainability Risk Assessment Criteria		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	▸ 5.1.2 Annual and New Supplier Sustainability Risk Assessment Criteria		

GRI Standards	Disclosure	Corresponding Report Section/ Description	Page	Reason for Omission
Energy and Climate Change				
GRI 3: Material Topics 2021	3-3 Management of material topics	▸ Analysis of Material Topics ▸ Stakeholder engagement		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	▸ 5.3.2 Energy Management		
	302-3 Energy intensity	▸ 5.3.2 Energy Management		
	302-4 Reduction of energy consumption	▸ 5.3.2 Energy Management		
	302-5 Reductions in energy requirements of products and services	▸ 2.3 Innovation Achievements		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	▸ 5.3.3 Greenhouse Gas Emission Management		
	305-2 Energy indirect (Scope 2) GHG emissions	▸ 5.3.3 Greenhouse Gas Emission Management		
Social Participation and Value Co-creation				
GRI 3: Material Topics 2021	3-3 Management of material topics	▸ Analysis of Material Topics Stakeholder engagement		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	▸ 6 Community Engagement		
Indirect Economic Impact				
GRI 3: Material Topics 2021	3-3 Management of material topics	▸ Analysis of Material Topics ▸ Stakeholder Engagement		
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	▸ 6.1.1 Genius for Home ▸ 6.2.1 Solid Technological Foundation		
Specific Topics				
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	▸ 5.3.4 Water Resource Management		
GRI 306: Waste 2020	306-3 Waste generated	▸ 5.3.5 Waste Management		

SASB Standards - Semiconductors Sector

Topic	Code	Metric	Report Contents/ Page	Description
Greenhouse Gas Emissions	TC-SC-110a.1	1 Gross global Scope 1 emissions and 2 amount of total emissions from perfluorinated compounds	5.3.3 Greenhouse Gas Emission Management/P.148	1 Refer to 5.3.3 Greenhouse Gas Emission Management for relevant information on Greenhouse Gas Scope 1 2 MediaTek is a fabless IC design company, and its operation mainly consists of design and sales of chips and does not include manufacturing, assembly or testing. Therefore, the metrics - manufacturing emissions is not applicable.
Greenhouse Gas Emissions	TC-SC-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	5.2 Climate-related Risk and Opportunity Management/ P.134 5.3.3 Greenhouse Gas Emission Management/P.148	Refer to 5.3.3 Greenhouse Gas Emission Management for relevant information on Greenhouse Gas Scope 1
Energy Management	TC-SC-130a.1	1 Total energy consumed 2 Percentage grid electricity 3 Percentage renewable	5.3.2 Energy Management/ P.142	
Water Resource Management	TC-SC-140a.1	1 Total water withdrawn, 2 Total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	5.3.4 Water Resource Management/P.151	
Waste Management	TC-SC-150a.1	1 Amount of hazardous waste from manufacturing, 2 percentage recycled	5.3.5 Waste Management/ P.152	MediaTek is a fabless IC design company, and its operation mainly consists of design and sales of chips and does not include manufacturing, assembly or testing. Therefore, hazardous waste disclosed in the report was mainly the defectives returned by suppliers (for test).
Employee Health and Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	3.5 A Healthy and Safe Work Environment/P.95	

Topic	Code	Metric	Report Contents/ Page	Description
Employee Health and Safety	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations		None in 2024
Workforce Management	TC-SC-330a.1	Percentage of employees that require a work visa	3.1.3 Unleash the potential of diverse talents/P.74	For the risks related to employees with foreign nationality and live offshore, such as conflicts caused by culture differences or IP leakage, the Company has adopted responsive risk management measures, please refer to 4.5 Risk Management (human right risk, information security).
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474-declarable substances	Not applicable	MediaTek is a fabless IC design company, and its operation mainly consists of design and sales of chips and does not include manufacturing.
Product Lifecycle Management	TC-SC-410a.2	Processor energy efficiency at a system level for: 1 servers, 2 desktops and 3 laptops	Not applicable	MediaTek is a fabless IC design company, and its operation mainly consists of design and sales of chips. It does not have the information on processor energy efficiency at a system level.
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	5.1.4 Key Material Risk Management /P.129	
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations		None in 2024

Activity metrics	Disclosure Metrics	Report Contents/ Page	Description
TC-SC-000.A	Total production		MediaTek's key products are multimedia chips and mobile-phone chips, and its outsourced production volume in 2024 was 8,881,843 thousand units.
TC-SC-000.B	Percentage of production from owned facilities	Not applicable	MediaTek is a fabless IC design company, and its operation mainly consists of design and sales of chips and does not include manufacturing. Therefore the value is 0.

* Sustainability Accounting Standards Board, SASB

Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies

Appendix 1-8 Sustainability Disclosure Indicators - Semiconductor Sector

No.	Metric	Metric Type	Annual Disclosure Status	Unit
I	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Quantitative	5.3.2 Energy Management	Gigajoules (GJ) and percentage (%)
II	Total water withdrawn, total water consumption	Quantitative	5.3.4 Water Resource Management	Thousand cubic meters (m^3)
III	Total hazardous waste generated and percentage recycled	Quantitative	5.3.5 Waste Management MediaTek is a fabless IC design company, and its operation mainly consists of design and sales of chips and does not include manufacturing, assembly or testing. Therefore, hazardous waste disclosed in the report was mainly the defectives returned by suppliers (for test).	Metric tons (t) and percentage (%)
IV	Types of, number of employees in and rate of occupational accidents	Quantitative	In 2024, two employees sustained workrelated injuries, which was 0.01% of the workforce. Both incidents were caused by slips and falls on stairways.	Percentage (%) and quantity
V	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled Note 1	Quantitative	5.3.5 Waste Management MediaTek is a fabless IC design company, and its operation mainly consists of design and sales of chips and does not include manufacturing, assembly or testing. Therefore, hazardous waste disclosed in the report was mainly the defectives returned by suppliers (for test).	Metric tons (t) and percentage (%)
VI	Description of the management of risks associated with the use of critical materials	Qualitative description	5.1.4 Key Material Risk Management	Not applicable
VII	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	None in 2024	Reporting currency
VIII	Production by product category	Quantitative	MediaTek's key products are multimedia chips and mobile-phone chips, and its outsourced production volume in 2024 was 8,881,843 thousand units.	Varies by product category

Note 1: Includes sales of scraps or other recycling treatments, with relevant explanations provided.

Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies

Appendix 2-TWSE Listed Company Climate-Related Disclosures

Climate-Related Information Implementation Status

Item	Implementation Status
1 Describe the Board and management's supervision and governance of climate-related risks and opportunities.	The environmental Working Group reports quarterly to the ESG Committee on the assessment and plans for climate risks and energy efficiency of the Company's operational sites, as well as various environmental impact assessments and targets set for the supply chain. Additionally, it reports annually to the ESG Committee and the Chairperson (Vice Chairman and CEO) on the execution plans for the year and reviews past implementation performance. Lastly, the discussion and execution results are reported to the Board annually.
2 Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the company (short term, medium term, long term).	Through the cross-departmental working group of the ESG Committee and further consideration of the nature of the Company's industry with external experts, the following climate-related risks and opportunities highly relevant to the Company in the short term (1-2 years), medium term (by 2030), and long term (by 2050) are summarized below:

Type	Factor/Issue	Term	Potential Operational and Financial Impact	Response Measures
Transformation Risk	International low-carbon transformation trends and greenhouse gas emission pricing regulations	Long	▸ To address the emerging regulations related to renewable energy and carbon fees, additional costs are required, thereby increasing operating expenses.	▸ Increase the proportion of renewable-energy use. ▸ Continue to promote energy-saving measures.
	Greenhouse gas emissions reporting obligations	Short	▸ Regulations require greenhouse gas emission information, and investment is required to improve greenhouse gas inventory. ▸ Failure to report complete emissions truthfully will fail to meet the requirements of the competent authorities and customer expectations, resulting in risk of non-compliance and failure to meet customer needs, affecting business partnerships.	▸ Continuously improve greenhouse gas inventory procedures and quality. ▸ Collect the renewable energy usage data and greenhouse gas emissions of suppliers in the Company's product lines annually. ▸ Regularly review the overall supply chain emissions every year and continue to require suppliers to reduce carbon emissions.
Physical Risk	Increased severity and frequency of extreme weather events	Long	▸ Disasters caused by extreme weather, such as increased frequency of flooding, impact equipment at the Company's operational sites and supply chain production facilities, resulting in delayed or interrupted supply.	**Supply chain:** ▸ Ensure that suppliers develop operational continuity plans that address climate physical risks and conduct emergency response drills and reviews on an irregular basis. ▸ If a climate disaster may affect production or the supply of the Company's products, an emergency response procedure will be immediately initiated. **Direct operations:** ▸ Property insurance. Establish a response team before extreme weather events occur, implement typhoon and flood prevention measures, activate the response team's stay mechanism when an event occurs, and carry out recovery actions after the event. ▸ Establishing a remote office mechanism for employees.
Opportunities	Encourage supply chains to improve resource efficiency.	Short	▸ Proactively meet diverse regional market demands for IC product carbon footprints by regularly updating emission reduction expectations for existing and new customers, thereby strengthening partnerships and driving revenue growth.	▸ Collaborate with key suppliers to establish a product net-zero roadmap based on future production capacity, while developing and regularly reviewing short-, medium-, and long-term targets for renewable energy usage and carbon reduction.
Opportunities	Enhance energy efficiency in existing buildings and ensure new sites comply with green building standards	Medium	▸ Promote energy-saving projects and implement green building standards, to reduce energy costs.	▸ Invest in energy-saving projects to reduce electricity consumption at each site. ▸ Ensure new buildings are constructed in accordance with green building standards.

Item	Implementation Status

Type	Factor/Issue	Term	Potential Operational and Financial Impact	Response Measures
Opportunities	Products designed for low power consumption, enabling end consumers to reduce energy usage during operation.	Medium	▸ Continuous investment in innovative research and development to reduce carbon emissions generated during the product usage stage while enhancing the low-carbon competitiveness of products.	▸ Adjust chip system architecture, optimize algorithms, and expedite the adoption of advanced processes to reduce product energy consumption and miniaturize designs, thereby minimizing environmental impact.

3 Describe the financial impact of extreme weather events and transition actions.

1 Energy efficiency and carbon reduction in operations climate mitigation management strategy

MediaTek is committed to promoting environmental protection, energy efficiency, and carbon reduction actions, seeking any possible ways to mitigate climate change. In 2022, the Company announced its goal of achieving net zero emissions by 2050 and received Science-Based Target (SBT) approval by the first half of 2025. Given the industry's characteristics, the primary source of emissions is electricity consumption. Therefore, the Company commits to sourcing 100% renewable energy for electricity in its global offices (excluding data centers) by 2030. Key actions include implementing energy-saving and carbon-reduction measures at global locations and gradually increasing the use of renewable energy through the installation of new renewable energy systems and the purchase of renewable energy. These efforts aim to mitigate climate change and minimize potential carbon costs.

Response Measures	Benefits
The primary measures include the establishment of solar power plants, procurement of renewable energy, replacement of lighting equipment, construction of new energy-efficient data centers, upgrading of old data centers with new immersion cooling technology, and implementation of ISO 50001.	Reduction of approximately 18,564 tons of CO_2 emissions annually.

2 Climate disaster adaptation climate adaptation management strategy

- Own operations: A typhoon response team is established prior to a typhoon, implementing flood prevention measures such as inspecting generators, firefighting systems, and pumping equipment, as well as preparing sandbags and inspecting office environments. When a typhoon strikes, the response team remains on-site to monitor and ensure that all critical equipment is functioning properly. Following the typhoon, recovery actions are taken to restore all systems and the environment to normal.MediaTek's supply chain primarily consists of foundries and outsourced semiconductor assembly and test (OSAT) facilities. The Company's suppliers are specialized semiconductor foundries that demonstrate strong quality, manufacturing capability, and risk management. In response to extreme weather and climate-related disasters, the Company requires suppliers to develop business continuity plans addressing physical climate risks. Regular emergency response drills are conducted, and supply chain partners are encouraged to disclose climate-related risks and opportunities, along with detailed information on potential financial impacts and mitigation measures for stakeholders. When climate disasters threaten supplier operations and potentially affect MediaTek's production or supply, the Company promptly activates its emergency response procedures. A dedicated team manages and monitors supplier risks and implements measures to minimize the impact of physical climate risks on product supply.

Response Measures	Benefits
1 Own operations: A response team is established prior to potential impacts to implement typhoon and flood prevention measures. The team's stay mechanism is activated during the event, followed by recovery actions afterward. 2 Supply chain: Suppliers are required to develop operational continuity plans to address physical climate risks, conduct emergency response drills and reviews periodically, and encourage supply chain partners to disclose information on climate-related risks and opportunities.	No financial impact has occurred due to climate disasters that cause operational interruptions or disruptions.

Item	Implementation Status

3 Climate opportunities (low-carbon product innovation)

- MediaTek's core technology lies in chip design, and we are committed to integrating environmental sustainability considerations from the initial design stage. Throughout the product lifecycle—during both usage and disposal—the Company strives to reduce energy consumption and minimize product size by optimizing chip system architecture, refining algorithms, and accelerating the adoption of advanced manufacturing processes. By doing so, the Company seizes on climate opportunities to offer customers lower-carbon products.

Response Measures	Benefits
Invest in innovative research and development to reduce product energy consumption and minimize product size.	Through adjustments to the chip system architecture, algorithm optimization, and the accelerated adoption of advanced processes, the energy consumption ratio of key products during the usage phase is estimated to have decreased by 20% in 2024 compared to 2023.

4 Describe how the identification, assessment, and management process of climate risks are integrated into the overall risk management system.

- The Company's risk management follows its prescribed risk management policies and procedures, integrating significant risks faced in operational activities, including but not limited to governance risks, strategic risks, operational risks, climate risks, financial risks, and compliance risks. Each operational unit is responsible for the actual implementation of risk plans, including risk identification, risk analysis, risk assessment, risk response and control, and self-monitoring. Climate-related risks have been included as one of the reporting topics discussed periodically by the ESG Committee.

5 When using scenario analysis to assess resilience to climate change risks, the context, parameters, assumptions, analysis factors, and key financial impacts should be explained.

1 Assessment of transition risks:

- MediaTek has established a net zero emissions target for 2050. In evaluating potential carbon emission costs, the Company references the Net Zero Emissions (NZE) scenario published by the International Energy Agency (IEA) as a transition risk scenario for scenario analysis.

2 Assessment of physical risks:

- Evaluation based on IPCC's most severe climate change scenario assessment, and using the climate change disaster risk map and Aqueduct Floods tool published by TCCIP, assess the physical risks of domestic and foreign locations and suppliers.

6 If there is a transition plan to manage climate-related risks, describe the content of the plan, as well as the indicators and goals used to identify and manage physical risks and transition risks.

1 The management of transitional risks is implemented in supply chain sustainability management and the ISO 14001 environmental management system:

- Suppliers are selected based on three major dimensions of ESG. The Company ensures that they have established effective management systems and organizational structures. Annual on-site and written audits are conducted, along with relevant training sessions or improvement meetings. Supplier conferences are held to recognize and encourage high-quality suppliers. Following the PDCA management cycle, a systematic management approach is employed to maintain alignment between environmental protection goals and implementation strategies. Additionally, a pollution prevention and improvement mechanism is established to enhance MediaTek's impact on environmental protection. The management of physical risks is implemented through the Risk Management Committee, which follows the Company's prescribed risk management policies and procedures. This committee integrates and addresses significant risks encountered during operational activities, including but not limited to governance risks, strategic risks, operational risks, climate risks, financial risks, and compliance risks. Each operational unit is responsible for the actual execution of risk plans, which encompass risk identification, risk analysis, risk assessment, risk response and control, as well as self-monitoring.

Relevant Indicators	Objectives	Performance and Achievement
Product Sustainability	Product energy efficiency improvement	Reduce energy consumption of primary products by 20% in 2024 vs. 2023.
	Chip miniaturization design	Major products to achieve a 5% volume reduction in 2024 vs. 2023.
Cumulative Energy Savings	Cumulative electricity savings reached 16.5% in 2024.	The energy saving rate reached the original target of 16.5% in 2024. Target for 2025 continues to be set at 16.5%.

Item	Implementation Status		
	Relevant Indicators	Objectives	Performance and Achievement
	Greenhouse Gas Emission	By 2030, a 40% reduction in Scope 1 and Scope 2 greenhouse gas emissions compared to the 2020 baseline year. A minimum 25% reduction in Scope 3 greenhouse gas emissions by 2030 compared to the 2020 baseline year. Collaborate with key suppliers to jointly establish annual greenhouse gas reduction targets to reduce carbon intensity by 2% or more.	Greenhouse gas emissions in 2024 continued to increase, mainly due to the continuous expansion of servers in IT data centers. However, the Company continues to implement energy-saving and carbon-reduction measures and plans to achieve its operational emission reduction target by increasing the proportion of renewable energy usage in the future.
	Renewable Energy Usage	Continuously establish renewable energy facilities	In 2024, the existing solar photovoltaic system connected in parallel with Taipower had a total installed capacity of 146.4 kW, generating approximately 176,000 kWh of electricity. Additionally, four rooftop solar power plants were completed and connected by the end of 2024, with a combined installed capacity of 709 kW. A rooftop solar power plant is expected to be constructed on the roof of the New Tongluo Data Center in 2025, with a capacity exceeding 200 kW.
		By 2030, the global group offices (excluding data centers) will use 100% renewable energy	The Company will continue to plan renewable energy usage targets over the next two years to gradually achieve its corporate greenhouse gas reduction goals.
	Number of Operational Interruptions	Operational interruption days due to climate-related risks are 0	There were no operational interruptions due to climate-related risks in 2024.
	Waste Recycling Rate	Continuously improve recycling rates or reduce the quantity of non-recyclable waste	The recycling rate increased to 27% in 2024 vs. 26% in 2023.
7 If internal carbon pricing is used as a planning tool, the basis for price determination should be explained.	None.		
8 If climate-related goals are set, the activities covered, greenhouse gas emission scopes, planning schedule, progress achieved annually, etc., should be explained. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve the related goals, the source and quantity of carbon offset credits exchanged or the quantity of RECs should be explained.	By 2030, a 40% reduction in Scope 1 and Scope 2 greenhouse gas emissions compared to the 2020 baseline year and a 25% reduction in Scope 3 greenhouse gas emissions compared to the 2020 baseline year. Global group offices (excluding data centers) will use 100% renewable energy, with the aim of achieving net zero greenhouse gas emissions by 2050.		
9 Greenhouse gas inventory and assurance status, reduction targets, strategies, and specific action plans.	Further details are provided in Tables 1-1 and 1-2.		

1-1 The Company's GHG Inventory and Assurance Status for the Most Recent Two Years

1-1-1 GHG Inventory Information

Describe the GHG emissions (metric tons CO_2e), intensity (metric tons CO_2e/NT$ million revenue), and data coverage for the most recent two years.

1 The parent company should begin conducting inventories from 2023.
2 Subsidiaries included in the consolidated financial reports should begin conducting inventories from 2025.

MediaTek has established a GHG inventory mechanism in accordance with the ISO 14064-1 Greenhouse Gas Inventory Standard published by the International Organization for Standardization (ISO). We conduct annual inventories of our parent company's GHG emissions to fully keep abreast of our GHG usage and emission status and verify the effectiveness of our reduction actions.

Furthermore, the GHG inventory data for the most recent two years is described below:

		2023		2024	
		Emissions (metric tons CO_2e)	**Intensity (metric tons CO_2e / NT$ million revenue)**	**Emissions (metric tons CO_2e)**	**Intensity (metric tons CO_2e / NT$ million revenue)**
The Company	Scope 1 Direct GHG emissions	4,001		4,185	
	Scope 2 Indirect GHG emissions	88,299		94,158	
	Subtotal	92,301		98,343	
All subsidiaries included in the consolidated financial reports	Scope 1 Direct GHG emissions			1,437	
	Scope 2 Indirect GHG emissions			28,682	
	Subtotal			30,119	
Total		**92,301**	**0.242**	**128,462**	**0.213**

1-1-2 GHG Assurance Information

Describe the assurance status for the most recent two years, including the assurance scope, assurance organization, assurance criteria, and assurance opinion.

1 The parent company should begin the assurance process from 2024.
2 Subsidiaries included in the consolidated financial reports should begin the assurance process from 2027.

Furthermore, the GHG assurance information for the most recent two years is described below:

Assurance scope		2023 Emissions (metric tons CO_2e)	2024 Emissions (metric tons CO_2e)
The Company	**Scope 1 Direct GHG emissions**	4,001	4,185
	Scope 2 Indirect GHG emissions	88,299	94,158
	Total	92,301	98,343
	Percentage of the inventory data disclosed in the aforementioned Section 1-1-1	100%	100%
Assurance organization		Bureau Veritas Certification (Taiwan) Co., Ltd.	Bureau Veritas Certification (Taiwan) Co., Ltd.
Description of assurance		ISO 14064-3:2019 Reasonable Assurance	ISO 14064-3:2019 Reasonable Assurance
Assurance Opinion/Conclusion		Unmodified opinion	Unmodified opinion

Assurance scope		2023 Emissions (metric tons CO_2e)	2024 Emissions (metric tons CO_2e)
All subsidiaries included in the consolidated financial reports	**Scope 1 Direct GHG emissions**		1,437
	Scope 2 Indirect GHG emissions		28,682
	Total		30,119
	% of disclosed inventory data from the aforementioned 1-1-1		100%
Assurance Provider			Expected to be completed in 2025 Q4
Assurance Statement Explanation			
Assurance Opinion/Conclusion			

For the GHG emissions disclosed in Section 1-1-1, the scope of assurance for the parent company in 2023 and 2024 accounted for 100% of our parent company's total emissions for those respective years. This has been assured by Bureau Veritas (Taiwan) in accordance with ISO 14064-3:2019, by whom an unmodified opinion was issued at a reasonable assurance level.

1-2 GHG Reduction Targets, Strategies, and Action Plans

Our baseline year of GHG reduction was 2020. The total Scope 1 and Scope 2 emissions for the Company and consolidated subsidiaries in the baseline year were 92,300.56 metric tons CO_2e.

Targets:

1 In 2025, the energy-saving target for Taiwan offices is 16.5%,
2 corresponding to the greenhouse gas emissions reduction target under Scope 2 of 16.5%. By 2030, the target is to reduce greenhouse gas emissions, compared to the 2020 base year, from Scope 1 and Scope 2 by 40%, reduce emissions from Scope 3 by 25%, and use 100% renewable energy for electricity in global group offices (excluding data centers).
3 By 2050, we aim to achieve net-zero greenhouse gas emissions.Reduction Strategies:

Increase the use of renewable energy.Reduce energy consumption.

Specific Action Plans:

1 Procure or build wind and solar power facilities.
2 Install LED energy-saving lighting in new office buildings/replace lighting in existing office buildings and use the latest energy-efficient cooling technology in new data centers.

Target Achievement Status: Continuous monitoring and review will be conducted to achieve the aforementioned reduction targets in 2025 and subsequent years.

The Ten Principles of the UN Global Compact

Category	No.	Principle	Current Status	Report contents/ Page
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	☑	3.1.1 Human Rights Policy
	Principle 2	Make sure that they are not complicit in human rights abuses.	☑	3.1.1 Human Rights Policy
Labour	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	☑	3.2.4 Benefit Policies 3.4.1 Open and Transparent Communication
	Principle 4	The elimination of all forms of forced and compulsory labour	☑	3.1.1 Human Rights Policy
	Principle 5	The effective abolition of child labour.	☑	3.1.1 Human Rights Policy
	Principle 6	The elimination of discrimination in respect of employment and occupation.	☑	3.1.1 Human Rights Policy
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges.	☑	Environmental Management
	Principle 8	Undertake initiatives to promote greater environmental responsibility.	☑	Environmental Management
	Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	☑	2.3 Innovation Achievements 5 Sustainable Operations
Anti-Corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	☑	4.3 Integrity and Legal Compliance

Independent Third-Party Assurance Statement

INDEPENDENT ASSURANCE OPINION STATEMENT

2024 MediaTek ESG Report

The British Standards Institution is independent to MediaTek Inc. (hereafter referred to as MediaTek in this statement) and has no financial interest in the operation of MediaTek other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of MediaTek only for the purpose of assuring its statements relating to its ESG report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by MediaTek. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to MediaTek only.

Scope

The scope of engagement agreed upon with MediaTek includes the followings:

1. The assurance scope is consistent with the description of 2024 MediaTek ESG Report.
2. The evaluation of the nature and extent of the MediaTek's adherence to AA1000 AccountAbility Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the 2024 MediaTek ESG Report provides a fair view of the MediaTek sustainability programmes and performances during 2024. The ESG report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the MediaTek and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate MediaTek's efforts recognized by its stakeholders.

Our work was carried out by a team of ESG report assurors in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that MediaTek's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top level review of issues raised by external parties that could be relevant to MediaTek's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 16 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness, and Impact as described in the AA1000AP (2018).

Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness, and Impact of AA1000AP (2018) and GRI Standards is set out below:

Inclusivity

This report has reflected a fact that MediaTek has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the MediaTek's inclusivity issues.

Materiality

MediaTek publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of MediaTek and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the MediaTek's management and performance. In our professional opinion the report covers the MediaTek's material issues.

Responsiveness

MediaTek has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for MediaTek is developed and continually provides the opportunity to further enhance MediaTek's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the MediaTek's responsiveness issues.

Impact

MediaTek has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. MediaTek has established processes to monitor, measure, evaluate, and manage impacts that lead to more effective decision-making and results-based management within the organization. In our professional opinion the report covers the MediaTek's impact issues.

GRI Sustainability Reporting Standards (GRI Standards)

MediaTek provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported, or omitted. In our professional opinion the self-declaration covers the MediaTek's sustainability topics.

Assurance level

The moderate level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

Responsibility

The ESG report is the responsibility of the MediaTek's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:

Peter Pu, Managing Director BSI Taiwan

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2025-06-18

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