

MEDIATEK

MediaTek 2023 ESG Report

MEDIATEK



Table of Contents

Introduction	002
Message from Our Chairman	002
Message from Our Sustainability Committee Chairperson	003
About MediaTek	006
Sustainability Committee	008
2023 Global Awards & Recognitions	009
Sustainability Highlights	010
Sustainability Management	
Material Topics Analysis	014
Stakeholder Engagement	018

CH1 Global Presence	030
1.1 Brand Vision	032
1.2 Customer Services	041

CH2 Innovation	044
2.1 Core Concepts	047
2.2 Innovation in Practice	048
2.3 Innovation Achievements	052

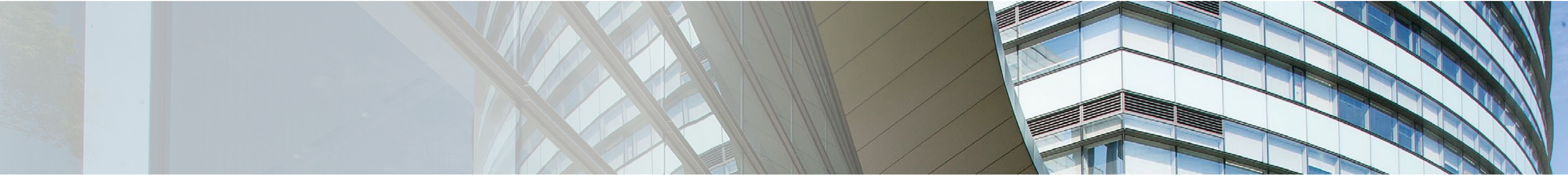
CH3 Talent	058
3.1 A Diverse and Inclusive Workplace	060
3.2 Talent Attraction and Retention	069
3.3 Employee Development	079
3.4 Diverse channels to strengthen employee engagement and two-way communication	086
3.5 Occupational Health and Safety	091

CH4 Corporate Governance	100
4.1 Corporate Governance Structure	102
4.2 Finance Performance	110
4.3 Integrity and Legal Compliance	111
4.4 Internal Audit	113
4.5 Risk Management	114
4.6 Information Security Management	118
4.7 Investor Relations	120

CH5 Environmental Management	122
5.1 Supply Chain Management	124
5.2 Climate-Related Risk and Opportunity Management	135
5.3 Facility Management	142

CH6 Community Engagement	154
6.1 Digital Social Innovation	161
6.2 Accessibility to Science Education and Academic Support	167
6.3 Welfare and Social Engagement	186

Appendix	191
About this Report	191
GRI Standard Index	192
SASB Index - Semiconductor	196
UN Global Compact	198
Independent Third-Party Assurance Statement	199



Chairman's Remarks

Global Reach, Local Presence, and Going Green for the Future

The year 2023 has brought significant changes to the global landscape. Economic growth has slowed due to monetary policies and geopolitical tensions, while the world continues to grapple with extreme weather challenges. Meanwhile, the rapid development of generative AI has injected immense innovative energy into the tech industry. In this dynamic environment, MediaTek employees have upheld their unwavering spirit, continuously pushing the boundaries of innovation, demonstrating operational resilience, and steadily advancing sustainable management.

As a global leader in the semiconductor industry, MediaTek is committed to enhancing the accessibility of technology products and leveraging our industrial influence to drive social innovation and lead the supply chain towards sustainable development. Building on our strong foundation in 5G, MediaTek continued its research and development efforts in 2023, releasing the 6G Satellite and Terrestrial Network Convergence

whitepaper to promote the standardization and commercialization of future 6G technology. Additionally, MediaTek is actively exploring the potential of generative AI within the global ecosystem to accelerate digital transformation and sustainable development. Furthermore, for six consecutive years, MediaTek has organized the "Genius for Home" Digital Social Innovation Competition, motivating groups across Taiwan to use technology to contribute to their hometowns. Over these years, we have received more than 2,000 proposals, covering nearly 90% of Taiwan's townships and extending the energy of technological innovation to every corner.

On climate issues, MediaTek is steadfastly progressing towards the goal of achieving net-zero greenhouse gas emissions by 2050. We are deeply invested in environmental sustainability, designing our products to reduce energy consumption and minimize their size, fostering sustainable development from the outset of the semiconductor supply chain. Additionally, we actively promote greenhouse gas reductions within our supply chain by hosting supplier conventions, recognizing outstanding ESG suppliers, and advocating for net-zero emissions, waste reduction, recycling, and green manufacturing practices. MediaTek is also vigorously pursuing renewable energy solutions, securing contracts for sustainable energy, and encouraging our supply chain partners to join these efforts.

MediaTek places a high priority on sustainable corporate management, consistently enhancing our practices in areas such as corporate governance and fostering a friendly workplace environment. This includes increasing the diversity of our board of directors, actively promoting a diverse and inclusive workplace through insights from global employee surveys, and encouraging young women to pursue careers in technology. We believe that sound corporate governance and providing a platform for talent to thrive not only bolster MediaTek's competitiveness worldwide but are also essential for our long-term development.

Looking ahead, MediaTek will continue to strive for global reach, local presence, and going green for the future. We are committed to continuous innovation and improvement, making our own contributions to sustainability.



Ming-Kai Tsai,
Chairman of MediaTek



Message from Chairperson of Sustainability Committee

Embedding Sustainability into Daily Operations

As we reflect on the past year, I am deeply grateful for the active participation of MediaTek's global employees in advancing our corporate sustainability initiatives. By embedding sustainability into our daily operations, we have made significant progress across the three pillars of sustainability: environmental, social, and governance.

MediaTek is on a steadfast journey towards achieving net-zero greenhouse gas emissions by 2050. We have taken proactive steps to enhance sustainability awareness and understanding among all employees. A notable example is our 2023 Family Day, where senior executives, employees, and their families participated in a sustainability run. For every kilometer run, MediaTek pledged 26 NTD, culminating in the donation and

planting of 2,000 saplings. This initiative not only demonstrates our commitment to environmental action but also effectively engages our employees and their families in our sustainability goals.

Furthermore, we are leveraging our industry influence to promote greenhouse gas reductions throughout our supply chain. This includes encouraging major suppliers to obtain ISO-14064 verification and launching a greenhouse gas management platform to monitor and manage emissions data. Our efforts also extend to promoting the adoption of green energy, aligning with our 2050 net-zero emissions target.

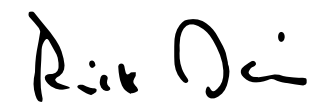
At MediaTek, our dedication to creating a diverse and inclusive workplace remains steadfast. We have formulated a competitive compensation strategy complemented by a variety of welfare measures to support our employees comprehensively. Our commitment extends through various initiatives such as employee resource groups, and policies celebrating new births, all designed to foster supportive environments for women, parents, expatriates, and cross-generational teams. Additionally, we have launched Taiwan's first "Girls! TECH Action" workshops. These innovative sessions are specifically designed to encourage school-age girls to consider careers in STEM fields, actively challenging and reshaping traditional gender stereotypes. We also introduced an employee stock ownership trust program to share the company's long-term growth results with employees.

In our governance practices, we have enhanced board diversity by appointing a female independent director and increased the proportion of independent directors. The board has also elevated the Risk Management Committee to a functional committee level, underscoring our commitment to robust governance practices. These efforts have positioned us among the top 5% of Taiwan's listed companies in corporate governance evaluations.

MediaTek's dedication to sustainability has garnered recognition from prestigious institutions both domestically and internationally. In 2023, we were honored as the "Outstanding APAC Semiconductor Company" by the Global Semiconductor Alliance and ranked third in Interbrand's "Best Taiwan Global Brands," achieving a record-high brand value of over 1 billion USD, which represents a 33% increase year-over-year. Our ongoing initiatives have also earned us accolades such as CommonWealth Magazine's "Excellence in Corporate Sustainability Award" and "Talent for a Better Future Award."

Sustainable development requires long-term cultivation and persistence, and MediaTek has laid a strong foundation over the past few years. With this solid base, we are well-positioned to continue our journey towards corporate sustainability. Moving forward, we will focus on the six pillars of "Global Presence," "Innovation," "Talent," "Corporate Governance," "Environmental Management," and "Community Engagement" as the cornerstones of our sustainable development. These pillars will guide us as we strive towards our shared mission and vision.

Rick Tsai,
Vice Chairman, CEO, and
Chairperson of the Sustainability Committee at MediaTek

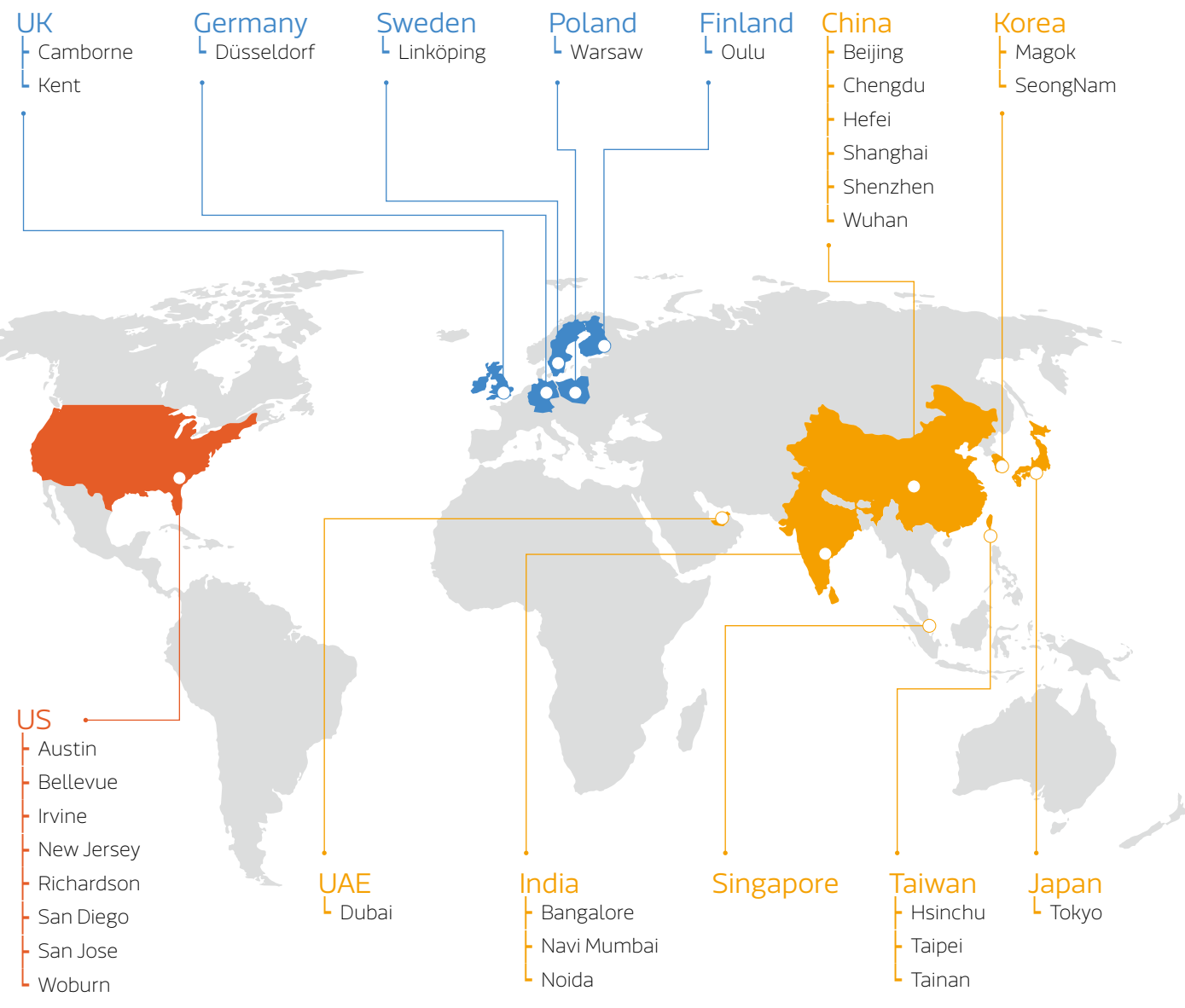


About MediaTek

Founded in 1997, MediaTek is the 5th largest fabless IC design company headquartered in Taiwan. We supply chipset solutions across platforms including smart home applications, broadband networking, smart IoT, Bluetooth audio, automotive electronics, ASICs, and smart mobile devices. With “Global reach, Local presence” principle, we incorporate a global perspective and world talent pool to provide cutting edge products and services to our customers worldwide, pursuing our sustainable leadership in the industry.

Global Footprint

MediaTek is headquartered in Hsinchu Science Park, Taiwan and has established 32 operation sites globally. We strategizes and broadens our global R&D resources and talent pool, providing customers in each region with the most timely and tailored services, while continuing to expand and leverage our presence in emerging markets. All with the goal to provide people throughout the world with new opportunities made possible by innovative technologies, and thus putting our brand mission into practice.



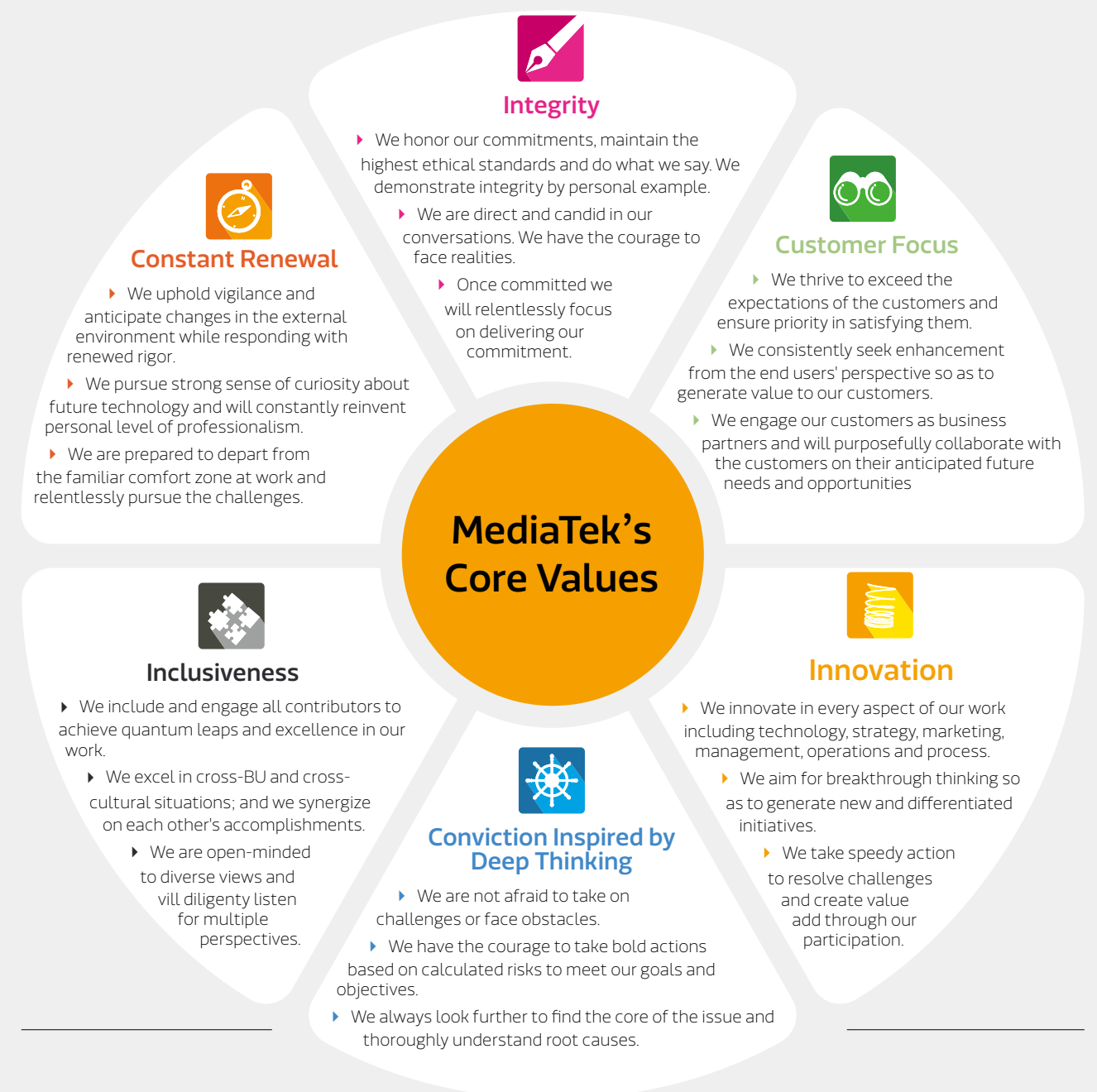
Mission, Vision and Sustainability Focuses

Our sustainability strategy is grounded on the six aspects of “Global Presence, Innovation, Talent, Corporate Governance, Environmental Management, and Community Engagement”, which is also the cornerstone of our daily operation since established. We expect every employee to exhibit our six core values, namely, Integrity, Customer Focus, Conviction Inspired by Deep Thinking, Innovation, Inclusiveness, and Constant Renewal to fulfill MediaTek’s mission and vision.

Mission | 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.

Sustainability Focuses | Global Presence, Innovation, Talent, Corporate Governance, Environmental Management, and Community Engagement.



ESG Committee Organization, Strategy, and Scope



Awards and Recognition



- ★ Taiwan Corporate Sustainability Awards: Top 100 Corporate Sustainability Awards, Corporate Sustainability Report Award Platinum Award, People Development Leadership Award, Growth Through Innovation Award, Social Inclusion Award, and Information Security Award
- ★ *CommonWealth Magazine's* Excellence in Corporate Sustainability Award – Large Enterprise #10



- ★ Top 5% in TWSE's Corporate Governance Evaluations
- ★ Global Semiconductor Alliance's Asia-Pacific Outstanding Semiconductor Company
- ★ Interbrand's Best Taiwan Global Brands #3, with a brand value of \$109.6M
- ★ Among top 3 of Asian semiconductor companies (excluding Japan) in *Institutional Investor Magazine's* 2022 All-Asia Executive Team for Most Honored Company, Best ESG, Best CEO, Best CFO, Best IR Professional, Best IR Program, and Best Board of Directors



- ★ HR Asia's Asia's Best Employer Award
- ★ *CommonWealth Magazine's* Talent for the Future Award #4
- ★ 1111 Job Bank's Gold Award for Happy Enterprises
- ★ IT Matters Awards: Best IT Employer Award
- ★ *CommonHealth Magazine's* CHR Healthy Corporate Citizen Bronze Award
- ★ MediaTek India – Great Place To Work® Certified™



- ★ Clarivate's 2023 Top 100 Global Innovators
- ★ LexisNexis' 2023 Innovation Momentum: Global Top 100
- ★ IAM's 2023 Asia IP Elite
- ★ MediaTek India – Jagran Hi-Tech Awards 2023: Best Chipset Maker of the Year (Editor's Choice)
- ★ Multiple products in the mobile and satellite communications fields -- honors at the Mobile World Congress 2023 (MWC23)
- ★ Filogic 880 Wi-Fi 7 platform – CES 2023 Innovation Awards
- ★ Dimensity series 5G mobile platform – GTI Awards 2023: Market Development Award
- ★ Dimensity 9200+ 5G mobile platform – DeviceNext Awards 2023: Best Gaming Smartphone SOC of 2023
- ★ MediaTek India – 10th Mobility Excellence Awards 2023: Global Renowned Fabless Semiconductor Brand of 2023 and The Best Chipset for 5G Smartphones Brand of 2023
- ★ MediaTek India – DeviceNext Summit 2023: IoT Enabler of the Year
- ★ Dimensity 8200 5G mobile platform – Indian Gadgets Awards 2023: Best Mobile SoC of 2023–Mainstream

ESG Highlights

Global Presence

MediaTek's long-term brand marketing campaign, "Powered By MediaTek," is committed to popularizing technology products, helping users broaden their vision through various smart technologies, and ultimately achieving the goals. MediaTek not only takes the lead in technology and products but also works closely with its global partners to promote the industrial ecosystem and demonstrate the value of 5G broadband programs. When engaging in in-depth cooperation with the world's top networking communication service suppliers, MediaTek has continued to develop and accumulate experience. As a result, it has achieved a remarkable market penetration rate of over 50%. In the meantime, to cope with the coming comprehensive AI era, MediaTek is committed to bringing advanced AI functions to various networking devices, creating a brand new and multi-scenario smart experience for users, and facilitating a smarter and more convenient lifestyle. The popularization of innovative applications of generative AI may help benefit a wider range of people and empower all walks of life.

Innovation

Technological Leadership in 5G Advancement/6G Vision

With a breakthrough in 5G technology, MediaTek has launched the all-big-core flagship 5G mobile platform, Dimensity 9300, propelling mobile communication into the new era of generative AI. Building on the "6G Vision White Paper" released in 2022, which outlined three key technology design principles—Simplicity, Optimization, and Convergence—MediaTek has further advanced its vision by releasing the "6G Satellite and Terrestrial Network Convergence White Paper" in 2023. This initiative aims to ensure the complementarity of satellite and terrestrial networks. MediaTek continues to leverage its expertise to propel 6G standardization and commercial rollout, accelerating digital transformation and sustainable development, and providing users with seamless, synergistic connectivity.



Talent

Employees globally shared their voices collectively and proactively to shape our future together!

MediaTek's Global Employee Survey (GES), which is conducted every two years, showcased MediaTek's continuous efforts in collecting diverse opinions and promote workplace inclusion. The latest GES was launched in September 2023. 86% of the global employees, translating to more than 16,000 individuals around the world, have participated in the GES, demonstrating all colleagues' strong determination to "speak up and co-create our future together". It also marked the first time for our Company to adopt an integrated employee voice collection platform to conduct the survey. This integrated approach allows our Company to collect opinions and feedback from employees at their different stages of their career journey with MediaTek.

Key Performance Indicators (KPI)

Employee engagement: 82% of colleagues demonstrated positive engagement and involvement.

Employees' Intent to Stay: 82% of colleagues show their willingness to stay with the company for more than 3 years.

Leading Indicators/Drivers

I have the authority I need to do my job:

Percentage of "Agree" or "Strongly Agree" shown by the global colleagues 95%

My manager's behavior is consistent with the company values:

Percentage of "Agree" or "Strongly Agree" shown by the global colleagues 91%

The people I work with cooperate to get the job done:

Percentage of "Agree" or "Strongly Agree" shown by the global colleagues 91%

According to the survey results, Growth & Development, Strategic Alignment, Role Fit and Change Management are considered as the important factors critical to employees' satisfaction with the work experience. The focus of the Company's overall follow-up actions has been determined. The Company also expects to launch and implement related action plans from Q2 of 2024.





Corporate Governance

The Company maintained an outstanding performance ranking in the top 5% of Taiwan Stock Exchange (the TWSE)-listed companies in the 2023 Corporate Governance Evaluation. Meanwhile, in order to improve the corporate governance, enable shareholders to understand the Company's operational information thoroughly and share the operational results with shareholders as early as possible, MediaTek announced the annual financial report audited by certified public accountants within two months after the end of the fiscal year, and also convene the annual general meeting before the end of May in advance. To strengthen the Audit Committee's supervisory functions in financial oversight, all of the quarterly financial reports for 2023 were approved by the Audit Committee and submitted to the Board of Directors for discussion and resolution.

To further improve corporate governance, MediaTek elected one female independent director at the 2023 shareholders' meeting to enhance the gender diversity of the Board of Directors and increase the proportion of independent directors.

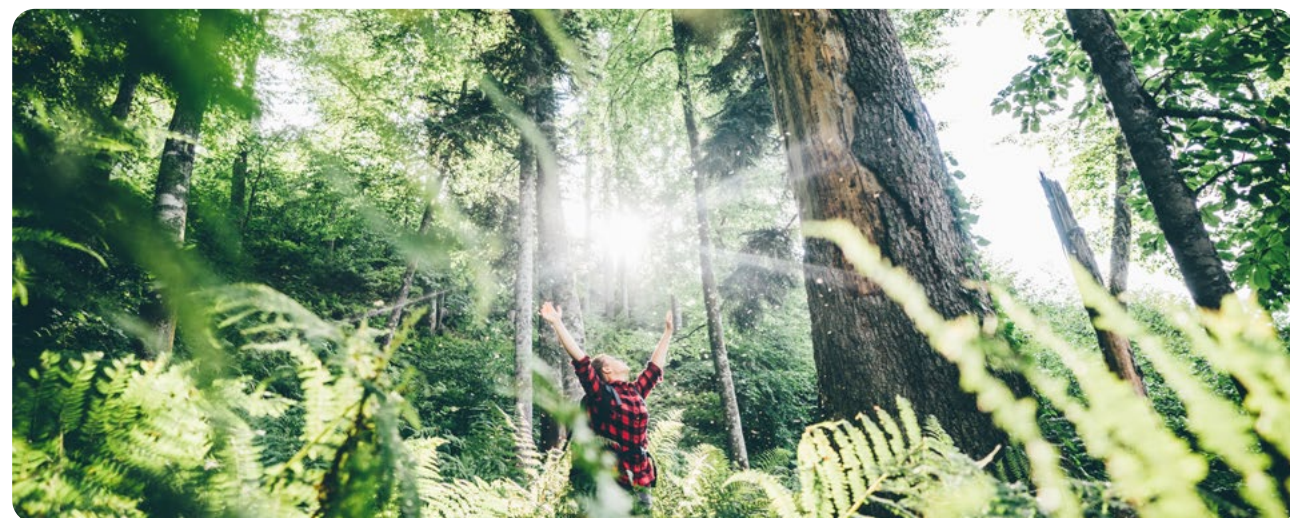


Environmental Management

Driven the supply chain to reduce carbon emissions by a total of 16,484 tons CO₂e, equivalent to the annual adsorption capacity of 42 Daan Forest Parks.

Aiming at MediaTek's green manufacturing, MediaTek leads its supply chain partners to adopt the circular economy concept and low-carbon reduction as the principles to be followed from the procurement of raw materials/supplies and production/manufacturing to the equipment, spare parts and waste needed in the process of shipment, packaging and delivery, encouraging the suppliers to establish their own ongoing improvement taskforces. MediaTek had discussions with the suppliers' energy-saving and water-saving experts and circular economy experts. In 2023, it has executed a total of 17 carbon reduction-related ongoing improvement projects, deriving the effect of carbon reduction by approximately 16,484 (ton CO₂e/year), equivalent to the annual adsorption capacity of 42 Daan Forest Parks.

* According to statistics gathered by the Ministry of Environment in 2020, the annual adsorption capacity of Daan Forest Park was about 389 ton CO₂e/year.



Community Engagement

Girls! TECH Action

MediaTek Foundation initiated the Girls! TECH Action Plan for the first time and organized the "Tech Girls Future Design Workshop" in 2023. Inviting girl students from universities and high schools throughout Taiwan to register, the Workshop was designed exclusively for girls with career anchoring as the core. The Workshop emphasizes the social relevance of STEM fields, in order to enhance the female's interest and confidence in the field of science and technology, and continues its influence through the campus ambassador program to encourage girls to showcase their leadership.

After the workshop, female university student participants showed willingness to include the technology industry in their career options, giving an average score, 4.53 points (on a 5-point scale).

Meanwhile, the high school girl students' awareness toward TECH-related departments increased by 32.4%. The future will continue to promote this plan, increasing female's interest and confidence in the field of science and technology.



Materiality Assessments

MediaTek identify material issues by latest GRI Universal Standards 2021 and AA 1000 Account Ability Principle Standard, including the principles of materiality, inclusiveness, responsiveness, and impact, to identify material issues. We further assessed the impact of each material issues on the economy, environment, and human rights. These materiality is the basis for planning our sustainable development strategies, responses to stakeholders, as well as the basis for information disclosures.

Identify Stakeholders

Via assessment of the connection and extent of influence between various stakeholders and MediaTek according to the five principles of AA 1000 Stakeholder Engagement Standard (SES), namely Dependency, Responsibility, Influence, Diverse perspective, and Tension, the company has identified six major stakeholders as communication targets: Customer, Industry/Government/Academic/Research body, Employees, Shareholders and Investors, Suppliers, and Social public/Media.

Analytical Flow for Materiality

1 Benchmark analysis: Since 2018, we uphold sustainability trends that are similar to our industry peers. Information collected through major sustainability rating institutes, like DJSI, Sustainalytics, CSR Hub, showed a continuation of trend among international peers. (see p.14 of our 2018 CSR Report)

2 Issue identification: We established 24 issues based on the results of our benchmark analysis and ESG issues of concern to stakeholders, with the addition of Information Security this year.

3 Sequence of material issues: The company has put in order material issues, according to frequent communications between staffers of various units with customers, shareholders, and employees and domestic and overseas statistics and surveys, in both qualitative and quantitative terms, in the four major categories:

A Material Issue Survey with internal and external stakeholders (2019, 2020, 2022)

B Global Employee Survey (2016, 2019, 2021)

C Brand Survey (2018, 2019)

D Perception Survey of opinion leaders and the public (2017, 2020, 2022)

The aforementioned surveys have been undertaken once every two to three years. We carefully inspect our findings and compare previous accomplishments with new materiality base on the results of these surveys. Multi-channel communication is built into the framework of MediaTek's daily operations to actively respond to our stakeholders. Please see Stakeholder Engagement for more information.

Multi-channel communication with stakeholders		2019	2020	2021	2022	2023
Internal	A.1 Questionnaire survey of ranking officials and in-depth interviews	●				●
	A2. Questionnaire surveys on material issues		●	●	●	
	A2. Questionnaire surveys on material issues		●	●	●	
External	B. Opinion polls of global employees	●		●		●
	C. Brand Survey	●				
	D. Perception Survey		●		●	●

A1: 14 executive interviews (2023)

A2: 124 eligible surveys collected (2022)

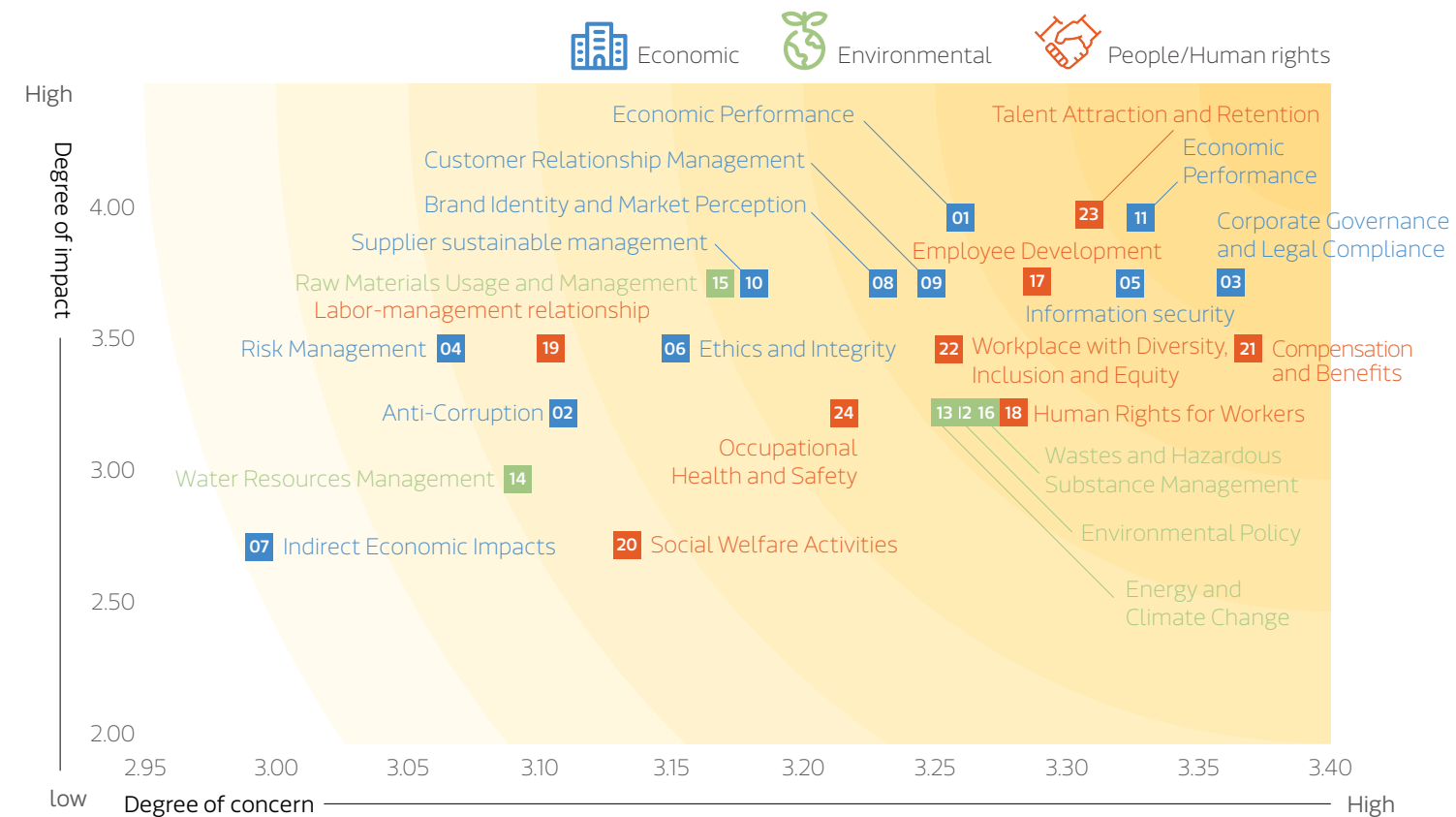
B: 86% of participation rate globally from over 16,000 employees (2023)

D: 433 surveys collected from Taiwan, Mainland China, India and the US (2023)

Establishment of material issues

Based on results of aforementioned communications and surveys, various working groups of the ESG Committee looked into fundamental reasons and planned corresponding improvement measures, which were finalized by ESG Committee Chair, also CEO, in a meeting in the first half of the year. Via such procedure to respond to stakeholders' concern, the company makes minor adjustment of material issues annually, according to extent of concern and the effect on operation, and modify sustainability-related projects accordingly. The committee set 11 material issues for 2022, based on findings for several items with highest degree of concern and business impact in the 2022 survey on material issues (A) and three other items with higher priority, including Social Welfare Activities from the Perception Survey (D), Labor-management relationship in opinion poll of employees (B), and Supplier sustainable management in frequent communication. The following is matrix diagram for 2022 material issues, produced according to findings of 2022 survey on material issues, in which the 11 material issues are shown in bold letters (refer to table Material Issues value chain and scope)

Matrix diagram for material issues



01 Economic Performance	13 Energy and Climate Change
02 Anti-Corruption	14 Water Resources Management
03 Corporate Governance and Legal Compliance	15 Raw Materials Usage and Management
04 Risk Management	16 Wastes and Hazardous Substance Management
05 Information security	17 Employee Development
06 Ethics and Integrity	18 Human Rights for Workers
07 Indirect Economic Impacts	19 Labor-management relationship
08 Brand Identity and Market Perception	20 Social Welfare Activities
09 Customer Relationship Management	21 Compensation and Benefits
10 Supplier sustainable management	22 Workplace with Diversity, Inclusion and Equity
11 Innovation and Product responsibility	23 Talent Attraction and Retention
12 Environmental Policy	24 Occupational Health and Safety

Assessing and Ranking the Impact of Material Issues

After material issues are finalized, each working group of the Sustainability Committee would evaluate the impact of 11 major issues on the economy, environment and people/human rights, including positive/negative impact and actual/potential likelihood. Impact is then ranked based on the results of evaluation, while the responding measures, short-, mid- and long-term goals, annual results and management guidelines are presented in the report, in accordance with the requirements of GRI 3-3 Management of material topics.

Impact Assessment

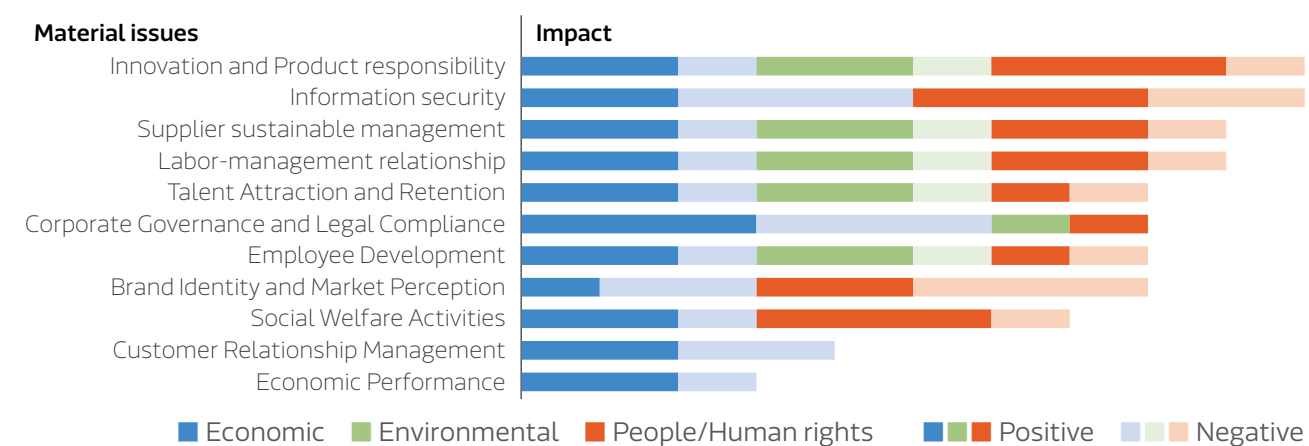
The materials issues are scored from low, moderate to high based on their impact on the economy, environment, people/human rights. Likelihood of occurrence is categorized into low, moderate, high and existing. The results of assessment and summary done by each working group are as follows :

Impact / Likelihood	Economic				Environmental				People/Human rights			
	Impact		Likelihood		Impact		Likelihood		Impact		Likelihood	
	positive	negative	positive	negative	positive	negative	positive	negative	positive	negative	positive	negative
Innovation and Product responsibility	■	■	■	■	■	■	■	■	■	■	■	■
Talent Attraction and Retention	■	■	■	■	■	■	■	■	■	■	■	■
Economic Performance	■	■	■	■								
Corporate Governance and Legal Compliance	■	■	■	■	■	■	■	■	■	■	■	■
Information security	■	■	■	■					■	■	■	■
Employee Development	■	■	■	■	■	■	■	■	■	■	■	■
Customer Relationship Management	■	■	■	■								
Brand Identity and Market Perception	■	■	■	■					■	■	■	■
Supplier sustainable management	■	■	■	■	■	■	■	■	■	■	■	■
Labor-management relationship	■	■	■	■					■	■	■	■
Social Welfare Activities	■	■	■	■	■	■	■	■	■	■	■	■

Impact on Economy, Environment, People/Human rights: High ■■■ Moderate ■■ Low ■
Likelihood of occurrence: Existing ■■■■ High ■■■ Moderate ■■ Low ■

Impact Quantifying and Ranking

To effectively manage material issues, the ESG Committee employs a quantification methodology. The process begins with a consultation with the management team to gain insights and perspectives. Following this, each material issue is evaluated for its potential positive and negative impact on economic, environmental, and social aspects. These impacts are quantified on a scale of 1 to 3, with 1 representing low impact, 2 moderate, and 3 high. Finally, the scores for each aspect are summed to generate a total impact score for each material issue. This approach allows for a comprehensive understanding of the potential effects of each issue.



Material Issues value chain and scope

As a global leader in semiconductor technology, MediaTek pioneers advanced chip design. Our reliable suppliers manage all manufacturing aspects, including raw material procurement, production, testing, and packaging.

Category of impact: ● Direct impact ● Indirect impact

Material issues	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	Non-GRI Material Topic	SDG 1 SDG 8 SDG 9	2 Innovation	●	●	●	●
Customer Relationship Management	Non-GRI Material Topic	SDG 8	1 Global Presence		●		
Brand identity and market perception	Non-GRI Material Topic	-	1 Global Presence	●	●		●
Information security	Non-GRI Material Topic	-	4.6 Information Security	●	●	●	●
Economic Performance	GRI 201: Economic Performance 2016	-	4.2 Finance Performance	●	●	●	●
Corporate Governance and Legal Compliance	GRI 2: General Disclosures 2021	SDG 8	4 Corporate Governance	●		●	
Talent Attraction and Retention	GRI 401: Employment 2016	SDG 8 SDG 10	3.2 Talent attraction and retention	●			
Employee Development	GRI 404: Training and Education 2016	SDG 4 SDG 5	3.3 Employee Development	●			
Social Welfare Activities	Non-GRI Material Topic	SDG 4 SDG 8 SDG 10 SDG 11 SDG 17	6 Community Engagement	●			●
Labor-management relationship	Non-GRI Material Topic	SDG 8	3.4 Employee Experience	●			
Supplier sustainable management	GRI 308: Supplier Environmental Assessment GRI 414: Supplier Social Assessment	SDG 8 SDG 12 SDG 13	5.1 Responsible Supply Chain Management			●	

Stakeholder Engagement

Stakeholders	Importance to MediaTek	Main engagement issues	Engagement method	frequency	Response and action
Customers	▶ We uphold the customer-orientation spirit when developing various products and services, and use the best effort to help customers get success. Customers refer to the basis for sustainable management of core profession.	▶ Brand identity and market perception ▶ Maintenance of customer relationship ▶ Customer products and innovation	▶ Integrate the global resources and local customer service teams, and organize multiple online/offline summits and product launch events to reflect the brand positioning and commitment via diversified engagement channels. ▶ Pay visits through the global customers' support system for engagement ▶ Execute customer complaint process	▶ Per project needs ▶ routine engagement ▶ instant solution	▶ Cultivate the company image and brand value via diversified channels ▶ Communicate for multiple aspects in a systematic manner, think as customers, and solve customers' concerns effectively ▶ Research and develop products that satisfy the local demand
Government, industry, university & institute	▶ MediaTek considers governments, industrial associations, research bodies and think tanks as crucial stakeholders. We prioritize responding to regulatory requirements of host governments and collaborating with them on fostering a positive business environment.	▶ Industry policies and business environment: taxation, talent, and market competition ▶ Assessment on the impact on business operation ▶ Consultation about corporate governance and compliance ▶ Senior talent training	▶ Collection of international laws and regulations, and compliance ▶ Collection, consultation, engagement and compliance of the central government laws and regulations ▶ Project meetings, including but not limited to exchanges of ideas on industry policies with governmental authorities	▶ Instant resolution ▶ In response to the timetable for establishment of laws and regulations ▶ According to project schedule	▶ Proactively respond to inquiries about laws and regulations enacted by governments and business environment, with the aim of improving 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 university, and deploy future talents in advance; by the end of 2023, more than 4,000 students have already attended the Program
Employees	▶ As a fabless IC design company, employees are the most important assets of MediaTek. The innovation and efforts of global talents in IC design enable MediaTek to become one of the leading companies in terms of technology in the world.	▶ Talent attraction and retention, including compensation, employee care and welfare ▶ Talent development and promotion ▶ Build a diverse and inclusive workplace	▶ Labor-management meetings ▶ Global communication meetings of different levels ▶ Global Employee Survey ▶ Employee suggestion box ▶ Employee complaint box ▶ Sexual harassment complaint mailbox ▶ Internal AI Chatbot (Instant resolution)	▶ Convened on a quarterly basis ▶ Convened on a regular basis, usually quarterly ▶ Conducted bi-annually ▶ Resolved in a timely manner	▶ Establish the overall compensation strategy with industry competitiveness and provide diversified benefit plans ▶ Provide fair employment and development opportunities, and a safe and friendly working environment ▶ Introduced Unconscious Bias online learning with the training completion rate of 80%+ for managers
Shareholders and Investors	▶ Shareholders and investors are the facilitator of MediaTek. Capital investment and participation in corporate governance make MediaTek go further on the way to sustainable development.	▶ Economic Performance ▶ Corporate Governance and Legal Compliance	▶ Annual General Meeting ▶ Quarterly investor conference ▶ Domestic and overseas forums and roadshows ▶ Interviews with institutional investors	▶ Convened on a yearly basis ▶ Convened on a quarterly basis ▶ More than 25 rounds per year, subject to the circumstances ▶ About 300 rounds per year, subject to the circumstances	▶ In 2023, the gross profit was 207.4 billion, operating profit was 71.8 billion New Taiwan Dollars; gross profit margin was 47.8%, and operating net profit margin was 16.6%. ▶ The suggestions accepted through interaction with investors will serve as the important reference for future development strategies. ▶ More than 25 domestic and overseas forums and roadshows have been organized. The Company has also interviewed with institutional investors for more than 300 rounds. There are more than 8,000 global investors receiving services throughout the year.

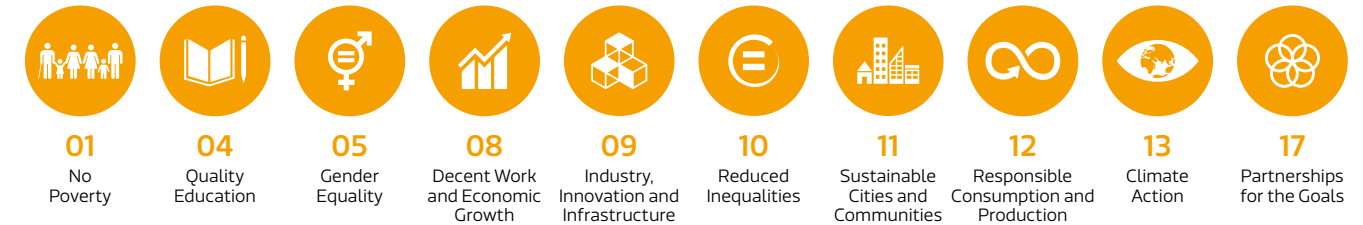
Stakeholders	Importance to MediaTek	Main engagement issues	Engagement method	frequency	Response and action
Supplier	- Suppliers are the best partners who provide excellent products and services for MediaTek. - Based on the cooperative relationship of mutual trust, either party may give a hand when the other party has any difficulty. MediaTek will grow together with suppliers.	Sustainable supply chain management	Supplier conference	Convened on a yearly basis	- The "MediaTek Best Sustainability Partner Supplier Award" is conferred in order to praise and encourage the Best sustainability partner suppliers at the supplier conference. - MediaTek encourages suppliers to establish continuous improvement plan teams and, together with energy and water conservation experts and circular economy experts in the supply chain, discuss and implement a total of 17 carbon reduction-related continuous improvement projects in 2023, with a carbon reduction benefit of approximately 16,484 (ton CO₂e/year).
			Complaint mailbox	Conduct the audit per year	
			Audit on suppliers	Instant resolution	
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, news releases, media interviews	Constant	- Each year, approximately 2 billion devices carry MediaTek's advanced chips, enabling more people around the world to enjoy the benefits of innovated technologies. - Communicate product technology, social engagement, and sustainability statements through diverse communication channels.
			TWSE Market Observation Post System	Immediate	
			Corporate website and social media	Constant	
		Community engagement	Corporate sustainable development website	Constant	- Encourage the public to propose technology-based solutions for local and societal issues, and provide teams with resources and mentorship to develop and implement their proposals. - Collaborate with local NGOs to conduct charity activities and donation. - Diverse volunteer groups engage in activities such as writing and science program with elementary school students, and get involved in areas such as environmental protection, stray dog and more. - Continuously conduct teacher training to strengthen teachers' expertise in technology and science. - Connect employees and resources to technology teachers, expanding the scope of technology education on campuses. - Through advocacy and event organization, encourage female students to engage in STEM fields, expanding the possibilities for careers in technology.
			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 Material Issues Management

Our stakeholder engagement has been sustained through various communication channels, including day-to-day business contact and periodic surveys with stakeholders. In the meantime, we keep up with the latest domestic and international trends of sustainable development. With information collected from the above, we analyze the gap between internal and external stakeholder input and make mid and long-term plans to address stakeholders' top concerns, making rolling revisions. Below is an outline of our current strategic topics and corresponding responses.

Strategic issues and significance to the Company	Stakeholders	Corresponding Material Issues	Responsive Measures for Material-Issue Related Impact
Innovation We strive to empower people from all corners of the world with digital opportunities that may enhance and enrich their lives.	Customer, general public, consumer, media	Innovation and Product responsibility	- Provide innovative products to meet consumers' needs. - Communication and connectivity: Roll out cutting-edge products in 5G, Wi-Fi 7, etc. alongside the world's leading group and contribute to technical standards - Computing and AI: Leveraging robust edge computing capabilities, AI algorithms, and software tools, MediaTek delves into various product arenas including smart homes, wearables, smartphones, and other connected devices.
Talent recruitment and retention To keep pace with rapidly evolving technology and the Company's expanding business operations, the Company is taking a proactive approach to attracting top talent. This includes assessing the competencies required for various positions, so the Company can identify experts who meet its standards. Once hired, the Company is committed to providing comprehensive training and support to set employees up for success. Meanwhile, the Company is fostering an inclusive and innovative workplace that allows employees to leverage their strengths, reach their full potential, and contribute to its sustainable growth journey.	Employees	- Talent Attraction and Retention - Employee Development	- 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 respectful workplace; look after employees' physical and mental health and an excellent and build a healthy working environment providing employee-orientated flexible benefit programs.
Customer Relationship Management, Brand Identity and Market Perception We aspire to uphold our distinctive world-class position and become a well-respected and strategically relevant global semiconductor company.	Customers, General public, Consumers & Media	- Brand Identity and Market Perception - Customer Relationship Management	The Company reviews its management based on the sales forecast and number of active projects regularly, and also continues to verify customers' internal organizational structure, focus and practices, in order to increase the in-depth understanding in customers and also good impression to customers.
Corporate Governance and Legal Compliance, Information Security Management, and Economic Performance Adhering to the applicable laws and regulations and social responsibilities of the operating locations, establishing a good corporate governance system, and implementing information security management to achieve the committed economic performance through our main business, leading the enterprise to continuously achieve the goal of sustainable development.	Investors, employees, government, industry, university & institute, and media	- Corporate Governance and Legal Compliance - Information Security Management - Economic Performance	- The Company maintained its position in the top 5% of TWSE-listed companies in the 2023 Corporate Governance Evaluation and continuously improves its corporate governance, such as strengthening the Audit Committee's supervisory role over the Company's finances and risk management, with sustainable development being the highest goal of corporate operations.. - Continuously strengthen enterprise information security through methods such as red team exercises. - Actively enhance product security by implementing a review process for introducing open-source third-party software and improving the efficiency of handling product security incidents. - Develop an intellectual property management plan linked to operational goals and report regularly to the board of directors. - Conduct information security forums for suppliers to enhance the information security capabilities of supply chain vendors and establish a comprehensive information security environment for MediaTek's supply chain. - Economic Performance: Continue to invest in the key technology, develop the global market opportunities, analyze the market trends, monitor the global economic and political situation and implement the responsive measures accordingly.

Sustainable Development Goals (SDGs)



Strategic issues and significance to the Company	Stakeholders	Corresponding Material Issues	Responsive Measures for Material-Issue Related Impact
Community Engagement ▶ This is one of the primary focuses of interest for many of our external stakeholders. ▶ In addition to technological innovation, we enable and support using technology to make positive social impact. In recent years, we have increased our social participation and created value by promoting digital social innovation and by promoting STEM education for elementary and junior high school students.	▶ Government, industry, university & institute ▶ general public	▶ Social Welfare Activities	▶ Organize the “Genius for Home Digital Social Innovation Competition,” promote programming education courses, collaborate with higher education and industry, and provide long-term support for cultural and educational activities.
Diverse Communication Channels ▶ To generate good employee experience, the Company has established real-time and two-way communication channel to accurately and quickly convey company information to employees, as well as listening and responding to employee opinion. Such consolidation of mutual expectation and thoughts shall enable the establishment of sustainable and steady labor-management relationship. Only by providing diversified and innovative engagement channels and environments, the Company may improve the satisfaction with employee experience. ▶ To foster a positive business environment, we have reinforced our external communication to establish corporate reputation, enhance brand awareness and trust, shape public policies favorable to MediaTek's global business, and create win-win situations with external parties.	▶ Employees, government, industry, university & institute, and media	▶ Labor-management relationship	Internal engagement ▶ Promote MediaTek Group Communication Guidelines and advocates for the 5C Model to ensure effective cross-regional and cross-language team communication. Diverse online and offline engagement channels are used to enable two-way engagement between employees and the company, promoting mutual understanding and effective communication. Regular investigation of employee feedback, response to survey results, and implementation of improvements demonstrate the company's commitment to ongoing growth and development. External Communication ▶ Establish effective two-way communication channels to remove barriers for corporate operations and enhance external business environment ▶ Take part in policy-making to enhance business performance ▶ Manage policy projects related to the Company and engage directly with policymakers and government officers to shape public and political dialogue ▶ Develop and lead long-term and immediate public policy strategies that support the Company's global business objectives and drive favorable policy and regulatory outcomes ▶ Identify topics of communication, convey corporate brand messages, maintain media relations, proactively participate in public affairs, and actively handle crises and risks
Responsible Products and Energy Conservation & Carbon Reduction As a fabless company, our primary focus is on carbon reduction initiatives within our office space. In addition, we strive to enhance energy efficiency of our products in use and in the manufacturing processes, extending our commitment to sustainability beyond our office premises.	▶ Consumers ▶ Suppliers	▶ Innovation and product responsibility ▶ Supplier sustainable management	▶ We remain committed to green design principles and responding proactively to both domestic and international environmental protection and carbon reduction initiatives. Additionally, we leverage our influence over our suppliers to further extend our sustainability efforts.

Strategic Issue Development Goals

Strategic Issues	Short-term goal (1-3 years)	Mid- and long-term goals (3-10 years)	Progress and Results in 2023
Innovation	- Invest at least 80 billion New Taiwan Dollars in research and development annually. - Mass-produce 5G products that meet various levels of demand. - Integrate AI computing capabilities into products across all product lines. - Continuously implement low-power design concepts to improve product energy efficiency	Achieve technology leadership in fields critical to business success, deliver differentiated technologies, features and services, and capture the value for sustainable growth and profit.	- Invested 111.3 billion New Taiwan Dollars in innovative research and development. - MediaTek's chips power approximately 2 billion devices annually, providing modern convenience to people's lives. - Leveraging innovative high-performance and low-power technologies, MediaTek's new flagship 5G SoC, the Dimensity 9300, offers consumers an all-big-core computing platform and generative AI, ushering in a new era for mobile platforms. - MediaTek has released the first "6G Satellite and Terrestrial Network Convergence White Paper," focusing on innovative changes and sustainable development, outlining the integration technology of 6G satellites and terrestrial networks and the realization blueprint.
Talent recruitment and retention	- Establish diverse channels to recruit targeted talents. - Provide competitive compensation and benefits. - Ensure ongoing attention to employee health and well-being, fostering a positive and caring workplace atmosphere.	- Consistently provide a globally competitive reward framework linked to performance. - Foster a challenging and innovative environment to unleash employee potential. - Persistently establish welfare programs based on employee needs.	- In 2024, regarding the "Average and Median Salaries to Non-Executive Permanent Employees" submitted to the Taiwan Stock Exchange for 2023. MediaTek's amounts were NTD \$3.754 million and NTD \$3.094 million, respectively. - Continue to deploy future technology talents, strengthen the connection of industry and university, and work with universities to launch the "IC Design Program"; by the end of 2023, it has trained more than 4,000 students. Note: The non-executive permanent employees refer to the full-time employees other than Board members and the management team.
Customer Relationship Management	Increase revenue and profit margins, continue to improve the business scale and economic effects.	Continuously cultivate global market segments with potential (such as AI and automotive), customers, and partners to increase industry influence, leading the industry forward.	- Collaborate with NVIDIA to provide a comprehensive product solution blueprint for the automotive industry. The Dimensity Auto platform integrates NVIDIA GPU chips to provide advanced artificial intelligence, high-speed connectivity, and computing capabilities for the next generation of smart cockpits. - MediaTek's artificial intelligence research unit, MediaTek Research, signed a memorandum of cooperation with the Taipei City Government Information Bureau and National Taipei University of Technology, authorizing the Taipei City Government Information Bureau to use its self-developed large-scale traditional Chinese language model, with assistance from National Taipei University of Technology in deployment. - Empower devices with generative AI using mainstream large language models such as Meta's Llama 2 - Strengthen collaboration with E Ink to develop system chips, providing the best e-reader chip solutions for global customers. - Lead globally to create a robust 5G broadband partner ecosystem, with a global market share of over 50% in CPE. - Deeply understand customer satisfaction through methods such as online and offline customer visits, case openings, Q&A sessions, etc. - Continuously utilize localized customer teams and video conferences to adapt to the turbulent industry environment while cultivating markets in Europe, America, China, Asia, Australia, Africa, and other major global markets.
Brand Identity and Market Perception	Enhance corporate image and increase brand value by 10%	Enhance corporate image and increase brand value by 30%	Ranked third in Interbrand's "Best Taiwan Global Brands," with a brand value exceeding 1 billion US dollars. In 2023, the brand value increased by 33% compared to 2022, marking the best performance in both ranking and brand value to date.
Corporate Governance and Legal Compliance	- Enforce legal compliance to ensure no material violation of laws. - Maintain the Company's Corporate Governance Evaluation result within the top 5% of TWSE-listed companies.	Improve the operations of the Board of Directors and functional committees to perfect the functions of the Board of Directors.	- A female independent director was elected at 2023 Annual General Meeting of Shareholders to improve the gender diversity of the Board of Directors and increase the proportion of independent directors. - In order to enhance the oversight of risk management, the Board of Directors has approved the elevation of the Risk Management Committee to the functional committee level of the Board, with the Audit Committee assuming the responsibilities previously held by the Risk Management Committee. - Stayed in Top 5% of TWSE-listed companies in the 10th (2023) Corporate Governance Evaluation. - No material illegal events in 2023.

Strategic Issues	Short-term goal (1-3 years)	Mid- and long-term goals (3-10 years)	Progress and Results in 2023
Information Security Management	- Expand information security management to cloud environments and supply chains to strengthen enterprise information security compliance. - Revise the IP security protection policy for group subsidiaries to ensure compliance with IP transfer regulations and OA network usage regulations, safeguarding information security. - Expected to achieve ISO 21434 Cybersecurity Process Certification for automotive in June 2024, obtaining certification to implement industry standards for automotive product information security. - All product lines complete the implementation of the open-source third-party software registration/review/scanning/patching process to reduce the risk of security vulnerabilities in open-source third-party software. - Centralize the management of security incident reports for all product lines to effectively implement vulnerability tracking and patching.	- Establish the software automated security fuzzing technology to continue improving the information security detection ability. - Establish a software bill of materials (SBOM) system mechanism to control the information about the composition/version/source/vulnerability of the software contents, in order to satisfy the demand for compliance with high security strength requirements. - Analyze the reported information on product security vulnerabilities, improve the efficiency of the current product development process, and continue to elevate product security and quality.	- Received the 2023 TCSA for Information Security Leadership, maintaining the first place for two consecutive years. - Achieved TISAX certification for automotive cybersecurity international standards. - Promoted automation of asset compliance checks and established automated mechanisms for the Security Operation Center (SOC) to effectively handle and track information security incidents through a information security event management system. - Extended information security management to suppliers, hosting a physical MediaTek Supplier Information security Forum in Taipei in 2023 to invite experts to share practices on information security, compliance, and supply chain security, enhancing the information security capabilities of supply chain vendors. - Established a company-wide Fuzz Testing platform and quality standards, integrating fuzz testing tools and management systems to ensure consistent processes across all product lines to meet security quality requirements. - Implemented quarterly PSDLC audits for all product lines, issuing reports as a basis for performance and improvement. - Established an external threat intelligence collection process, regularly releasing information related to product security to BU/FU for reference, analyzing potential risks and impacts to provide early warning capabilities. - Established management regulations and a daily audit system to ensure compliance and protect sensitive information when using generative AI services - Revised dispatched outsourcing contracts, established penalties for PIM violations, increased awareness of information security among dispatched outsourcing personnel, and strengthened regulations to reduce compliance-related risks and mitigate security risks resulting from violations.
Economic Performance	Execute the leading technology strategy precisely and launch the complete and highly competitive product line to serve the global customers	Focus on creating product value, maintaining profitability, sharing profit with shareholders, and creating long-term shareholder value.	In 2023, the gross profit was 207.4 billion, operating profit was 71.8 billion New Taiwan Dollars; gross profit margin was 47.8%, and operating net profit margin was 16.6%.
Community Engagement	Organize social innovation competition, soliciting ideas and proposals, while strengthening external communication	Encourage the implementation of projects, track results, and enhance public understanding of MediaTek’ s effort in joint value creation	- In 2023, a cumulative total of 39.38 million New Taiwan Dollars was invested in social initiatives. - The “Genius for Home” has been implemented continuously for six years, with a total of 8,867 participants and 2,172 proposals received, covering 327 townships and urban areas. The program spans various fields including industry and economy, civic participation, environmental ecology, healthcare, education and culture, and information technology. - The “Genius for Home” program supports finalist teams in implementing their proposals, providing two years of post-competition guidance and support. A total of 33 winning teams from the previous five competitions continue to be tracked and supported in their post-competition implementation plans.
Diverse Communication Channels	- Through diverse communication channels, continuously listen to employees’ voice to provide timely feedback. - Optimize online and offline communication channels to effectively communicate and implement company goals and policies.	- Conduct regular Global Employee Surveys and establish teams to take action on optimization and implementation based on the survey results to enhance the employee experience. - Jointly implement global communication guidelines to establish a friendly communication environment.	- Organize the manager communication meeting and labor-management meeting on a quarterly basis. - AI Chatbot “Alpha” responds to employee inquiries 24/7 throughout the year. - Adopted an integrated platform for Global Employee Survey in 2023. Received 86% total participation rate, with over 16,000 colleagues participating.
Responsible Products and Energy Conservation & Carbon Reduction	For product innovation and design, the Company aims to keep practicing green design thinking and improving product energy efficiency.	Collaborate with all suppliers to jointly formulate action plans and renewable energy procurement strategies to reduce greenhouse gas emissions by 25% by 2030 compared to 2020.	- With respect to main products, the energy consumption rate was reduced by 18% in 2023 from 2022, with the volume reduced by 11%, equivalent to the waste weighing 16,830 kgs. - MediaTek encourages suppliers to establish continuous improvement plan teams and collaborates with energy and water conservation experts and circular economy experts for discussions. In 2023, a total of 17 carbon reduction-related continuous improvement projects were implemented, with a carbon reduction benefit of approximately 16,484 (ton CO₂e/year).

Global Presence

MediaTek aspires to lead and operates with a global mindset.



1.1 Brand Vision

1.2 Customer Services

ESG Highlights

2
billion

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

1.2
billion participants

The “Incredible In, Incredible Out” campaign promoted globally, has enrolled about 1.2 billion participants.

Ranked 3rd

Ranked 3rd in Taiwan Global Brand Value.

- ▶ Won the “Outstanding Asia Pacific Semiconductor Company Award” from the Global Semiconductor Alliance (GSA).
- ▶ Named Clarivate Analytics “Top 100 Global Innovators.”

1.1 Brand Vision

Material issue: Brand identity and market perception Customized Material Topic

Importance to MediaTek		Enrich and enhance everyone's life through our innovative technologies, leading products, strong business model, and effective corporate feedback.
Commitments and Policies		We are continually improving our brand image to generate increasing brand value. This is realized through innovations in leading technologies, strategies, marketing, management, and processes.
 Goals	Short-term (1~3 years):	Brand image: Adjust key points of marketing planning, improve the exposure and accuracy of online information, and strengthen the planning and execution of projects in focus areas based on external opinions. Brand value: Enhance brand value by 10%. Result: MediaTek's brand value increased 33% in 2023 cf. 2022 (Interbrand).
	Mid- and long-term(3~5 years):	Brand value: Enhance brand value by 30%
 Management approach	Responsibility:	Responsible unit: Sales and Marketing
	Communication 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
 Achievements	- Won "The Most Prestigious Sustainability Award - Top 100 Domestic Corporations," "Social Inclusion Leadership Award," "Information Security Leadership Award," "Growth through Innovation Leadership Award," "People Development Leadership Award" and "Corporate Sustainability Award-Platinum" in the Taiwan Corporate Sustainability Awards (TSCA) hosted by the Taiwan Institute for Sustainable Energy. - Won the "Best Taiwan Global Brands" award by Interbrand, with the brand value amounting to NT\$1.096 billion in 2023, representing a growth of over 30% from 2022. - Won the "Outstanding Asia Pacific Semiconductor Company Award" from the Global Semiconductor Alliance (GSA).	

1.1.1 Branding

Activate the "Chasing Biodiversity" project to support production of ESG content.

In 2021, MediaTek and the global leading nonfiction entertainment brand, Discovery, worked together to produce the show "Chasing Incredibles" for the first time, which successfully applied the smartphone equipped with the Dimensity flagship chipset to record the abundant topics, such as humanities, arts and cities. In 2023, both parties wished to deepen the story and teamed up again. Scientists and environmental protection experts were sent to have an in-depth tour in the habitat of protected species in Hainan Island. On the Earth Day, the show "Chasing Biodiversity: Hainan" was launched, which used the smartphone equipped with the Dimensity flagship chipset to capture precious ecological pictures between forests and wetlands based on the functions, such as teleshot, micro photograph, and mobile captures. At the moment when the global environment is dealing with severe challenges, the show used the latest imaging technology to archive the beauty of the original ecology, hoping to call on the global citizens to cherish the harmonious coexistence between human beings and Mother Nature by focusing on the biodiversity issues.

Advanced promotional campaign for "Powering the Brands You Love"

MediaTek powers the most well-known brands around the world including smartphones, TVs, voice assistant devices, Chromebooks, and Wi-Fi connected products. MediaTek powers the brands consumers love, and together we make top-notch technology available to everyone, enriching and enhancing everyday life. MediaTek continually expands its sponsorship and partnership with global tech-savvy key influencers on the social media and works with life-style key influencers to promote the "Powering the Brands You Love" campaign, presenting the products powered by MediaTek chips from world-class manufactures and making it known to the public that MediaTek powers approximately 2 billion end devices annually.

Introduction of the "Incredible In, Incredible Out" campaign

MediaTek launches the "Incredible In, Incredible Out" campaign to emphasize that the user experience in each device varies depending on the inside of the device, and demonstrate how MediaTek's innovative, high-performance and feature-rich solutions support multiple extraordinary technologies related to photography, audio/video, gaming and networking. These solutions bring users the most effective and immersive experiences tailored to their personal needs, allowing the functions of their smartphones to be leveraged to the utmost so as to capture excellent pictures in any lighting conditions, achieving clear and high-resolution audio and video playback, and ensuring smooth gameplay. No matter where people are, they can enjoy the ultra-fast 5G networking and extended battery life.

The "Incredible In, Incredible Out" campaign promoted globally has enrolled about 1.2 billion participants, and attracted 4.2 million visits to MediaTek's website, with 71 million views of the product video.

1.1.2 Product innovation

MediaTek has made ongoing developments across a wide range of technologies to maintain its leadership in delivering excellent experiences.

Dimensity full-range layout: The launch of Dimensity 9300 flagship chipset has opened the all-big-core computing era. The Dimensity 8300 premium chipset reached the top again with its excellent performance and energy efficiency. The first Dimensity 7000 series mobile platform was released. Dimensity 7200 takes into account high performance and efficiency concurrently. Dimensity 6100+ targets at mainstream mobile devices, offering outstanding performance to enhance the popularization of 5G applications.

Release of Dimensity Auto Platform: Empower the smart car technological innovation, and work with NVIDIA to develop a full product solution roadmap for the next-generation smart cockpits.

Leading 5G networking technology market: The world’s first 5G NTN satellite smartphones come out. MediaTek leads the market with a global market share of CPE exceeding 50%, building a strong 5G broadband partner ecosystem. The 5G RedCap solutions integrate the advantages of 5G into extensive IoT devices for consumer, corporate and industrial applications.

Wi-Fi 7 seizes market opportunities: After being the first to release Wi-Fi 7 technology, MediaTek continues to lead with the launch of Filogic 860 and Filogic 360 solutions, extending Wi-Fi 7 to mainstream devices and establishing the most extensive Wi-Fi 7 product portfolio in the industry.

Cross-domain layout of the IoT: The latest smart IoT platform, Genio 700, has been released to deepen MediaTek’s involvement in the fields of smart industry and smart homes.

Demonstration of the strength of generative AI: Dimensity 9300 and 8300 mobile chipsets enable high-speed and secure edge AI computing to make various generative functions, such as text, pictures, voice and music, accessible easily and thereby create an excellent experience in generative AI.

Construction of AI ecosystem: MediaTek collaborates with various partners in the large model industry to develop generative AI, empowering generative AI applications on devices, and accelerating the development of AI applications on devices, such as smartphones, cars, smart homes, and IoT.

Dimensity 9300 flagship 5G AI chipset leads the new all big core computing era.

MediaTek Dimensity 9300 flagship 5G generative AI mobile chipset is equipped with an innovative all big core architecture design that offers features such as high intelligence, high performance, high efficiency, and low power consumption, helping to reshape the flagship experience with cutting-edge technology. Dimensity 9300 integrates MediaTek’s latest technologies, including the all big core CPU, new generation APU, GPU, ISP and APU 790 specially built for generative AI, which improves the performance and efficiency significantly. Meanwhile, the chipset supports NeuroPilot Fusion technology and is also compatible with the mainstream AI large language models, thereby providing users with an excellent experience in generative AI.

Dimensity Auto Platform empowers the smart car technological innovation.

MediaTek combines nearly three decades of mobile computing technology with about a decade of experience in automotive electronics to launch the Dimensity Auto Platform to enrich its automotive product portfolio and help automakers and partners enhance technological innovation. The Dimensity Auto Platform leverages MediaTek’s expertise in mobile computing, high-speed networking and multimedia entertainment, and the extensive Android ecosystem, and combines NVIDIA’s core expertise in AI, cloud, graphics computing technology, and software, to provide a complete smart cockpit solution for cars and an excellent smart driving experience for consumers.

Full layout of MediaTek Filogic Wi-Fi 7 product line continues to expand the global ecosystem.

As one of the first enterprises which adopt Wi-Fi 7 technology in the world, MediaTek created the first Filogic Wi-Fi 7 chipsets which were certified by Wi-Fi CERTIFIED 7™. Now, the chipsets become a part of its global ecosystem and are integrated into various consumer electronic products, including home gateways, mesh routers, TVs, streaming devices, smartphones, tablets and laptops, to provide a high-speed, stable and long-term networking experience. The full layout of MediaTek’s Filogic Wi-Fi 7 product line from flagship to mainstream markets facilitates further expansion into fields including consumer electronics, broadband networking, business and automotive technology. Meanwhile, MediaTek works with the Wi-Fi Alliance on the certification and testing platform closely to help manufacturers launch a wide range of devices supporting the Wi-Fi 7 technology.

The global market share of CPE exceeding 50% takes the leadership in the market to seize opportunities.

MediaTek works with multiple international CPE ecosystem partners to use high-performance connectivity technology as the core to support the growing 5G CPE ecosystem and expand broadband application scenarios. In recent years, it has generated the output value more than NT\$60 billion for Taiwan, making itself a partner of the global first-tier customers and international telecommunication operators, and demonstrating Taiwan’s solid strength in the field of connectivity. MediaTek’s extensive 5G solutions enable multiple smart end products to realize a successful experience in 5G connectivity. By combining MediaTek’s high-speed, stable, and high-performance connectivity capabilities with the innovative technologies and product designs of partners in the ecosystem, MediaTek continues to be committed to enabling consumers to experience the advantages of 5G in rapid and reliable connectivity.

Smart IoT Platform, Genio 700, activates the smart industry and new life for smart homes.

MediaTek’s smart IoTplatform, Genio 700, integrates the high-performance octa-core CPU, applicable to the smart homes, smart retail and industrial IoT products to fully meet the needs of smart devices for high-speed AI computing power and IoT quality. Genio 700 is designed for industrial and smart home products. The software development kit (SDK) supports the operating systems including Yocto Linux, Ubuntu and Android. Customers can develop and customize products for different applications easily and flexibly. MediaTek IoT solutions provide enterprises, startups, emerging brands and OEMs with the IoT devices equipped with edge AI computing power, in order to create brand new user experiences in response to the market demand.

1.1.3 Global branding events

Branding for MediaTek is balanced between internal and external communications. Internally, MediaTek builds a consensus on MediaTek's brand by helping each employee to understand the process of brand development, brand positioning, and the importance of embodying the spirit of MediaTek. Externally, MediaTek develops high-performing products and makes technologies ubiquitous, thereby popularizing brand value.

MediaTek shapes a consistent brand image through external branding and long-term brand building projects. We showcase our brand and product brand positioning and commitments globally via a variety of communication channels and participation in global exhibitions. We are committed to pursuing leading technological trends, furthering our technological advantages and creating a positive perception, thus displaying strong brand competitiveness in highly competitive markets. MediaTek showcases its technological innovation and competitive products to key influencers, global analysts, media, and consumers through an ongoing series of activities, owned channels and social media.

1 MWC 2023: Full Product Line and Innovative Technologies Unveiled February 22, 2023

During the Mobile World Congress 2023 (MWC 2023), MediaTek proposed the "Brilliant Technology for Everyday Life" as the theme to highlight the full layout of life, release the unlimited potential of smart devices, and demonstrate satellite communications, 5G, mobile computing and wireless networking technologies. This included the Dimensity series for mobile communications, Filogic for broadband connectivity, Genio for smart IoT, Kompanio for Chromebooks, and Pentonic for smart TVs, in addition to applications of 5G technology beyond mobile devices. MediaTek also demonstrated the world's first mobile communication chipset equipped with 5G NR NTN satellite network functions, leading the industry with its advanced technical capabilities and advanced deployment.



2 Presentation of Dimensity Auto Platform and Media Interview April 20, 2023

Before Auto Shanghai, held in April 2023, MediaTek officially posted a press release via the Dimensity Auto Platform and distributed it via peripheral platforms, such as Weibo, WeChat and media websites at the same time. Within 32 hours, there were more than 1,000 reports on the Internet, catching the eyes of the auto industry and receiving crossover coverage by multiple technology and electronic media outlets. During Auto Shanghai on April 20, six top media outlets (in the fields of automotive, semiconductor, and pan-tech) were invited for exclusive interviews. The original articles written by the media after the exclusive interviews were posted on various platforms, such as WeChat and other websites. These articles provided an in-depth discussion about the core information regarding product, technology and strategy, highlighting "MediaTek as a senior player/professional in the automotive industry" and "the extension of the Dimensity brand and flagship experience to the auto industry." The monitored online presence reached a cumulative total of 1,117 articles, with a reference reading volume of 18 million views.



3 Discovery × MediaTek "Unity in Beauty: A Common Origin" Dimensity Photography Exhibition April 21, 2023

In 2023, MediaTek and Discovery teamed up to organize an offline exhibition in Chengdu to demonstrate Dimensity's imaging strength through a wildlife photography showcase, captured by professional photographers using devices powered by the Dimensity chipset. Attracting media and influencers on Xiaohongshu, the event sparked attention and discussions among the pan-consumer group, marking the brand's groundbreaking debut on Xiaohongshu. The monitored online report reached 7,104 articles, and the reference reading volume exceeded 342 million views¹. It successfully engaged tech, digital, and photography media, as well as KOLs in fashion and photography on diverse media platforms. The accumulated views of the official films reached 12.1 million via MediaTek², 2.04 million views via the official live broadcast platform, and 1.36 million views via the live broadcast on media.



Note 1: The statistics account only for views on Weibo and Xiaohongshu, including the organic reach on Weibo.
Note 2: The total views accumulated by the two official films.

4 Dimensity x Huya High-Energy Carnival July 8, 2023~July 9, 2023

MediaTek, in collaboration with Huya, launched the High-Energy Carnival, an offline event to meet the post-pandemic needs, marking its foray into offline gaming marketing. Held at the Guangzhou Higher Education Mega Center, a hotspot for young gamers, the event sought to immerse Dimensity flagship chip into the young esports/gaming community. The event was split into two themed days: “Game for Peace (Dimensity Airdrop Day)” and “Honor of Kings (High-Energy Canyon Day),” attracting over 2,000 offline esports/gaming aficionados. The event garnered over 200 million views on Huya’s advertising and generated 2,023 articles. The reference reading volume exceeded 38.8 million views.



5 Dimensity 9300 flagship 5G generative AI mobile chipset November 8, 2023

MediaTek unveiled the Dimensity 9300, its All Big Core flagship 5G AI mobile platform. The launch event saw participation from 317 media outlets, both online and offline, offering attendees an up-close look at MediaTek’s latest product and technology in full detail. Notably, a select group of 39 media outlets participated in the engineering prototype review. The superior performance and AI capabilities of the Dimensity 9300 were extensively covered on the Internet. The launch was live-streamed on ten platforms, capturing over 17.684 million views. It produced 1,267 articles by 317 participating media, both online and offline, sparking widespread discussion across the Internet. On the day of the launch, the Dimensity 9300 became a trending topic across multiple websites. The momentum continued the next day with reviewing videos climbing the ranks of Bilibili’s hot search, which further fueled discussions on the exceptional performance, earning widespread acclaim from both media and users alike. Within a week of the event, sentiment analysis reported around 90,000 mentions of the Dimensity 9300, boasting an overwhelmingly positive sentiment rate of 99.8%.



6 The Indian Gadget Awards 2023 December 14, 2023

The Indian Gadget Awards (The Voice of the Industry) is the most authoritative technology award in India. Thirty experts gathered to jointly select the best electronic device of the year. MediaTek’s Dimensity 8200 chipset won the “2023 Best Mobile SoC Award” in the mainstream category. For related information, please visit [IGA official website](https://www.indiangadgetawards.com/).

7 MediaTek's Technology Diaries in India December 18, 2023

MediaTek's Technology Diaries in India is an interactive discussion series, in which, industry leaders, OEM suppliers, market research companies, major media and KOLs were invited for the interactive discussions as well as the latest updates on the technology ecosystem. The event originated in 2018. A series of informal discussions have successfully communicated how MediaTek products help everyone create unlimited possibilities in their daily lives and conducted in-depth explorations on flagship and high-end experiences, smartphones and devices, auto platforms, satellite communications, Wi-Fi 7, and next-gen solutions. Therefore, the event may be considered the optimal platform to discuss emerging business opportunities, promote popular science, and facilitate collaboration.

Media exposure:

Total print media coverage: 65+	Advertising equivalent: approximately US\$300,000	Total PR coverage: approximately 400 articles	Views: approximately 207.37 million views	Visibility index: 30.49 million
---------------------------------	---	---	---	---------------------------------



1.2 Customer Services

Material Issue: Customer relationship management Custom Material Topic

In response to Sustainable Development Goals of United Nations



Importance to MediaTek

- ▶ "Customer Focus" is one of MediaTek's six core values and is a guiding principle for our sustainable development.

Commitments and Policies

- ▶ In response to the rapidly changing environment, we are committed to improve our resilience of delivery and speed of communication and response. MediaTek increases our value to customers by thinking from customers' perspective and originating on estimated customers' future demand thereby enhancing end customer experience.



Goals

Short-term (1~3 years):

- ▶ 2024 will be a year for MediaTek to grow. MediaTek expects the YoY revenue growth rate will be 27%~35% in Q1, and will continue to improve the economic scale in the future.
- ▶ Continue to develop new products and enhance the relationship with customers and partners both in depth and width.
- ▶ Achieve the target gross profit margin, revenue growth rate and accuracy of forecast

Mid- and long-term (3~5 years):

- ▶ Continuously engage with global growing markets (e.g. AI and automobiles), clients and partners, increase MediaTek's influence over the industry and lead the industry forward.
- ▶ Continuously improve communication and respond to customers' complaints.



Management approach

Responsibility:

- ▶ Led by Senior Vice President, but managers of all levels participate proactively

Resources:

- ▶ Establish a dedicated team to satisfy customers' needs for technology and business.

Communication channels:

- ▶ Provide online sales (sales@mediatek.com) and audit mailboxes that serve as communications and reporting channels from non-specified persons.

Evaluation mechanism:

- ▶ Revenue, forecast accuracy



Achievements

- ▶ Invested in R&D of advanced technology, develop new products and partners, and solidify its diversified leading technologies.
- ▶ Announce the first batch of products that received full Wi-Fi 7 certification (Wi-Fi CERTIFIED 7™), including Filogic 880, Filogic 860, Filogic 380 and Filogic 360 chipsets.
- ▶ Release the Dimensity 8300 5G generative AI mobile chipsets to comprehensively innovate and promote edge AI innovation.
- ▶ The Dimensity 6000 series mobile chipsets empower the mainstream 5G mobile devices.
- ▶ Mass production of the Dimensity 7200 mobile platform, which is equipped with advanced AI imaging functions, game optimization technology and 5G network speeds. Its excellent performance empowers end devices to keep the battery life as long as possible.
- ▶ Launch of the smart IoT platform, Genio 700, which integrates the high-performance octa-core CPU to improve the smart homes, smart retail and industrial IoT products.
- ▶ Continue to grow with world-renowned customers, and work together to develop the emerging product markets, such as HPC, automotive, AIoT, mid- to high-end 5G mobile phones, data cards, digital TVs and Wi-Fi wireless networks, etc.
- ▶ Continue to develop the major markets, including Europe, the USA, China, Asia, Africa and Australia, in the world.
- ▶ Manage the global market opportunities proactively, achieve the gross profit margin of 48.3% in Q4 2023 and annual operating revenue growth by 19.7%.

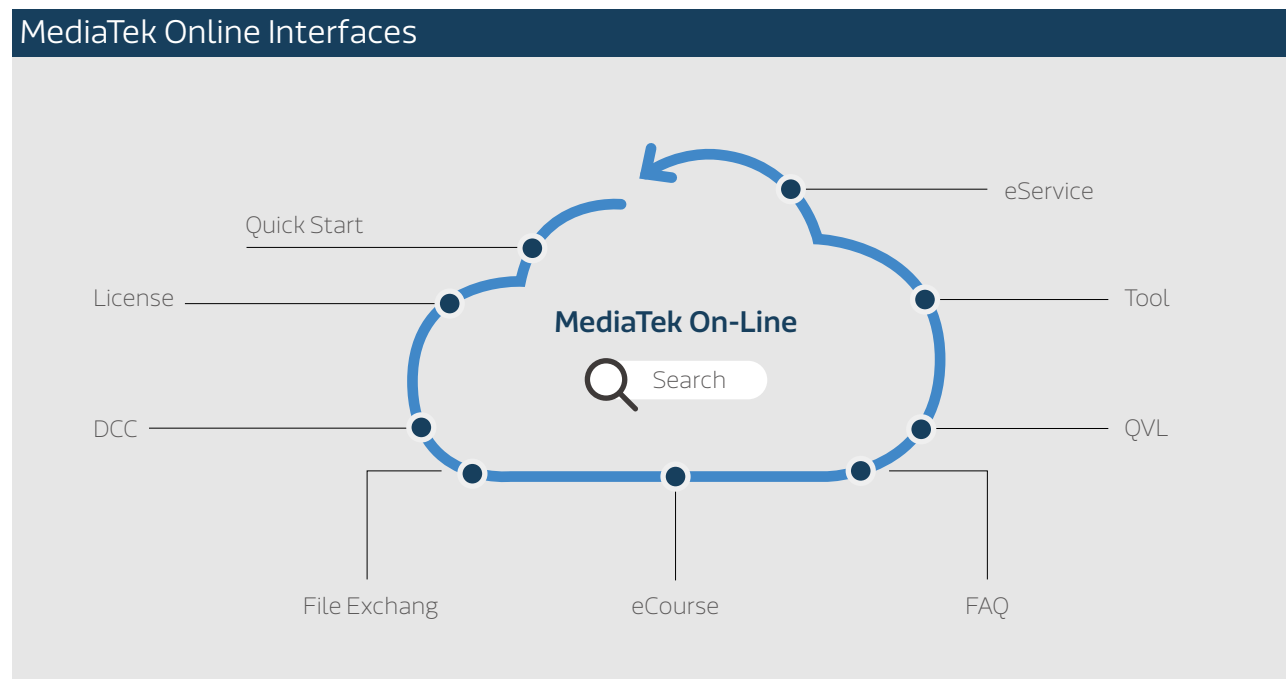
1.2.1 Innovative Project Management Processes

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. Moreover 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	Design In	Project Tracking	Mass Production
- Discuss with clients' representatives - Compile promotional information - Identify reasons and improvement measures for projects not proceeded	- Arrange kick-off meetings - Review the schedule of relevant software and hardware configuration to ensure effective support - Confirm mass production schedule and provide FCST data	- Keep abreast of any ongoing issues - Monitor market competition and prices at all times and propose suggestions	- Collect client FCST and provide delivery schedule and pricing strategy - Promote and expand project items to maximize shipment volume

1.2.2 Fine-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.



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

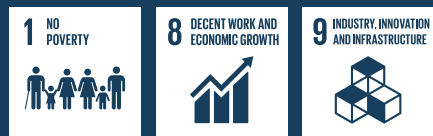
MediaTek's global sales reach about 2 billion chips annually. We believe that, in addition to innovation-focused product design and great product quality, maintaining good communication channels and understanding client needs are the only path to successful customer services. Therefore, we must provide customers in each region with the most timely and tailored services by continual investment in customer service. MediaTek communicates with customers every week and increases the frequency of communication, if necessary, to connect the front-office customers' needs with the back-office team for the purpose of real-time support. In 2023, the number of the MediatekCompany's colleagues continued to grow and thereby increased the proportion of local colleagues in various regions.

Customer Service Methods



Innovation

MediaTek actively innovates to provide highly competitive and compelling products and services to our customers.



2.1 Core concepts

2.2 Innovation in practice

2.3 Innovation Achievements

ESG Highlights

95

papers selected for publication

The only Taiwan-based company that has had a total of 95 papers selected for publication by global authoritative institution, the International Solid-State Circuits Conference (ISSCC), for 21 consecutive years.

360

million kWh a year

The green innovation helps devices save the power by 360 million kWh a year. The reduction in chip size helps reduce waste equivalent to 35 metric tons CO₂e.

6G NTN Technology White Paper

Released the first “6G Satellite and Terrestrial Network Convergence White Paper” to focus on innovation, transformation and sustainable development, and paint the 6G satellite network and terrestrial network integration technology and implementation roadmap.

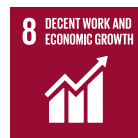
- ▶ Invested the fund, NT\$111.3 billion in R&D in 2023.
- ▶ LexisNexis Innovative Momentum as the “Global Top 100 Companies”
- ▶ Received the honor from 2023 IAM Asia IP Elite.
- ▶ In 2023, it acquired more than 1,400 patents at home and abroad. It was simultaneously in 1st place in the Taiwan industry in terms of number of global patents in 5G, Wi-Fi, and HEVC/VVC.

Material Issues: Innovation and product responsibility Custom Material Topic

In response to Sustainable Development Goals of United Nations



SDG 1.4



SDG 8.2
SDG 8.4



SDG 9.5/9.c

Importance to MediaTek

- ▶ MediaTek engineers worldwide work unceasingly on a wide variety of R&D projects across various technical domains so MediaTek can continue its technology leadership in order to deliver products and services that enhance and enrich everyone's lives.

Commitments and Policies

- ▶ 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.



Goals

Short-term (1~3 years):

- ▶ Invest at least NT\$80 billion as R&D expenditure each year.
- ▶ Mass production of 5G products demanded by various levels.
- ▶ Implement AI computing functions into each product line.
- ▶ Practice the idea about low-power consumption design and improve product performance.

Mid- and long-term (3~5 years)

- ▶ Participate in technical specification organizations proactively, with the participation ratio more than 80%
- ▶ Establish AI application ecosystem for various product categories proactively
- ▶ Practice the 3A strategy (Accessibility, Affordability, Availability) in order to enable people at each corner of the world to seize the power of technological innovation.



Management approach

Responsibility:

- ▶ R&D

Resources:

- ▶ Invested NT\$111.3 billion in 2023.

Communication 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



Achievements

Innovative products

- ▶ Ushered, with Dimensity 9300, the flagship 5G SoC into the era of all-big-core computing and generative AI.
- ▶ Released the "6G Satellite and Terrestrial Network Convergence White Paper" to focus on innovation, transformation and sustainable development, and paint the 6G satellite network and terrestrial network integration technology and implementation roadmap.
- ▶ Reduced power consumption of main products by 18% and chip sizes by 11%

Innovation culture

- ▶ Continually host the in-house "Innovation Award" and "Special Contribution Award" to shape the innovation culture
- ▶ Continually publish papers in the International Solid-State Circuits Conference (ISSCC) and be the only Taiwanese company that has had papers selected for publication for 21 consecutive years



Technical Exchanges

Through the following actions to improve relevant technical skills and development in Taiwan:

- ▶ Collaboration with business partners
- ▶ Participation in domestic academic events
- ▶ Participation in standard organizations

Achievements

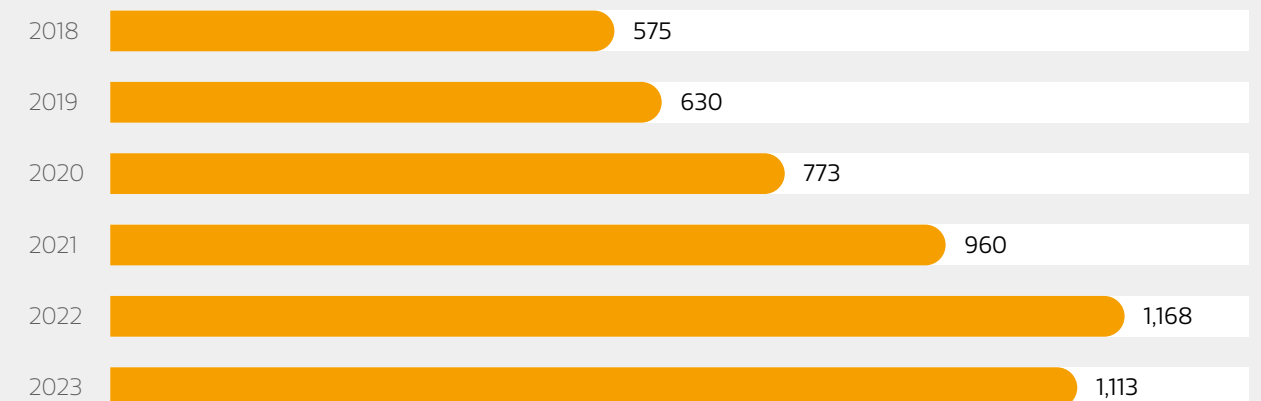
Forward-looking patent strategies

- ▶ Maintained over 14,000 global patents, wherein 1,400 of them were acquired at home and abroad in 2023; 1st place in the IC design industry in Taiwan.
- ▶ IAM Asia IP Elite.
- ▶ LexisNexis Innovative Momentumas the "Global Top 100 Companies"
- ▶ 2023 Taiwan Intellectual Property Management System (TIPS) certification.
- ▶ 1st place in the Taiwan industry in terms of the number of global patents in 5G, Wi-Fi, and HEVC/VVC.

2.1 Core concepts

Innovation is a never-ending relay race. MediaTek strives to utilize technological innovation to solve problems, and enhance and enrich the quality of life for everyone. IC design companies are located at the top of the semiconductor value chain, in turn, they must keep pace with external developments and have a deep understanding of user needs and industrial changes in order to stay at the cutting edge of innovation, and ultimately help end users benefit from opportunities brought about by these technological advances. We believe that innovation is the driving force for sustainable corporate growth; through invention and innovation, we strive to continue providing the most competitive products and services and connecting all users in the creation of better life.

In recent years, MediaTek has continued to invest in cutting-edge research in new fields. In 2023, our R&D investment reached NT\$111.3 billion. The R&D investment fund has been NT\$324 billion cumulatively in the most recent three years. We will continue to lead global developments in 5G, wireless connectivity and AI industry clusters and bring about digital revolution.



Unit: NTD hundred million

2.2 Innovation in practice

2.2.1 Talents

In order to provide user the best flagship experience and build more innovative living solutions, MediaTek has been proactively reorganizing internal Human Resources over the past few years, transferring several hundred R&D and product personnel to key technical and product development fields such as 5G and AI. Through this action we are continuing to work toward a goal of Technology Leadership. For details about the global talent layout, please refer to [About MediaTek](#).

2.2.2 Culture

Since 2002, MediaTek has started to organize the activities including nomination, selection and awards ceremony of the “Special Contribution Award” and “Innovation Award” each year. The Innovation Award and Special Contribution Award (ISCA) refers to the highest honor awarded by the Company for technological innovation, in order to encourage and recognize the efforts contributed by colleagues to the Company. The Special Contribution Award is divided into two categories, namely Project/Product and Operation. The Innovation Award is focused on acknowledging the contribution of the vital few. Teams and individuals were selected and honored after a rigorous evaluation process.

MediaTek encourages employees to take part in internal and external events and forums, to motivate, inspire, and intensify their engagement in innovation and invention.

2023 Innovation Award and Special Contribution Award

In 2023, 19 teams took part in the competition; among 259 project members, 51 of whom were from overseas units. Among the 19 teams nominated, 5 teams were awarded, including 2 for the Innovation Award, 1 for the Special Contribution Award - Project/Product, and 2 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 talents from the academia and industry participating in the grand event every year. In 2024, ISSCC selected and published 4 papers from the MediaTek Group. Since 2004, MediaTek has had papers accepted by the Conference for 21 years in a row, 95 in total, testifying the Company’s extraordinary technological and innovative strength.

MediaTek is the only Taiwanese company whose papers have been accepted at ISSCC for 21 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 forum 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 2024

- ▶ A 4nm 3.4GHz Tri-Gear Fully Out-of-Order ARMv9.2 CPU Subsystem-Based 5G Mobile SoC
- ▶ A Fully Digital Current Sensor Offering Per-Core Runtime Power for System Budgeting in a 4nm-Plus Octa-Core CPU
- ▶ NVE: A 3nm 23.2TOPS/W 12b-Digital-CIM-Based Neural Engine for High-Resolution Visual-Quality Enhancement on Smart Devices
- ▶ A -108dBc THD+N, 2.3mW Class-H Headphone Amplifier with Power-Aware SIMO Supply Modulator

2.2.3 Exchanges

Tapping into Emerging Opportunities with Value Chain

MediaTek demonstrated the world’s first 3GPP 5G Non-Terrestrial Network (NTN) satellite communication technology the MWC 2023 to help bring 5G into space and provide two-way satellite communication functions for smartphones. MediaTek works with Bullitt Group in the United Kingdom to take the initiative to launch two commercial smartphone series using 3GPP NTN technology, namely Motorola defy 2 and CAT S75. Both smartphone series adopt MediaTek MT6825 3GPP NTN chipset to support the Bullitt Satellite Connect satellite communications services. The Bullitt satellite communications services will provide the global users with two-way satellite SMS, location information sharing and emergency rescue service functions.



MediaTek takes lead from its peers in the industry with its advanced technical capabilities and advanced deployment, and fully leverages the characteristics of 5G interconnection of all things. The satellite network can help fix the deficiencies in the terrestrial network, allowing areas not covered by signals to access stable communications services. Smartphones with satellite communication functions enable users to keep in touch with others in areas where it is difficult to establish communication networks. Users may be rest assured even if they are in the wilderness or at sea, and they can seek help immediately in case of emergency. As a result, a seamless communication network environment is built. For the time being, the biggest market opportunity for 3GPP NTN technology resides in the smartphone industry. In addition to smartphones, the demand for satellite communications in the IoT applications, such as agriculture, forestry, and logistics, is also growing year by year. In the next few years, the auto industry is also expected to become an important market for the satellite communications technology.

In the future, MediaTek’s satellite communications product portfolio will exceed the 3GPP 5G R17 standards for development of IoT-NTN and NR-NTN technologies. The IoT-NTN technology is designed for low-speed networking speed as an ideal choice for SMS. The NR-NTN technology allows higher speed networking speed to support the Apps including video calls. Since the current satellite network only provide large-scale supports for IoT-NTN communications, the first batch of smartphones and other devices empowered by MediaTek to support two-way satellite communications will also adopt the IoT-NTN technology.

Participation by Industry Associations

As technologies continue to transform and evolve, MediaTek not only generates new integrated technologies and applications in collaboration with our business partners, but also participates in global industry associations proactively to foster interactions with industry peers and academic institutes that can inspire novel ideas.

Participation by MediaTek Industry Association

- ▶ ETSI / European Telecommunications Standards Institute
 - ▶ GSMA (Groupe Speciale Mobile Association)
 - ▶ GCF / Global Certification Forum
-
- ▶ 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 Establishment of Industry Specifications

Since its inception, innovation has been the cornerstone of MediaTek’s daily operation. In order to safeguard its precious R&D results, consolidate its global competitiveness, and sustain its technological leadership in key areas, the company formulated an intellectual property (IP) management plan based on its business goals, with an aim to offer clients worldwide top-of-the-line products and services and pursue leadership in the industry through the mean of “Global Operations, Local Practice”.

MediaTek has over 20 R&D locations worldwide, and we have filed more than 10,000 patent applications across Taiwan, China, the United States, Europe, India, Japan, Korea, Brazil, and South Africa. As of the end of 2023, the Company had maintained over 14,000 patents worldwide, including 1,400 patents obtained in 2023, 1st place in the Taiwanese IC design industry. Selected as one of the “top 100 Global Innovators” by Clarivate I, Asia IP Elite, and LexisNexis Innovative Momentum as the “Global Top 100 Companies” in 2023, and receive the 2023 Taiwan Intellectual Property Management System (TIPS) certification. It was in 1st place in the Taiwan industry in terms of number of global patents in 5G, Wi-Fi, and HEVC/VVC at the same time.

Considering that rapid technology evolution and data/technology interoperability tends to be higher and higher, MediaTek participates in the technical specification organizations in various related fields proactively, controls the technology specifications in related fields immediately through the exchanges with peers and research institutions, and also strengthens the technology and patent layout.

MediaTek’s participation in technical specification organizations

Name of Technical Specification Organization	MediaTek’s Role
Third Generation Partnership Project (3GPP)	▶ MediaTek has been involved in the research of new mobile communications technologies and proactively exported the research results to guide the3GPP international standard development direction, spanning 4G, 5G and 6G, since 2008. ▶ The research team consisting of more than 100 members is located in multiple territories in the world, including Taiwan, the United States, Europe and Mainland China. ▶ In 2019, MediaTek was elected as the 3GPP RAN2 chairman for the first time, in order to lead the entire industry to complete the standard design for 5G L2/L3 communications protocols. ▶ MediaTek also succeeded in solicitation for organization of the 3GPP general meeting in Taiwan in June 2023.
European Telecommunications Standards Institute, ETSI	▶ Elected as a member of the ETSI Board in 2023. ▶ Develop the industry-academia-research cooperation and exchange opportunities with the territories in Europe.
Taiwan Association of Information and Communication Standards, TAICS	▶ Assist in founding the Taiwan Association of Information and Communication Standards (TAICS) and continue to serve as the chairman to promote the exchange and cooperation with technical standards experts at home and abroad.
Institute of Electrical and Electronics Engineers (IEEE) 802.11 Wireless Local Area Networks	▶ Having served as the vice chairman of 11bn/Wi-Fi 8 taskforce since 2023. Participate in the establishment of previous 802.11 Wi-Fi technical standards (e.g. 11ac/Wi-Fi 5, 11ax/Wi-Fi 6 and 11be/Wi-Fi 7, etc.) ▶ Cooperate with companies related to the global Wi-Fi industry to develop the next generation Wi-Fi standards proactively.
Wi-Fi Alliance (WFA)	▶ Having served as the vice chairman of Wi-Fi 7 market and technology taskforce and vice chairman of Multi-AP (EasyMesh) technology taskforce since 2021 till now. ▶ Take the initiative to participate in the testing and development of multiple WFA interoperability certification platforms, committed to expanding the global application and interoperability of Wi-Fi; proactively establish the technical standards and develop certification tests. ▶ MediaTek’s product has been selected as the Wi-Fi 7 certification platform and passed the first batch certification ahead of peers to help accelerate the industry’s implementation and application.
Joint Video Experts Team (JVET)	▶ Pay attention to the latest next-generation video coding technology exploration and progress, and arrange 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

- ▶ MediaTek is dedicated to enhancing and enriching everyone's life. Despite significant advancements in communication technology, billions of people worldwide have yet to experience its benefits. To address this, MediaTek implements the 3A strategy—Accessibility, Affordability, and Availability. By putting this strategy into practice, we enable everyone to seize opportunities that stem from access to technology.
- ▶ In welcoming an AI era, MediaTek, relying on its solid expertise and rich experience in the fields including edge computing, has engaged in diversified development and also achieved outstanding performance in multiple fields including smart edge devices, smart cars, and smart homes. We are committed to taking advantage of our leading edge AI computing and hybrid AI computing technologies to build a brand new and full-scenario smart experience for our users, promote the popularization of innovative applications of generative AI, help the advanced technology benefit a wider range of people and empower all walks of life. In 2023, MediaTek, relying on its innovative all-big-core architecture design, created the new flagship 5G SoC Dimensity 9300 mobile chipset for the mobile market and brought the flagship new experience to the mobile communications market in terms of on-device generative AI, gaming, camera and display, etc..
- ▶ In 2022, MediaTek released the first version of “6G Vision White Paper,”, and also gave birth to the world’s first 5G satellite communications smartphone series. In 2023, MediaTek also presented the “6G Satellite and Terrestrial Network Convergence White Paper”. In the future, it will take advantage of the compatibility and complementation of satellite network and terrestrial network to build a 3D area covering all terrains and spaces, including land, sea and sky, and to provide users with seamless synergy tech communication services.

Project 1 Dimensity 9300 All-Big-Core Flagship Platform - Bringing Mobile Platforms into the Generative AI Era

The Dimensity 9300 flagship 5G generative AI mobile chipset released by MediaTek relies on the innovative all-big-core architecture design that delivers the excellent performance, such as high intelligence, high performance, high efficiency, and low power consumption, far better than before. The breakthrough advanced technology brought the flagship new experience to the mobile communications market in terms of on-device generative AI, gaming, camera, display, etc..

Dimensity 9300 represents MediaTek’s most powerful flagship mobile chipset for the time being. The innovative whole-P-core architecture design thereof brings amazing computing power breakthroughs for flagship smartphones. The unique all-big-core CPU combining the new generation APU, GPU and ISP, as well as MediaTek’s most advanced technology, can not only improve the performance and efficiency of the device significantly but also bring the excellent on-device generative AI experience for consumers.

Ushering in the all-big-core computing era, setting a new milestone for 5G flagship SoCs

In order to respond to the increasing demand for mobile computing power now and in the future, MediaTek jumped out of traditional architectural design thinking and designed the Dimensity 9300’s “all-big-core” CPU architecture consisting of 4 Cortex-X4 super-cores with the maximum frequency attaining 3.25GHz and four Cortex-A720 P-cores clocked at up to 2.0Ghz. The peak performance improves by 40% more than the

previous generation, with the power consumption saved by 33%. The whole-P-core architecture works more quickly and efficiently, with the high-efficiency characteristics. It can reduce power consumption and also extend the battery life as long as possible no matter in the light-load or heavy-load application scenario. The powerful multi-threading performance of the all-big-core architecture can make multi-tasking on device more successful. For example, it may help user engage in the gaming and live broadcasts at the same time, or play videos while playing games.

Robust AI Capabilities Propel Mobile Communication Platforms into the Generative AI Era

Dimensity 9300 integrates MediaTek’s seventh generation AI processor APU 790, which is designed for generative AI. As a result, its performance and efficiency have been improved significantly. The performance of computing using integer and floating-point precisions is double that of the previous generation, and the power consumption is reduced by 45%. The built-in generative AI engine in the APU 790 hardware can perform faster and safer edge AI computing operations, and may be thoroughly adapted to the Transformer model for acceleration of the operator. The processing speed is 8 times that of the previous generation. Images can be generated in only one second. MediaTek has developed mixed-precision INT4 quantization technology, which when combined with the company’s NeuroPilot memory hardware compression, can more efficiently utilize memory bandwidth and significantly reduce memory requirements for large AI models. As a result, Dimensity 9300 is capable of supporting large language models with 1B, 7B, and 13B parameters, with scalability up to 33B. The APU 790 provides support for NeuroPilot Fusion, which can continuously perform LoRA low-rank adaptation to increase the capabilities of the large language model. MediaTek’s AI development platform, NeuroPilot, has built a rich AI ecosystem, which supports the mainstream large language models, such as Meta Llama 2, Baidu ERNIE Bot and Baichuan AI, etc. The complete toolkit enables developers to deploy themultimodal generative AI applications on device rapidly and efficiently and provide users with the innovative on-device generative AI experience in terms of text, pictures and music, etc.

Powerful GPU Performance Enables Efficient Mobile Ray Tracing Technology

Dimensity 9300 takes the initiative to adopt the new generation flagship 12-core GPU Immortalis-G720. Compared with the previous generation, its peak performance is improved by 46%, with the power consumption saved by 40% under the same performance, to help bring the everlasting and smooth flagship mobile gaming experience. Dimensity 9300 is equipped with MediaTek’s second generation hardware ray tracing engine, which supports 60FPS smooth ray tracing and brings the game console-level universal lighting effects and, therefore, sets a new benchmark for mobile gaming picture quality experience. Meanwhile, MediaTek’s unique MAGT (Adaptive Game Technology) has been upgraded to “Star Speed Engine,” which not only works with game Apps extensively but also expands the ecological cooperation covering more application types to continue improving the user’s experience.

Crafting the Ultimate Experience: Multimedia Video and Wireless Connectivity

Dimensity 9300 owns the flagship ISP image processor, Imagiq 990, which supports AI image and semantic segmentation engine, and performs 16-layer image/semantic segmentation, and real-time optimization of the color, texture, noise and brightness of the captured images frame by frame to present a brighter, sharper and more detailed picture. Relying on the upgrading of the depth of field and light spot dual engines, the Dimensity 9300 can present movie-like light and shadow effects when recording 4K videos. The chipset also integrates an OIS to help improve the anti-shake calculation speed and film yield. In the sports photography and low-light environments, it can capture high-definition images and support full-pixel focus stacking plus 2x lossless sensor zoom function quickly. Dimensity 9300 supports the new Ultra HDR format in Android 14 and may enjoy the HDR photo experience with JPEG format compatibility concurrently. Through close cooperation with the leading sensor manufacturers in the world, MediaTek will continue to create the professional mobile imaging experience for users.

Display: Dimensity 9300 integrates MediaTek's MiraVision 990 mobile display processor to support 180Hz WQHD and 120Hz 4K display, in addition to the dual-screen display of devices with foldable screens. It is equipped with the flagship smart TV-level AI depth-of-field picture quality engine. After combining with the powerful AI performance of the APU 790, it can detect main objects and background images in real time. Coupled with MediaTek's MiraVision PQ picture quality enhancement technology, it can dynamically adjust the contrast, sharpness and color of main objects and enhance the 3D sense of the entire picture to make the picture look so real.

Mobile communications: Dimensity 9300 integrates 5G modem, supports Sub-6GHz 4CC-CA and multi-system Dual SIM Dual Active technology, and is equipped with MediaTek's 5G UltraSave 3.0+ power-saving technology, which help reduces the power consumption for 5G communications significantly. Dimensity 9300 integrates 5G and AI to support the situation awareness functions. In terms of wireless communications, Dimensity 9300 supports Wi-Fi 7, with the theoretical peak performance rate no more than 6.5Gbps. Meanwhile, it is also equipped with MediaTek's unique Wi-Fi 7 enhancement technology. Relying on MediaTek's Xtra Range™ 2.0 technology, Wi-Fi 7 indoors coverage may be enhanced by 4.5 meters or to the next room, so as to improve the connection distance between devices significantly. Dimensity 9300 can support no more than 3 Bluetooth antennas and dual links to bring ultra-low-power Bluetooth flash connection, so that users can also enjoy an ultra-low-audio latency experience.

Data security: Dimensity 9300 integrates dual security chipsets. The dedicated security chipsets adopt the advanced user data security design, which may protect personal privacy starting from power on. Meanwhile, it is equipped with a physically isolated computing environment to make the encryption and decryption of personal data operating more safely. MediaTek applies the ARM Memory Tagging Extension technology to build a safer App development environment and establish more powerful protection measures for users' data security.

Project 1 MediaTek "6G NTN Technology White Paper" - Focus on Innovation, Transformation and Sustainable Development and Achieve Seamless Coverage for Land, Sea and Sky in one.

After delivering the global first 5G satellite communication smartphones, MediaTek presented the "6G Satellite and Terrestrial Network Convergence White Paper" themed based on the integration of satellite network and terrestrial network. In the future, it will take advantage of the compatibility and complementation of satellite network and terrestrial network to build a 3D area covering all terrains and spaces, including land, sea and sky, and to provide users with seamless synergy tech communication services.

The satellite communications can improve the problem about coverage restrictions of the terrestrial network, get rid of the limitations of terrestrial base stations, and derive more innovative application scenarios. MediaTek has successfully commercialized the world's first set of 5G satellite Internet of Things (IoT NTN) communication chipsets, and demonstrated the world's first set of 5G satellite broadband (NR NTN) communications technology verification platform and testing mobile phones in MWC2023. Meanwhile, it still continues to research and develop B5G and the latest 6G NTN key technology. General Manager of MediaTek Advanced Communication Division, Dr. Fan Ming-Hsi, indicated that "On the basis of successful 5G commercialization and proactive improvement of user experience, MediaTek will continue to leverage its strength in integration of communications, computing and platforms to standardize and promote the commercialization of 6G technology and also its industrial influence, break through and develop practical core technologies, and work with its partners in the industry to develop the unified global standards and promote the development of the entire industry's ecosystem to achieve the coverage of land, sea and sky, and drive the long-term successful commercialization of 6G."

Striving for Seamless Integration of Satellite and Terrestrial Communications Standards for 6G

The 6G NTN technology white paper analyzes the development status of 5G satellite and terrestrial communications and integration, related technologies and industry development trends. Meanwhile, it also discusses the fields which may be enhanced with respect to the existing 5G satellite communications technologies, subject to the networking speed, service continuity and spectrum availability, proposes potential key technical solutions and outlines the application scenarios for future integration. For the 5G standards that included the NTN technology subsequently, MediaTek considers that the 6G NTN technology should be taken into account altogether at the initial stage of the 6G physical layer and protocol layer design, in order to optimize the satellite and terrestrial technologies.

In comparison with the private satellite communication technology, the 6G NTN communication technology defined based on the 3GPP open standards will be able to take advantage of the economy of scale of the existing global mobile communications industry chain to introduce the satellite communications from the niche markets to mainstream consumers, and may apply the connected devices commonly used in daily life, such as mobile phones, cars and IoT, etc. to provide users with the Always-Connected communication services. MediaTek has researched and proposed four key 6G NTN technology research directions, including high-efficiency waveform design, predictable mobility management, large satellite antenna arrays and beam forming, and satellite and terrestrial network spectrum sharing technology.

High-efficiency waveform design: In order to enhance the coverage, MediaTek considers that the 6G waveform design needs to be optimized with respect to the satellite transmission channels to further improve the spectrum usage efficiency and reduce complexity.

Predictable mobility management: The existing 5G networking switch is based on the traditional measurement and feedback procedures, which eventually tend to derive high overhead and service interruption in the satellite communications environment. MediaTek considers that the predictability of satellite orbits will effectively help shorten the time spent in searching for different satellites and reduce network overhead, thereby achieving the seamless switch experience ultimately.

Large satellite antenna arrays and beam forming: The satellite signal coverage service scope usually varies depending on the elevation angle of the satellite in orbit, which might be tens to hundreds of kilometers and thereby cause certain problems with the connection reliability of terrestrial end devices. MediaTek's research found that the advanced antenna array technology and beam dynamic adjustment technology may help maintain relatively stable terrestrial signal strength and coverage while the low-orbit satellite is flying over the service area.

Spectrum sharing technology: The rarity of satellite spectrum will limit the entry of satellite communications into the mainstream consumer market in the future. By applying the 6G underlying technology as same as that used by the terrestrial network, MediaTek considers that there should be better spectrum sharing technologies and mechanisms between the satellite network and terrestrial network, in order to achieve the goals that were hard to be achieved, respond to the growing satellite network traffic and create more new business opportunities for applications.

Fostering a Sustainable Society and Enabling Technology for All.

For sustainable development and people's livelihood and well-being, integrated 6G satellite and terrestrial communications will generate the potential to make greater contributions, including promotion of the global development, enhancement of productivity, creation of new business models, and mitigation of the digital divide between urban and rural areas, so as to provide the areas around the world without terrestrial network coverage with basic satellite SMS, phone calls and Internet access service, etc., to achieve the multi-faceted social transformation. Since NTN can be used in areas that it is difficult for the terrestrial network to cover, it may take care of the local residents' interest and right in communications in remote areas. Meanwhile, IoT NTN sensors may be also deployed in remote areas and any other areas where it is difficult to reach to monitor water sources and fires, in order to prevent car emission caused by forest fire and take responsive action rapidly to protect the safety of forests, wildlife and local residents. The other IoT NTN sensors may be used to detect illegal logging or hunting, in order to signify the effect of sustainable development and environmental protection and construct a society that benefits all mankind.

As the implementation of commercialization of 5G continues to raise external expectations toward new generation communications, satellite smartphones with global coverage have become a hot spot recently. The satellite communications chipsets will penetrate into the general end-consumer market via various mobile devices. According to Precedence Research survey, the scale of the 5G non-terrestrial communications market has reached US\$3.79 billion in 2022 and is expected to reach US\$27.69 billion in 2032. The compound annual growth rate (CAGR) from 2023 to 2032 is expected to reach 22%, reflecting the proactive promotion of NTN development by all walks of life. MediaTek will continue to research the development of 6G technology, activate the 6G next generation communications layout, and seize the opportunities for development of next generation communications.

Green IC Innovation

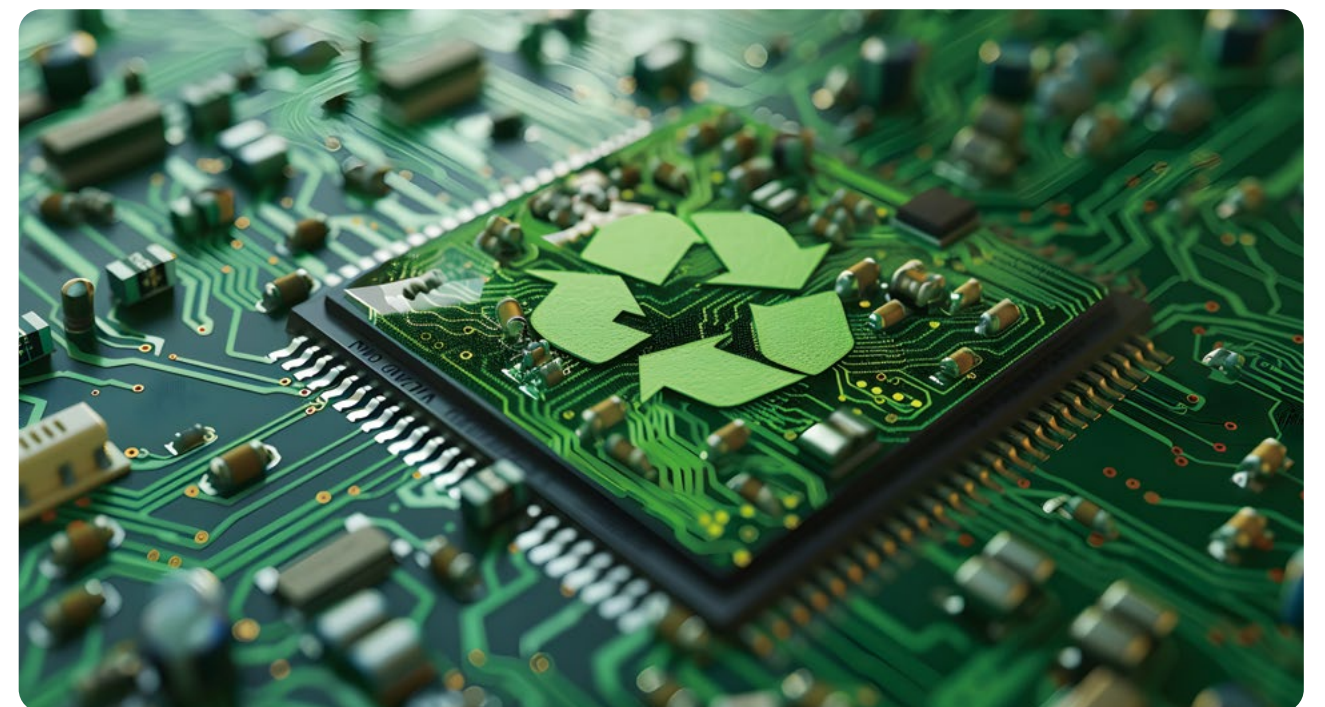
MediaTek's core technology lies in IC design, with our chips being widely used in diverse applications. We prioritize environmental sustainability from the IC design stage, aiming to reduce energy consumption during use and minimize product size for end-of-life.

Through chip system architecture adjustments, algorithm optimization, and the rapid adoption of advanced manufacturing processes, we reduced energy consumption of major products by 18% in 2023 compared to 2022. This resulted in an annual energy savings of 360 million kWh and a reduction of 177,840 metric tons of CO₂e^{Note 1}, equivalent to the carbon sequestration of 461 Daan Forest Parks^{Note 2}. Additionally, we reduced the size of major products by 11% in 2023, cutting waste by 16,830 kg and reducing CO₂e emissions by 35 metric tons^{Note 3}.

Note 1: This calculation adopts the 2023 electricity emission factor of 0.494 kgCO₂e/kWh published by the Bureau of Energy, Ministry of Economic Affairs.

Note 2: This calculation refers to the National Wetland Carbon Sequestration Surveys and Analysis Plan issued by Urban and Rural Development Branch, Construction and Planning Agency, Ministry of the Interior (Daan Forest Park absorbs approximately 386 metric tons CO₂e annually).

Note 3: The conversion is based on the parameters set by the Environmental Protection Administration of Taiwan, where the reduction of waste production by 1KG may help reduce the carbon emission by 2.06kg.



Talents

Committed to enhancing employees' experience and strengthening our talent sustainability.



Talents are considered as the key force in driving the Company's growth. We not only regard talents as our most valuable assets, but also put them at the core of our sustainable growth and development. MediaTek creates a diverse and inclusive work environment to build an ecosystem that can inspire each employee's potential and encourage continuing innovation. We aim to provide holistic employee experience, and are committed to cultivating employees' expertise and leadership to build a sustainable talent force which can grow and build the future collectively with MediaTek.

3.1 A Diverse and Inclusive workplace

3.2 Talent Attraction and Retention

3.3 Talent Cultivation and Development

3.4 Diverse channels to enhance employees' engagement and two-way communication

3.5 Occupational Health and Safety

ESG Highlights

86%

of the global employees took part in our Global Employee Survey proactively.

We conducted our Global Employee Survey (GES) in 2023. 86% of the global employees, translating to more than 16,000 individuals around the world, took part in the GES, demonstrating their strong determination to "speak up and co-create our future together."

60%+

of employees in our HQ joined our employee share ownership trust (ESOT) stock program

In 2023, we launched our employee share ownership trust (ESOT) stock program to share our income with employees. A total of more than 60% of the employees participated in the program in 2023, demonstrating the mutual trust and commitment between employees and the Company to grow together. The Company has invested about NT\$304 million cumulatively.

94%

of Three-Year Retention Rate for New Recruits

We strengthened our new employee orientation training, guiding our new recruits to recognize and identify with our organizational culture to build a sense of belonging. In addition, we introduced an integrated employee experience management system and regularly send questionnaires to new recruits within 180 days after the new recruit's onboard, in order to reflect and respond to their needs at different stages in this beginning phase of their journey with MediaTek.

Recognized as one of the Best Employers by organizations globally and locally

MediaTek values talent development and employee experience. In 2023, we continued to win multiple awards on this front.



Asia's Best Companies to Work For

HR Asia-Best Companies to Work for in Asia

Talent Sustainability Award

5th place for Commonwealth's First "Talent Sustainability Award" for Large-Size Enterprises Group

Happiest Employees

Recognized by 1111 Job Bank for the third time with "Happiest Employees" award

IT Matters Award

Recognized as Best Employer for IT Practitioners from "IT Matters Award"

Great Place To Work® Certified™

Our India subsidiary received the Great Place To Work® Certified™

3.1 A Diverse and Inclusive workplace

At MediaTek, our core 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 2023, we have a total of 19,104 employees globally, distributed at the 32 business locations around the world. Employees located outside of our headquarters accounted for 35.9% of the total employees. Through the exchange and cooperation of diverse talents in the inclusive workplace, we can unleash potential, inspire innovation and strengthen the Company's market competitiveness. We are committed to creating a workplace where all employees can feel respected and valued, so as to enhance the employees' satisfaction with their job duties, as well as 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 local laws and regulations at its global business locations and complies with 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, the Responsible Business Alliance (RBA). In accordance with the latest international human rights standards and related regulations, the Company has also established MediaTek Human Right Policy and committed to fulfilling its responsibility of protecting human rights.

3.1.2 Diverse and Inclusive Workplace

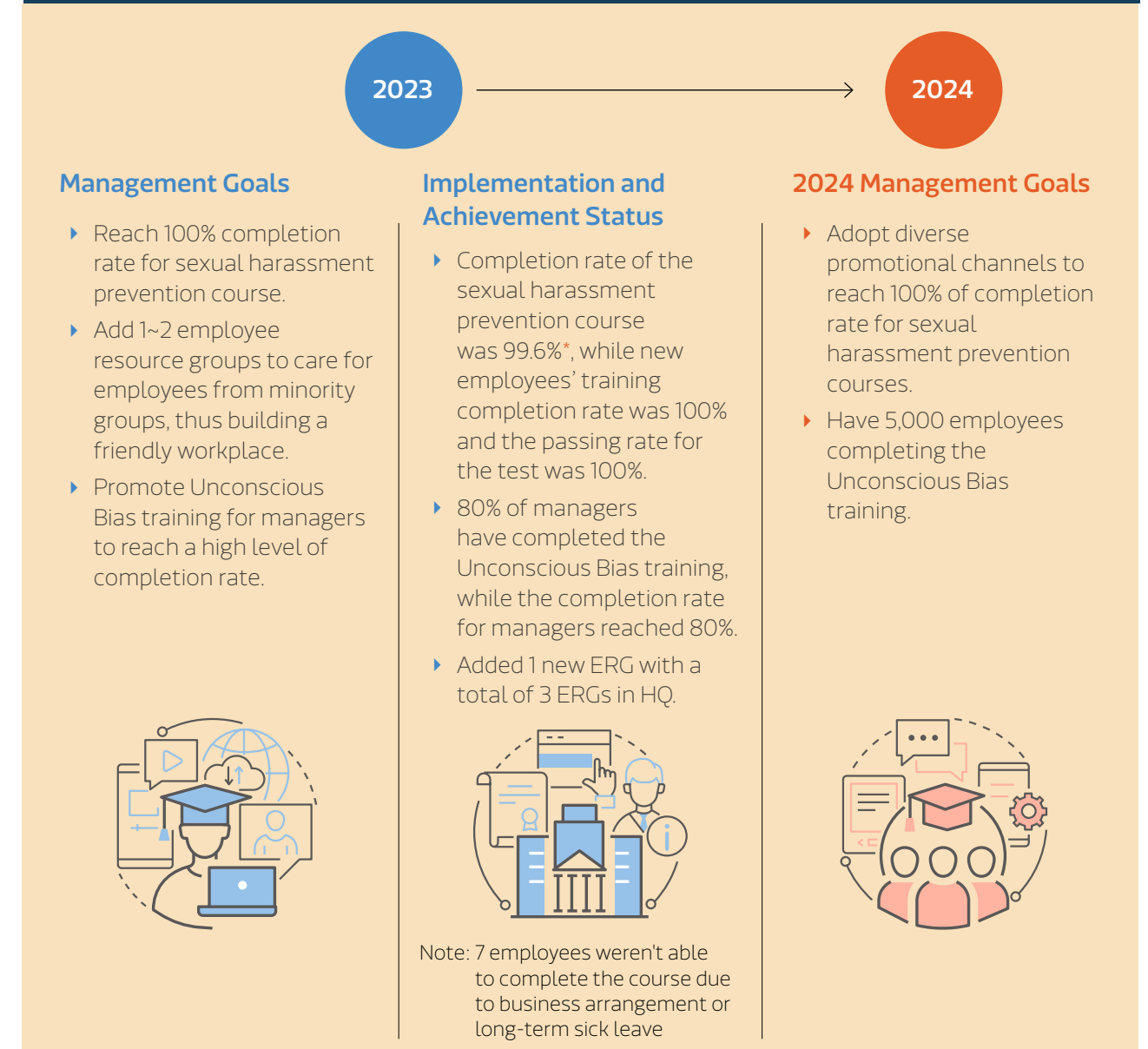
SDG 10.2

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. It is also key to building a sense of belonging and ensuring that all employees have an equal opportunity to be successful and can continue to grow with the company.

MediaTek is committed to strengthening workplace diversity and inclusion and has in place our declaration of diverse and inclusive workplace. Moreover, we will also empower the understanding and implementation of diversity, equity and inclusion for our management and employees alike to achieve the goal of sustainable development for our company.

Strengthening Workplace Diversity and Inclusion

Management goals of workplace diversity:



Promoting Workplace Equity Across Multiple Facets

In 2023, we collaborated with a global training organization to introduce an online course focused on eliminating unconscious bias and microaggressions. This course, which combines audio-visual interaction, is available in multiple languages. It received overwhelming responses within less than half a year of its launch. By the end of 2023, the training completion rate for managers reached over 80%. The proactive participation of managers has significantly enhanced team cohesion and efficiency. The role model effect is essential for eliminating unconscious bias and establishing an inclusive culture.

Embrace DEI at MediaTek

Unconscious Bias & Micro-Inequities
our new DEI learning course is now online!

This **interactive** and **easy-to-understand** course is designed to help you break free from deep-rooted bias to explore new perspectives!

You will learn

- The science of bias
- Big impact of micro-inequities
- Master the art of inclusion

Complete your training by September 30, 2023. And join a lottery draw for brand new design MediaTek lanyard!

Enroll Now

We encourage everyone to actively listen, engage in open dialogue, and take meaningful actions for positive change. MediaTek's inaugural **Diversity, Equity, and Inclusion (DEI) statement** is available online. [Click to view](#)

Promoting Workplace Equity Across Multiple Facets

01 Protection of human rights

- ▶ MediaTek adheres to a diverse and inclusive talent strategy, complies with local laws and regulations at each of its global locations, 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

- ▶ 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.

03 Female Employment

- ▶ MediaTek is committed to preventing gender discrimination against job applicants. In 2023, female employees made up 19.7% of the total workforce at MediaTek and its global subsidiaries. Among them, 3,225 women worked in R&D and technical departments, representing 17.7% of the total employees in these areas. This proportion aligns with the median percentage of female technical talent in the semiconductor industry, which ranges from 10% to 19%.

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

SDG 8.5

04 Promoting Workplace Equality and Preventing Misconduct

- ▶ MediaTek has launched and established friendly workplaces globally. The Taiwan headquarters complies with the provisions of 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 recruits. The training completion rate of new employees for 2023 amounted to 100%. Meanwhile, in accordance with "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 Issue Management Committee", sexual harassment prevention hotline and complaint mailbox to manage the issue therein. In 2023, eight sexual harassment complaints were received, and all of them were handled promptly.
- ▶ For training on prevention of workplace misconduct for 2023, the completion rate of new employees amounted to 100%, and the completion rate of all employees amounted to 99.6%.*

[Note] 7 employees didn't manage to complete the training 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 engaging diverse talents and creating an inclusive workplace where employees can fully realize their potential and fulfill themselves. Through the Employee Resource Groups (ERG), MediaTek aimed to build communities to support employees while strengthening exchange from employees of diverse backgrounds.



I-Connect (Intergeneration Connect) ERG

In 2023, MediaTek established the I-Connect (Intergeneration Connect) at the headquarters, aiming to build platform to promote the exchange between employees of different generations. The establishment of I-Connect not only demonstrates our value on generational diversity, but also serves as an important step in promoting positive cooperation and innovation. As the communities are developing, we expect to raise the employees' awareness toward generational diversity and build closer intergeneration connect within the Company.

In December of the same year, we started to recruit members and successfully organized the "Strengths Finder Workshop" and ERG volunteer sharing session. The activities not only deepened participants' understanding of themselves and different generations' strengths, but also promoted the understanding about ERG volunteers. The activities attracted employees across four generations' employees with more than 100 individuals signing up, reflecting the vitality of intergenerational cooperation. In 2024, I-Connect will officially launch more diversified activities at the headquarters to further deepen the intergeneration connect and create a more diversified, inclusive and friendly work culture.



Global Family ERG



Global Family focused on three major aspects, networking, culture engagement, and inclusive workplace. The ERG aimed 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 2023, 11 overseas-hired employees joined MediaTek's headquarters, totaling more than 120 international employees residing here at HQ. Among them, the largest ethnic groups are Malaysians and Indians.
- ▶ As part of the ERG, volunteers of the overseas employee community organized experience activities for their ethnic festivals and cultural days and invited all employees to take part in the event. Through these events, ERG members can not only celebrate festivals with those who shared the same background with them, but also take the opportunity to promote the diverse cultures. In 2023, a total of 3 cultural activities have been organized, attracting more than 300 participants.
- ▶ Organized social activities in English and helped connect international and local employees through language exchange activities to expand the life circle of each of them.



Women in Tek —Women’s Growth & Development Community

SDG 5b

MediaTek has created a community platform for female employees to help them boost their self-confidence, unlock their potential and proactively pursue their career development. A total of two large scale activities have been organized in 2023.



525 “I Love Me” Week

- ▶ The renowned writer, Jill Chang, was invited to give a keynote speech for the workplace “competitiveness of silence,” explaining how introverts may leverage their unique advantages. In addition, Sherry Lin, Senior Vice President and Chief Human Resource Officer, and Vince Hu, Vice President of CSM, hosted a senior executive talk on the theme of perspective taking, encouraging employees to make their own way and enjoy it.
- ▶ As part of the campaign, WIT invited the senior high school girl students from the Girls Tech Action campaign hosted by MediaTek Foundation to join the speech. All in all, more than 250 internal and external participants have taken part in these series of activities.



HERImpact Annual Event



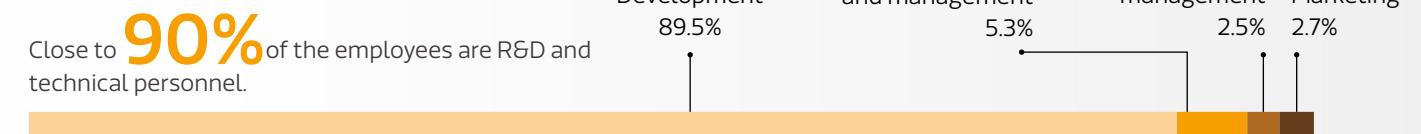
- ▶ WIT organized the first HERImpact Annual Event to cement the milestone for the organization’s first anniversary. Three female executives from different regions were invited to talk and inspire all participants with their personal stories. Meanwhile, the keynote speech given by renowned speaker and psychologist, Dr. May Chen, shared how to practice living in the present. WIT also organized the DIY workshop to allow employees to sew cloth sanitary pads for underprivileged women in rural areas of Africa, encouraging the participants to give back to society personally.
- ▶ This annual event was attended by more than 300 global employees and received a lot of positive feedbacks. We expect to continue organizing it.



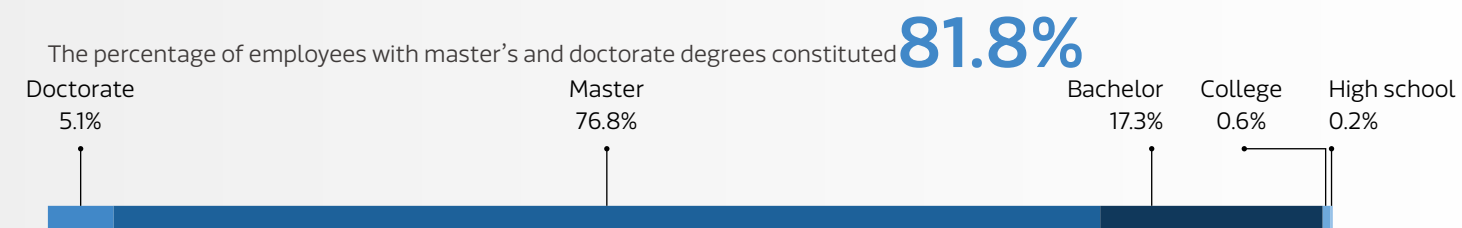
In addition to raising everyone’s awareness of diversity and inclusion through the large-scale event, WIT also recruited female volunteers to become “Advisor Buddies.” The event helped new female employees gain a foothold in the workplace while developing their own leadership skills.

3.1.3 Unleash the potential of diverse talents

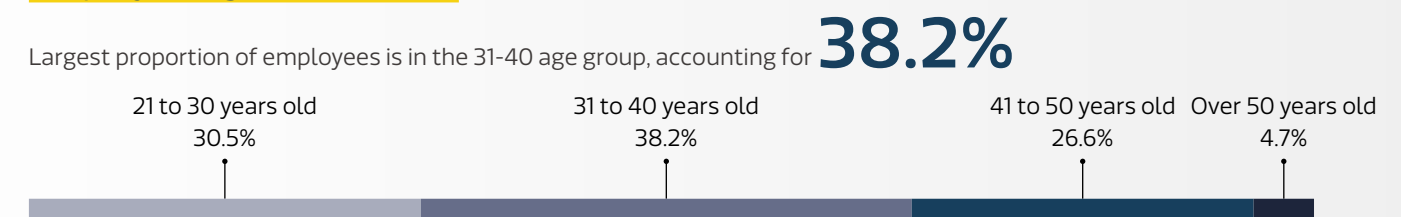
Proportion of Employee Duties



Distribution of Personnel Education Level



Employee Age Distribution



Types of Employment

Total Number of Employees (including dispatched personnel): 20,330 persons

Unit: Individual

Employees						
Labor Contract	Type	Gender	Taiwan	Asia-Pacific	Europe	Americas
Permanent	Full time	Male	10,117	4,461	301	583
		Female	2,105	1,227	25	98
	Part-time	Male	0	0	8	0
		Female	0	0	2	0
Temporary	Full time	Male	31	33	17	2
		Female	18	10	6	2
	Part-time	Male	24	1	1	3
		Female	23	2	2	2
Total	19,104		12,318	5,734	362	690

Note 1: Those who are employed by MediaTek include both permanent and temporary employees.

Note 2: From 2021 to 2023, the number of employees grew steadily during the three-year period without noticeable fluctuations.

Non-employee

The number of dispatched personnel was 1,226 persons in 2023.

[Note] Those who are employed by dispatch work agencies and stationed at MediaTek are dispatched employees, and there is no significant change in the number of dispatched employees in the past three years.

Distribution of Employees	
Number of Foreign Employees	1,001
Percentage of Foreign Employees	4.9%
Number of Expatriates	78
Percentage of Expatriates	0.4%

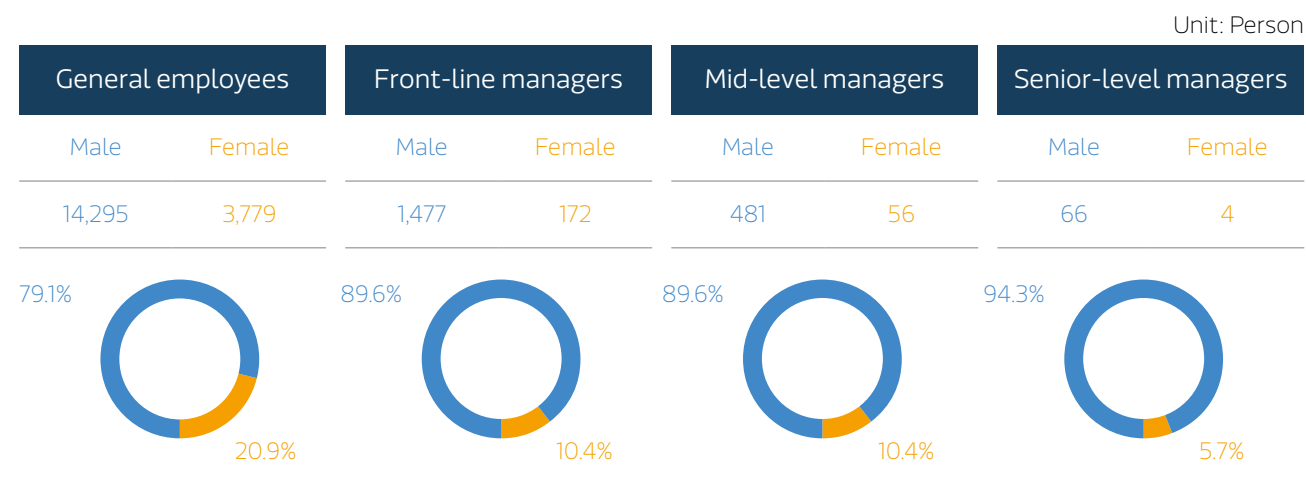
[Note 1] Foreign employees are individuals who are required to apply for a work visa in the country where they work.

[Note 2] Expatriates are individuals who work in a country different from their country of origin.

In 2023, MediaTek hired 79 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.

Proportion of Gender by Work Levels

MediaTek acknowledges that the technology industry and employment market factors have resulted in a higher number of male employees. However, we are committed to recruiting exceptional female talents for management and R&D positions.



Notes: Front-line managers (Department Manager) \ Mid-level managers (Division Manager) \ Senior-level managers (Business Unit Managers and above.)

Female Employment

In 2023, female employees constituted

19.7%

of the total employees of MediaTek and its global subsidiaries. The female employees in R&D and technical departments amounted to 3,225 individuals, which constituted 17.7% of total employees in the Company's R&D and technical departments. The proportion is in line with the median proportion of female technical talent in semiconductor industry companies, which is between 10-19%.

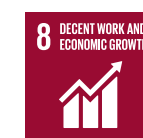
[Note] The above information covers permanent employees, contractors, and temporary workers; the only exception is education level distribution, which is only disclosed for regular employees.

3.2 Talent Attraction and Retention

MediaTek regards talents as the key to the Company's sustainable development. It attracts top talents from all over the world through diversified recruitment channels and by providing fair salaries and benefits with market competitiveness. In addition to salary and benefits, we also focus on the creation of an environment that supports the balance between work and life. Through a diversified benefits policy that meets employees' needs, we improve the team cohesion and maintain the Company's growth momentum.

Material Topic: Talent Attraction and Retention

In response to Sustainable Development Goals of United Nations/GRI



SDG 8.5



SDG 10.2



GRI 401-1
GRI 401-2
GRI 401-3

Importance to MediaTek:

- Talents are important assets of MediaTek. Through a set of diverse and innovative recruitment avenues, provision of salaries 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 continue to be the driving force of sustainable development.

Commitments and Policies

- The Company has established designated organizations and units to provide diverse and innovative recruitment avenues for attracting different types of talents that the Company needs. The Company consistently monitors industry salary levels and formulates a comprehensive salary and remuneration policy that is competitive and meets regulatory retirement benefits. The Company also provides a variety of benefits, formulates different subsidy programs and arranges yearly health checkups to build a robust workplace that is conducive to sustainable development.

 Goals	Short-term (1~3 years): ▶ Establish diverse and innovative recruitment avenues for attracting appropriate talents. ▶ Provide competitive salary and benefits. ▶ Consistently provide care for employees' health and a healthy workplace.
	Mid- and long-term (3~5 years): ▶ Consistently provide a comprehensive performance and competitive global reward framework. ▶ Provide a challenging and innovative environment that allows employees to realize their potential. ▶ Establish benefit programs that are oriented toward employee needs.
 Management approach	Responsibility ▶ Relevant human resource management unit and staff benefit committees.
	Resources ▶ Operational management budget, employee benefits, etc.
	Engagement channels ▶ Manager communication meetings ▶ Labor-management meetings ▶ Employee complaint mailbox ▶ Employee Suggestion Box (I Have Good Ideas) ▶ Recruitment platform ▶ Employee activities and service satisfaction survey questionnaires ▶ AI Chatbot
	Evaluation mechanism ▶ Regularly review the competitiveness of overall salary and remuneration levels as compared to peers in the same industry each year. ▶ Talent hiring rate, percentage of recruits reporting to work, retention rate and turnover rate ▶ Annual employee activity participation rate ▶ Employee activities and service satisfaction survey ▶ Annual health checkup subsidy application ▶ Application status of annual flexible benefits
 Achievements	Competitive salary and remuneration ▶ In 2024, the average cost of employee remuneration, average salary and the median salary of full-time nonmanagerial employees for 2023 were reported to the Taiwan Stock Exchange. The amounts were 3.845 million, 4.867 million and 3.747 million, respectively. (in NTD.)
	Talent recruitment, employment and retention ▶ Application rate = 16 times ▶ Onboard rate = 86% ▶ Retention rate = 94% for new recruits within 3 years; 98% for new recruits within 2 years ▶ Employee turnover rate=4.4%, group-wide; 4.2% in Taiwan
	Employee and family care benefits ▶ Flexible Benefits: Rate of reimbursement application reached 97% in 2023. ▶ Medical check-up: In 2023, the application rate for medical checkup subsidy amounted to 96%. ▶ Organization of large-scale events: In 2023, the headquarters in Taiwan and outstations held 26 health promotion activities. The activities were attended by 6,046 participants.

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 a professional competence development mechanism to proactively retain talents.

In 2023, the Company recruited 1,028 individuals globally, of which, 74.1% were under 30 years old (inclusive), enabling the Company to maintain a relatively younger talent structure, which is helpful in channeling energy into the diversity and innovation aspect of the products.

Furthermore, in 2023, the turnover rate recorded worldwide amounted to 4.4%, whilst in Taiwan, it amounted to 4.2%, both of which were significantly lower than the average global resignation rate and average resignation rate of the Taiwan high-tech industry, which were 12.9%, and 13.7%, respectively.

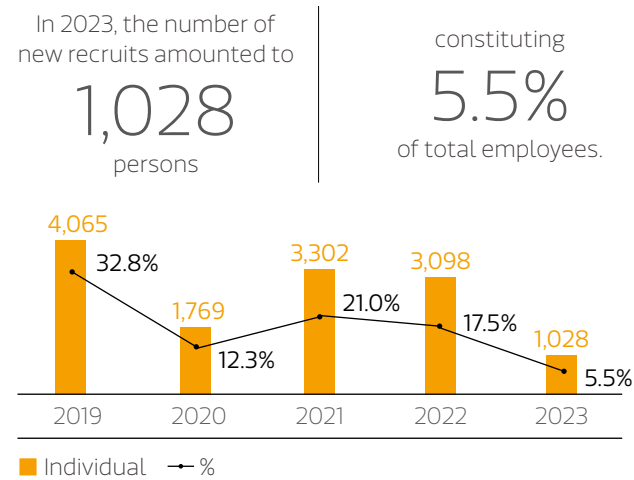
[Note] Employee turnover rate = Number of employees exiting / (number of employees at year start + number of employees at year end) /2)

New Recruits and Exiting Employees Worldwide

Number of employees per category Number of individuals		2023 New Recruits		2023 Resigned Employees	
		Proportion of employees in category	Number of individuals	Proportion of employees in category	Number of individuals
Based on gender	Female		189		4.9%
	Male		839		4.3%
Based on age	Over 51 years old (inclusive)		39		5.7%
	31 to 50 years old		227		3.6%
	Under 30 years old (inclusive)		762		6.0%
Based on region	Taiwan		520		4.2%
	Asia-Pacific		309		4.4%
	North America		179		8.0%
	Europe		20		5.0%
Total Count	18827		1,028		4.4%

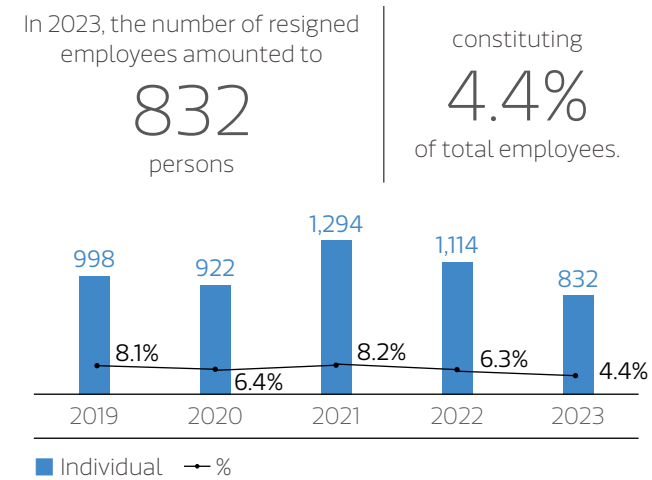
[Note] 18827 = number of employees at year start + number of employees at year end) /2); contractor excluded

Percentage of New Recruits Worldwide for 2019~2023



[Note] Percentage of new recruits = Total number of new recruits / (number of employees at year start + number of employees at year end) / 2

Percentage of Exiting Employees Worldwide for 2019~2023



[Note] Percentage of exiting employees = Total number of exiting employees / (number of employees at year start + number of employees at year end) / 2

Talent Hiring and Reporting to Work:

MediaTek provides competitive salary and benefits, a diverse learning environment, and job scope that give rise to satisfaction so as to attract outstanding talents globally. In 2023, we have recruited 1,142 individuals globally. The Company received 18,272 resumes, which was estimated to be 16 times the number of new recruits. The percentage of recruits reporting to work was approximately 89%, showcasing the Company's brand as an attractive employer.

Item	Number of individuals
2023 Number of applicants for permanent positions (A)	18,272
2023 Number of vacancies of permanent positions (B)	1,142
2023 Number of recruits for permanent positions reporting to work (C)	1,028
2023 Number of employment contracts for permanent positions issued (D)	1,155

[Note] application rate = A ÷ B; percentage of recruits reporting to work % = C ÷ D

Retention of New Recruits and Caring System

To assist new recruits in adapting to the working and living environment quickly, the Company has established a mechanism, whereby senior employees take on the "buddy" role for new recruits and help them adapt to the environment. In 2023, we implemented an integrated employee experience management system and regularly sent questionnaires to new recruits within 180 days after they came onboard, in order to review the experiences and interactions generated at the different stages of the employees' life cycle more comprehensively to improve employee engagement. In 2023, the response rate of the new employees at the headquarters in Taiwan for feedback to the questionnaire reached 70%.

Retention Rates for New Recruits Worldwide

Item	2021	2022	2023
Two-Year Retention Rates for New Recruits %	98%	98%	98%
Three-Year Retention Rates for New Recruits %	88%	92%	94%

Reaching-the-top camp for new recruits creating an engaging induction experience

In order to guide new recruits to integrate into the organizational culture as early as possible and establish a sense of identity, we comprehensively improved the orientation training and received almost full-mark feedback afterwards. Based on climbing the mountains of MediaTek as the script, we digitized the registration guide and company profile and sent them together with the admission notice in the form of a pre-departure manual. Therefore, new recruits may verify the required information before reporting for duty and feel the innovative spirit of MediaTek. The training after registration will focus on the organizational culture experience. We will communicate the Company's core values and operation of the PDCA model through group activities, such as Escape Room and Riddle City. Trainees also fed back that the establishment of relationships with cross-department colleagues through the orientation training was an amazing outcome they never expected.



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 a 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 job banks, participates in large-scale recruitment drives and encourages employees to make recommendations.

Online event to cater to the digital generation

In order to adapt to the young job seekers' preference for digital platforms, we plan a series of live online recruitment events. We provide a transparent and real-time interactive experience, allowing job seekers to have an in-depth understanding of MediaTek's corporate culture, career development opportunities, and application procedures. Five live presentation meetings were held in 2023, viewed by more than 2,000 visitors and receiving positive responses, thereby improving the employer's brand value and corporate recognition.



Employ social media flexibly to communicate the corporate culture

MediaTek continues to operate multiple social media platforms, such as LinkedIn, Facebook and Instagram, etc. We post articles covering the Company's activities, education and training, recruitment information, and employee experience sharing, in order to present our innovative and energetic corporate culture to global talents. The followers and interaction rate of the headquarters' Instagram MediaTek_Career have kept growing since it was created, even attaining 15% in 2023. We maintain good interaction with potential job seekers through a variety of posts and interactive games, successfully attracting the young generation.



mediatek_career

Number of 2023 interns globally



Three Key Pillars of Internship Program

Interaction and care	Career enlightenment	Professional training
Intern paper, adaptability survey, club competitions, focus groups, and group interactions	MediaTek talks, technology exhibitions, and senior executive seminars	Professional training, Online courses, and one-to-one coaching from buddy executive
Achievements		
In 2023, we distributed a total of 6 issues of Intern Paper, recording the experience sharing and activity highlights of 30 interns.	- Seasoned MediaTek engineers gave a keynote speech on "Dare to Dream" and shared their personal growth stories. The speech was attended by 280 participants. - We invited the senior employee representatives to join the Q&A session with interns. About 280 students participated in it.	- We invited the winners of MediaTek Innovation and Special Contribution Award (ISCA) to share their stories. The presentation provided by product managers ranging from chip design to sales, provide interns with a more comprehensive industry perspective. - In 2023, a total of 87 interns received formal offer and could join the Company directly after they graduate in the following year.

Industry-Academia Cooperation

The Company has worked with innovative and research centers proactively in the past two decades. It has also established NTU IoX Center, NCTU Innovative Research Center, and NTHU Research Center. For the industry-academic cooperation projects and results, please refer to [6.2.2 Talent Cultivation](#).

In recent years, in response to the shortage of talents in semiconductor industry, MediaTek has been actively collaborating with campus actively to launch "IC Design Education Program," to encourage students majoring in electronics/electrical engineering and other students studying in colleges of technology and science to sign up for the relevant modules. The program not only allows students of relevant majors to deepen the necessary capabilities in IC design and integrate thesis research, but also gives students from other majors an opportunity to cultivate a second expertise to meet the industrial needs seamlessly. This helps us lay a solid foundation for the mid- to long-term development and cultivation of talents in the industry. Since its promotion in 2021, a total of 236 students have been recruited by MediaTek, including 97 from 2023.



Meanwhile, we reserve a certain number of internship positions for students from the programs to help them gain practical industry experience, thereby strengthening the industry-academia connection, thereby preparing future talents in advance. As of the end of 2023, more than 4,000 students had joined the program, and we will continue to attract more schools to join the ecosystem to help cultivate more future IC design elites.

In 2023, we worked with Yang Ming Chiao Tung University to initiate the first communications program to encourage students to continue involving themselves in the communications field, deepening the cultivation of talent development in Taiwan. We also participated in the Tech Talk organized by the Niche Club of Yang Ming Chiao Tung University, in which MediaTek representatives provided in-depth experience sharing and had face-to-face talks with students to encourage more female students to join the technology industry. Each session was attended by about 50 female students.



3.2.3 Compensation Competitiveness

Provide the overall competitive salary and remuneration

In order to recruit global talents and improve the existing talent retention rate, each year, MediaTek evaluates the overall salary level of the local market to ensure the competitiveness of the overall compensation. In Taiwan, compared to “the average employee salary expense” for 2024 and regulations promulgated by the 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 employees”.

Average Cost of Employees Remuneration in Taiwan

MediaTek	Non-Executive Permanent Employees	
	2022	2023
MediaTek Average Cost of Employees Remuneration	NTD\$ 4,992 thousand	NTD\$ 3,845 thousand

Average and Median Salaries for Full-Time Non-Managerial Employees in Taiwan

MediaTek	Non-Executive Permanent Employees	
	2022	2023
Total Salary of Non-Executive Permanent Employees (A)	52347665 Thousand NTD	42910915 Thousand NTD
Number of Non-Executive Permanent Employees (B)	10,756	11,432
“Average Salary” of Non-Executive Permanent Employees (A/B)	4867 Thousand NTD	3754 Thousand NTD
“Median Salary” of Non-Executive Permanent Employees	3747 Thousand NTD	3094 Thousand NTD

Link compensation scheme with corporate sustainable development

The reward mechanism of the Company is designed to achieve its short, medium, and long-term goals, taking into account the roles, responsibilities, knowledge, and competencies of employees, as well as the operating results of the Company and individual performance. The salary is adjusted annually based on the overall local economic indicators, market salary standards, and other relevant principles to ensure a fair profit-sharing between labor and enterprise.

Incentive guidelines

Performance-driven

- ▶ Connect incentives to business performance of the Company.
- ▶ Differentiate performance rewards based on individual contribution and job characteristics.

Sustainable

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

Balanced and Competitive

- ▶ 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 of MediaTek, 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 aspects), 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.

In order to deepen the value connection between the managers and shareholders of MediaTek and the Company’s commitment to sustainable management, the EXECUTIVE OFFICER STOCK OWNERSHIP GUIDELINES were established 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.

Employee Stock Ownership Trust (ESOT) Program

In order to share the Company’s long-term operating results with employees, MediaTek has implemented the MediaTek Group Employee Stock Ownership Trust (ESOT) Plan in Taiwan since 2023. Employees can contribute a specific amount from their monthly salary and use the same, together with the subsidy provided by the Company, to participate in purchasing MediaTek stocks. Since its introduction, more than 60% of the colleagues have participated in the Program, demonstrating the mutual trust and commitment between employees and the Company to grow together. In 2023, the Company has invested about NT\$304 million to implement the Program. In addition to increasing employee welfare resources, it also improved the effect of talent attraction and retention.

3.2.4 Benefit Policies

In order to provide the employees with competitive benefits, MediaTek's offices around the world follow the benefit systems that comply with the local laws and regulations or are superior to those required under the statutory standards. Among other things, the flexible benefit plan launched in Taiwan can not only better satisfy the needs of employees from different generations but also benefit their family members. Meanwhile, in order to encourage the employees to participate in volunteer services and give feedback to the local community proactively, since 2023 we have planned to extend the paid volunteer leave from one day per year to two days per year, for a total of 16 hours, after 2024, and implemented the paid volunteer leave system to the global subsidiaries to practice the sustainable life together with the global employees.

Overview of benefit policies superior to those required under laws and regulations

Item	Statutory standards	Practices Superior than Statutory Standards
Leave	12 public holidays each year	Extra seven (7) days of annual leave (19 days after combining national holidays).
Utilization in 2023: In 2023, the utilization rate of extra annual leave amounted to 97%, which exceeded 104 thousand hours ^{Note} . [Note] According to the 2023 calendar announced by the Directorate-General of Personnel Administration, one extra day of leave will be granted, less the adjusted leave and make-up workdays.		
Volunteer Leave	None	- Employees are entitled to one day (8 hours) of paid volunteer leave per year, and the leave can be applied separately. - Global employees have been allowed to apply the same since 2024, and are entitled to two days (16 hours) of paid volunteer leave per year.
Utilization in 2023: During 2023, a total of 368 hours had been conferred for volunteer leave.		
Insurance	Employees are enrolled in the labor insurance and national health insurance programs as of their induction dates.	- We maintain group insurance for employees as of the induction date, covering accidents, sickness and hospitalization, to protect employees comprehensively. - Employees may also have their dependents enroll in the group insurance program at a preferential price and may pay the insurance premium using the flexible benefits.
Health Check-ups	The employer shall perform the general health checkup on the current workers in the following manners: - Once per year, for those over 65 years old - Once per three years, for those over 45 years old but less than 65 years old - Once per five years, for those less than 40 years old	- Once per year, for the current employees of various ages - Allowed to use flexible benefits flexibly and add the health check-up items, also applicable to the employees' family members.
Utilization in 2023: In 2023, a total of 15,820 employees completed the health checkup, including 3,629 family members of the employees.		

3.2.5 Retirement Planning

MediaTek formulates employee retirement planning in accordance with the laws and regulations of respective countries of operation. In Taiwan, in accordance with the Labor Standards Act, the Company has established a defined benefit plan. Furthermore, in accordance with the Labor Pension Act, the Company has established a defined contribution plan. In 2023, the defined contribution plan was applicable to 99.3% of the employees; the defined benefit plan was applicable to 0.7% of the employees.

In accordance with the Labor Standards Act, the Company computes the disbursement of pension payments to employees according to the number of years of service and the average salary for the 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 the Bureau of Labor Insurance every month. In 2023, the pension funds of defined contribution plan amounted to NT\$2.783 billion.

Apart from appropriating the retirement reserve fund as per the law and regulations, each year, the Company also hires qualified actuaries 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 owns a rigorous and diversified talent training system to provide employees of different positions and levels with corresponding expertise and leadership training. We encourage employees to be part of their training planning and help them develop their careers through the evaluation and feedback mechanism. Meanwhile, we also provide personalized learning roadmaps and rich career development opportunities, in order to improve the employees' sense of participation and accomplishment and also to continue improving MediaTek's industrial competitiveness.

Material Topic: Talent development

In response to the Sustainable Development Goals of United Nations/GRI	4 QUALITY EDUCATION SDG 4.4	5 GENDER EQUALITY SDG 5.b	GRI 404-1
Importance to MediaTek:	The sustainable operation and growth of the Company depend on the professionalism and management capabilities exhibited by employees. Via training and development mechanisms for 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.		
Commitments and Policies	The Company has established designated organizations and units to provide corresponding training and learning resources to employees and executives of different levels and roles, assisting them in job competence cultivation and career development.		



Goals

Short-term (1~3 years):

- ▶ Strengthen the job requirements in executive management to cater to the future challenges and growth facing the Company.
- ▶ Revisit the learning development blueprint of executives to respond to environmental changes and cultivate leadership talents that can take on future challenges.
- ▶ Provide employees with training to enhance individual performance and professional competence so as to assist their career development.

Mid- and long-term (3~5 years)

- ▶ Enhance the leadership of executives of different levels via competency development-oriented executive training 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.

Responsibility

- ▶ Training and Development Unit, Management Development Committee, Project Management Training Committee, and AI Training Committee.

Resources

- ▶ Operational management and training development budget.



Management approach

Engagement channels

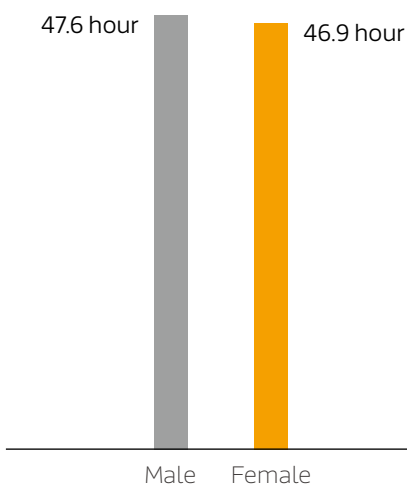
- ▶ Internal learning website
- ▶ Online Learning Platform
- ▶ Employee Suggestion Box (I Have Good Ideas)
- ▶ AI Chatbot
- ▶ E-mail
- ▶ Communication meeting of different departments
- ▶ Employee satisfaction survey

Evaluation mechanism

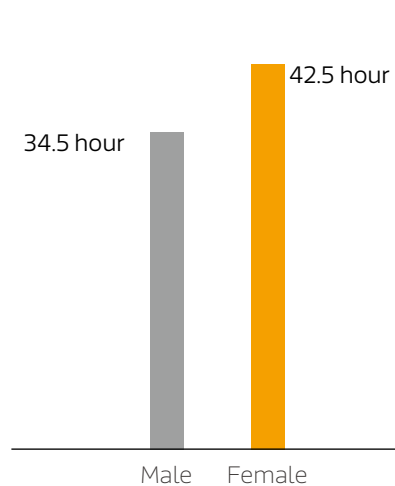
- ▶ Pre-course requirement survey
- ▶ Post-course requirement survey
- ▶ Sharing session on application learning
- ▶ Internal TED Talk
- ▶ 360 development evaluation tool

Average Training Hours per Employee Globally

Managerial position



Non-managerial position



Achievements

2023 Training and Development Program Results

- ▶ The 2023 programs, including online and classroom courses, accumulated to more than 700,000 hours and was attended by more than 20,000 employees, translating to 37 hours per employee.

3.3.1 Diverse Talent Development Plan

SDG 4.4

MediaTek Training Framework



Key capabilities

- ▶ Job expertise
- ▶ Operational knowledge
- ▶ Leadership
- ▶ Troubleshooting
- ▶ Scope of impacts on operations
- ▶ Interpersonal relationship/communication
- ▶ Guiding changes
- ▶ Implementation of innovation
- ▶ Training of talents
- ▶ Guiding cross-team collaboration
- ▶ Establishing high-performing teams
- ▶ Demonstrating business acumen
- ▶ Leading change
- ▶ Promoting innovation
- ▶ Constructing high-efficiency organizations
- ▶ Establishing partnership
- ▶ Global strategies
- ▶ Leading strategic breakthrough
- ▶ Constructing core competitiveness

Training Contents

- ▶ Newcomer training
- ▶ Language skill
- ▶ Technical and engineering projects
- ▶ Personal Effectiveness Training
- ▶ Management competence
- ▶ Direct leadership
- ▶ Management competence
- ▶ Organizational leadership
- ▶ Management competence
- ▶ Strategic leadership

Learning /training method

- ▶ Classroom courses
- ▶ online learning
- ▶ experiential learning
- ▶ gamification learning
- ▶ coaching guidance
- ▶ role-play
- ▶ scenario-based learning
- ▶ scenario simulation
- ▶ book clubs
- ▶ Harvard Business School case study
- ▶ podcast

Training evaluation mechanism

- ▶ Pre-course requirement and post-course satisfaction surveys
- ▶ Sharing sessions, internal TED Talk, and 360 development evaluation tool

Let's Learn as Managers Podcast Series

In 2023, we launched the podcast show “Let’s Learn as Managers” to invite professional guests or leaders internally to share their team management experiences and ways to improve psychological resilience in the form of podcast show, in order to allow managers to learn through listening. There were a total of 6 episodes in Season 1 of the show, which received 1,000 views and positive feedback with a rating of 4.3/5 points.

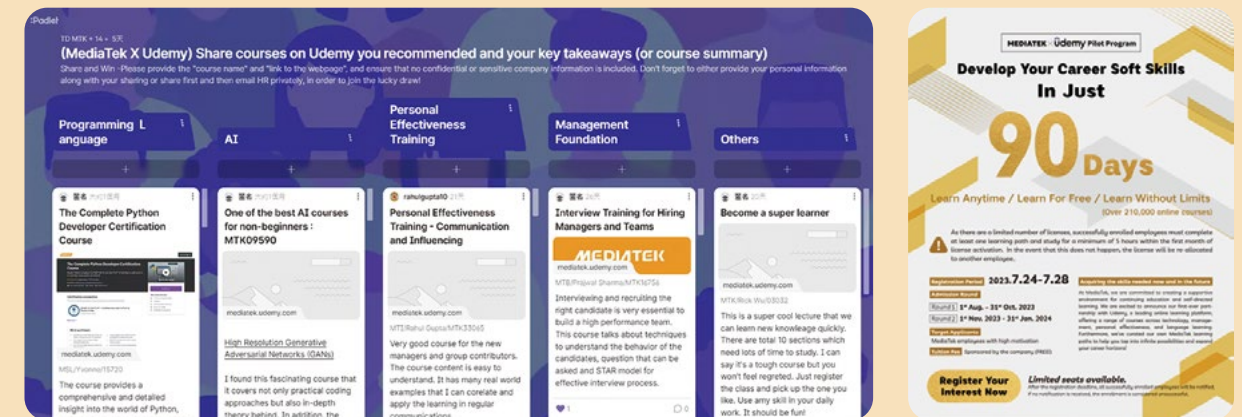


Implementation status

	Global Participants	Total hours	Post-training satisfaction (100 for full mark)
Newcomer Training	92,473	138,788	97
Management Competence Training	5,918	45,551	95
Technical and Engineering Training	57,790	426,005	90
Personal Effectiveness Training	7,923	40,523	93
Language Skill Training	927	21,036	-

Personal Effectiveness Training platform

In order to satisfy employees’ different needs, encourage them to learn proactively, and introduce external high-quality resources, the Company implemented the Udemy Business online learning platform and designed multiple theme-based courses (including leadership, personal effectiveness, AI and language, etc.) learning roadmaps to guide employees to attend the optimal learning courses and activities within a specific time limit. In 2023, a total of 558 colleagues attended the courses, for a total of 11,309 hours cumulatively. The average course satisfaction reached 90 points. Meanwhile, the Company also uses the online tools, such as Padlet and MS Teams Group, to allow global trainees to exchange, learn, and practically apply their experiences, e.g., how to prepare study plans in busy life and quality courses worth recommendations, etc., in order to continue improving the corporate culture for active learning and sharing of knowledge.



The Must-Attend Courses to Unleash Employees’ Potential

We designed the “The Must-Attend Courses to Unleash Employees’ Potential” applicable to all employees, i.e. hybrid learning courses focusing on the four major themes, namely “Communication,” “Innovation,” “Agile Management” and “Troubleshooting” and combining online learning videos, master lectures on practices and physical drills. The courses attend to the flexibility and learning benefits concurrently, allowing employees to gradually understand the key points of the courses per personal needs and progressively for going from the easy to the difficult and complicated, apply them practically and address the challenges in work. The global lectures combining the hybrid course design we tried for the first time received positive comments. The online courses and lectures were attended by a total of 16,592 people. The courses received overwhelming responses from colleagues. The satisfaction of the lectures achieved 94 points.



Business Simulation Courses

The business simulation courses tailored-made for the Company's middle and senior managers provided a platform to simulate real-life business environment, allowing participants to examine the corporate operations comprehensively from a CEO's perspective. In a simulation case, students played the role of decision-makers to run a company jointly and worked together to make the key investment decisions in response to the market changes and operational challenges.



Highlights of courses

1. Instant feedback mechanism

After the participant made a decision, they would see the impact posed on the company's performance immediately and, therefore, they could understand the implication of each decision thoroughly.

2. Cross-functional collaboration

The courses encouraged cross-department collaboration. Through the simulated business, participants learned how to integrate cross-functional resources and wisdom in order to create synergy.

3. Cultivate the overall vision

To verify the business operations from a macro perspective and gain insight into how various decisions affect the company's KPIs and results.

4. Instant strategic adjustment

In response to market changes, participants needed to adjust strategies rapidly to address the competition and internal challenges and improve their adaptability.

Achievements of courses

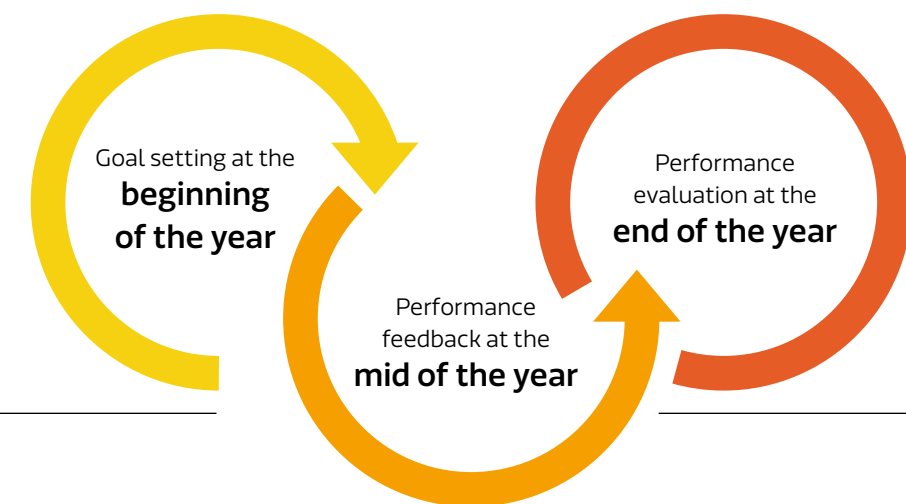


3.3.2 Performance Management and Development

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.

(The charts prepared last year may be applied.)

Performance management and Development Overview



3.3.3 Internal Job Application Channels

In 2019, MediaTek officially rolled out the internal job application mechanism. By opening the avenue for job transfer, global employees are provided with more diverse development opportunities, which strengthens the width and depth of career development and enables employees to have the opportunity to shape their career path through internal mobility. In 2023, a total of 47 employees filed applications and 17 of them completed the job transfer. As of the end of 2023, a total of more than 200 applicants have been transferred through this mechanism, translating to the rate of 45.2% for a job transfer match. Most of the successful internal transfers were completed approximately within 3 months since application.

3.4 Diverse channels to enhance employees' engagement and two-way communication

Through diverse communication channels, employees can access real-time information on the Company's operations. We implement two-way and transparent communication channels to listen and respond to employees' needs, and also roll out meaningful global and local activities. We continue to improve employees' participation level and cohesion, make employees feel that they are an important part of the Company and further enhance their sense of identity with the Company.

Pass on the spirit of sustainability and encourage employees to take actions to support social public welfare and the future of the earth

2023 Family Day: Run for Future

In 2023, MediaTek organized its first-ever Run for Future Family Day campaign. Led by Chairman MK Tsai, Vice Chairman & CEO Rick Tsai, and President & COO Joe Chen, the event received overwhelming positive responses from nearly 10,000 employees and their family members. The Run included 4KM and 10KM routes, passing through 5 of MediaTek's current business locations in Hsinchu Science Park. The 10KM route even extended to the base where the Company was founded 26 years ago. In the design combining sustainability awareness and activity, runners were invited to support the sustainable future in person.

As part of this campaign and in response to the Company's sustainable development goal, MediaTek donated NT\$26 whenever any runner finished 1KM, and a tree additionally after the runner finished 26KM cumulatively, in order to co-create a sustainable life with employees and keep a piece of pure land for the earth. All in all, the event has accumulated and donated a total of 2,000 trees to Tse-Xin Organic Agriculture Foundation (TOAF). Meanwhile, on March 12, 2024, Arbor Day, our Chief HR Officer, Sherry Lin led more than 100 employees to plant the trees in person. In addition, we have also donated a toy and book van to Taiwan Toy Library. The van can deliver toys and books, etc. to communities and schools in remote and resource-disadvantaged areas, expected to shorten the divide of resources between urban and rural areas and benefit more children from these remote and rural areas.

Highlights of Run for Future



26th Anniversary
Theme Video



26th anniversary of the Company: Powering a Sustainable Future

MediaTek is committed to integrating its core profession, practicing sustainable development through product innovation, and implementing the thinking of sustainability in its work. On our 26th anniversary, the Company promoted the "Global Go Green Week" activity and called on more than 18,000 employees globally to join in the activity to save energy and reduce carbon emissions in terms of food, clothing, housing, and transportation. The activity has been attended by more than 48,000 people cumulatively and helped reduce carbon emissions by 78,432KG. Sustainability awareness was popularized through fun competitions and, therefore, more people were driven to participate in the effort to protect the environment.



[Note] Carbon reduction benefits are estimated based on statistical data from public information and research reports of government agencies.

Global Volunteer Heroes Recognition

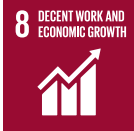
In addition to focusing on environmental protection, MediaTek also continues to engage in giving back to society. The Company launched the "MediaTek Global Volunteer Hero" to recognize employees who participate in volunteer services proactively, and also calls on more employees to join the ranks of volunteers through their stories to expand their positive impact and drive a virtuous cycle for the society.

Global employees' commitment in volunteer activities to give back to society proactively

- ▶ The team in Singapore combined charity activities with sports to respond to the local annual Walk for Rice+ charity event, and transformed the walking distance into donations of supplies to resource-disadvantaged communities. The team in Singapore, together with more than 1,500 local citizens, raised 1.5 million meals for 7,000 recipients.
- ▶ The team in the US called on colleagues to serve as volunteer workers to help clean the community gardens and trim branches to restore the pleasant environment. They also directed the community creative center to help classify the raised second-hand art supplies, in order to allow the people in need to have the chance to purchase them at low prices and also to promote the sufficient utilization of resources.
- ▶ The team in India worked with external non-profit organizations to assist the development of education in rural areas based on long-term scholarship programs and through donations of stationery and computer equipment, etc., thereby keeping hundreds of school children's education uninterrupted. In 2023, we joined the Kattamnallur Lake District Restoration Plan and worked with public welfare partners to clean up the polluted water areas of about 14 acres and restore their original appearance, so as to benefit the local community.

3.4.1 Diverse channels to strengthen employee engagement and two-way communication

Material issues: Labor-management relationship

Material issues: Labor-management relationship	 
In response to Sustainable Development Goals of United Nations/GRI	▶ To generate good employee experience, MediaTek has established real-time and two-way communication channels to timely and accurately convey company information to employees, as well as listening and responding to employee opinions. We integrate and transparently communicate each other's expectations and feelings to build sustainable and strong employee relationships.
Commitments and Policies	▶ The Company has set up communication and employee relations organizations and departments 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 two-way communication to improve the understanding and responses to one another. The Company also conducts regular employee opinion/engagement survey, and responds and makes improvements based on the results of the survey to establish a sustainable and evolving workplace.

 Goals	Short-term (1~3 years):	▶ Continue to listen through multiple communication channels to ensure employees' suggestions are fed back in a timely manner. ▶ Optimize online and offline communication channels to effectively communicate and implement the Company's goals and policies.	
	Mid- and long-term (3~5 years):	▶ Conduct employee opinion survey regularly. With regard to employee feedback and expectations, the Company has designated teams to conduct planning and carry out the implementation to increase employee satisfaction. ▶ Collectively implement global communication standard and establish a friendly communication environment.	
 Management approach	Responsibility	▶ Relevant units of human resource management, and various operational and functional units.	
	Resources	▶ Business management budget	
	Engagement channels	▶ Manager communication meetings ▶ Regular meetings of various units ▶ Labor-management meetings ▶ Employee complaint mailbox	▶ Employee suggestion box (I Have Good Ideas) ▶ Satisfaction survey for large scale activities ▶ AI Chatbot
	Evaluation mechanism	▶ Operation of manager communication meetings. ▶ Convening of labor-management meetings and meeting minutes. ▶ Utilization status of employee complaint mailbox and company feedback mailbox.	▶ Analysis of global employee survey results with historical comparison and external benchmarks. ▶ Utilization of employee suggestion box (I Have Good Ideas) ▶ Utilization of AI Chatbot
 Achievements	Manager communication meetings	▶ Every season, our CEO and President take turns convening the meeting. In 2023, seven sessions were convened and attended by more than 8,000 individuals.	
	Labor-management meetings	▶ One session is convened on a quarterly basis. In 2023, four sessions were convened, and the attendance rate was 100%.	
	Employee Complaint Mailbox and Company Feedback Mailbox	▶ In 2023, six complaints were received and handled properly.	
	Group-Wide Employee Opinion Survey	▶ In 2023, the Company conducted the global employee survey via the integrated platform for the first time. Global participation rate reached 86%, translating to more than 16,000 colleagues taking part in the survey. ▶ Employees' commitment indicator: 82% of colleagues demonstrated positive engagement. ▶ Retention indicator: 82% of colleagues showed their intent to stay in MediaTek for the next three years and beyond.	
	Employee Communication Platform	▶ AI Chatbot "Alpha" is in place to respond to questions raised by employees 24 hours a day all year round. The average number of visits per month reached 3,544 and the average number of questions sent was 20,000. ▶ For our employee suggestion box - "I Have Good Ideas", a total of 438 employee suggestions were received in 2023, and the response rate was 100%.	

Robust Utilization of Diverse Channels to Strengthen Employee Communication

Diverse Employee Feedback Channels

- ▶ MediaTek has established an employee complaint mailbox to properly handle complaints via a complete system, providing employees with a fair and just workplace environment. In 2023, the mailbox received six complaints, all of which were handled, and improvements were made.
- ▶ The AI Chatbot “Alpha” was developed independently by the Company and is in place to respond to employees’ frequent questions in work 24-7. In 2023, a total of 244,630 questions were answered and 175,531 people (accumulated) were served, an increase by more than 17% from the previous year. Upholding the innovative corporate culture, the Company plans to implement the latest GAI (Generative AI) technology in 2024, hoping to extend such service to its global business bases and answer employees’ questions more precisely.

Strengthening consensus via global manager communication meetings and all-employee communication meetings of various organizations

- ▶ MediaTek advocates transparent information exchange and two-way communication and we organize company-wide global manager communication meetings on a quarterly basis. In 2023, a total of 7 meetings were convened and attended by more than 8,000 people. Our CEO and President took turns sharing Company updates, technological development, and future outlook with managers globally, in addition to management mindset and 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 units to convene all-employee communication meetings on a regular basis to not only provide employees with information, but also enable them to express their thoughts and opinions.

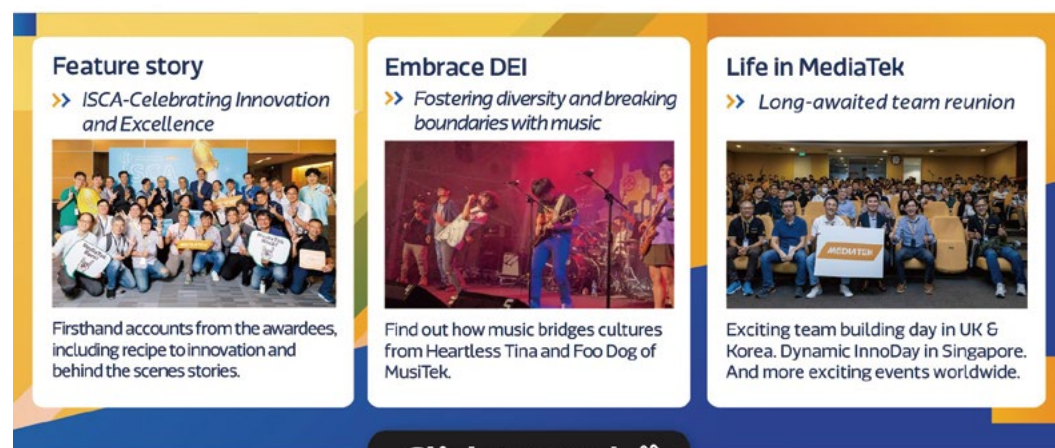
Foster and Promote Culture and Values Via Internal Employee Newsletter

- ▶ In 2022, the MediaTeker Hub Newsletter was launched as a bimonthly bilingual employee newsletter. Through interviews and feature stories, the organizational strategies, corporate culture, important news are presented in short reports with lively visual design to help employees better understand the Company’s core essence. In addition, through the highlights of activities around the world, we present the energetic side of our employees and unite employees from different regions. In 2023, we issued 6 covers, which were read by an average of 2,800 people per issue.

MediaTeker Hub Newsletter

November 2023

» Catch up on this year's impressive winning teams from ISCA with captivating videos showcasing firsthand accounts from the awardees. Discover innovative formulas, personal journeys, and more. Explore the vibrant club activities of our talented colleagues, fostering diverse cultural exchanges through music. Stay updated on team reunion and other exciting news from our global sites. All in this issue's newsletter.



3.5 Occupational Health and Safety

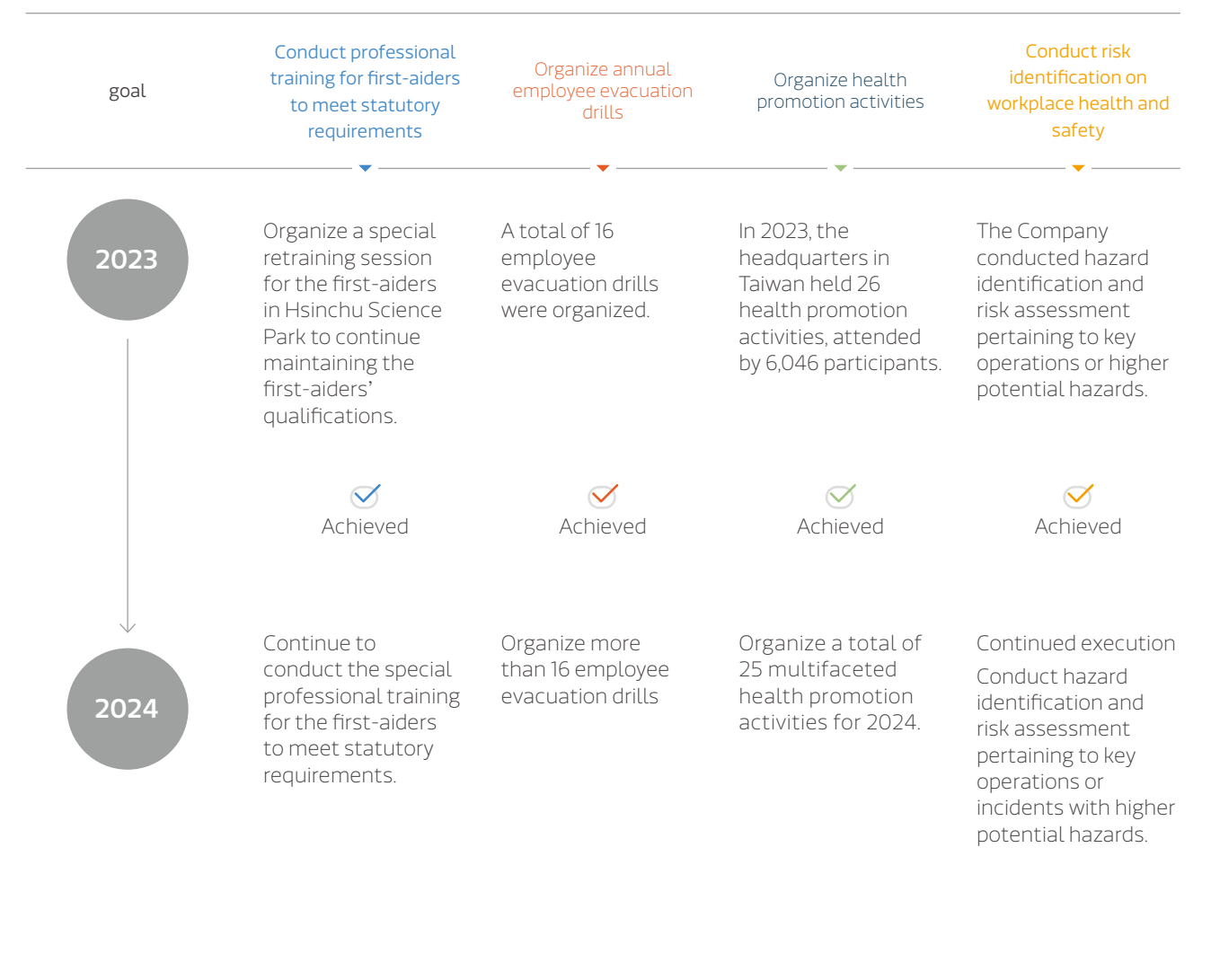
Starting from the employees’ needs, MediaTek aims to improve physical and mental care measures, create a friendly workplace and enhance employees’ well-being. We have passed the certification audit for the ISO 45001 Occupational Health and Safety Management System. The goal guarantees workplace health and safety through systematic management. We implement employee health programs and improve the ergonomic design in the workplace to demonstrate the Company’s commitment to enhance employees’ experience through physical actions, in order to ensure that each employee can work in a healthy and safe environment

3.5.1 Occupational health and safety management

SDG 8.8

Health and safety of workplace:

MediaTek pays close attention to the workplace safety of employees. To facilitate the understanding and focus on safety and health for employees at different levels, the Company conducts hazard identification and risk assessment pertaining to key operations.



Since 2015, the Company has regularly conducted employee evacuation drills, in which exceeding the industry average, to help all employees get familiar with evacuation routes and assembly locations. The exercise has also incorporated fire extinguishing simulation and first-aid routines. The buildings used for the exercises include office buildings in Hsinchu, Zhubei, and Taipei. There were 11,357 participants in the exercise in 2023. To ensure there were no blind spots in any 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, and factory equipment areas on a regular basis.

Disabling Occupational Accidents in the past three years

Item/Year	Gender	2021	2022	2023
Disabling injury frequency rate (FR) Disabling Injuries (counted when resting hour exceeds 8 hours) x 1,000,000 / Total working hours	Male	0.28	0.25	0.54
	Female	0.54	0.47	1.64
Total		0.32	0.29	0.71
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	7	4	16
	Female	2	14	41
Total		6	5	21
Absenteeism rate (AR) Number of absent days / Number of available working days in a given period	Male	0.00006	0.00400	0.00500
	Female	0.00003	0.00900	0.01300
Total		0.00005	0.00500	0.00700

[Note] The number of absent days include the number of days for personal leave, sick leave and occupational sickness leave.
Sick leave (including unpaid sick leave, half-pay sick leave and menstrual leave): 119,468.31 hours; occupational sickness leave: 2,641 hours
Total working hours: 23,836,032 hours

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 accidents. In 2023, the number of contractors attending the safety course amounted to 654 participants. As a result, no disasters or accidents occurred during the year and no loss had been incurred.

3.5.2 A holistic workplace in promoting employees' health

Awarded the Bronze Medal for the 5th "Corporate Health Responsibility" Award

Talents are the key to sustainable development. Employee care is not only one of the Company's welfare policies but also an important issue of corporate governance. In 2023, the Company was awarded the Bronze Medal for the 5th Corporate Health Responsibility Award in the category of large-size enterprises with more than 5,000 employees. The evaluation was performed on the Company's practices in caring for employees' health to verify the Company's employee health care program and execution, process and effectiveness thereof, in terms of the four aspects including health awareness, health activities, healthy diet and health management, including the participation and support of senior managers, degree of resources invested, participation and engagement of all employees, and related sustainability and health improvement status.



MediaTek strongly believes that only healthy employees can create high-performance output. We value our employees' physical and mental health and strive to create an all-round healthy workplace. Our wellness centers employ healthcare professionals specialized in different fields and holding national professional licenses, covering nursing, psychological and physical therapy. We mitigate employees' physical and mental stress through prevention, health promotion and optimization of the office environment, and provision of various life services.

Health promotion

- ▶ In 2023, our Taiwan HQ held 26 health promotion activities, attended by 6,064 participants.
- ▶ We organized the annual health promotion activity "Moving Together Hand in Hand" to encourage individuals' and teams' participation through different sports events to increase the frequency of exercise among employees effectively. A total of 10 sessions were convened and attended by 1,654 employees in 2023. The total participants were 8,742 people cumulatively.
- ▶ Each office is equipped with gym and equipment available to employees. MediaTek has been awarded as a sports enterprise by the Sports Administration, Ministry of Education for seven consecutive years.



Health Management

- ▶ Provide employees with annual health check program at the Company's expenses. A total of 11,615 employees have taken up the health check, at the cost of NT\$78.84 million, in 2023. Meanwhile, based on the health check results, we provide medical consultation and assessment on the risk groups actively.
- ▶ We work with National Taiwan University Hospital in Hsinchu to provide on-site medical services for 72 hours per month. In 2023, there have been a total of 1,510 persons sought the services.
- ▶ In 2023, 9 rounds of influenza vaccination services were provided. A total of 2,011 employees and 37 family members took the vaccination.

Health and Hygiene Education Information

- ▶ In 2023, we issued the bilingual bi-monthly e-newsletter, "MediaTek Wellbeing Times," which covered physical and mental health information. The newsletter received 5,850 views in total.
- ▶ A total of 7 themed health education lectures were held on a quarterly basis in 2023, attended by 3,540 participants, with the satisfaction of 4.8/5.



Employee Assistance Program (EAP)

- ▶ Establish the Employee Assistance Program (EAP) and work with Newmind EAP Consultation Co., Ltd. to provide each employee with three consultation sessions per year, at the Company's expense. In 2023, the utilization rate was 4.4%, and approximately NT\$2.1 million was invested in the employee assistance and consultation services, receiving the satisfaction rate of 92.7/100 points from employees.
- ▶ The Company also establish the "mental health prevention program" inside the Company. Depending on the level of the incident, the Company's full-time psychologist and HR Department provide employees with the support and consultation services for prevention and education, interview assistance and resolution of complaints, and crisis management.

Optimization of spaces

- ▶ We promote the Integrated Workplace Management System (IWMS) globally and update the global office space layout information in real time, covering 27 work locations, 36 office buildings and a total of 179 floors. This real-time information display improves our office space management with efficiency and effectiveness.
- ▶ Continue to improve the maintenance quality of office spaces via the online reporting system. A total of 5,482 cases were resolved in 2023. With 94% of them resolved within 3 days after being reported.
- ▶ The iParking app, which allows verification of remaining parking spaces in office buildings has been installed to help employees understand the latest status of remaining parking spaces.

Healthy diet

- ▶ Over 30 contractors have resided in the canteen. The average dining rate reaches 18,000 people per day, including about 90% of the employees. Regular audits and inspections by SGS are conducted every two months to implement food safety and health management.
- ▶ The 2023 on-site restaurant satisfaction survey was completed by more than 4,400 employees and received the satisfaction rate of 3.7/5.

Domestic Services

- ▶ The "Flexible Benefit Program" allows employees to use the welfare funds in multiple projects freely. In 2023, the maximum amount of individual flexible benefits subsidy is NT\$16,000, with the total annual amount for flexible benefits reaching NT\$190 million.
- ▶ We support employees in organizing their own clubs and provide them with subsidies. In 2023, we hosted about 70 clubs in HQ. Through our open club exhibition, the number of the club participants increased by 14% from the previous year.
- ▶ We recruit visually impaired masseurs recommended by Taiwan Light House in Hsinchu City/ County and Taipei City to provide professional massage services.

Participation in Public Welfare

- ▶ Six blood donation events were organized in 2023, attended by 1,150 participants. A total of 1,656 bags of blood were collected.
- ▶ Sales events were held in our offices to support charity organizations during festivals and the new year. The display booths are provided to public welfare groups or disadvantaged groups as the first priority. For the orders placed for gift boxes, a part of the order amount, plus charity fund, is contributed to public welfare activities. A total of 15,561 gift boxes were ordered in 2023, an increase of 36% from the previous year. The donated fund was about NT\$150,000.



3.5.3 Family-Friendly Initiatives

MediaTek values Diversity, Equity, and Inclusion, and has proactively created a family-friendly workplace. We provide working parents with support in major aspects:

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

MediaTek's preschool is the largest corporate-run institute of such in the Hsinchu Science Park, occupying an area of 600 pings. The spacious environment allows children to play in the classroom without worries. Considering the time requirements of the employees when they go to and get off work, the school is designed to provide a flexible schedule 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 for a sense of camaraderie

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

Maternal Health Care— providing a secure workplace for mothers in the workplace

According to the "Occupational Safety and Health Act" and the "Regulations of Protection of Female Workers' Maternal Health," MediaTek has established "Maternal Health Protection Plans" to ensure that pregnant, postpartum and breastfeeding female employees are physically and mentally supported/

Family Care

In order to support the needs of employees at different stages, we provide multiple benefits that are superior than those provided under laws and regulations, as the backup for employees to take care of their families.

- ▶ Wedding cash gift: NT\$10,000, 380 gifts were distributed in 2023.
- ▶ Newborn cash gift: NT\$2,000 (per child), a total of 414 persons applied for the it and 426 gifts were distributed in 2023.
- ▶ We provide "MediaTek Newborn Baby Hamper" to congratulate employees who are welcoming their new family members. In 2023, a total of 526 gift boxes were distributed globally, with a rough estimated birth rate as 27.5%. It is 22.7% higher than the average value of Taiwan's top 50 sustainable enterprises.
- ▶ We work with 24 daycare centers and kindergartens by contract, in addition to our corporate-run preschool, to help employees with daycare of their children.

Provide full family support and improve employees' well-being physically and mentally.

MediaTek is there to support our colleagues at every stage of their life. In 2023, we introduced our "MediaTek Newborn Baby Hamper" with baby gears such as clothes, bibs, blankets, tableware and toys for our employees. We congratulate our employees on entering new milestones and welcome new life. In 2023, a total of more than 500 MediaTek babies were born, and they have also received this hear-warming welcome gift from the Company. In 2023, we also rolled out the "Family Communication Lecture Series" to provide

employees going through different stages of their life with practical guides and tips on partnership, parenting, and conversation with elderly. We help employees mitigate disturbance in the communication with their family members, improve their family relationships and perfect their physical and mental health.



Maternity protection

Each building is equipped with standard breastfeeding rooms. A total of 39 rooms are available for the use. Meanwhile, the Company has received the distinguished breastfeeding space certification. Our wellness center monitors the list of mothers under maternity health protection to help doctors complete assessment on individual hazards, hierarchical management, health protection and other adaptability assessment or recommendations. In 2023, 63 mothers received maternity health services with interviews conducted by doctors.

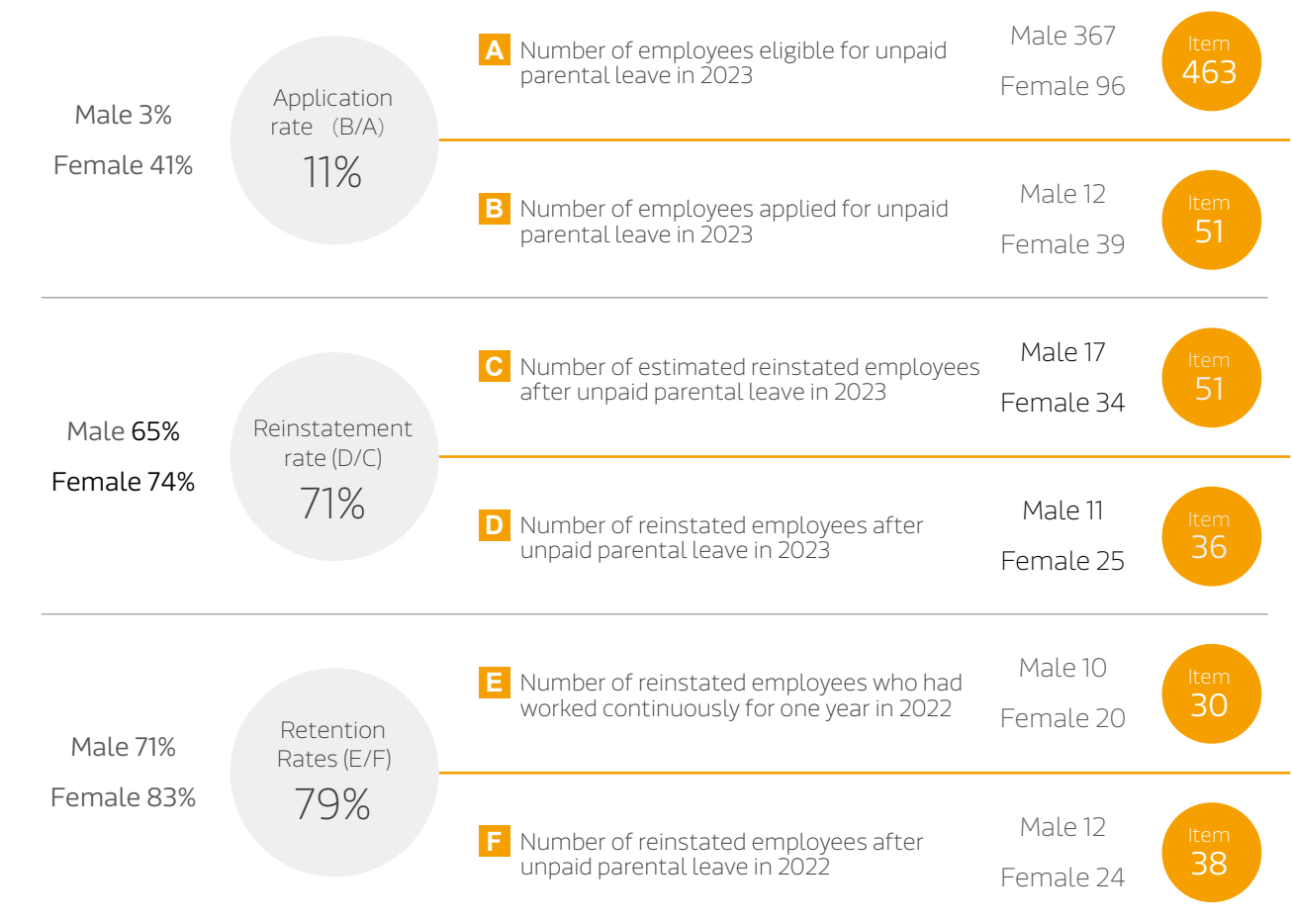
63

mothers received maternity health services with interviews conducted by doctors

Encouraging Childbirth

MediaTek's "Work Rules" adhere to the Labor Standards Act, and the Company is not allowed to terminate the employment of an employee during the paternity leave. Female employees are entitled to a combined of 56 days of maternity leave for the period before and after labor. Male employees may choose to take the 7-day paternity leave when their spouses are in pregnancy or during the 15-day period before and after the day of labor (or miscarriage). Paternity leave is also a paid leave. MediaTek also provides a childbirth cash gift to congratulate families welcoming new members. Employees may apply for unpaid parental leave if necessary.

Application rate for unpaid parental leave, reinstatement rate, and retention rate in Taiwan for 2023



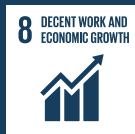
- A** Number of employees eligible for unpaid parental leave in 2023: For the period between January 1, 2023 and December 31, 2023, the number of applications for paternity and maternity leaves.
- B** Number of employees applied for unpaid parental leave in 2023: For the period between January 1, 2023 and December 31, 2023, the number of applications for unpaid parental leave.
- C** Number of estimated reinstated employees after unpaid parental leave in 2023: The number of employees whose unpaid parental leave expired between January 1, 2023 and December 31, 2023.
- D** Number of reinstated employees after unpaid parental leave in 2023: The number of employees whose unpaid parental leave expired between January 1, 2023 and December 31, 2023 and had reinstated during the period therein.
- E** Number of reinstated employees who had worked continuously for one year in 2022: The number of reinstated employees whose unpaid parental leave expired between January 1, 2022 and December 31, 2022 and is still with the Company one year after reinstatement.
- F** Number of reinstated employees after unpaid parental leave in 2022: The number of reinstated employees whose unpaid parental leave expired between January 1, 2022 and December 31, 2022.

Safeguarding Employees' Health: Statistics on 2023 healthy workplace implementation results

Item	2023 Implementation results
Health Check	
Number of hospitals under contract for health check	▶ 19 Contract Hospitals
Number of persons who have taken the employee health check	▶ Employees: 11,615 persons, family members: 3,629 persons ▶ Employee attendance rate: 96% ▶ Apply the health checkup results to analyze and verify the health risks colleagues, and assist employees in making appointments with doctors for consultation and interviews, and provide health education information and other health guidance measures, depending on the level of abnormality
Number of new employees for health check	▶ New employees: 576 persons ▶ Attendance rate: 100%
Number of physical and mental health questionnaires returned	▶ Response rate: 96% ▶ Interview completion rate: 100%
Health and Hygiene Education	
Health seminar	▶ A total of 7 family communication series, mindful management sessions and lung cancer prevention session were organized, attended by a total of 3,540 people, with a satisfaction rate attained 4.8.
Senior level manager seminar	▶ 1 seminar
CPR+AED first aid training	▶ 6 trainings were held; 265 persons were participated, and the satisfaction rate is 5.0.
Health service	
Health center care	▶ 4,751 people
In-house physician service	▶ 1,510 people
Use of breast-feeding room	▶ Used by 10,485 people
Massage service	▶ A total of 40 visually impaired masseurs were engaged to provide services to 21,658 people.
Blood donation activities	▶ 6 sessions in total, attended by 1,150 participants, and 1,656 bags of donated blood were raised.
Influenza vaccination	▶ 9 sessions, employees: 2,011 doses; family members: 37 doses.
EAP service	▶ Usage rate: 4.4%
Health promotion	
External certificate	▶ Bronze Medal in CHR Award for the group for large-size enterprises with more than 5,000 employees ▶ Certified as a sports enterprise by the Sports Administration, Ministry of Education
Gym utilization	▶ Internal: 207,593 visits ▶ External: 4,368 visits
Sports activity	▶ Taipei marathon (external): 125 participants
Hiking activities for managers	▶ A total of 2 sessions, attended by 105 participants.

Corporate Governance

Strengthen governance structure, safeguard stakeholders' interests and rights, and improve the internal audit/internal control functions.



4.1 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

ESG Highlights

5%

Stayed in Top 5% of TWSE-listed companies in the Corporate Governance Evaluation (for four consecutive terms)

Won 1st

place for TCSA

Won 1st place for TCSA Information Security Leadership Award (for two consecutive terms)

Top 3

for Asia (ex-Japan) Executive Team

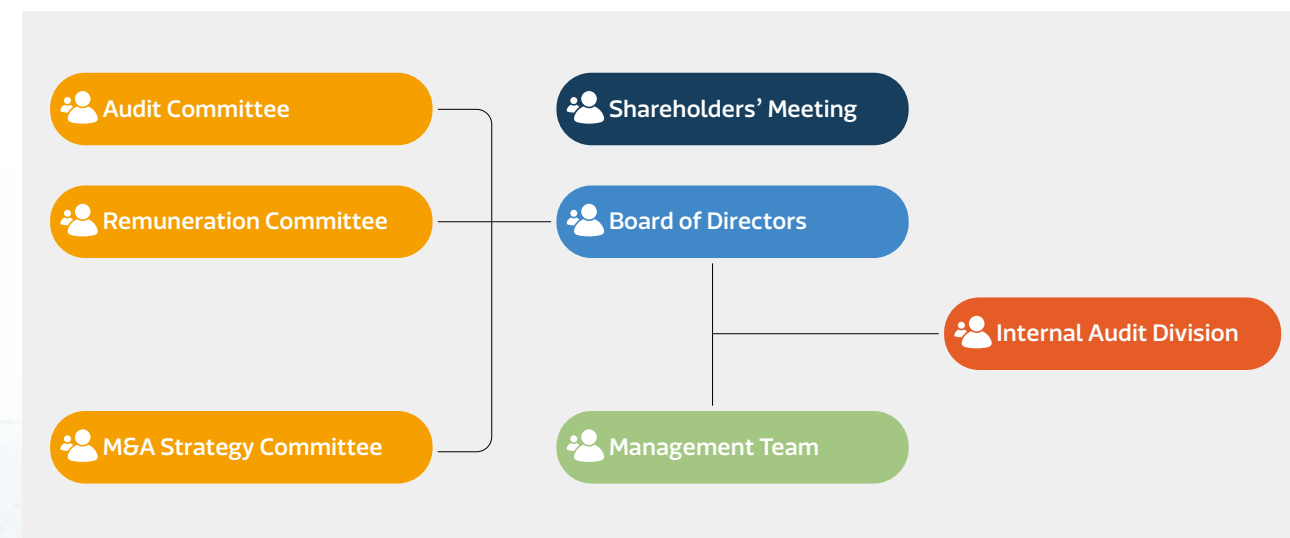
In Institutional Investor Magazine's "2023 Asia (ex-Japan) Executive Team" survey, which was determined through votes from the global investors, MediaTek was ranked among the top 3 in semiconductor sector for major awards including Most Honored Company, Best ESG, Best CEO, Best CFO, Best IR Professional, Best IR Team, and Best Company Board.

- ▶ An additional female independent director was elected to improve the gender diversity of the Board of Directors and increase the proportion of independent directors.
- ▶ By escalating the Risk Management Committee to the functional committee level of the Board of Directors, the responsibilities of the former Risk Management Committee are now undertaken by the Audit Committee.

4.1 Governance Structure

In addition to the Board of Directors, MediaTek has established an Audit Committee to strengthen the independence of corporate governance and serve as the highest supervision for the Company's risk management. The Company also established the Remuneration Committee to enhance compensation policy and continue to strengthen corporate sustainability. In addition to the aforesaid statutory functional committees, the Company has also established a non-mandatory M&A Strategy Committee to evaluate and analyze specific M&A cases and overall M&A strategy of the Group Companies as needed.

All members of the Company's Board provide professional and objective opinions with high level of self-discipline and prudence. Meanwhile, our management team is also committed to leading each departments to implement the annual sustainable development plan, aiming to address environmental, social and corporate governance issues and continuously improve MediaTek's sustainable development.



For more information on the Board of Directors of MediaTek, its operations, and corporate governance, please refer to the 2023 [Annual Report](#) of MediaTek.

4.1.1 Board of Directors, and their backgrounds and responsibilities

Members

MediaTek's Board of Directors are nominated under the candidate nomination system based on the Articles of Incorporation. There are nine directors elected to the 9th Board of Directors, including four independent directors (one of whom is a female independent director), in accordance with the "Rules for Election of Directors." Chairman Ming-Kai Tsai does not hold the position of the Company's General Manager. All MediaTek's Board members uphold the spirit of high self-discipline to avoid conflicts of interest and related regulations stated in the "Rules for Board meetings". In matters where directors or their represented legal persons have an interest, they are required to explain their interests in accordance with relevant laws and recuse themselves from participating in discussions and voting. Additionally, the Company has established a policy of Board diversification, which considers factors such as gender, age, nationality, culture, education, background in professions such as law, accounting, industry, finance, marketing, or technology, professional skills, and industry experience and so on, to select the directors with diversified backgrounds and perspectives in accordance with the Company's operations and development needs. For a list of Board members and their main educational background and professional experiences, please see Page 8 of MediaTek's [2023 annual report](#).

Meeting Frequency

At least once per quarter. A total of five meetings were held in 2023 with a 97.6% attendance rate.

Responsibilities

- ▶ Establishing an effective and appropriate internal control system.
- ▶ Appointing and dismissing the Company's managers.
- ▶ Reviewing the Company's management decisions and operating plans.
- ▶ Preparing budgets and final accounts.
- ▶ Overseeing significant risk.
- ▶ Preparing the business report.
- ▶ Proposing resolutions for the distribution of profits or the appropriation of losses.
- ▶ Proposing capital increase or reduction plan.
- ▶ Drafting important regulations and agreements.
- ▶ Appointing CPAs.

4.1.2 Audit Committee



Members

Four Independent Directors



Meeting Frequency

At least once per quarter. A total of five meetings were hold in 2023 with a 100% attendance rate.



Responsibilities

- ▶ Establishing or revising internal control system.
- ▶ Assessing the effectiveness of internal control system.
- ▶ Establishing or revising major financial operational procedures such as acquiring or disposing of assets, derivative transactions, loans to others, endorsing for others, or providing guarantees.
- ▶ Handling matters involving conflicts of interest for directors themselves.
- ▶ Overseeing significant transactions involving assets or derivative products.
- ▶ Overseeing significant loans to others, endorsing for others, or providing guarantees.
- ▶ Overseeing significant fundraising, issuance or private placements of equity securities.
- ▶ Appointment, dismissal, or compensation of CPAs.
- ▶ Appointment and dismissal of finance, accounting, or internal audit executives.
- ▶ Overseeing the annual and semi-annual financial reports.
- ▶ Supervising of Risk Management.

4.1.3 Remuneration Committee



Members

Two Independent Directors and one external independent expert.



Meeting Frequency

At least once per year. A total of two meetings were hold in 2023 with a 100% attendance rate.



Responsibilities

- The main purpose of the Remuneration Committee is to examine and evaluate the performance of directors and managers and related remuneration policies, and to provide objective and professional advice for the reference of the Board of Directors. For more information, please refer to Pages 26~27 of MediaTek's [2023 Annual Report](#).
- ▶ Assessing and determining the remuneration for directors and managers regularly.
 - ▶ Formulating and periodically reviewing policies, systems, standards and structures for performance evaluation and remuneration of directors and managers.

4.1.4 M&A Strategy Committee



Members

Three Directors (who possess expertise in business and commercial management, corporate finance, strategy and organizational planning).



Meeting Frequency

One meeting were hold in 2023 according to its organizational charter with a 100% attendance rate.



Responsibilities

Evaluating the strategic importance of significant M&A cases within the Company's Group and reporting to the Board of Directors. To ensure the sustainable operation of the Group, in addition to the discussion of specific merger and acquisition cases, the overall merger and acquisition strategy of the Group is regularly discussed in the M&A Strategy Committee, leveraging the diverse expertise of the Directors to facilitate the achievement of the Company's short, medium, and long-term goals, as well as the sustainable development goals. The establishment of the Committee does not affect the exercise of the Audit Committee's authority, and matters related to M&A that should be approved by the Audit Committee in accordance with relevant laws and regulations, the Audit Committee would still oversee and review the matters stated in the applicable laws and regulations.

4.1.5 ESG Committee



Members

The chairman of the committee is served by Vice Chairman who holds concurrent position as the CEO. The members of the committee are served by executives from marketing, R&D, sales, human resources, development of manufacturing and production processes, legal, financial, internal audit departments and MediaTek Foundation.



Meeting Frequency

In the beginning of each year, the chairperson reports the ESG performance of the previous year and the ESG planning for the current year to the Board of Directors. Furthermore, a report shall be submitted for once each half of the year to focus on the annual ESG program and review the overall performance and improvement planning.



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. The six Major Working Teams are responsible for compiling the work performed by the team and report to the chairman. 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.



Six Working Teams

Global Presence



Innovation



Talent



Corporate Governance



Environmental Management



Community Engagement



4.1.6 Corporate Governance Unit



Members

MediaTek has established its Articles of Incorporation and organization structure in accordance with corporate governance regulations such as the Company Act, Securities and Exchange Act and so on. The Board of Directors serves as the highest authority for corporate governance and the Company designated the General Counsel to serve as the Corporate Governance Officer, under whom a dedicated unit for corporate governance, the "Corporate Legal Division", has been established to handle corporate governance matters to protect shareholders' rights and strengthen the Board of Directors' functions.



Responsibilities

The Corporate Legal Division carries out related matters for Board of Directors and shareholders meetings in accordance with the law, such as preparing minutes for Board of Directors and shareholders meetings, assisting directors in appointment and profession enhancement, providing directors with related information required in conducting business, assisting directors in compliance with relevant laws and regulations, reporting to the Board of Directors of its examination results as to whether the qualifications of independent directors conform to applicable laws and regulations, handling company registration and modification matters, and regularly conducting performance evaluations for the Board of Directors in accordance with the Company's "Board of Directors Self-Assessment of Performance".

With the assistance of the Corporate Governance Unit, the Board members participated in variety of continuing education courses such as "Understanding Corporate Governance Trends and Responses from a Sustainable Development Action Plan (Corporate Governance 4.0) (Part I and II)," "Latest Development and Legislative Trends in International and Domestic Taxation (Part I and II)," "Prevention and Investigation of Corporate Internal Fraud through AI and Big Data (Part I and II)" and "Evaluation and Implementation of Investment and M&A from a Legal Perspective (Part I and II)". These courses enable the Board of Directors to stay informed about industry trends and effectively fulfill their responsibilities.



4.1.7 Improvements of Corporate Governance

MediaTek is committed to promoting and implementing corporate governance, including protecting shareholder rights and treating shareholders equally, strengthening the structure and operation of the Board of Directors, enhancing information transparency, and moving towards sustainable development of the Company. The Company has an investor relations section on its website, which provides investors with the ability to download company annual reports, financial statements, dividend and stock price information, and shareholder meeting handbooks in both Chinese and English, while the corporate governance section provides related regulations such as the Company's Articles of Incorporation and corporate governance guidelines and important resolutions of the Board of Directors to help shareholders understand the Company's operations.

Improving the diversity and independence of the Board of Directors

- ▶ MediaTek fully understands and recognizes the importance of the Board diversity. Therefore, a female independent director was elected at 2023 Annual General Meeting of Shareholders to improve the gender diversity of the Board of Directors and raise the proportion of independent directors.

Enhancing risk management oversight

- ▶ MediaTek's Board of Directors has approved the elevation of the Risk Management Committee to the functional committee level of the Board, with the Audit Committee assuming the responsibilities previously held by the Risk Management Committee.

Strengthening the functions of the Board of Directors

- ▶ MediaTek revised its "Board of Directors Self-Assessment of Performance" in 2021 to incorporate an external performance evaluation mechanism, which is carried out once every three years. In 2022, for the first time, an external and professional independent organization was appointed to conduct an external performance evaluation of the entire Board of Directors. Meanwhile, an internal performance evaluation is conducted annually by the Corporate Governance Unit. For information on the performance evaluation standards, method and result of the Board of Directors, functional committees and individual Directors, please refer to the Company's [website](#).

Enhancing corporate governance and promoting shareholders' rights

- ▶ MediaTek announced the annual financial report audited by certified public accountants within two months after the end of the fiscal year in 2023, and convened the Annual Shareholders' Meeting at the end of May in advance.

Improving information disclosure

- ▶ MediaTek holds online institutional investor conferences every quarter, in which the CEO and CFO personally explain the Company's performance and long-term plans to institutional investors and the general public, and also provides live online webcasts of these conferences on the MediaTek website. After the online conferences, there are also replay files, press releases, and related announcements available to help investors understand the Company's situation. MediaTek is committed to improving information disclosure and has been ranked at the forefront of corporate governance evaluation, granted sustainable citizen awards in ESG held by Common Wealth Magazine, and earned high recognition from institutional investors and related assessment institutions.

Strengthening the Audit Committee's supervisory functions over financial affairs

- ▶ All quarterly financial reports of MediaTek in 2023 have been approved by the Audit Committee and submitted for discussion and resolution by the Board of Directors.

Strengthening Information Security Management mechanism

- ▶ MediaTek has established the Information Security Committee to review periodically the implementation status of cyber security, product security and data security. Also, the Committee has reported the status to the Board of Directors regularly. In 2022, the Company established a Chief Information Security Officer position and introduced ISO 27001 Information Security Management system standards, obtaining ISO 27001 certification. In 2023, MediaTek also obtained the TISAX certification label.

Advancing intellectual property management

- ▶ In addition to formulating a smart intellectual property management plan linked to operational goals and regularly reporting to the Board of Directors, MediaTek has continuously passed the "Taiwan Intellectual Property Management System (TIPS) Level A Certification reviewed by the Industrial Bureau of the Ministry of Economic Affairs in November 2022. The Certification is effective until December 31, 2024.
- ▶ In 2023, the Company executed the e-patent inventory system project to re-integrate patent technology classifications and improve the patent layout of the Company's various product lines.

Promoting Environmental, Social and Corporate Governance (ESG) sustainable development

- ▶ The Company has a greenhouse gas (GHG) inventory and verification schedule, reporting to the Board of Directors for monitoring on a quarterly basis. The Company has also reported to the Board of Directors and officially announced its goal of net-zero GHG emissions by 2050. In 2023, an additional investment of NT\$100 million in green bonds was made, bringing the total investment amount to NT\$600 million.

4.1.8 Important Measures for Implementing Corporate Governance

- ▶ Holding the shareholders' meeting in late May in advance.
- ▶ Uploading the meeting handbook in Chinese and English simultaneously within 30 days prior to the shareholders' meeting.
- ▶ The Board of Directors announces material information in both Chinese and English when deciding to hold the annual shareholders' meeting, including the date, method of convening, reasons for convening, and the date for stopping changing the shareholder registry.
- ▶ Disclosing corporate governance, corporate social responsibility, and risk management-related information on MediaTek official website.

Annual Report Disclosure

- ▶ Uploading the annual report in both Chinese and English to the Company website 18 days before the annual shareholders' meeting.
- ▶ Reporting on the implementation of the resolution of the shareholders' meeting, procedures and results of performance evaluation of the Board of Directors, and Corporate Governance Unit's responsibilities and its current status.

4.2 Financial Performance

The statistical report issued by the research institution, Gartner, showed that in 2023, the total revenue generated by the semiconductor industry was USD530 billion and that MediaTek's global market share was 2.5%, ranking No. 13 in the global semiconductor companies. Further, according to the data provided by the research institution, TrendForce, MediaTek ranked No. 5 among the global IC designers in Q3 of 2023. Looking forward to 2024, our experienced management team will continue to lead MediaTek, making use of our strong capabilities in highly-integrated system-on-a-chip products as we work with clients to provide highly competitive products. We anticipate 5G technologies and subsequent applications will allow us to expand relevant product markets and continue our proactive investment in the field of 5G. Meanwhile, we will work with the government, industry, university & institute to continue to leverage our strength in integration with respect to the 6G technology standardization and commercial promotion, and extend our market leadership.

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

4.3 Integrity and Legal Compliance

MediaTek is committed to practicing ethical management and legal compliance, regularly promoting the Company's core values and holding internal training courses on topics such as intellectual property management and trade secret protection. This aims to enhance employees' awareness and execution of integrity management and strengthen corporate governance. Regarding compliance with regulations, MediaTek continuously monitors both foreign and domestic policies and laws that may potentially impact the Company's business and finances and has established various corporate governance regulations and procedures. The Internal Audit Division also carries out inspections according to the internal regulations and assists to update the internal policies accordingly from time to time. Additionally, based on MediaTek's "Ethical Corporate Management Best Practice Principles" and "Code of Business Conduct", the Company has established a "Whistleblowing Procedure," which clearly sets forth the Company's reporting channel and investigation and handling process while protecting whistleblowers.

The Company adopts a zero-tolerance policy toward corruption, bribery, unfair competition, infringement, and insider trading. If any employee is found to have violated the Code of Business Conduct or internal regulations through the reporting channel or Internal Audit Division's inspection, the Company will record, investigate, and punish the employee in accordance with relevant regulations to uphold the fair and honest reputation of the Company. In 2023, there were no material illegal events (the determination of a material violation is based on a comprehensive evaluation of whether the event has a significant impact on the Company's finances, business, shareholder rights, or securities prices). For related regulations, please refer to [MediaTek official website- Corporate Governance](#).

Eight Standards of Code of Business Conduct

01 Strict prohibition of bribery, corruption, extortion and embezzlement.	02 Strict prohibition of unfair competition or behaviors that harm the environment, labor, and society.	03 Refrain from conducting business dealing with counterparties who lack integrity or fail to meet the Company's Code of Business Conduct .	04 Avoid conflicts of interest.
05 Strict prohibition of providing or accepting inappropriate gifts or other improper benefits.	06 Respect intellectual property rights and adherence to confidentiality obligations.	07 Strict prohibition of insider trading.	08 Protect Privacy and Personal Information.

Whistleblowing Process

In the event that an employee finds any violation of Ethical Corporate Management Best Practice Principles or the 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 report details will be kept confidential and will be investigated and handled by dedicated internal audit staff .

☎ Tel. No.: +886-3-603-0011 (Head of Internal Audit Division)

✉ Email: ethics.reporting@mediatek.com (automatically forwarded to the Head of Internal Audit Division)

📍 Address: No. 1, Duxing 1st Rd., East Dist., Hsinchu City (Head of Internal Audit Division of MediaTek)



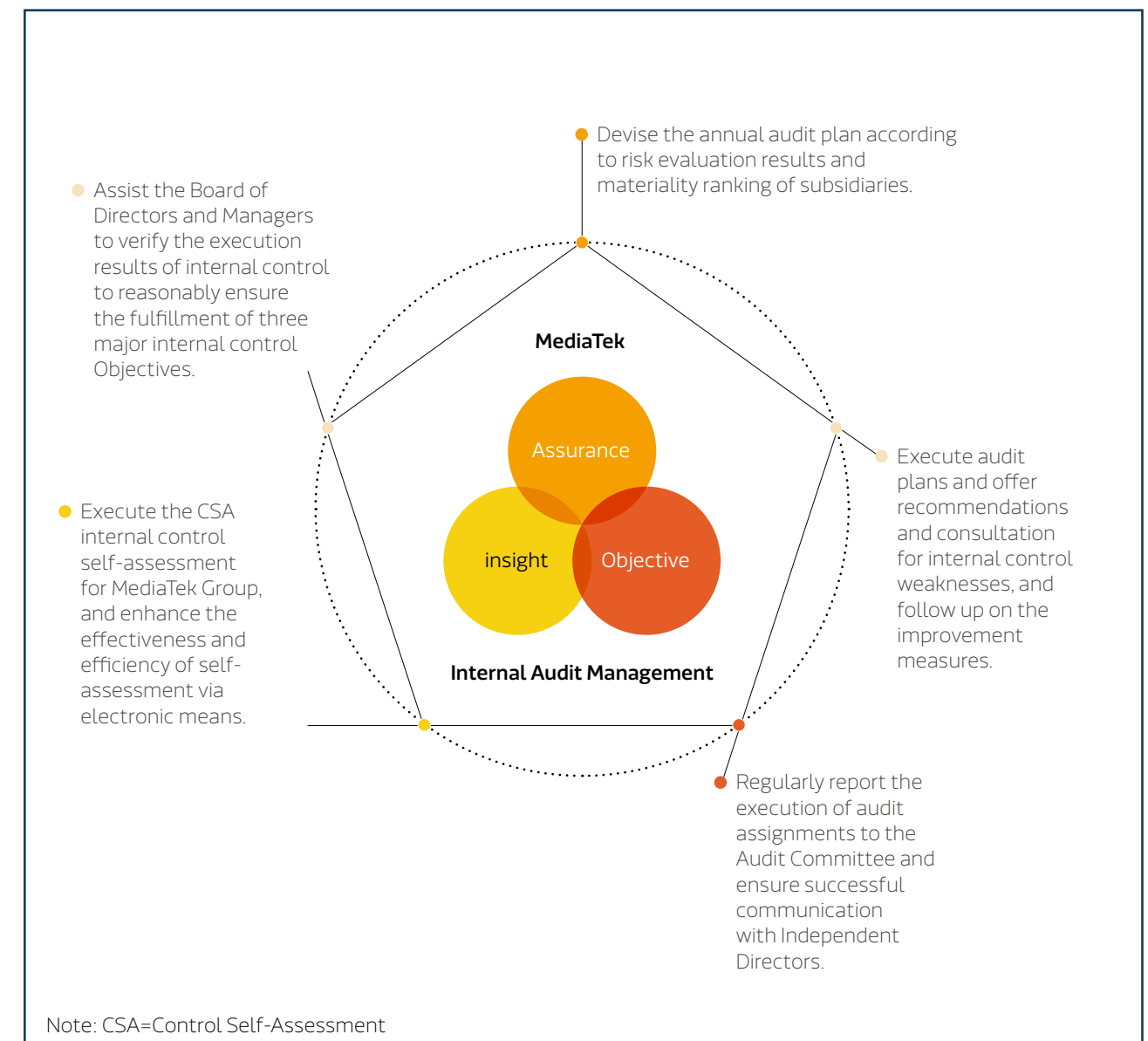
Employee Participation in Training Courses

Training course of 2023	Attendees	Total training hours	Training completion rate
Code of Business Conduct (annual training)	18,724	7,417.89	100%
Prevention of insider trading	301	567.17	100%
Trade secret protection	310	670.71	100%
Personal data protection policy	317	191.88	100%
Proprietary Information Management (annual training)	18,813	2,823.59	99.99%

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. Each year, internal audit personnel perform routine and special audit on a regular basis to provide recommendations for improvements and perform follow-up until the improvement measures are fully implemented.

MediaTek has announced the “Whistleblower Policy” 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.



Internal audit expertise

Professional licenses	CPA, CIA, CISA, CFE and ISO 27001 Lead Auditor, etc.
External continuing education hours	102 hours
External training contents	The professional courses provided by the Institute of Internal Auditors-Chinese Taiwan and Accounting Research and Development Foundation, including "Improve ESG Value and Perfect Risk Management System," "Internal Audit Digital Transformation and Application of Emerging Technology," "Analysis on Practices and Guiding Cases of Enterprises' Compliance with Labor Laws and Regulations," "How to Apply Big Data to Improve the Internal Audit Operations," "ISMS Internal Control/Audit" and "Judgment of Financial Analysis Indicators and Prevention of Business Risk."

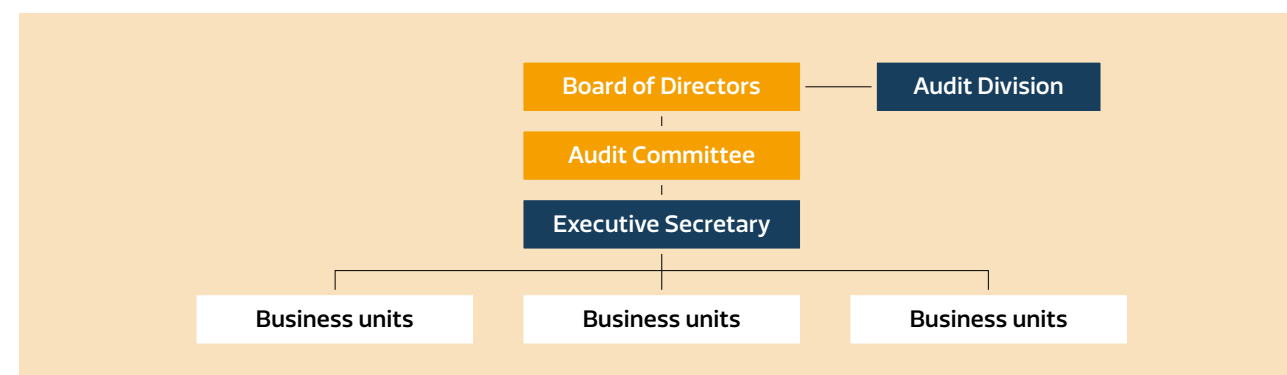
Internal control implementation results



4.5 Risk Management

Risk management organizational framework

To ensure the Company's robust operation and to implement the Board of Directors' risk management supervisory function, the Company has adopted the "Risk Management Policy and Procedure" as the highest guidance for risk management to be followed by each unit. In order to further strengthen the corporate governance, in July 2023, the Company's Board of Directors resolved to revise the "Risk Management Policy and Procedure", elevating the Company's risk management supervision to the Audit Committee. The Audit Committee was designated as the supreme supervision unit for the Company's risk management, and it is required to report to the Board of Directors at least once a year on the operation and effectiveness of risk management.



Business Continuity Plan (BCP)

Considering mitigation of potential operational and disaster risks as the premise of business continuity, procedures and recovery mechanism must be put in place when crisis occurs so that unpredictable impact and influence on companies can be reduced to the minimum. MediaTek has formulated Business Continuity Plan (BCP) to respond to different types of risks and crises. From hazard identification to risk control, the plan delineates preparation beforehand and exercises to be undertaken pertaining to potential risks and disasters. Meanwhile, at group-wide major locations of operation, the Company has established the backup control mechanism so that when disaster occurs, major operational functions may be restored to normalcy in an organized and organic manner and within the shortest time possible.

Furthermore, MediaTek is also prepared with relevant solutions and responses to ensure that when disaster or crisis occurs, customers are able to continue operation. Review shall be performed afterward so that customers do not have to incur similar losses again. By implementing these measures, MediaTek may ensure the continuing supply of fine-quality products and services, and the protection of the stakeholders including customers, employees and suppliers under unexpected circumstances.

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.		
▶ 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., so as to reduce the possibility of occurrence.	▶ Proper management of business risks is able to protect important assets, namely 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.	

Management Approach	Response	Opportunity Benefit
Contractors' emergency and accident reporting and responsive procedures	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.
Risk dimension: Environment		
Risk Issue: Information security		
Impact: Cyberattacks, product security concerns, and information disclosure might damage goodwill and protection of intellectual property rights, thereby resulting in the serious problems, such as the Company's business interruption, financial losses or breach of contract. These problems will cause profound impairment on the Company's goodwill and relationship with customers in the long run and thereby affect the enterprise's ESG foundation.		
Information Security Committee	The Co-COO, Corporate EVP & CFO of the Company serves as the Committee convener. The Committee is dedicated to reviewing the cyber 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.

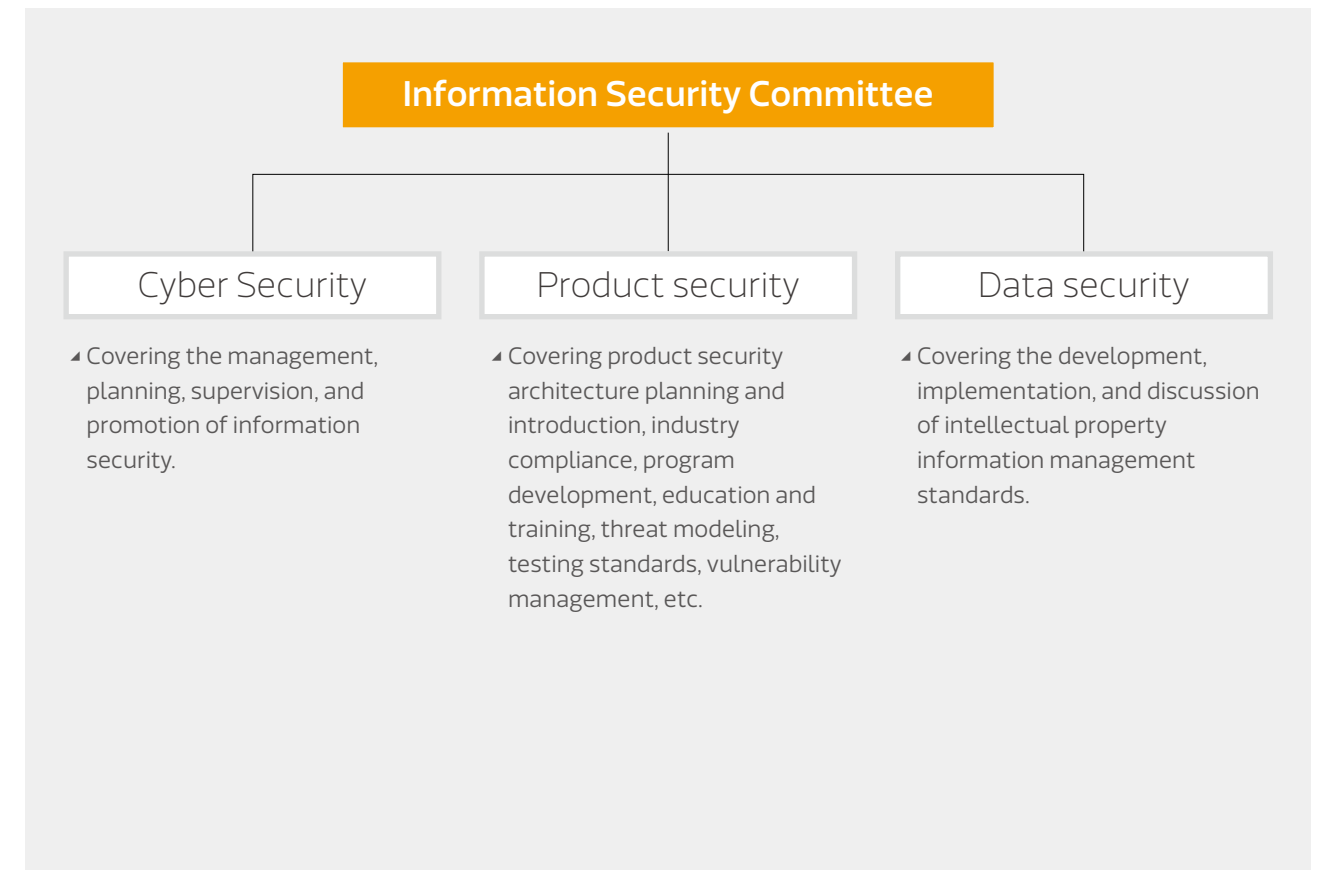
Management Approach	Response	Opportunity Benefit
Cyber Security Management	In order to strengthen the cyber security management, MediaTek observes and reviews its own information security condition, and takes into account the cyber security framework of the National Institute of Standards and Technology (NIST) to establish the cyber security protection and control measures including 1 identification, 2 protection, 3 detection, 4 response and 5 recovery.	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.
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 safety 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 safety management	Follow the "MediaTek Product Security Management Policy" promulgated by the Company, and have the "Product Security Office" work with the product security teams for various product lines to implement the Product Security Development Life Cycle (PSDLC) at various stages of the product development, including demand, design, coding, testing, delivery and maintenance, and conduct the audit regularly for the purpose of product security and quality. Demand: Conduct the security demand analysis, risk assessment, and third-party software examination and management Design: Confirm security design specifications, security framework analysis, and threat model analysis Development: Define the security coding specifications and execute the security coding review Testing: Perform static code scanning, open source third-party vulnerability scanning, dynamic security testing, and fuzz testing Delivery: Confirm secure configuration and integrity, and deliver products to customers via secure channels Maintenance: Implement post-mass production notification of repair/disclosure of vulnerabilities, vulnerability reward program, vulnerability analysis management, vulnerability information collection and analysis, and post-mass production change management Meanwhile, we continue the promotion of internal training to strengthen all employees' product security awareness and standard product security development procedures each year.	

Management Approach	Response	Opportunity Benefit
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. In order to understand the related risks and opportunities posed by climate change to enterprises, the Company proposes the relevant descriptions about climate management actions in terms of four aspects according to the TCFD framework. Please refer to 5.2 Climate Risk and Opportunity Management for details.	Enhance the green competitiveness of MediaTek and create differentiation in value.
Risk dimension: Social dimension		
Risk Issue: Human rights risks		
Impact: Undertake human rights risk assessment for employees. Do not engage in violations and deterioration of labor-management relationship.		
International Bill of Human Rights, local labor law and regulations, and labor-management meetings	For the legal dimension, ensure that the labor policy is in line with the domestic and overseas human rights bills and local regulatory requirements: Pertaining to labor-management relationship, convene labor-management meetings on a regular basis. Both parties shall engage in communication to reach consensus on issues including the implementation of human rights policy, working environment and conditions, labor policies, salary and benefits, etc.	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

For the purpose of information security risk management, MediaTek establishes the Information Security Committee. TheCo-COO, Corporate EVP & CFO of the Company serves as the Committee convener. The Committee is dedicated to reviewing the cyber security, product security and data security implementation status 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. It shall also report the information security inspection results to the Board of Directors regularly each 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 so as 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 also to strengthen the resilience of 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. 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 the supplier information security forum each year since 2022, and invited professional consultants to share information security governance indicators with experts from the industry, in order to improve the suppliers' information security ability step by step.

MediaTek won 1st place in TCSA Information Security Leadership Awards in 2023. It has won 1st place for two consecutive years and received the TISAX international standard certification; therefore, it plays a benchmarking and leading role in improving information security technology ability and strengthening corporate information security awareness. Externally, MediaTek continues to support the AIS3 program of the Ministry of Education's information security talent training project in the academic-industry cooperation to train the information security talents needed by the industry and demonstrate itself as a role model of corporate information security.

4.7 Investor Relations

4.7.1 Shareholder Service

In 2023, MediaTek participated in near 25 domestic and international forums and roadshows, hosted 4 online investor conferences, and held more than 300 meetings with institutional investors. The total number of global investors who have received our service was near 8,000. Furthermore, MediaTek has received consecutive awards from Institutional Investor Magazine, an international institution that recognizes our exceptional shareholder services.

In Institutional Investor Magazine's "2023 Asia (ex-Japan) Executive Team" survey, which was determined through votes from the global investors, MediaTek was ranked among the top 3 in semiconductor sector for major awards including Most Honored Company, Best ESG, Best CEO, Best CFO, Best IR Professional, Best IR Team, and Best Company Board.

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 interviews with institutional investors, the Company interacts with investors and listens to their recommendations 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
David Ku



Acting
spokesperson
Jessie Wang

Collection and disclosure of company information
Contact person
Jessie Wang

Tel. No.: 886-3-567-0766
E-mail: ir@mediatek.com



4.7.2 Dividend Policy

According to the Articles of Incorporation of MediaTek, the dividend distribution is depending 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. Each year, 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 current year 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	23.37%
Financial institutions	5.86%
Other juristic persons	11.23%
Foreign institutions and persons	59.54%

(bookclosure on January 7, 2024)

Return On Shareholder Equity

2021	27.66%
2022	27.06%
2023	18.89%

Green Operations

We actively support global environmental and carbon reduction initiatives, utilizing our influence to drive sustainable practices among our suppliers.



5.1 Responsible Supply Chain Management

5.2 Climate Risk and Opportunity Management

5.3 Environmental Management

ESG Highlights

↑ 17%

energy efficiency

The overall PUE performance attained 1.33 in 2023, higher than the energy efficiency of traditional control rooms by 17%.

effect of carbon reduction

16,484

In 2023, we have executed a total of 17 carbon reduction-related ongoing improvement projects, deriving the effect of carbon reduction by approximately 16,484 tons CO₂e

>170

billion

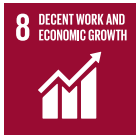
The amount of local purchases in Taiwan exceeded NT\$170 billion.

- ▶ All office buildings throughout Taiwan adopt the LED lighting.
- ▶ The total power generated by the Company's self-built renewable energy devices amounted to about 187,000 kWh in 2023.
- ▶ The first GOGORO co-station in the Science Park.

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, the supply chain management is MediaTek's top priority when dealing with the corporate operational risks and climate-related risks. We are committed to implementing the sustainable development together with our supply chain partners.

Material Topic: Sustainable supply chain management

In response to Sustainable Development Goals of United Nations/GRI		 SDG 8.7  SDG 12.7  SDG 13.3  GRI 2-23 GRI 2-24 GRI 204-1 GRI 308-1 GRI 414-1
Importance to MediaTek:		As a leader in the industry, MediaTek leads its supply chain partners to create low-carbon products together from the source design, promotes the green supply chain, and implements sustainable supply chain development strategies step by step via the selection and ongoing communication management mechanism.
Commitments and Policies		MediaTek is committed to promoting the sustainable supply chain, in order to ensure that our business activities meet the highest ESG standards. We establish the reciprocal and stable partnership with our suppliers to practice the sustainable development goals and build the sustainable business model. We select suppliers based on the ESG evaluation indicators, and verify the suppliers' management performance and ongoing improvement plans physically each year, and arrange relevant education training or improvement meetings as needed. Meanwhile, we organize the supplier conference regularly to praise and encourage fine-quality suppliers and discuss the best practices of sustainable supply chain together.
 Management approach	Responsibility	- Unit in charge: Manufacturing Department - External responsibility: Supply chain partners
	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 signing rate - Supplier risk assessment - Supplier sustainable management - Local Procurement

Management actions	Achievements in 2023	Short-term goal (1~3 years)	Mid- and long-term goals (3~10 years)
Management Strategy: Responsible Supply Chain Management			
Management Item: Supplier Code of Conduct			
All suppliers are required to sign the letter of undertaking for the Supplier Code of Conduct.	100% suppliers sign the letter of undertaking for the Supplier Code of Conduct of MediaTek.	Continue to require other suppliers to complete RBA SAQ or VAP audits and increase the number of suppliers completing the same.	Continue to require other suppliers to complete RBA SAQ or VAP audits, with 100% completion rate.
Audit the compliance with the Supplier Code of Conduct	88% of key suppliers obtained RBA VAP audit, and 12% of key suppliers completed SAQ. 86% of key suppliers received platinum during the RBA VAP audit, and 14% of key suppliers received Gold.		
Management Item: Supplier risk assessment			
Supplier ESG Risk Assessment Mechanism	There were no high-risk suppliers in 2023.	Continue to maintain the suppliers with no high risk	
Key materials risk management	100% procurement of responsible minerals - Create the story about suppliers'timely reporting of any unqualified smelters	Suppliers are required to purchase 100% responsible minerals, report any update on the smelters timely and regularly, and ensure 100% compliance.	Suppliers are required to purchase 100% responsible minerals, report any update on the smelters timely and regularly, and ensure 100% compliance.
Management Item: Supplier sustainable management			
Key Supplier Sustainability Scoring Standards and Procedure	In 2023, the key suppliers made progress from the minimum score, 64 points, to 77 points, with an average of 82 points.	Continue to increase the suppliers to be evaluated.	
Management Item: Local Procurement			
Continue to increase the local procurement amount and proportion	- Local procurement 81% - Local procurement amount over NT\$170 billion	Continue to increase the local procurement amount and proportion.	

Management actions	Achievements in 2023	Short-term goal (1~3 years)	Mid- and long-term goals (3~10 years)
--------------------	----------------------	-----------------------------	---------------------------------------

Management Strategy: Promotion of the green supply chain

Management Item: Supply chain energy-saving and water-saving production management

- | | | | |
|--|--|--|---|
| <ul style="list-style-type: none"> Encourage key suppliers to promote energy-saving action programs throughout the production process of MediaTek products. | <ul style="list-style-type: none"> Number of action programs: 8; MediaTek's product production reduced carbon emissions by a total of 14,643 (CO₂e ton/year). | <ul style="list-style-type: none"> Continue to demand that suppliers should save energy and reduce carbon in the process of production, and expect them to increase the energy conservation by more than 1% each year from the previous year. | <ul style="list-style-type: none"> Reduce GHG emissions (S1+S2) of MediaTek products by 25% (compared to 2020) |
| <ul style="list-style-type: none"> Encourage key suppliers to promote water-saving action programs throughout the production process of MediaTek products. | <ul style="list-style-type: none"> Number of action programs: 4; 100% of packaging manufacturers have received ISO 46001, and the average water recycling ratio attained 85%. | <ul style="list-style-type: none"> Continue to increase the water recycling ratio. | |

Management Item: Supply chain renewable energy usage management

- | | | | |
|--|---|---|---|
| <ul style="list-style-type: none"> Investigate the key suppliers' renewable energy construction plans | <ul style="list-style-type: none"> Work with key suppliers to plan a net-zero roadmap for MediaTek products based on the future production capacity, and define in detail the proportion of renewable energy used in MediaTek products and carbon reduction goals for short, medium and long terms, in order to achieve the goal that the GHG emission generated from the production of MediaTek products may be reduced 25% by 2030 from the base year, 2020. | <ul style="list-style-type: none"> Continue to demand that suppliers should reduce carbon emission, and expect them to decrease the intensity of carbon emission by more than 2% each year from the previous year. | <ul style="list-style-type: none"> By 2030, the GHG emissions generated from production of MediaTek products may be reduced by 25% from the base year, 2020. |
| <ul style="list-style-type: none"> Co-establish the renewable energy consumption plan for MediaTek product lines. | <ul style="list-style-type: none"> Establish a supply chain automated management system to collect the information about suppliers' renewable energy usage ratio and supplier greenhouse gas emissions for MediaTek product lines. | | |
| <ul style="list-style-type: none"> Follow up the suppliers' renewable energy usage rate (%) regularly. | | | |

Management actions	Achievements in 2023	Short-term goal (1~3 years)	Mid- and long-term goals (3~10 years)
--------------------	----------------------	-----------------------------	---------------------------------------

Management Item: Supply chain GHG management

- | | | | |
|--|---|---|---|
| <ul style="list-style-type: none"> Co-establish the net-zero roadmap for MediaTek product lines. | <ul style="list-style-type: none"> Work with key suppliers to plan a net-zero roadmap for MediaTek products based on the future production capacity, and define in detail the proportion of renewable energy used in MediaTek products and carbon reduction goals for short, medium and long terms, in order to achieve the goal that the GHG emission generated from the production of MediaTek products may be reduced 25% by 2030 from the base year, 2020. | <ul style="list-style-type: none"> Continue to demand that suppliers should reduce carbon emission, and expect them to decrease the intensity of carbon emission by more than 2% each year from the previous year. | <ul style="list-style-type: none"> By 2030, the GHG emissions generated from production of MediaTek products may be reduced by 25% from the base year, 2020. |
| <ul style="list-style-type: none"> Follow up the suppliers' GHG emissions regularly. | <ul style="list-style-type: none"> Establish a supply chain automated management system to collect the information about suppliers' renewable energy usage ratio and supplier greenhouse gas emissions for MediaTek product lines. | | |
| <ul style="list-style-type: none"> Organize workshops to implement education and training programs. | <ul style="list-style-type: none"> 100% key suppliers participate in the supply chain automated management system workshop for the "Purpose and Goals, and Drills." | | |

Management Item: Supply chain waste reduction management

- | | | | |
|---|--|---|--|
| <ul style="list-style-type: none"> Encourage suppliers to promote circular economy with respect to the procedures required by the production of MediaTek products, in order to reduce, renew or reuse waste. | <ul style="list-style-type: none"> Number of action programs: 9; MediaTek's product production reduced carbon emissions by a total of 1,841 (CO₂e ton/year). | <ul style="list-style-type: none"> Continue to demand that all suppliers should promote the circular economy, and expect to increase at least three suppliers. | <ul style="list-style-type: none"> 100% suppliers promote the circular economy. |
|---|--|---|--|

[Note] The sustainable supply chain management goals should align with the company's carbon reduction goals, leading to an adjustment in the annual setting of medium- to long-term goals to 3-10 years.

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 sustainable management
- ▶ Local Procurement



Promotion of the green supply chain

- ▶ Supply chain energy-saving and water-saving production management
- ▶ Supply chain renewable energy usage management
- ▶ Supply chain GHG management
- ▶ Supply chain waste reduction management

Achievement in 2023: 100% signing rate

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. In 2023, all the suppliers of MediaTek have signed the agreements.



Code of Conduct-Responsible Business Alliance



Universal Declaration of Human Rights



International Labor Office Tripartite Declaration of Principles

MediaTek Supplier Code of Conduct

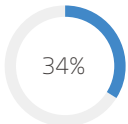
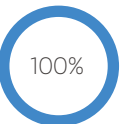
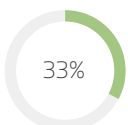
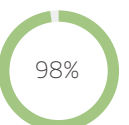
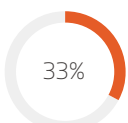
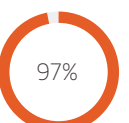
Management system	Professional ethics	Labor and human rights	Environmental protection	Health and safety
▶ Company commitment ▶ Management duties and responsibilities ▶ Laws and customer requirements ▶ Risk assessment and management ▶ Training and communication ▶ Employee feedback and participation in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

5.1.1.2 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 Weighting

	Management dimension	Management standards	Evaluation weighting	Overall achievement rate
 Economic dimension	Commitment to enhancing product quality, pursuing the highest quality standards, and continuously improving and developing innovative technologies in line with MediaTek's strategy	Delivery times, production capacities, yield rates, and adoption of new products; ISO 9001 Quality Management System and IATF 16949 Automotive Quality Management System.		
	Adherence to the Hazardous Substance Free (HSF) policy, adoption of eco-friendly design concepts throughout the product life cycle, and implementation of green innovations	ISO 14001 Environmental Management System, QC 080000 HSPM Hazardous Substance Process Management System, Sony Green-Partner.		
	Fulfillment of social responsibilities, adherence 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.		

2023 Supplier Evaluation Results

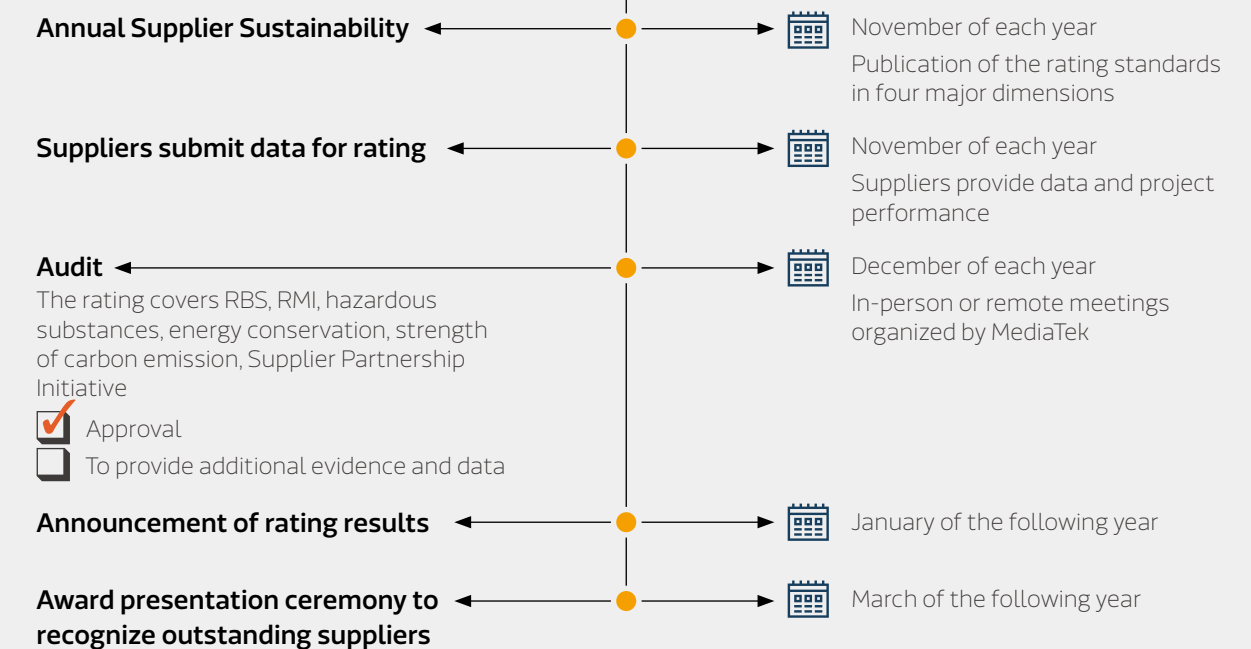
All suppliers conform to the ESG evaluation standards



5.1.1.3 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 stability of procurement and control operational risks.

Key Supplier Sustainability Scoring Standards and Procedure



2023
More than 77 scores: 100%
average **82** scores



2022
More than 64 scores: 100%
average **76** scores



Compared with the result achieved last year, the supply chain has made significant progress. Apparently, the support from the supply chain for MediaTek's sustainable actions can help create sustainable results for MediaTek products and keep improving.

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.



5.1.2 Key material risk management

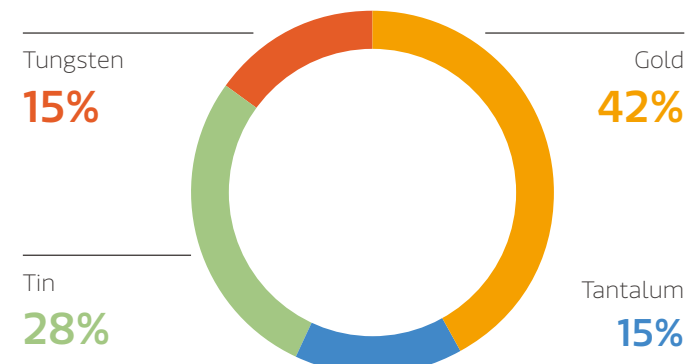
As a front-end service provider of the semiconductor value chain, we harness innovative technologies to minimize the environmental and social impacts of our products. We also conduct risk management for key materials required for the manufacturing process by implementing requirements and selections (incl. 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. Despite the fact that cobalt is not listed as a conflict mineral officially, all suppliers disclose available information in a conscientious manner. Once cobalt is officially included in the list of conflict minerals, all suppliers will be required to disclose information for all smelters in a detailed manner.

Total smelters verified by RMI: 203 smelters (100%)

Gold	84 家
Tantalum	31 家
Tin	57 家
Tungsten	31 家

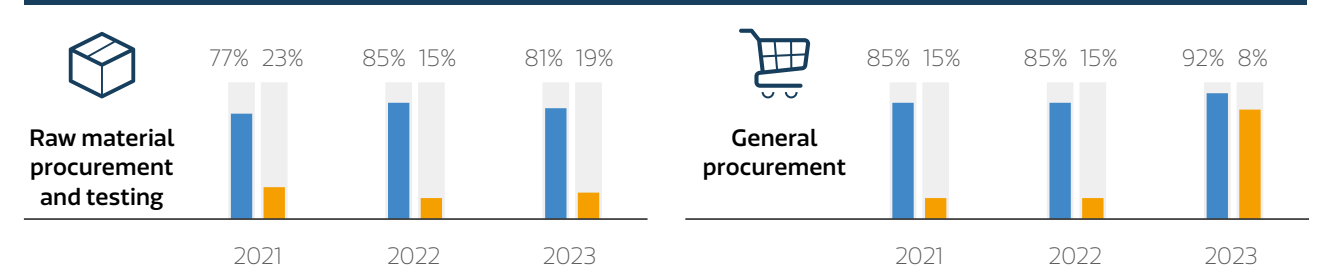


5.1.3 Local Procurement

MediaTek embraces the principle of local procurement to enable local communities to benefit from economic development and to reduce carbon emissions associated with the transportation of raw materials. In 2023, the total value of orders placed with local suppliers in Taiwan exceeded NT\$ 170 billion, with local manufacturers accounting for the majority of raw material and general procurements.

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

Local procurement rate



5.1.4 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.

5.1.4.1 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

Sustainable supply chain net zero workshop

Through the cooperation between the net zero workshop and various suppliers' net zero taskforces in planning the "MediaTek Net Zero Roadmap," MediaTek expressly establishes the action policy to reduce the GHG emission by 25% in 2030 (compared to 2020) and renewable energy procurement strategy and activates the supply chain renewable energy production plan to implement the net zero goal its committed and also satisfy customers' needs. Meanwhile, MediaTek provides the automated GHG emission data system to facilitate statistical analysis on trends and achievement rates. MediaTek takes specific actions and use resources to lead the supply chain to engage in the net-zero action without delay, and monitors the increase or decrease in GHG emissions from time to time with effective tools, as well as the demonstration of energy transformation action, in order to demonstrate MediaTek's determination to promote net zero in said manners and drive the supply chain to accelerate the net zero action plan.

5.1.4.2 Supplier Partnership Initiative

As an industry leader, MediaTek bears significant responsibility as a sustainable management advocate. Following its 2022 announcement supporting the global net-zero emission initiative, MediaTek has launched a Supplier Partnership Initiative. This initiative involves collaboration with supply chain partners on projects like green manufacturing and circular economy initiatives. These efforts aim to reduce environmental impact and demonstrate MediaTek's commitment to the Net Zero Declaration.

Kickoff	Assessment and Planning	Implementation	Monitoring and Evaluation	Outcome Sharing
MediaTek establishes energy-saving and carbon reduction goals and plans with suppliers.	Suppliers assess current energy usage and formulate specific goals and plans.	Suppliers optimize production, upgrade equipment, and improve energy efficiency.	Suppliers monitor energy usage, evaluate effectiveness, and make adjustments.	Suppliers share achievements and collaborate with MediaTek on future plans.

Through these steps, we collaborate with suppliers to regularly review performance and make rolling adjustments to strategies and goals. Together, we are committed to achieving energy-saving and carbon reduction targets, and have established a strong collaborative relationship.

The 2023 Key Supplier Partnership Initiative Results

Type of the project	Energy-saving project	Water-saving project	Circular economy
Number of the project	8	4	9
Benefit of the project	14,643 (CO ₂ e tons/ year)	Suppliers' water recovery rate attained 85% on average.	1,841 (CO ₂ e tons/ 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:

Category	Management actions	Report contents																
 Governance	Board supervision and role of the management level ▶ The ESG Committee shall submit a report for once per six months to discuss and report the annual execution plan and check the execution performance in the past six months. The Vice Chairman and CEO serves as the Committee convener. The issues to be reported include climate risk and energy efficiency assessments at the Company’s operating sites as well as environmental impact assessments and goal setting in the supply chain. Regular reports on committee discussions and implementation results are submitted to the Board of Directors regularly each year.	4.1 Governance Framework 4.5 Risk Management																
 Strategy	Identified climate risks and opportunities ▶ Based on the evaluation made by the ESG Committee’s cross-department taskforce, and by taking the Company’s nature of business into consideration with external experts, we compile and identify the following short-term (1~3 years), mid-term (until 2030) and long-term (until 2050) climate risks and opportunities highly related to the Company: <table><tr><th>Type</th><th>Factor/Issue</th><th>Potential financial impact</th><th>Time</th></tr><tr><td>Transformation Risk</td><td>Policy and Legal Risks: emerging laws and regulations related to renewable energy and carbon fees.</td><td>The increase in operating costs results from the investment of costs or payment of carbon fees required under the emerging laws and regulations related to renewable energy and carbon fees.</td><td>Short-term</td></tr><tr><td>Transformation Risk</td><td>Market Risks: change in the customer behavior</td><td>Customers demand the monitoring and reduction of carbon emissions. The Company needs to undertake the addition of SBTi or other climate initiatives. If the Company fails to comply with the customers’ demand, the relationship with the customers and revenue growth might be affected.</td><td>Mid-term</td></tr><tr><td>Physical Risk</td><td>Acute Risks: Increase in the severity and frequency of extreme weather events</td><td>Disasters caused by extreme weather may make an impact on the Company’s own operations and supply chain’s production capacity.</td><td>Short-term</td></tr></table>	Type	Factor/Issue	Potential financial impact	Time	Transformation Risk	Policy and Legal Risks: emerging laws and regulations related to renewable energy and carbon fees.	The increase in operating costs results from the investment of costs or payment of carbon fees required under the emerging laws and regulations related to renewable energy and carbon fees.	Short-term	Transformation Risk	Market Risks: change in the customer behavior	Customers demand the monitoring and reduction of carbon emissions. The Company needs to undertake the addition of SBTi or other climate initiatives. If the Company fails to comply with the customers’ demand, the relationship with the customers and revenue growth might be affected.	Mid-term	Physical Risk	Acute Risks: Increase in the severity and frequency of extreme weather events	Disasters caused by extreme weather may make an impact on the Company’s own operations and supply chain’s production capacity.	Short-term	5.2 Climate Risk Management 4.5 Risk Management 5.3.2 Energy Management 5.3.3 Greenhouse Gas Emission Management 5.3.4 Water resource management 5.3.5 Waste Management 2.3 Innovation Achievements
Type	Factor/Issue	Potential financial impact	Time															
Transformation Risk	Policy and Legal Risks: emerging laws and regulations related to renewable energy and carbon fees.	The increase in operating costs results from the investment of costs or payment of carbon fees required under the emerging laws and regulations related to renewable energy and carbon fees.	Short-term															
Transformation Risk	Market Risks: change in the customer behavior	Customers demand the monitoring and reduction of carbon emissions. The Company needs to undertake the addition of SBTi or other climate initiatives. If the Company fails to comply with the customers’ demand, the relationship with the customers and revenue growth might be affected.	Mid-term															
Physical Risk	Acute Risks: Increase in the severity and frequency of extreme weather events	Disasters caused by extreme weather may make an impact on the Company’s own operations and supply chain’s production capacity.	Short-term															

Category	Management actions		Report contents
 Strategy	Physical Risk	Chronic Risks: Change in the precipitation patterns and extreme weather Extreme precipitation patterns, such as, the increase in the number of consecutive days without rainfall, increase in the risk over water shortages, investment in water-saving facilities and activation of water rationing contingency measures, and increase in capital expenditures and operating costs.	Long-term
	Opportunity	Source of energy - adoption of low-carbon energy Self-construction or procurement of renewable energy to reduce the carbon emission cost derived from energy (payment of carbon fees) and energy consumption cost (gray power)	Mid-term
	Opportunity	Resource Efficiency - Change to more efficient buildings Update and replace old equipment with high-efficiency and energy-saving equipment, and implement ISO 50001 for energy management to reduce the Company's operating costs.	Mid-term
	Opportunity	Product and service - Develop new products or services through R&D and innovation. Update and replace old equipment with high-efficiency and energy-saving equipment, and implement ISO 50001 for energy management to reduce the Company's operating costs.	Long-term
Climate Risk and Opportunity Management Combining the Organizational Business and Strategy			
1 Operational energy conservation and carbon reduction (climate change mitigation strategy) MediaTek is committed to promoting green environmental protection and energy conservation and carbon reduction actions, and seeking any possible way to mitigate climate changes. In 2022, we announced the net-zero goal to be achieved by 2050. Due to the characteristics of the industry, the main source of emissions comes from the consumption of power. Therefore, we commit to achieve the goal for adoption of 100% renewable energy by the Group-Wide offices (exclusive of the data center) by 2030. The main actions taken by us include continued implementation of energy conservation and carbon reduction measures at our global business locations, and gradually increasing the proportion of renewable energy consumption through new renewable energy installations and procurement of renewable energy, in order to mitigate the climate change.			

Category	Management actions		Report contents
 Strategy	Countermeasures		Benefits of management
	The invested measures primarily include construction of solar power plants, procurement of renewable energy (each year), update and replacement of lighting equipment, construction of the new-generation energy-efficient data center, update of old data centers to brand new immersion cooling technology data centers, and implementation of ISO 50001.		Reduce the carbon emission by 17,471 ton CO₂e each year.
	2 Climate hazard adaptation (climate change adaptation strategy) MediaTek is a fabless manufacturer engaged in R&D and design of chips at the forefront of the overall value chain. The back-end raw material procurement, OEM, packaging and testing are executed by suppliers. Therefore, in response to extreme weather events and disasters caused by the extreme weather, we discuss with the supply chain and execute the measures to improve resilience, confirm and formulate corresponding uninterrupted business plans, and also implement emergency response drills and reviews at least once a year, while encouraging the supply chain partners to complete the related financial information disclosure for reference by stakeholders.		
	Countermeasures		Benefits of management
 Strategy	Invest fund in the extreme weather emergency response measures		No financial impacts, such as business interruption or chain disruption, have been caused by the climate disaster in 2023.
	3 Climate opportunity (innovation of low-carbon products) The core technology of MediaTek products refers to the IC design; therefore, we use the best effort to take the environmental sustainability into consideration as early as at the stage of IC design. No matter when the product is in use or wasted, we achieve the goal for reducing product energy consumption and miniaturizing product volume through the chip system architecture adjustment, algorithm optimization, and accelerated implementation of advanced manufacturing processes, in order to seize the climate opportunity and provide customers with lower-carbon products.		
	Countermeasures		Benefits of management
	Invest in innovation and R&D to reduce product energy consumption and miniaturize the product size.		With respect to the main products, at the stage of usage of the products: - Energy consumption ratios for major product categories have been reduced by 18% YoY in 2023 from 2022. - The contribution made by it can help reduce the power consumption of end devices by 360 million kWh from the previous year. - Reduce carbon emissions by 177,840 tons CO₂e each year

Category	Management actions	Report contents																				
 Strategy	Strategic planning under climate scenarios 1 Transformation Risk Assessment: MediaTek has set a reduction goal stricter than the 2°C target, aiming to achieve net-zero GHG emissions by 2050 under the Net Zero scenario. By 2030, GHG emissions under Scope 1 and Scope 2 will be reduced by 40% from the 2020 baseline. Additionally, Group-wide offices (excluding data centers) will transition to renewable energy. 2 Physical Risk Assessment: Using the IPCC RCP 8.5 scenario assessment, the WRI Aqueduct tool identifies the impact of water stress risks on each site.	5.3.3 Greenhouse Gas Emission Management 5.3.4 Water resource management																				
 Risk Management	Climate risk identification, assessment, and management procedures 1 Implementation of transformation risk management in the context of sustainable supply chain management and ISO 14001 Environmental Management System - Implementation of transformation risk management in the context of sustainable supply chain management and ISO 14001 Environmental Management System: Supplier screening is carried out based on ESG criteria to confirm that suppliers have relevant management systems and organizational structures in place. Annual on-site/written audits are conducted and relevant training courses or improvement meetings are scheduled. In addition, supplier conferences are organized 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. 2 The management of physical risk shall be practiced within the Risk Management Committee. It shall follow the risk management policy and procedure governed by the Company to integrate major risks faced in the process of operating activities, including but not limited to, governance risks, strategic risks, operational risks, and climate risks. Meanwhile, each operating unit is responsible for the actual implementation of the risk plan, including risk identification, risk analysis, risk assessment, risk response and control, and self-supervision.	4.5 Risk Management 5.1 Responsible Supply Chain Management 5.2.2 Business Continuity Management 5.3.2 Energy Management 5.3.3 Greenhouse Gas Emission Management 5.3.4 Water resource management 5.3.5 Waste Management																				
 Indicators and targets	Overall risk management system integrated into the organization - Climate risks have been listed as a reporting issue which is included into sustainable development committee discussions as required. Indicators of assessment on climate risk and opportunity - Accumulated power conserved, GHG emission, renewable energy consumption, number of days of business interruption, and product sustainability. GHG emission and related risks <table><tr><th></th><th>2021</th><th>2022</th><th>2023</th></tr><tr><td>Scope 1 GHG emissions (ton CO₂e)</td><td>5,326</td><td>6,619</td><td>4,001</td></tr><tr><td>Scope 2 GHG emissions (ton CO₂e)</td><td>61,992</td><td>82,160</td><td>88,299</td></tr><tr><td>Scope 3 GHG emissions (ton CO₂e)</td><td>-</td><td>-</td><td>-</td></tr><tr><td>Total (ton CO₂e)</td><td>67,318</td><td>88,779</td><td>92,301</td></tr></table>		2021	2022	2023	Scope 1 GHG emissions (ton CO ₂ e)	5,326	6,619	4,001	Scope 2 GHG emissions (ton CO ₂ e)	61,992	82,160	88,299	Scope 3 GHG emissions (ton CO ₂ e)	-	-	-	Total (ton CO ₂ e)	67,318	88,779	92,301	4.1 Governance Framework 4.5 Risk Management 5.2 Climate Risk Management For the details about GHG emission, please refer to 5.3.3 Greenhouse Gas Emission Management.
	2021	2022	2023																			
Scope 1 GHG emissions (ton CO ₂ e)	5,326	6,619	4,001																			
Scope 2 GHG emissions (ton CO ₂ e)	61,992	82,160	88,299																			
Scope 3 GHG emissions (ton CO ₂ e)	-	-	-																			
Total (ton CO ₂ e)	67,318	88,779	92,301																			

Category	Management actions			Report contents
 Indicators and targets	Targets and performance			
	Related indicators	Goals	Performance and achievement status	Report contents
	Product sustainability	Advances in the field of energy consumption	Energy consumption ratios for major product categories have been reduced by 18% YoY in 2023 from 2022.	2.3 Innovation Achievements
	Product sustainability	Chip miniaturization design	The size of major products have been decreased by 11% YoY in 2023 compared to 2022, which is projected to reduce generated waste by 16,830 kg.	2.3 Innovation Achievements
	Accumulated power conserved	The accumulated power conservation ratio attained 16.5% in 2023.	In 2023, the power conservation ratio attained 16.5%, the initial target. The power conservation target for 2024 is still set as 16.5%.	5.3.2 Energy Management
	Greenhouse Gas Emission Quantity	- In 2030, the GHG emission under Scope 1 and Scope 2 will reduce by 40% from the record year, 2020. - In 2030, the GHG emission under Scope 3 will reduce by 25% from the record year, 2020. Meanwhile, we also set the GHG reduction target together with the key suppliers, namely the carbon intensity reduction by more than 2% each year.	The GHG emission was still increasing in 2023, primarily attributed to the ongoing expansion of the Company's business scale, including the office premises and IT data centers. Notwithstanding, the Company also maintained the policy for energy conservation and carbon reduction. In the future, the Company will increase the percentage of renewable energy consumption to achieve its own target for reduction of carbon emission from its operations.	5.3.3 Greenhouse Gas Emission Management
	Renewable energy consumption	Continue to construct the renewable energy devices.	The installed capacity of the entire PV system in 2023 equals 146.4 kW. The total power generation amounted to 0.187 GWh. We plan to build four additional rooftop solar power plants with the capacity more than 600kW.	5.3.2 Energy Management
	Renewable energy consumption	By 2030, 100% of the electricity used in the Group's offices worldwide (excluding data centers) will be renewable energy.	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.	5.3.2 Energy Management 5.3.3 Greenhouse Gas Emission Management
	Number of days of business interruption	The number of day of business interruption caused by climate-related risks is 0.	No business interruption has been caused by climate-related risks in 2023.	5.2.2 Business Continuity Management
	Waste recycling ratio	- Keep increasing - Recycling ratio, or reduce the quantity of waste which cannot be recycled.	The recycling ratio in 2023 is 26%.	5.3.5 Waste Management

5.2.2 Business Continuity Management

MediaTek takes the initiative in identifying risks caused by climate change (incl. water and power shortages, typhoons, and flooding) and relies on a business continuity management mechanism for the devising of contingency strategies for potential risks and thereby effectively control operational impacts and damage triggered by extreme climate patterns. We develop contingency strategies for a wide range of incidents that could potentially occur at our operating sites including natural disasters, typhoons, earthquakes, fire, power supply interruptions, and water shortages through our business continuity management mechanism to ensure rapid resumption of operations after disasters. For instance, we immediately launch emergency response procedures if operational impacts and damage caused by climate change involve production or supply issues affecting the supply chain. A dedicated task force closely monitors potential risks affecting suppliers and adopts contingency measures (a key link of business continuity planning) as required to gain an effective grasp of supplier production and shipping conditions. Suppliers, on the other hand, are required to develop comprehensive emergency response plans. In case of natural disasters, MediaTek is notified immediately and concerted action is initiated to minimize potential damage and ensure prompt resumption of production.



Climate risks, impacts, corresponding measures, indicators, and targets

Climate Risks	Impacts on operations	Related indicators	Corresponding measures	Implementation Status
 Water rationing	Water supply disruptions and insufficient water storage result in interruptions of chiller operations and IT data center services which provide indispensable support for R&D operations. Water supply disruptions result in business interruptions.	Number of days of business interruption	- Increased storage amounts of segmentation equipment and domestic water to ensure uninterrupted water supply over a longer period. - Dispatch of water trucks to ensure a stable water supply across buildings (office buildings with large storage amounts are utilized as a backup for office buildings with smaller storage amounts).	- Water consumption of relevant equipment can be sustained for more than a week (longer than maximum water rationing periods). - Water truck operations testing
 Power rationing and power outages/interruptions	Power supply disruptions result in interruptions of equipment operations and IT data center services which provide indispensable support for R&D operations. Power supply disruptions result in business interruptions.	Number of days of business interruption	- Installation of Uninterruptible Power Supply (UPS) with a capacity sufficient to support the power demands of the data centers. - Installation of generators with a capacity sufficient to support the power demands of the data centers. - Dispatch of oil trucks to refill the generator oil tanks. - Installation of UPS for key labs and connection to the generator emergency power system.	- UPS batteries can provide power for more than five minutes (longer than the time required for generator launch). - Generator oil storage amounts can sustain operations for more than 10 hours. - Water consumption of relevant equipment can be sustained for more than a week (longer than maximum water rationing periods). - Oil truck operations testing
 Typhoons and flooding	Large-scale typhoons or flooding with long-lasting impacts can cause damage to certain office equipment and thereby affect company operations.	Number of days of business interruption	- Formation of an emergency response task force prior to typhoon onslaughts which is in charge of relevant preparations and precautions (incl. generator/fire protection system/pumping equipment inspections, preparation of sandbags, and office environment patrols) - During typhoons, an emergency duty mechanism is activated for the task force and constant patrols and inspections are carried out to ensure normal operations of key equipment. - After typhoons, restoration operations are initiated to ensure that systems and environments return to normal.	- Operational continuity must be ensured in key areas such as IT data centers and R&D labs. - General office environments must be restored one day prior to the first workday to ensure that regular office operations are not affected.

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 2023, total environmental expenses amounted to NT\$80.56 million:

Legal Compliance	Green Design	Training & Education	Ongoing Improvement of Resource Management Systems
Actions Compliance with ESH-related laws and requirements promulgated by the government and active responses to international environmental protection trends and zero-incident campaigns.	Actions Implementation of the product and process energy conservation, and green procurement and management to ensure conformity of products to international eco-trends, in order to	Actions improve participation of all staff members in ESH-related training; global environmental protection initiatives and cherishing of natural resources is strengthened through implementation of resource and energy conservation, recycling, and reuse; safeguarding of worker health and safety and prevention of occupational diseases and workplace hazards.	Actions We eliminate dangers, risk reduction, and ongoing improvement of management systems including ISO 14001, ISO 45001, ISO 14064 and ISO 50001^[note], in order to improve the ESH management procedures. Contractors are required to comply with the ESH policy and give internal and external staff members a clear understanding of ESH policies to ensure the adequacy and effectiveness of the ESH management system. To ensure the ESH and effectiveness.
Achievements Zero penalties imposed for violations of environmental safety regulations in 2023.	Achievements All our products conform to ROHS and use of prohibited substances is forbidden.	Achievements 100% completion rate of health and safety training for new hires in 2023.	Achievements Completion of external certification audits for said ISO Management Systems in sync with the latest international trends in the field of management systems in 2023.

[Note] ISO 14001 (effective from August 17, 2022 to August 17, 2025), ISO 45001 (effective from July 30, 2022 to July 30, 2025), and ISO 50001(effective from January 13, 2022 to January 13, 2025)

Environmental expenses

Unit: NTD Thousand

Annual certification audits of the ESH management system	Commissioned clearance of domestic waste	Office and floor cleaning	Landscape maintenance
159	4,033	61,012	4,437
Sewage pool cleaning	Vector controls	Cleaning supplies	Total expenditures
1,823	2,516	6,580	80,560

5.3.2 Energy Management

In 2023, MediaTek expanded its office premises and IT data centers, resulting in a total electricity consumption of 178.771 GWh, an 8% increase from the previous year. Despite this rise, MediaTek successfully achieved its 2023 target of a 16.5% reduction in electricity usage set in 2022. Moving forward, MediaTek will continue to implement energy-saving measures and has set the same 16.5% reduction target for 2024.

Energy use conditions in the most recent three years

Energy	2021	2022	2023
Natural gas (GJ)	0	0	483
LPG (GJ)	5,716	6,751	6,654
Gasoline (GJ)	0	0	238
Diesel (GJ)	1,663	1,280	932
Purchased electricity (GJ)	444,568	595,827	643,577
Renewable energy (GJ) (renewable energy certificate)	0	0	0
Total (GJ)	451,947	603,858	651,884
Energy intensity (GJ per person)	41.1	49.0	52.9
Ratio of electricity to total energy use (%)	98.37%	98.67%	98.73%
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 2023 compared to 2022 can mainly be attributed to the higher number of employees and ongoing expansion of the scale of IT data centers; 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 2023:



Efficiency enhancement

High-density, energy-efficient data centers

- ▶ The new-generation, high-density, energy-efficient data centers represent a brilliant example of successful transformation by overcoming the performance limitations of traditional data centers and are expected to provide powerful backing for technology R&D.
- ▶ Implement the new immersion cooling technology and complete the POC to become the energy-saving benchmark leading the industry.



Energy-saving equipment and design

All office buildings throughout Taiwan adopt the LED lighting.

- ▶ All office buildings completed update and adoption of the LED lighting. The designs of the three new buildings under construction all comply with Taiwan's green building standards, and implement the carbon emission inventory actively in the process of construction.



Self-generated electricity

Solar power system

- ▶ The installed capacity equals 146.4 kW, as the first private enterprise in the Hsinchu Science Park with a Taipower grid-connected solar power system installed on a rooftop.
- ▶ The expansion design has been completed. We plan to build four additional rooftop solar power plants with the capacity more than 600kW. The existing construction scale will be expanded by more than four times accordingly.

Priority

1

High-Density, Energy-Efficient Data Centers Save 20.3 GWh Annually

Due to the fact that 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



- ▶ Ongoing optimization of data center PUE (Power Usage Effectiveness) - The overall PUE performance of the three new energy-saving data centers attained 1.33 in 2023, higher than the energy efficiency of traditional control rooms by 17%.
- ▶ In 2023, the immersion cooling technology (Immersion Cooling) testing was completed to verify that the PUE performance can be below 1.1.



- ▶ Ongoing optimization of the existing three new data centers, and transfer of the servers in the traditional control rooms to the new data centers.
- ▶ Simultaneous emphasis on corporate development and energy conservation & carbon reduction and establishment of the global business location best-practice sharing platform to facilitate the sharing of the best energy-saving resources and methods adopted in offices all over the world.



- ▶ Power savings of 4% in the data centers of the Company within a three-year period;
- ▶ In 2025, the immersion cooling technology will be implemented into the operation of the next generation data centers and traditional energy-consuming control rooms will be replaced simultaneously.
- ▶ Ongoing implementation of energy conservation improvements based on shared examples of energy conservation improvement practices adopted in offices all over the world.

Three new energy-saving data centers ongoing optimization

Limitations of traditional centers have been overcome through improvements of power systems, air conditioning, cabinets, corridors, and lighting. The existing data centers have been successfully transformed into and implemented as the new-generation high-density, energy-efficient data centers 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 the new data centers attained 1.33, higher than the energy efficiency of traditional control rooms (1.6) by 17%, and conforming to the criteria of the LEED (Leadership in Energy and Environmental Design) Gold Level Rating.

Meanwhile, the work characteristics of IT personnel who stay in the centers for extended periods have been taken into account. Principles of flexible, modular, partitioned, and virtualized design have been fused with data protection, environmental care, and friendly workplace concepts to realize the following five major data center functions.

Data security

- ▶ High reliability ensures a firm grasp of data center risks



Flexibility & scalability

- ▶ Architecture that satisfies the need for flexibility and cabinet variability.

High performance & energy efficiency

- ▶ Creation of a high-quality, green data center through the installation of high-performance power supply equipment/cooling equipment



Friendly work environment

- ▶ 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.

Under full load conditions, the power saving effects amount to 20.3 GWh and electricity cost savings reach around NT\$71 million.

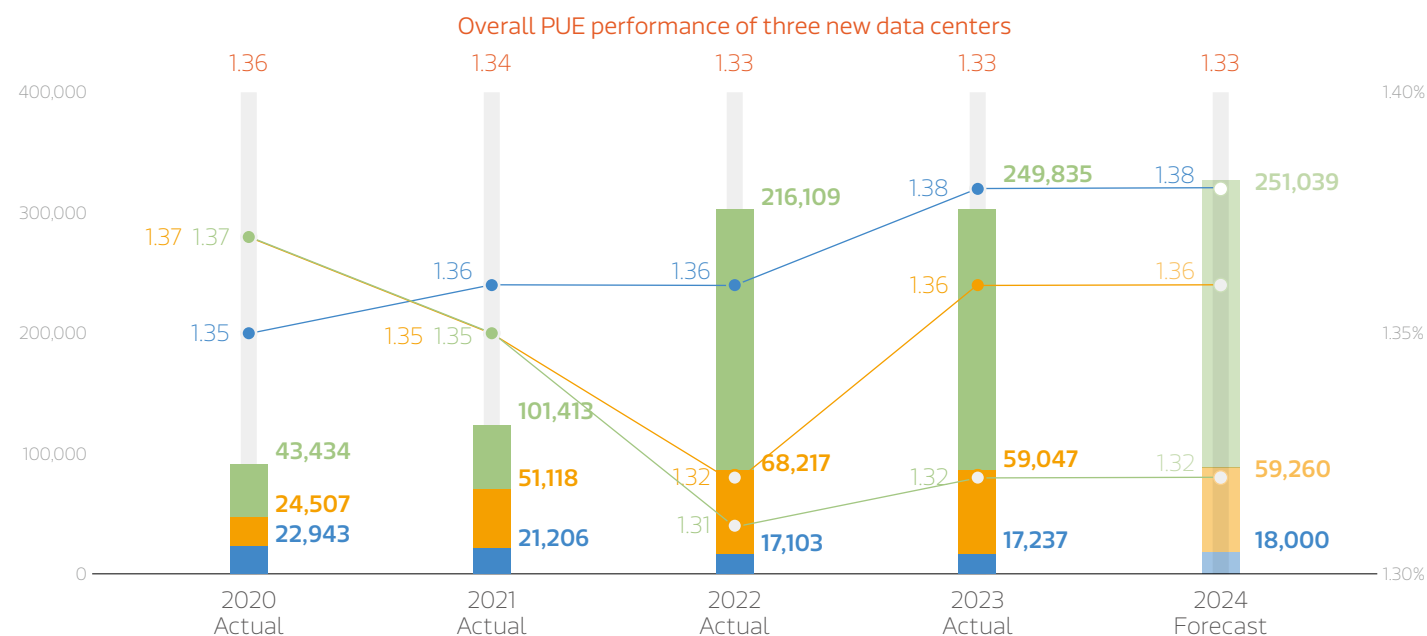
Under full load conditions, the three high-density, energy-efficient data centers generate annual energy savings of 1.76 GWh (6,336 GJ), 4.34 GWh (15,624 GJ), and 14.2 GWh (51,120 GJ), respectively (total estimated power saving effects amount to 20.3 GWh or 73,080 GJ) compared to traditional data centers.

Total carbon emission reductions are roughly equivalent to the annual carbon sequestration of 26 Daan Forest Parks in one year.

[Note] $20,300,000 \times 0.494$ (Electricity Carbon Emission Factor) = 10,028,200 kg CO₂e ~ 10,028 metric tons CO₂e

[Note] Referred to the National Wetland Carbon Sequestration Surveys and Analysis Plan issued by Urban and Rural Development Branch, Construction and Planning Agency, Ministry of the Interior (Daan Forest Park absorbs approximately 386 metric tons CO₂e annually).

Power Consumption and PUE: Past 4 Years and Next Year



Electricity consumption (billion joules):

■ The first new data center ■ The second new data center ■ The third new data center

Power Usage Effectiveness:

● The first new data center ● The second new data center ● The third new data center

Implementation innovation of the immersion cooling technology

In response to the increase in multiples of the computing power of new generation servers, as it is impossible for the existing air cooling technology to meet the future cooling needs, the Company implements the net-zero goal proactively at the same time of innovation. We take the initiative to complete the physical equipment installation and performance testing of immersion cooling technology ahead of peers. Meanwhile, based on the 2023 actual operation results, the performance indicator, PUE, improves significantly and is below 1.1. The ongoing innovation and improvement make the data centers' power efficiency near 20%. The design results will be applied to the data centers to be activated in 2025 and become the energy-saving benchmark leading the industry.

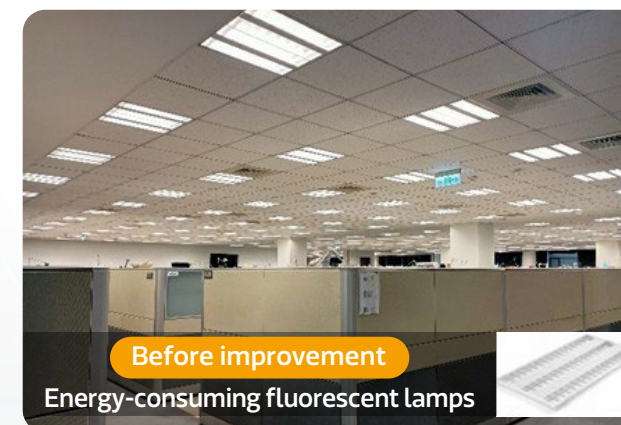
Priority

2

LED Lighting Adopted in All Office Buildings Across Taiwan

The six buildings built before 2019 initially adopted the energy-consuming fluorescent lamps. The lamps have been replaced by the energy-saving LED lighting successively from 2021 to 2023. The fund invested therefor exceeded NT\$70 million, and the energy saving benefit was approximately 6.5 GWh per year. The 8 buildings constructed after 2019, have adopted the energy-saving LED lighting at the very beginning, more than 11,000 units, deriving the energy saving benefit by 1.9 GWh per year. MediaTek has completed update and adoption of the LED lighting of all of its business buildings in 2023. It reached a brand new milestone and, by virtue of the continuous improvement approach, received the reward and recognition for energy-conservation subsidies provided by Taipei City Government.

Meanwhile, the three new buildings under construction are equipped with energy-saving LEDs but also follow the improved design that meets Taiwan's green building standards. One of the new buildings has been named as the Diamond-Grade Candidate for Green Building Label in 2023, and another one also complies with Taiwan's smart building standards. During the construction process of all new buildings, MediaTek takes the initiative to conduct the carbon emission inventory to fulfill its corporate citizen responsibilities.



Priority 3 Self-Owned Solar Power System Cuts 94 Metric Tons of Carbon Annually

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 °C , 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 2023 amounted to 0.91 GWh. Total power generation of the PV system reached 0.187 GWh (673 GJ), which accounts for 0.1% of the total power consumption of 178.77 GWh (643,578 GJ) in 2023. The expansion design has been completed in 2023. We plan to build four additional rooftop solar power plants with the capacity more than 600kW. The existing construction scale will be expanded by more than four times accordingly.

5.3.3 Greenhouse Gas Emission Management

Greenhouse Gas Emissions

Scopes 1 & 2 GHG emissions

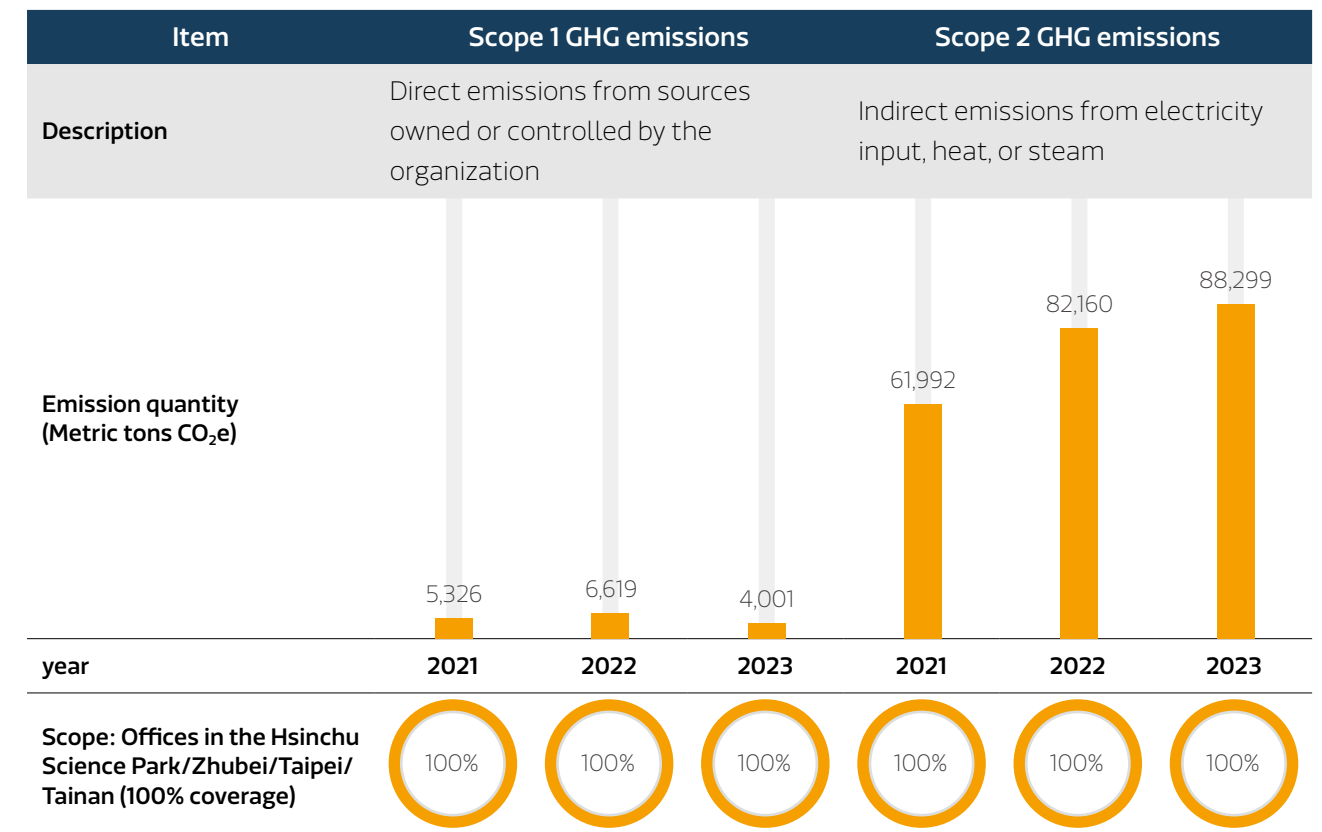
Sources of GHG emissions from resource use include purchased electricity, common facilities, boilers, cooling towers, and chillers. Specifically, purchased electricity, which is under scope 2, accounts for 95.67% of total emissions. As the Company's scale of operations continues to grow, we are committed 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 2023 were to improve the energy efficiency of the data center, to replace the lighting of existing office locations with LEDs etc. in order to improve the efficiency of electricity consumption. Meanwhile, 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 °C and the global renewable energy initiative, RE 100.

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 - 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 2023, carbon emissions generated from transportation was reduced by 302 metric tons CO₂e. To practically respond to the low carbon emission trend, in addition to maintaining the scheduled shuttle bus and electric shuttle bus between offices, 19 more electric vehicle charging stations were installed in 2023. Moreover, the Company worked with Gogoro in March 2023 to activate the first corporate swapping station in Hsinchu Science in March 2023.

MediaTek 2021-2023 Greenhouse Gas Emissions by Scope



[Note] MediaTek has been conducting autonomous inventories since 2016. The increase in GHG emissions in 2023 can mainly be attributed to the increase in GHG emissions resulting from the expansion of the scale of its office premises and IT data centers in response to business expansion.

MediaTek 2023 Greenhouse Gas Emissions Inventory

Type	CO ₂	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃	Total
Emission (metric tons CO ₂ e)	88,624.36	972.96	0.32	2,702.92	0.00	0.00	0.00	92,300.56

[Note 1] Calculations used GWP values from the IPCC AR5 (2013) and the Taiwan EPA IGHGEF 6.0.4 for 2023 Scope 1 CO₂e emissions.

[Note 2] Calculations used the 2022 electricity carbon emission factor of 0.495 kg CO₂e/kWh, as the 2023 factor was not available at the time of verification.



Greenhouse Gas Inventory and Verification: Targets and Status

Time Horizon	Boundary	Target/Status
Completed	Taiwan	Completion of GHG inventories and passing of independent certification audits (ISO 14064)
1-3 years	Global	Completion of GHG inventories and audits (ISO 14064)
3-5 years	Global	Completion of GHG risk assessments

Green Transportation

Item	Description	Effects
Shuttle bus services for commuters	Since 2015, we have provided shuttle services with rented large-sized buses, picking up and dropping off employees at specific locations. This carpooling service reduces energy consumption and carbon emissions from commuting by car and raises environmental awareness among employees.	In 2023, a total of 57,826 individuals utilized the service (covering 5 routes and 7 runs during on-duty and off-duty hours), representing a decrease of approximately 12.9% from the 66,363 individuals in 2022. Despite this decline, we will continue to optimize the driving routes and promote the carpooling service to improve usage efficiency.
Shuttle bus services between office buildings	We provide shuttle bus services between office buildings at 20-minute intervals to reduce energy consumption and carbon emissions associated with commuting by car.	In 2023, 6,442 individuals used the service, an 8.2% decrease from 7,019 in 2022. We will continue to promote the service to improve usage efficiency.
M-Bike services between office buildings	We provide 10 bicycles for commuting between office areas in a carbonless manner to encourage employees to adopt eco-friendly lifestyles and engage in regular exercise.	A total of 455 persons used the service in 2023, an increase by 362 persons from 93 persons in 2022, as a result of the “E-management” and “addition of stations” for convenience.
Company-owned e-scooters for security personnel	We provide e-scooters for office patrols and inspections by security personnel in response to the development trend combining environmental protection and transportation lifestyles.	Total distance traveled amounted to 1,100 km in 2023, which is roughly the same mileage used in 2022.
EV charging stations	To support the low-carbon and eco-friendly trend of electric vehicles, we installed EV charging stations for our colleagues and continue to expand their availability.	In 2023, the number of buildings with charging stations increased to 19, resulting in an annual carbon reduction of approximately 174 metric tons. This represents an increase of 6 stations and 105 metric tons of carbon reduction compared to 2022.
E-scooter battery swapping stations	The Company worked with Gogoro to activate the first corporate swapping station in Hsinchu Science.	It was opened in March 2023. A total of 17,795 persons used it throughout the year, with the annual carbon reduction by approximately 59 metric tons.

5.3.4 Water resource management

MediaTek’s offices draw water from water treatment plants in various districts. In 2023, it continued to expand the scale of office premises and IT data centers, drawing the water totaling 506,791 metric tons (approximately 507 million liters), an increase of 4% from the previous year. Although the total water consumption increased, MediaTek continued to engage in the water resource improvement projects, coupled with various water reduction measures, thereby saving the water by 22,936 metric tons in total. 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 214,789 metric tons (around 215 million liters) in 2023 is 6% more than the previous year for the same reason as the said increase in water consumption.

[Note] 1 metric ton of wastewater is roughly equivalent to 0.001 million liters of water.

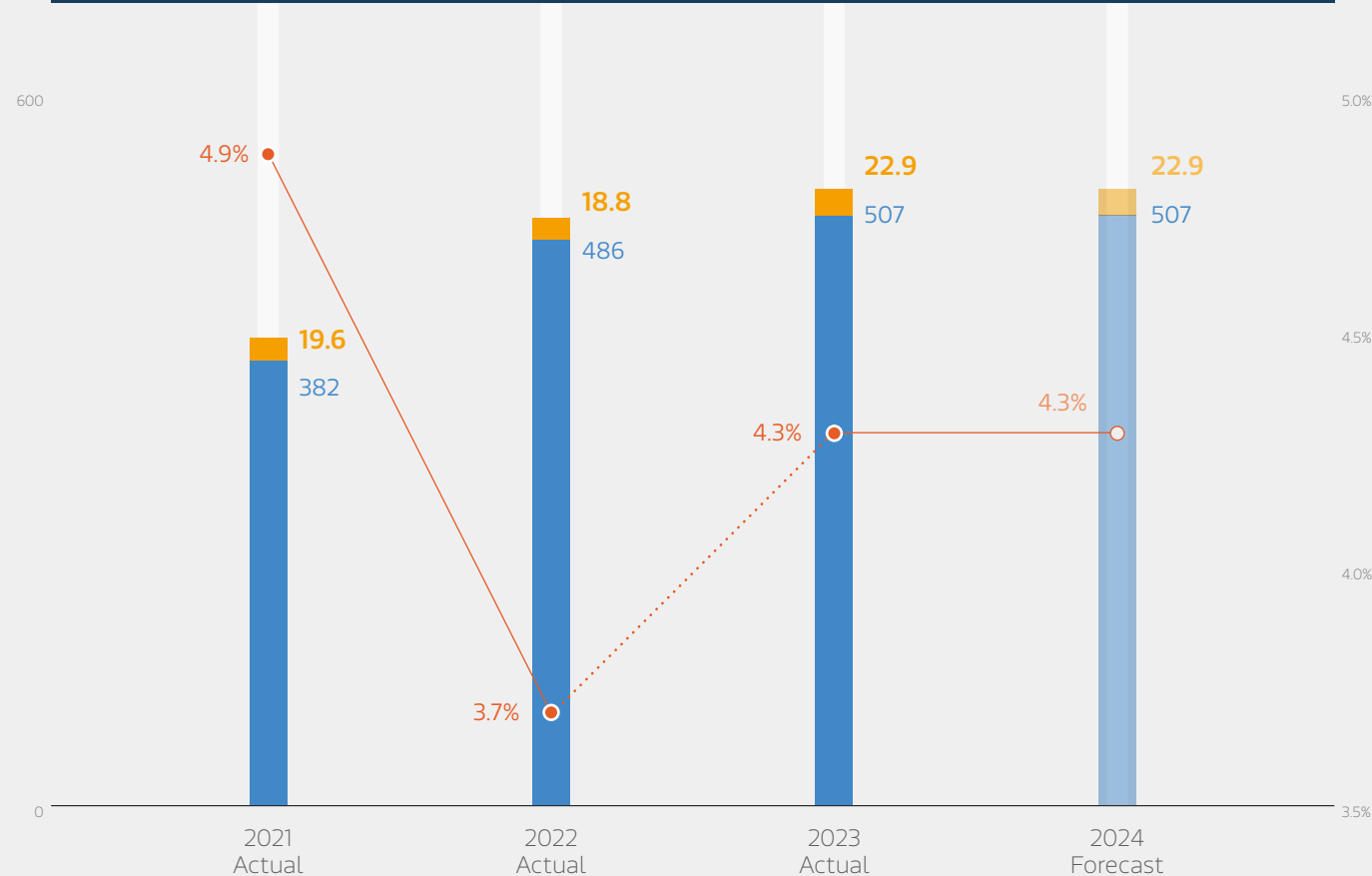
Water Consumption (Past 3 Years)

Year	2021	2022	2023
Water intake (million liters)	382	486	507
Water consumption (million liters)	201	283	292
Water discharge (million liters)	181	203	215

Item	Effects	Adopted Improvements
Equipment Replacement	Water saved by 8,122 metric 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 saved by 915 metric tons	Setting up of rainwater recycling tanks - recycled rainwater can be used for cooling towers
	Water saved by 13,899 metric tons	Condensed water from air conditioning systems and recycled RO water can be utilized for garden irrigation to reduce the waste of water resources

[Note] Scope: Offices in the Hsinchu Science Park/Zhubei/Taipei/Tainan (100% coverage)

Water Usage and Conservation (Past 3 Years and Next Year)



Scope: Offices in the Hsinchu Science Park/Zhubei/Taipei/Tainan (100% coverage)

■ Water consumption (million liters) ■ Water savings (million liters) -●- Water conservation rate

5.3.5 Waste Management

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 2023, the waste treatment and recycling rate reached 26%. In the future, we will continue to increase the recycling ratio or reduce the quantity of waste which cannot be recycled, in order to achieve the goal of continuous improvement. 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.

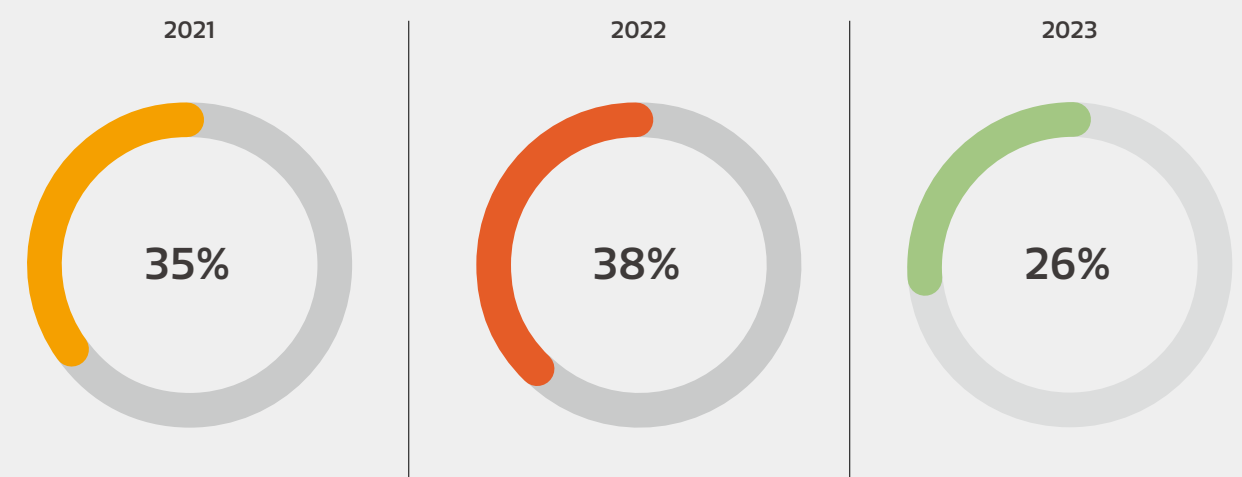
Waste Treatment (Past 3 Years)

Category	Waste category	Treatment method	2021		2022		2023	
			Treated quantity (metric tons)	Ratio (%)	Treated quantity (metric tons)	Ratio (%)	Treated quantity (metric tons)	Ratio (%)
Municipal solid waste	Domestic waste	Incineration	86.76	47.09%	99.07	45.33%	130.55	59.13%
	Waste paper	Recycling	46.03	24.99%	60.12	27.51%	46.32	20.98%
	Waste iron container	Recycling	0.41	0.22%	0.18	0.08%	0.14	0.06%
	Waste aluminum container	Recycling	0.41	0.22%	0.18	0.08%	0.00	0.00%
	Waste lighting source	Recycling	0.02	0.01%	0.05	0.02%	0.00	0.00%
Hazardous waste	Scrapped electronic parts and components scraps and defective products	Outsourced treatment	50.60	27.47%	58.95	26.98%	43.78	19.83%
Total			184.23	100%	218.55	100%	220.79	100%

[Note] Scope: Offices in the Hsinchu Science Park/Zhubei/Taipei/Tainan (100% coverage)

[Note] The main source of hazardous waste is rejects returned by suppliers and utilized for testing. As MediaTek is a fabless IC design company, no hazardous waste is generated during its business operations.

Recycling rate in the most recent three years



[Note] Recycling ratio=Recycled amount/Total of the general waste

Community Engagement

Combining core competencies, MediaTek promotes technology education and technology innovation applications, empowers innovation and puts them into practice.

Committed to promoting the cultivation of technology talents and digital social innovation, in order to lay the foundation for Taiwan's technology talents, reserve momentum for Taiwan's industry, and apply technologies to solve social problems.



6.1 Digital Social Innovation

6.2 Solid Technological Foundation and Talent Cultivation

6.3 Social Welfare and Engagement

ESG Highlights

90%+

Demonstrate Strong Interest in Pursuing Technology Careers

To promote diverse talent development in technology, we launched the inaugural "Girls! TECH Action - Tech Girls Future Design Workshop." This workshop encouraged high school and university girls to boldly embrace STEM careers. The feedback from the survey showed a strong aspiration for careers in technology.

89%

of townships, cities, and districts across Taiwan

Through the "Genius for Home" competition, we encourage residents to widely use digital technology to solve local issues. To date, the program has reached 89% of townships, cities, and districts across Taiwan, actively enhancing the public's ability to utilize digital technology.

93%

First-time Integration of Programming, IoT, AI (including Generative AI) Courses

The STEM "Course Creator" Program supports frontline technology teachers in elementary and junior high schools with innovative teaching. Among the 42 participating schools, a total of 113 technology application courses or programs were established. Notably, 93% of these courses introduced programming, IoT, AI (including Generative AI) for the first time, bringing new technological advancements to the curriculum.

- ▶ 1,026 students from 38 schools: Number of participants in the AI carriage of the Taiwan Island-round Science Education Train. 2,081 students and 8,465 articles: The accumulated service results of MediaTek volunteers' "Online Public Service Writing Platform"
- ▶ 111 theses and 13 patent applications: The results of Industry-Academia Cooperation
- ▶ >48 thousand persons: Persons influenced by MediaTek's charity projects in 2023.

“Genius for Home” Competition and Local Implementation Program

Introduction to Highlights

The largest private Tech for Good competition has entered the sixth term. In 2023, a total of 314 proposals were produced. The cumulative number of entries came from 327 towns throughout Taiwan, accounting for 89% of all towns in Taiwan. Over the past six years, nearly 60 executive officers of MediaTek have served as the teams industry experts to create an interface for proactive communication between the Company’s employees and the society.

Focal points

Build a one-stop technology X social innovation platform, Maximize the Influence

The competition is not the end goal of “Genius for Home”; community engagement is. For the 2023 post-competition implementation program, we organized the “Impact Workshop” and “Startup Networking Event” to connect the resources of five start-ups and social innovation investment/incubation units with the teams. 9 of the award-winning teams in the last two years received the Community Engagement subsidies and coaching in 2023.

- ▶ 83% of the teams participating in the networking event showed their willingness to win investment/incubation resources linked with the “Genius for Home.”
- ▶ 100% of the entries believed that they have achieved specific results after participating in the “Genius for Home” Competition.

Success stories

From competition to company registration: Nurturing a digital carbon management team

Taiwan D4Climate WG was the winner of the competition in 2022. After that, it continued to participate in the “Genius for Home” Local Implementation Program and accepted the industry expert’s counseling service and the subsidies. In 2023, GovernClimate Ltd. was founded officially. It completed the service certification for National Cheng Kung University, developed potential customers, and conducted interdisciplinary industrial visits. Its products focus on digital carbon management, and provide solutions from the governance level.



STEM “Course Creator” Program

Introduction to Highlights

In 3rd anniversary of the Program, in response to the rise of generative AI, innovative training and case studies were rapidly implemented. Meanwhile, we gathered the technology teachers with deep practical experience online and offline, who served as mentors to cultivate the “R&D capabilities of technology courses” among frontline teachers, provided the time and support needed for changes of the educational scene, and facilitated the development of the resource-disadvantaged schools.

Focal points

Promoting programming and AI practical education, addressing dissemination and innovation at the same time. YenPu Junior High School in Pingtung organized the “Choices between Zero and One”

Accelerating the adoption of generative AI in campus and nurturing innovative teaching in the AI era Respond to technology development trends rapidly, and support elementary school and junior high school teachers’ implementation of the generative AI from multiple aspects, including subsidies, AI DAY empowerment courses and platform delivery, in order to improve and innovate teaching. In 2023, 42 elementary and junior high school teachers were trained and supported to offer regular classes or clubs on technology applications. 96 regular classes and 17 clubs have been organized to date.

- ▶ 71% of course creators have applied the generative AI to their teaching activities.
- ▶ 57% of the courses supported by the Program are new clubs or curriculum.

Success stories

Anchoring Programming and AI Education: Addressing Dissemination and Innovation Simultaneously

YenPu Junior High School in Pingtung introduced a programming course, “Decision Between 0 and 1,” highlighting the connection between technology and life. Teachers and students shared this concept with six nearby elementary schools.

The Affiliated Experimental Elementary School of National Tsing Hua University, in the second year of enhanced development, used generative AI to assist in teaching Scratch programming. This initiative aimed to help students develop self-learning and diverse thinking skills for real-world problems.



Girls! TECH Action - Tech Girls Future Design Workshop

Introduction to Highlights

MediaTek Foundation initiated the Girls! TECH Action Plan and organized the “Tech Girls Future Design Workshop” in 2023. Inviting girl students from universities and high schools throughout Taiwan to participate, the Workshop was designed exclusively for girls with career anchoring as the core. The Workshop emphasizes the social relevance of STEM fields, in order to enhance the female’s interest and confidence in the field of science and technology, and continues its influence through the campus ambassador program to encourage girls to showcase their leadership.

Focal points

Systematically solve variables in the key decision making to drive the female talent chain for technology

Based on the analysis of domestic and foreign literature, we aim to address the key factors systematically. Through observation and certification by workshops, we encourage girls to make breakthroughs and be bold in trying various fields actively, in order to bring technology closer to these girls.

- ▶ After that, female university students showed willingness to include the technology industry in their career options, giving an average score, 4.53 points (on a 5-point scale).
- ▶ Meanwhile, the high school girl students’ awareness toward TECH-related departments increased by 32.4%.

Success stories

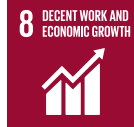
Addressing Career Development Needs, Participants Show High Willingness to Consider the Tech Industry as a Career Option

Wu, a student from Pingtung Girls’ High School, participated in the workshop. By learning about female role models and interacting with senior engineers, she understood how technology drives progress and how computer science and biomedical integration can benefit society. She aims to develop expertise to choose a job she is passionate about and that positively impacts society.

Guo’s mother, a student from Hsinchu Girls’ High School, changed her view of the tech industry being male-dominated through a visit to MediaTek’s headquarters and interactions with senior engineers. She now supports her child in bravely pursuing a career in technology.



Material Topic: Social participation and value co-creation Custom Material Topic

In response to Sustainable Development Goals of United Nations/GRI	 4 QUALITY EDUCATION SDG 4.4 4.7 4.b 4.c	 5 GENDER EQUALITY SDG 5.5	 8 DECENT WORK AND ECONOMIC GROWTH SDG 8.2 8.6	 17 PARTNERSHIPS FOR THE GOALS SDG 17.17
	 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE SDG 9.5 9.b	 10 REDUCED INEQUALITIES SDG 10.3	 11 SUSTAINABLE CITIES AND COMMUNITIES SDG 11.a	 203-1
Importance to MediaTek	▶ Pioneering and innovative technologies not only represent the cornerstone of our industry leadership position but also the foundation of our social influence which relies on the proactive utilization of our core capabilities in the field of technological innovation. We embrace the core concepts of “knowledge dissemination” and “innovative application of knowledge” and technology based on cross-industry integration paired with the sharing of the benefits derived from technological innovation with society. This concept enables a rising number of individuals to take advantage of the opportunities generated by technology diffusion and builds momentum toward the creation of a brighter future.			
Commitments and Policies	▶ Giving the next generation a firm grasp of technological innovation and building a better future in the fields of education promotion, industry development, culture & society in cooperation with all members of society.			

Social innovation - Cultivation of the society's ability to apply digital technology to provide solutions for social issues

Short-term (on a yearly basis): We organize the competition for presentation of proposals and improvement of the platform an expect to empower and support about 20 proposal teams.

Mid- and long-term (5 years): We encourage the implementation of proposals and establish an influential development roadmap, and expect to support more than 20 teams to continue their business operation within five years.

Solid technological foundation - Cultivation of technological innovation competence in the next generation

Short-term (on a yearly basis):

- ▶ Training primary and secondary school teachers with a solid foundation in technology-related curricula: We expect to train about 30 teachers each year to promote changes in the science education teaching scene.

Increase the number of participants in Girls! TECH Action Workshop, through selection of more than 50 participants from high schools each year.

Mid- and long-term (5 years):

- ▶ Assisting elementary and high schools in organizing continuing technology application clubs or courses; expecting to support more than 100 schools in organizing continuing technology courses within five years.
- ▶ Expanding the initiatives about the tech girls issue, sharing insights and discoveries with society, and providing guiding cases applicable to teachers and parents to improve women's participation in the STEM field and play a key role in the field of technology.

Talent cultivation - Higher education and industry-academia collaboration

Short-term (each year): Support for academic research

Mid- and long-term (five years): Joint development of cutting-edge and innovative research

Social welfare and engagement - Ongoing support for activities and events in the fields of art, culture, and education

Short-term (on a yearly basis): Build a network of partners (including internal volunteer workers and external NGO organizations, etc.), and expect to engage or collaborate with 3 partners internally and externally each year.

Mid- and long-term (5 years): We deepen the network and improve the local connection, expecting to build the partnership with 10 local organizations and groups cumulatively within five years.

 Management approach	Responsibility:	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, revision, and supervision of implementation
	Resources:	▶ Funding: Investment of NT\$39.38 million in total Among the other things, NT\$38.5 million is earmarked for organization of events and courses, grants/subsidies, and guidance services. Donation of equipment/material/goods equivalent to NT\$880,000. ▶ Manpower: 5 workers for the Foundation, 58 workers for the volunteer services, 26 workers for the Course Creators Program, 67 workers for the Genius for Home, 46 workers for the Girls! TECH Action, 9 workers for the Science in Action Incentive Program, and 12 workers for the Taiwan Island-round Science Education Train (a total of 224 workers)
	Communication channels:	▶ Foundation website http://www.mediatekfoundation.org/ ▶ Tel. number: 886-3-567-0766 ▶ Foundation fan page https://www.facebook.com/mediatekfoundation/ ▶ Workshop and competition website and customer service for selected “Genius for Home” teams
	Evaluation mechanism:	▶ Participant satisfaction survey and disclosure of influence results tracking

Social Innovation

- ▶ Organizing several social innovation competitions, “Genius for Home”: 128 townships and districts were reached in Taiwan; 314 proposals were submitted, and 9 teams took actions locally after the competition. (Please refer to [6.1 Digital Social Innovation for details.](#))

Solid technological foundation

- ▶ STEM “Course Creator” Program: Extended to include 42 elementary and junior high schools throughout Taiwan (Please refer to [6.2 Solid Technological Foundation for details.](#))
- ▶ Nationwide Science in Action Incentive Program for elementary schools: Extended to include 40 elementary schools throughout Taiwan.
- ▶ Girls! TECH Action Plan: Reached out to female students of colleges/universities and junior/senior high schools throughout Taiwan to apply for registering the workshop. 40 female students selected from the freshman, sophomore and junior students of colleges/universities, 25 female students from junior/senior high schools, and their parents were invited to attend the workshop.

Talent Cultivation

- ▶ 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 teachers to support semiconductor college operations. (Please refer to [6.2.2 Talent Cultivation for details.](#))

Social Welfare and Engagement

- ▶ Volunteer activities: Extend the reading and writing plans to a total of 16 elementary and high schools. (Please refer to [6.3 Social Welfare and Engagement for details.](#))
- ▶ Greater Chao Nan Cultivation Plan, and the Sustainable Nanzhou Program: About 5,445 persons consisting of teachers, students, and locals participated in promotion of the programs.
- ▶ Provide the venue to PaperWindmill Theatre-Rain Horse to encourage people to enjoy arts and culture activities, and lead to eight shows in three days, attended by a total of 30,200 guests.

Core principles of social welfare activities - Deep commitment to the future of our country by harnessing professional expertise

As an innovation-oriented enterprise, MediaTek embarks on the cultivation of technology talent with a focus on front-end engineering to train the next generation of professionals with competence in the field of technology application. Implementation paths are divided into “knowledge dissemination” and “knowledge application” based on strategic considerations. The constant deep commitment to Taiwan and provision of a demonstration platform for realization of achievements and maximization of influence relies on four principal axes of action, namely “social innovation”, “solid technological foundation”, “talent cultivation”, and “social welfare and engagement”.



6.1 Digital Social Innovation

Harnessing of digital technologies for the solution of social issues is not the sole preserve 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 all members of society to offer solutions for issues affecting their hometowns. In addition, MediaTek provided counseling and grants to support the finalist teams to implement their proposals for two years after the competition.

6.1.1 Genius for Home

SDG 4.7 SDG 11.a SDG 17.17

Practice-oriented social innovation and deep-rooted influence through local implementation

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 “we should all make contributions to improve our 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, a total of 2,172 proposals for hometown improvement have been submitted in six sessions. Genius for Home is more than just a competition. To encourage the finalist teams to implement their proposals after the competition, MediaTek provides resources, such as counseling and grants for two years after the competition. After the competition, 33 of the teams showed strong attempts to take local actions; they gained the resources to support the progressive implementation for the local, thereby moving towards influential social innovation.



Submitted proposals

In 2023, a total of 314 proposals were received, and over 1,300 persons participated. The proposals to improve the hometowns covered 128 townships and cities, and the scope of the proposals addressed major issues, such as environmental sustainability, population aging, long-term healthcare, urban-rural disparity, and innovation in traditional industries, etc., and also in line with the global SDGs and ESG.



Guided co-creation

MediaTek assigned 20 senior executives to serve as industry teachers and consultants for the top 21 teams. Six design thinking experts were enlisted to serve as the instructors who provided guidance for co-creation over a period of two months.

Expert mentors

Professional instruction
by six design thinking experts

Directions for revision of proposals were identified in workshop exercises.

Industry instructor & consultant team

20 MediaTek top executives

Assistance provided in the dimensions of technical professionalism, team management, and efficiency improvements.

First prize

One group won the 1st Prize, amounting to NT\$1 million.



Team for playing seriously
and learning happily

The team, consisting of elementary school students who love programming and their parents and teachers, adheres to the concept of “learning through games and engage in innovative campus experiments in information and programming education. They not only developed the interdisciplinary teaching materials applied by multiple programs but also launched the first pro-bono e-book, “With AI,” using the AI technology.

Implementation support

As the Plan enters its sixth year, the end of the competition marks the starting point of leveraging social influence. How to have potential proposals realized and continue to operate is the key to expansion and deepening of influence. After reorganizing the realization support plan, we found that many teams faced common problems during the realization period, such as “long positions and multitask with diffuse influence” and “limited human links making it harder to match appropriate resources.” Based on these findings, the 2023 Local Implementation Program has added the impact workshops and resource-linked exchange activities for the first time.

Social impact workshop

When dealing with complicated social issues, it is important for the social Innovation team to see the big picture, focus on core issues and find solutions. The Genius for Home Local Implementation Program invites Social Enterprise Insights, which has long been guiding the social innovation teams, as a partner to guide the local realization teams to re-examine their organization and business, establish priorities of jobs, create the influential map remaining vested in the teams and better understand their own market and value positioning with the tools such as stakeholder inventory, theory of change and value chain mapping. There were 14 teams shortlisted in the past and 23 partners participated in the activity.

Resourced-linked exchange Conference

In addition to facing their own internal business model during the realization period, different connections and networks are required by the access to resources and opportunities to make the teams continues to grow. In 2023, we gathered NTUTEC, Impact Hub Taipei, Taiwan Tech Arena and B Current Impact Investment, which have been committed to staying with innovative teams permanently, for the first time to organize an offline Startup Networking Event to help the teams know different incubators and gain development advice, intelligence and collaboration opportunities quickly.

MediaTek tracks individual finalist teams for two years after the competition to encourage rollouts that may result in positive social impact.

2018	2019	2020	2021	2022	2023
Number of shortlisted teams					
20	20	21	21	21	21
Number of teams who implement their proposals in the two years after the Competition					
4	7	6	8	11	7
Ratio of actual implementations					
20%	35%	29%	38%	52%	33%
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 canaliculata 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 - Athletes' career planning - Civic community's environmental record	- Health and Mental Care - Environmental Protection - Smart Farming - Generative AI Learning Platform

Taiwan D4Climate WG

In early 2023, GovernClimate Ltd. was officially established, and the service certification was completed at National Cheng Kung University in Q2 of the current year. Meanwhile, the second potential customer was under development, and it conducted the interview with the companies engaged in the industries, such as textile, photoelectric panels and waste treatment. The products focused on digital carbon management, and provided solutions from the governance level.

**Artifact**

A student start-up team, which has established the charge model in 2023 after developing business based on the initial idea devised in 2022, and implemented into several gas companies in Kaohsiung and Taichung. After verifying the pain points of traditional gas companies, it tried to implement key resources for digital transformation that allow store owners to optimize their cash flow and service processes, making the traditional industry innovative.

**Followup on past teams****RenyuwuCo., Ltd.****2018 Genius for Home - Potential Award**

Good to go recyclable cup service works with restaurants to lend reusable cups to to-go consumers. Consumers may return the same to the cooperative sites afterwards. It may help reduce the consumption of disposable cups via the convenient loan mechanism. Starting from 3 stores in 2017, the recyclable cup service is now available at more than 300 sites in 7 counties/cities, including McDonald's, KFC, I-Mei and Burger King, etc. So far, it has enrolled more than 40,000 members cumulatively, helping reduce the disposal waste by more than 360,000 pieces.

**aiFREE****2021 Genius for Home - Potential Award**

Engages in the interdisciplinary integration of medical care and digital communications technologies to analyze the integrated professional knowledge based on innovative data, aiming to improve the medical care service efficiency and quality. It has successively won numerous awards and patent recognitions at home and abroad in the recent years. From 2021 to 2023, it has won the National Innovation Award-Academic Research Innovation Award, Merit Award and Sustainability Award, as well as the 23rd National Healthcare Quality Award. In 2023, it also obtained the certification from the U.S. FDA and Taiwan TFDA, and patent certification in Taiwan and Japan3.

**Areas overlapping with priority locations for placemaking**

The National Development Council has listed 134 priority locations (townships and districts) for placemaking. In 2023, 43 hometowns represented in the "Genius for Home" competition reached the promoted areas earmarked for placemaking. Most of these townships (a total of 9) are located in Pingtung County followed by Nantou County (7 townships).



Pingtung County a total of 9



Nantou County total of 7

County/city	Reach	Reached townships/districts	County/city	Reach	Reached townships/districts
Hsinchu County	1	Jianshi Township	Tainan City	2	Qigu District/Beimen District
Miaoli County	2	Nanzhuang Township/Shitan Township	Kaohsiung City	5	Dashu District, Linyuan District, Alian District, Maolin District, Jianding District
Taichung City	3	Daan District, Heping District, Xinshe District	Pingtung County	9	Neipu Township, Fangshan Township, Fangliao Township, Nanzhou Township, Liuqiu Township, Gaoshu Township, Xinyuan Township, Wanluan Township, Yan Pu Township
Changhua County	3	Erlin Township, Hemei Township, Fangyuan Township	Yilan County	1	Nanao Township
Nantou County	7	Zhongliao Township, Shuili Township, Mingjian Township, Zhushan Township, Xinyi Township, Puli Township, and Guoxing Township	Hualien County	4	Yuli Township, Xiulin Township, Wanjung Township, and Shoufeng Township
Yunlin County	1	Gukeng Township	Taitung County	4	Chishang Township, Beinan Township, Guanshan Township, and Lanyu Township
Chiayi County	1	Alishan Township			

Satisfaction survey and feedback

A satisfaction survey was conducted for the 21 finalist teams who have completed the whole competition process:

95% of the teams believe that the workshop training created the following concrete benefits for the teams and their submitted proposals.

- ▶ The workshop teachers provided a wide range of useful methodologies that can guide multi-faceted analysis on their own proposals.
- ▶ It helped the team a lot, as we could get a quick and better understanding of how the team's thinking model could be transformed. This allowed us to avoid a lot of unnecessary wrongdoings.

The majority of the teams believe that funding and resource input are important

- ▶ Over 80% of the teams affirmed that the “nomination bonuses and subsidies” were very helpful. It may help the team purchase the equipment for the plan and interview stakeholders.
- ▶ More than 50% of the teams agreed that “marketing and media exposure” may help themselves. The teams gained the approval of their supervisors after the media exposure. Some of the teams made more relevant agencies feel willing to work with them.

As far as the overall satisfaction level is concerned, 100% of the teams consider that they have achieved specific results after participating in the “Genius for Home” Competition in 2023 and express their willingness to recommend the other teams to participate in the future competitions.

Heart-beating Liuqiu Pioneer Team

“We are a team with professional expertise in medical care. However, our biggest setback resides in that it is difficult for us to show the importance of our projects to the public in our own language and narrative logic. After learning from the teachers, we realized how to introduce our projects to the public, and also found that the part of the project which the public is most interested in might be different from what we had expected.”



Flying Fish Team

“Our past proposals were more academic. However, after participating in the Genius for Home Competition, we received the teachers’ direction and consultants’ advice. As a result, our proposal became more down-to-earth and understandable by the public. This should be considered as the most remarkable result we have achieved!”



6.2 Solid Technological Foundation and Talent Cultivation

6.2.1 Solid technological foundation

The strategic planning framework lays a solid foundation for the technology talent chain. By promoting the dual tracks of “improvement of technological teaching momentum” and “expansion of the technology talent pool,” we expect to yield systematic changes for the ecosystem of technology talents. STEM-related master plans promoted in 2023:

Technological teaching momentum

The “STEM Course Creator Program” and “Science in Action Incentive Program” trained the key roles in the education sites, i.e. the first-line teachers. Through empowerment of teachers in the fields of technology and science, the science and technology courses and scientific topics can take root in campus.

Technology talent pool

- ▶ The “Girls! TECH Action” Program focuses on upgrading of the female students’ representation in STEM and increasing their interest and confidence in choice.
- ▶ In collaboration with the National Science and Technology Council, the AI carriage of the Taiwan Island-round Science Education Train toured throughout Taiwan to bring advanced AI experiences to school children in various counties and cities.





Technological teaching momentum

STEM “Course Creator” Program:

Both of teachers and students should keep pace with the times -- train the R&D capabilities of teachers’ science and technology courses to bring the emerging technologies closer to students!

SDG 4.c

In the third anniversary of the Course Creator Program, the Program continued to support the electromechanical control programs on campus, IoT, AI applications courses to train the next generation students’ ability to discover and solve problems with technologies. Meanwhile, as we realized that the key to innovation of the educational scene is the “teachers” personal improvement momentum, the training of the teachers is essential. After compiling the observation accumulated over three years and stakeholders’ feedback, we developed and prepared the “Course Creation Training Roadmap” as the core for promoting the plan. Meanwhile, we plan to increase the interaction between intranet and Internet to deepen the intensity and width of the support from the plan for teaching innovation.

- ▶ **Participants:** Elementary and middle school teachers who exhibit a passion for technology education.
- ▶ **Education method:** The first-line professional teachers with extensive experience in the field of technology education form a team of teachers for the organization of 4-day intensive training during summer, refresher training during winter vacations, and onsite exchange and various technology education observation activities on campus during semesters.
- ▶ **Program period:** 1+1 years. After one year of participation, teachers can choose whether to continue for a second year based on their needs.
- ▶ **Diversified grants and supports:** Provision of subsidies for practice-oriented courses and autonomous research by teachers and incentives for competitions to provide multidimensional support for technology education at all schools.
- ▶ **Learning result evaluation mechanism:** Through regular trainees’ surveys during summer and winter vacations, the divide between the plan supporting mechanism and the physical teaching is assessed. Meanwhile, the substantive results in teaching are followed up and investigated in terms of the impact.



Practical achievements

In 2023, MediaTek assisted 45 elementary and junior high schools to start technology classes or clubs. 96 regular classes and 17 club classes have been held so far, covering 1,134 students in junior high schools and 2,169 students in elementary schools. Based on the course creator training roadmap initially developed, the plan will not only bring the basic technology knowledge and curriculum design methodology to the first-line teachers, but will also begin to develop the following characteristic training:

CrossOver Get out of the classroom, learn the industry cases, and see the technology in the real world

“It turns out what I taught to students can be really applied in real life!”



This year, we have planned several new crossover exchange sessions. For example, we led our course creators to visit the local realization team, Enbone Tech, in MediaTek’s long-term project, “Genius for Home,” to witness practical application of IoT in the smart farming. This helps teachers understand how their teaching is applied physically, thereby improving the link between teaching and the real world.



88% of the teachers agree on the value for listening to cases in the technology industry. 100% of the teachers who participated in the site visits to the industry believed it helpful for their teaching.

Navigating Face the GAI trend directly, explore new possibilities for generative AI x technology education

“Learning the chatGPT in the course creator’s classroom for the first time, we feel very surprised and also start to reflect on the value of teachers!”

The program has integrated the Generative AI (GAI) curriculum since February 2023. In addition to the basic Prompt teaching, it is also committed to deepening the GAI applications of technology teachers, including GAI as a learning assistant and GAI assisted project design thinking, etc. Various course creators’ grants are also made available for purchase of GAI services, in order to encourage course creators to explore the possibilities of GAI to improve teaching efficiency and effectiveness.



Within a half of year, the proportion of course creators who use GAI in their daily life or work has increased from 57% to 78%. Among the other things, the users who use the frequently attain 30% per week.

70% of the course creators have applied GAI to teaching activities. Meanwhile, during winter vacation training, case sharing on the use of GAI for Scratch and Arduino learning was conducted.

Traceability Pursue more efficient teaching and encourage the inclusion of basic electricity into the vision of technology education

“Although I know how to do wiring, I don’t know why. Therefore, I was often stumped when students asked me about the principles behind it.”

From the onsite interviews, we found that this was the voice of many interdisciplinary beginners in electromechanical control programs. If teachers only know the operation by following the diagram, it might be difficult for them to address different questioning needs from students. The program includes basic electricity concepts from the science field into the technology teaching to help teachers understand the underlying principles, in order to correct the deficiencies in the past training of technology teachers and help teachers and students teach and learn more effectively.



88% of the teachers after attending the training think that electrical science courses can help them understand electromechanical control programs, and 55% of them have added electrical concepts or techniques to their own courses.

Focal data

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 Creator Program is as follow:

- Electromechanical control program: **96.3%**
- IOT: **92.6%**
- AI: **92.6%** (including GAI: 81.5%)
- electrical science: **85.1%**

92.6%

of teachers introduced any of the professional skills listed on the left “for the first time” in their courses

22.2%

of the teachers believe that the size of the class (number of students) has increased significantly as a result of the Course Creator Program.

74.1%

of teachers assessed that students are willing to increase the amount of time they devote to their courses.

Teaching method:

- Computational thinking: **96.3%**
- Design thinking: **96.3%**
- Project or problem-based learning: **92.6%**

85.2%

of teachers introduced any of the teaching method listed on the left “for the first time” in their courses

92.6%

of teachers assessed that students have improved their problem-solving skills.

Support system aspect and others

74.1%

of the teachers self-assessed that the program urges the colleagues inside schools to further recognize the importance of technology education, and 63% of the teachers believe that the program facilitates the colleagues’ or management’s actions in supporting the technology education within the school.

92.6%

of teachers found a platform to discuss STEM issues via this program

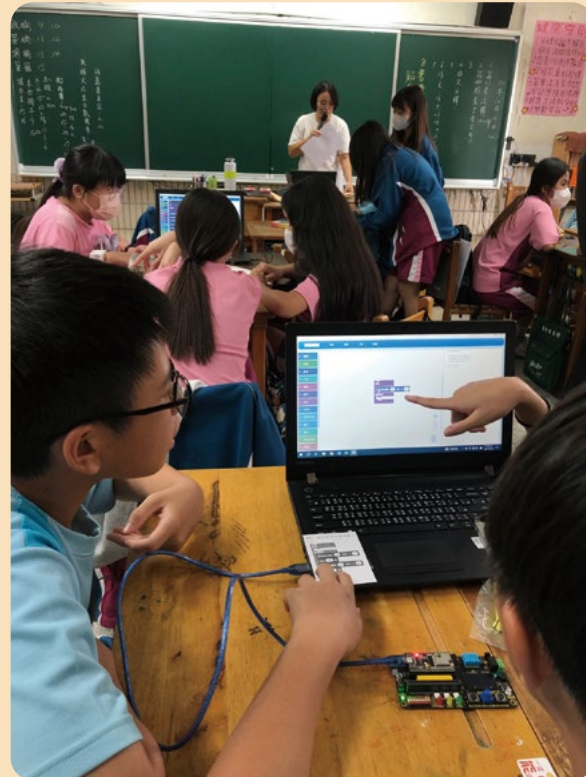
96.3%

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.

Feedback from teachers and students

YenPu Junior High School, Ping Tung County Teacher Wang Min-Ju1

“Thank MediaTek for offering me an unknown field where I can develop. It was really fun. Starting with the flexible courses of three classes, the LED speed contest and OLED team games, and then from school to outside world, students became the assistant teachers. The “Choices between Zero and One” program toured six neighboring elementary schools to provide the technology education experience activities. Although it was really tired after completing the training, we could still feel that every effort had been worthwhile. For some projects only require the demonstration of results, however, MediaTek sees the needs from the first-line teachers, and provides us with supports and guidance, and willingness to trust and wait for us patiently. Therefore, I am still willing to continue with the program.”



Classmate Xiao

“I learned about LEDs, variable resistors, and light sensors, which I had never known before, in Teacher Min-Ju’s class. They are different from the general programming taught in computer classes. Very interesting! Together with the teacher, we went to other elementary schools to guide the juniors in learning programing, helping them understand rather than memorize without comprehension. We also learned a lot in the process of being assistant teachers!”

[Note] The course creator talent pool has been accumulated for three years and the crossover supporting system was The Teacher Database for Course Creators has been accumulated over three years, gradually establishing a cross-cohort support system. With the assistance from Teacher Lu Ching-Hao, a course creator of 1st term in Pingtung, Teacher Min-Ju co-prepared the courses, and both of them became the partners in course creation.

Technological teaching momentum

Science in Action Incentive Program for elementary schools

Bridging the gap between theory and practice - Transition of talent cultivation from knowledge absorption to hands-on practice

SDG 4.b

Cultivating the next generation of professionals who possess the ability to solve problems through hands-on approaches, pragmatically pursuing the popularization of scientific exploration and practices on our campuses, and focusing on the injection of resources into remote areas and regions characterized by a lack of resources.

- ▶ **Counterparts:** Teachers who provide guidance in scientific exploration and practices nationwide.
- ▶ **Resources:** Support is provided in five stages and encompasses grants/subsidies, teacher training camps for science projects, and donated popular science books.
- ▶ **Care for remote townships:** A quota of 40% is reserved for underprivileged schools in remote, very remote, and indigenous areas, in order to protect the remote schools identified by the Ministry of Education and also take care of special and remote schools which express their urgent needs in their own words.

Selection

In 2023, a total of 77 submissions from nominated 40 schools were received and for 40 projects. A total of 79 teachers and 193 students were recognized for their achievements in the context of this Science in Action Incentive Program. 35 and 9 submissions garnered awards at city/county-level and nationwide science exhibitions, respectively.

Teacher workshop on science projects

The 2023 Teacher Workshop on Science Projects offered two-day in-person courses. The courses are based on science literacy and aim to raise the awareness of participating teachers toward scientific creativity, and inspire their imagination of scientific research topics and directions. A total of 42 teachers took part in the training before the county/city science exhibitions. 100% of the teachers were satisfied with the training, and 100% of the teachers were willing to participate in such training again.



Donation of popular science books and book report card activity

A total of 2,000 copies of 50 carefully selected popular science books which have been published within the last year were donated to 40 selected schools in 2023. These books represent precious resources required for perfecting the science reading environment in the schools that lack such resources. Meanwhile, the book report card activity improved the reading rate of the donated books. A total of 1,693 such cards have been received, indicating the thoughts of 1,715 persons after sharing the book reading with their friends and relatives recorded by students who gained insights with the aid of pictures and text. Meanwhile, an online exhibition of the submitted cards has been organized to share the insights of these children with the public via the Foundation's fanpage. This activity reached 14,900 persons.



Feedback from teachers and students

Xin-Xing Elementary School, Taichung City - Mr. Chan Sheng-Hui

Education refers to an accompanying process. Such scientific search and group learning process has accompanied students for more than half a year. It will certainly leave them with a good memories and also lay the foundation for their future learning. We appreciate the Foundation for its support and encouragement in the process of scientific research and learning and, therefore, we can accompany the children to go through the process of learning and growth. It is so great to have you on the journey of scientific exploration!

Xiao Xin Elementary School, Tainan City - Classmate Yang

Since September, we have carried out 23 experiments, and collected samples in the field at 8 locations for 20 times. In the past 11 months, we enjoyed the process step by step and won the first place in Tainan City. Then, we attended the national competition on behalf of the Biology Group of the elementary schools of Tainan City. Recalling the past, since joining the team, we have done experiments, collected samples and fed day by day. Notwithstanding, I always enjoyed it and never got tired of it, even though we had to spend a lot of time in experimenting every day. I believe that the topic and what we have done may help the prevention of larvae and treatment of dengue fever and, therefore, make contribution to the society. I feel very happy about it!

Technology talent pool

Girls! TECH Action Future Design Workshop

SDG 4.4 | SDG 4.7 | SDG 5.5 | SDG 8.2 | SDG 9.5 | SDG 10.3

To encourage female talent to embrace the technology field, the MediaTek Foundation launched its inaugural "Girls! TECH Action" program in 2023. Based on research and activities related to female empowerment both domestically and internationally, the program offers dual-track workshops for university and high school students, designed to open up the choice of technology for girls.



Target Audience

Female STEM talent pipeline leakage takes place at two important points of time. The first occurs during the transition from junior high school students to senior high school students, and the second during the stage of career selection for graduates of relevant university departments. Therefore, the intervention points are designed to target these two key age groups. Through the workshop design and participation in activities, we hope to encourage girls to believe that they can also leverage their influence in the technology sector and shall not give up the choices they are interested in simply due to the social stereotypes.

► **For universities:** "Pull." Strengthen career anchor before entering the workplace.

► Recruited 40 persons from the freshmen to junior students, regardless of department.

Aiming to "improve the knowledge of the technology industry," we designed the technology career exploration activity based on the "career anchor" as the core value. We organized a one-day experience workshop at MediaTek headquarter to guide students in exploring the diversity of the talents in the technology industry and encourage these girls to make breakthroughs and be bold in trying various fields actively.

- ▶ **For high schools:** “Push: ”Strengthen the identity of interest before the group selection for 2nd grade senior high school students.
- ▶ Selected from 2nd grade junior high school students to 1st grade senior high school students, with 25 groups consisting of students and parents,¹ totaling 50 persons.

Aiming to “Inspire Interest and Build Confidence,” we organized the two-day workshop for career exploration and technology workplace experience. The role models, such as engineers and professors, are arranged to have the face-to-face exchanges with the students and their parents, in order to build their career motivation and strengthen the social relevance of learning and technology career. Meanwhile, we cultivate female students’ interest and confidence in technology by urging them stepping outside the campus to experience the industrial environment and integrate financial thinking into their career choices.

¹ Research shows that women's interest in STEM studies significantly declines after they attain the age of 14. Female students’ choices of future careers are almost decided in the early stages of their adolescence. Besides, female students generally take family members’ opinion into consideration when choosing their career. The parents’ participation plays an important role in the child's study planning and career choices. Therefore, the activity designed for the high school students allows the participation of children and parents.

Selection process

- ▶ Girls! TECH Action selection focuses on motivation more than their academic performance or competitive results. In terms of the design of the application form, applicants are required to state their knowledge and ideas on the technology field, self-introduction and motivation to submit the application, in order to help us screen the female students interested in the technology field and with strong motivation for the application.
- ▶ Considering that students from any areas other than North Taiwan seldom have access to learning resources in the technology field, certain quota are reserved for students living in remote areas. 40% of participants came from remote or resource disadvantaged areas, who were provided with full transportation and accommodation allowance to help them mitigate their family’s financial pressure.

Workshop design background

In order to ensure that the workshop planning meets the impact objectives and helps follow up on the subsequent results, the workshops draws on academic literature and various countries’ practices and summarizes four design-oriented “Girls! TECH Action Future Design Workshop,” in order to observe feedback from participants and yield the systematic changes in the technology field.

Design1 Role Models and Self-efficacy

By rooting the concept of female empowerment in technology among junior high school girls, the activities are designed with a focus on “career anchoring.” Led by senior student role models, the program aims to break the stereotype of male dominance in the tech industry.

- ▶ Research indicates that having a sufficient number of role models or exemplars is significant, as it can create a sense of belonging for girls.
- ▶ The literature also indicates that the selected role models should not seem out of reach. If these girls feel that role models are more successful than they can achieve, they might lose confidence.

The workshop invited seniors with diversified professional backgrounds, including the excellent female technology talents among MediaTek colleagues, customers and partners. In the activity designed for college/university students, female students were guided to visit the Company and have a close-up meeting. The Company’s Chairman also attended the meeting to encourage the students. In the activity designed for high school students, we worked with the Department of Electrical Engineering and Department of Computer Science & Information Engineering, NTU to invite professors and Google senior engineers to share their experiences, encourage these girls to embrace the STEM field to become the key minority with unlimited potential in the technology field.



Design2 Social Impact of Technology and Motivation to Participate

Establish the female students’ connection with interest and career for STEM, subject to the key factors including social relevance and career anchor.

- ▶ The literature indicates that women are more concerned about the social impact of their choices. Therefore, the social relevance of STEM careers is emphasized to increase women’s interest in such jobs.
- ▶ The literature also indicates that women prefer jobs that may have social impact more than those requiring pure technology. Emphasis on soft skills may help mitigate women’s concerns about choosing technology-related roles.

The workshop also led students to visit the Department of Electrical Engineering and Department of Computer Science & Information Engineering, NTU to experience the link between professional skills and real life, and also invited speakers, professors, teaching assistants, and female senior engineers to share the hard and soft skills needed in the technology field and how they apply their expertise to advance the world and inspire the female students’ confidence in believing that they may apply STEM to solve problems and leverage the social influence.

Design3 Financial Thinking Inspires the Motivation for Technology Career

Observing the practices of foreign professional entities, such as AAUW, may help girls build their career aspirations earlier and link career choices with the real world through financial thinking, and also provide them with a perspective from which they may conduct more diversified assessments on career choices.

- ▶ Women's ability to control the financial thinking is of essence to future career choices and helps them achieve economic autonomy and self-realization in the future.
- ▶ From a mathematical point of view, understanding the chances of success and the ability to bear failure and career choice are the most important underlying investments. Then, one may understand that revenue is only a milestone, and self-realization is the ultimate goal.



The workshop incorporates financial thinking to help students understand career choices and the ultimate goal of self-realization. Effective financial planning can ease this journey. It guides students in learning financial planning, understanding income, expenditure, and risk, and analyzing various industries based on data. This helps them grasp different career profiles, clarify their career plans, and move toward their ideal future.

Design4 Real-World Interactions to Overturn Stereotypes

Our application review revealed that parents and students still hold strong stereotypes about the technology industry. Many students, despite their interest, lack opportunities to learn more about the field. Additionally, they often doubt their competence and lack confidence in pursuing a career in technology.

“Unboxing! MediaTek headquarters” led participants to visit MediaTek headquarters and improve their knowledge of the technology industry

A one-day workshop was held at MediaTek headquarters to arrange exchanges with female senior engineers with various professional backgrounds, in order to enable these students to see the welfare measures and diversified and inclusive environment of the technology industry and to understand the diverse faces of women in the technology industry, hoping to overturn parents' and students' stereotypes, mitigate their worries about the depression and isolation of the technology industry, and encourage women who have a keen interest in STEM to embrace the technology field.



Focal data

The average grade based on the application form and post-event questionnaire survey shows:

- ▶ After the event, female university students' understanding about the technology industry improved by 29% significantly. The average grade shows 3.87 points (on a 5-point scale), the favorability for the technology industry won 4.33 points, and high level of willingness to include the technology industry in the future career choices won 4.53 points.
- ▶ After the event, female high school students' average recognition score for TECH-related departments 4.29 points (on a 5-point scale), a significant increase by 32.4%. The high level of willingness to engage in the technology industry in the future won 4.57 points for the learning score, and confidence in future choices 4.14 points, an increase by 14.4%.

Campus Ambassador

In order to continue the workshop's impact, we encourage girls to show their leadership and allow trainees to inspire more girls based on the results achieved by them. The Girls! TECH Action has set up the “Campus Ambassador Project” to enable the girls to apply for funding after the workshop to hold related forums and events on their own campuses, and to inspire more girls to embrace their interests and explore the possibilities of a career in the technology industry.



◀ Classmate Hsu, the Campus Ambassador from Department of Public Finance, National Chengchi University, went back to the school to organize the seminar on “Diversity of Future Career Choices - Technology Female Legend.”

- ▶ Classmate Lu, the Campus Ambassador from the Department of Civil Engineering, NTU, went back to the school to organize the seminar on “Interdisciplinary Civil Engineering and Technology Female Legend.”



Feedback from the workshop for colleges/universities

MediaTek Chairman, Ming-kai Tsai, encouraged female students to make breakthroughs and become the key minority.

Chairman Ming-kai Tsai, specially arranged a luncheon conversation with female university students. The Chairman indicated that women play an important role in the technology industry, and encouraged the female university students to embrace the STEM field, overturn the stereotypes and become the key minority which may show influence in the technology field.



Classmate Huang from Department of Law, NTU

After listening to the experiences shared by several female seniors, I was surprised to find that interpersonal communication and teamwork are the norms in the technology industry and learning how to establish effective communication inside or outside my own team is an indispensable soft skill. Though I have not yet decided my following career planning, the most important thing I have learned today is the spirit of "trying more and being brave to explore." I believe that I can find my own value through the constant search.

Classmate Liang from College of Engineering, National Tsing Hua University

Thank you for sharing your interdisciplinary experiences, making me realize that even if I am not majoring in the technology related subject, I can still find my way. Challenges might be nutrients to me.

Feedback from the workshop for high schools

Classmate Wu from National Pingtung Girls' Senior High School

A BA BEI, a foreign role model, is an amazing female scientist, who has discovered the implication of sexual discrimination in algorithms and been committed to changing the situation. Then, I surprisingly found out that there were so many excellent women in modern times, but I knew none of them or have never thought of knowing them. I hope that I can be a person who can make positive contribution to the society.

Classmate Chen from National Tainan Girls' Senior High School

The activity discussing on expenditure of an adult at the age of 35 years old shocked me. To pursue fine-quality life, one must choose his occupation carefully. Therefore, it is necessary to study the choices for various majors, working environment and treatment before making any suitable choices.

Mother of Classmate Kuo from National Hsinchu Girls' Senior High School

After the lean two-day workshop activities, I realize that tech female is not just a term for women's strength, but also stands for a strong, delicate and fearless spirit. I believe this tender but unyielding strength is overturning the traditional stereotype of "man of the house" in the technology sector. I'll let it go and be proud of my daughter's bravery of being a tech girl!



Technology talent pool

Taiwan Island-round Science Education Train

SDG 4.7 SDG 8.6 SDG 17.17

We value the importance of deep-rooting of AI education. The “AI” theme-based carriage of Taiwan Island-round Science Education Train of the National Science and Technology Council sponsored by MediaTek for the first time traveled throughout Taiwan from October 30 to November 3, 2023. The public and private sectors worked with each other to complete the technical translation. Meanwhile, multiple experience activities were planned, e.g. “Unplugged AlphaGo,” which exported the machine learning concepts based on AI Go games, “Body Remote Control,” which allows students to experience hand gestures and facial recognition in person, “ChatGPT Painting Challenge,” which allows students to feel the magic and creativity of the generative AI, and “AI Hot Detective,” which provide students with the opportunity to train AI models on their own and expand their implement data. Through these activities, students boarding on the Taiwan Island-round Science Education Train may learn the principles and diversified applications of AI during the interesting journey. Then, more students will have the opportunity to engage with the cutting-edge AI technology.



Practical achievements

Master training and hands together

A total of 65 students from the Affiliated Senior High School of National Taiwan Normal University, Taoyuan Municipal Taoyuan Senior High School and Kaohsiung Municipal Kaohsiung Senior High School were invited to serve as the game masters. The students were invited to complete the master training at MediaTek’s premises during the summer vacation. After the science education train started the journey, the high school students who served as the masters led the elementary students to carry out various AI experience activities in the carriage.

Touring throughout Taiwan to enlighten AI dreamers

Within five days, 961 students from the 35 schools (including 14 schools in the rural areas) boarding the carriage carried out various AI activities to learn the principles and diverse applications of AI during the interesting journey, and inspiring the interest and enthusiasm of the next generation in emerging technologies.

Feedback

Classmate Tsai from Kaohsiung Municipal Kaohsiung Senior High School

Master of MediaTek AI Train

In the group, I was not the main speaker. However, now, I was under the pressure to face the whole people boarding the carriage. I thought I would be defeated. Instead, the pressure was transformed to be the best drive pushing me to move forward. When interacting with children, we not only need to keep alerted in watching any contingencies but also shall verify each person’s progress. It is not an easy job, but it stimulates my potential. The complexity of the AI universe may be explained in sharp words, and may also be described as a little thing in life to make it easy and understandable. My goal seems out of reach, but it helps me fly higher and see farther.

Classmate Li from Kaohsiung Municipal Kaohsiung Senior High School

Master of MediaTek AI Train

The science education train is always an activity extraordinarily meaningful to me, as I led the 1st grade senior high schools who took mission for the first time to attend the courses and camp. Getting used to the caution and vigilance helps me save more energy to accompany the children. In order to achieve it, we need to accumulate a lot of experiences! Seeing the children take their computers to happily share the pictures made by them with AI is the biggest treasure I earned in this activity!

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. The MediaTek Advanced Research Center (MARC) is in charge of the management and planning of relevant activities.

The responsibilities of the MediaTek Advanced Research Center (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 twenty years, the center has also partnered with domestic and international academic institutions all over the world including the domestic cooperative academic units, including National Taiwan University, National Tsing Hua University, National Yang Ming Chiao Tung University, National Taiwan Normal University, National Cheng Kung University, National Chung Cheng University, National Taiwan Ocean University, National Taiwan University of Science and Technology, and the foreign units, including University of Florida, Harvard University, University of Oulu, Oregon State University, University of Mississippi, Massachusetts Institute of Technology (MIT), University of Twente, University of Southern California, UT Austin, NYU and Cambridge University.

In 2023, MediaTek invested more than \$114 million in total to the universities at home and abroad, in order to train excellent talents through the industry-academic cooperation. During the year, we carried out the industry-academic projects with various schools, published 111 theses, applied for 13 patents, and participated in various competitions, and won more than 20 awards. 48 students participating in the projects became interns at MediaTek.

Program description	Achievements
Participation in industrial development initiatives of the government in high-priority areas - Establishment of the semiconductor academy In the end of 2012, 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.	- Tens of million dollars are invested each year to support the academy’s operations. - We invite our employees to serve as instructors to bring advanced knowledge from the industry to the academia. In this way, we can nurture students to adapt to the rapid changes in technology and obtain information about the latest technological trends during their schooling.  ▲ Semiconductor academy

Program description	Achievements
Industry-Academia Cooperation - In the end of 2013, “MediaTek—NTU IOX Center,” “MediaTek—NCTU Research Center,” and “MediaTek—Innovation and 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. - MediaTek provides resources to assist schools in recruiting outstanding teachers worldwide.	- The Company has made investment in industry-academia cooperation of over NTD\$114 million. - In 2023, we carried out 45 industry-academic projects, published 111 theses, applied for 13 patents, and participated in various competitions, and won multiple awards. 48 students participating in the projects 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.
Global Contributions in Advanced Research, Workforce Development, and Industry Development	- MediaTek has heavily invested in various consortium programs and activities, such as the Decadal Plan, MAPT, JUMP2.0, and GRC, together with DoD, NIST and industry partners to elevate the technology advancement. - MediaTek actively drives the industry development through its participation and leadership in standard bodies, such as 3GPP, NextG Alliance, O-RAN Alliance, HDMI, DP, USB, Wi-Fi Alliance, Khronos Group, etc. - MediaTek join forces with many leading academic institutions to innovate sustainable science and engineering. To name a few: MIT, Princeton, UIUC, Purdue, UC Berkeley, USC, UCSB, UT Austin, PSU, NC State, NYU, etc. - MediaTek facilitates industry development through participation and leadership in industry associations such as TSIA.



▲ IC Design White Paper

Program description	Achievements
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: ▶ The 5th Augmented Intelligent and Interaction Workshop (All 2023) ▶ 34th VLSI Design/Computer-aided Design Symposium (VLSI-CAD 2023) ▶ The 28th Workshop on Compiler Techniques and System Software for High-Performance and Embedded Computing (CTHPC 2023) ▶ 2023 International Solid-State Circuits Conference (ISSCC 2023) ▶ 2023 RISC-V Taipei Days ▶ CVPR 2023 Taiwan Night ▶ CASIF TAIPEI 2023 (IEEE CASS industry Forum) ▶ Fig. 6.2.2 CASIF Taipei Annual Conference
▶ CASIF Taipei	

6.3 Social Welfare and Engagement

MediaTek demonstrates social solidarity through proactive social engagement and social welfare actions. Topics of concern in 2023:

Volunteer Club	Social engagement
▶ Reading & Writing Program ▶ Technology Education Section 	▶ Greater Chao Nan Cultivation Plan, and the Sustainable Nanzhou Program, Christmas Wishes, Sponsorship of the “Voice of IC”, provision of the venue to PaperWindmill Theatre-Rain Horse 

6.3.1 Volunteer Club

SDG 4.7 SDG 17.17

MediaTek encourages its employees to engage in social interactions in search for focal points for practicing of 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 modes. These efforts have been facilitated by the official adoption of the volunteer leave policy in 2015 which entitles every employee to eight hours of volunteer leave per year. MediaTekers are encouraged to participate in social welfare activities to fulfill their civic responsibilities. In 2023, MediaTek’s volunteer club consisted of 58 volunteers in four groups: the Reading and Writing Group, the Mountain and Beach Cleaning Group, Homeless Dog Care Group, and the new section, Technology Education Section. The total number of service hours was 1688.



Reading & Writing Education Program

In 2018, the “Reading & Writing Education Program” was initiated by MediaTek volunteers voluntarily after work, which combined the mathematical science training logic and love for writing, self-edited teaching materials, guidance to students from observation to conception, and completion of a piece of work, including the participation of foreign colleagues in the English language teaching group. They provided services in schools and also increased the teaching opportunities and connections with students via online teaching. Entering the sixth year in 2023, 47 MediaTek volunteers joined hands with 75 students from Yang Ming Chiao Tung University’s service learning program to serve 1231 students in 16 elementary and junior high schools throughout Taiwan. In 2023, it published two writing collections in Chinese and English, namely “Writing about Hometown” and “From Teens With Love”.

In order to expand the recipients of the 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 2023, there are 265 volunteers having reviewed 8465 articles written by 2081 students.

Technology Education Section

To set up a new group in 2023, five volunteer workers of MediaTek provided the services in Hengshan Elementary School in Hsinchu County jointly, and worked with the school teachers to use simple block-based programming and Evaluation Board as teaching materials. The volunteers devised the teaching materials independently to turn the programming to a fun game, allowing students to feel that the fun game may be implemented through programming, and may training students' logic and thinking skills in the process of training.



Feedback

Principal Chou Wen Chuan of Qingcao Lake Elementary School, Hsinchu City

MediaTek volunteers have revitalized the momentum of the school teachers and students for writing. The high-tech volunteers who are committed to promoting the writing movement in elementary schools have devoted their vocation to rural schools or places where they are needed, after busy work, in order to direct the elementary school students to know the beauty of writing. They not only show their enthusiasm for volunteer services but also of young volunteers, but also become the role models for the senior child students' career development.

Principal He Hsin Wei from Gau Feng Elementary School, Hsinchu City

We are so lucky to meet with these energetic and enthusiastic volunteers from MediaTek, who have worked with us for the writing and reading plan for 5th grade students, and organized multiple writing experience courses, in order to enable the children to start from the five senses, help them find their dreams and utilize various materials in the process of writing. From concrete to abstract, we really saw how the children grew and changed.

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:

Greater Chao Nan Cultivation Plan, and Sustainable Nanzhou Program

This program involves the long-term observation of development trends in Chaozhou and Nanzhou Townships in Pingtung County, aiming to inject humanistic and scientific education resources and preserve local culture through an education-oriented approach. 5,445 teachers and locals participated in the promotion of the plan in 2023.

Christmas Wishes

MediaTek employees cooperate with charity organizations in the vicinity of company operating sites in the joint fulfillment of Christmas wishes. The Christmas wishes of 1,200 individuals of all ages in 17 institutions came true through these concerted efforts in 2023.

Sponsorship of the "Voice of IC," Net-Zero Future Program

Provides 703,000 audience with the latest trends and developments in net zero carbon emissions.

Provision of the venue to PaperWindmill Theatre-Rain Horse

Sponsor the venue for the Hakka drama show, "Rain Horse" by PaperWindmill, and make eight shows successfully in three days, attended by a total of 30,200 guests.

Greater Chao Nan Cultivation Plan, and Sustainable Nanzhou Program

MediaTek Foundation joins hands with the Lovely Taiwan Foundation in the implementation of the "Greater Chao Nan Cultivation Plan" and "Sustainable Nanzhou Program", hoping to inject humanistic and scientific education resources to preserve the local culture. The plan involves the long-term observation of development trends in Chaozhou and Nanzhou Townships in Pingtung County, aiming to promote the development of local culture. At least 5,445 teachers and locals participated in the promotion of the plan. Including the publication of a book entitled "Nanzhou Folks 'Farm Landscape'" to introduce the life of farmers and distribution of crops; organization of the short-writing course by "Tidal School" to encourage local residents and students to use the materials from the market to create artworks; and "Workshop on the Empowerment of Local Workers"; inviting local brands to share the importance of editorial and curative power with local workers; the team also set up the "Nanzhou Office" in Nanzhou in September, which transformed to the community cultural platform to promote the integration of local cultures and ecology; the two major festivals, "Spring Tide Solo" and "Autumn Tide Solo," demonstrate the cultural vitality and regeneration of the old streets in Chaozhou to promote local consensus and discover the beauty. The dual plans enriched the local cultural development and artistic ecology of Chaozhou and Nanzhou, Pingtung, and injected new energy into the local 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. By 2023, the activity had lasted ten years. The entire 1,200 wishes from 17 social welfare organizations were all “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.



▲ More Stories about Christmas Wishes

Sponsorship of the Voice of IC's Organization of “Zero Carbon Future” Program



As the net-zero carbon emissions and sustainable future are becoming more and more important, MediaTek Foundation has sponsored the Voice of IC to produce the “Net-Zero Future” radio show since 2022. In 2023, it affected a total of 703,000 audience (including online live broadcasts, replays, channel estimates and AOD, and Podcast platform). The show discusses the energy conservation, creation of energy, storage of energy and system integration from a more practical and prospective point of view

for the audience. The host of the show is Dr. Chia Xin-Xing, who is specialized in climate change, risk and disaster prevention, and energy and environment-related issues. In 43 episodes of the show, experts from all sectors were invited to talk about the latest trend and development of net-zero carbon emissions. MediaTek also shared the experience in application of 6G satellite and terrestrial communication to prevention of forest fire to mitigate the loss from forest carbon sink.

Provision of the venue to PaperWindmill Theatre-Rain Horse

MediaTek Foundation sponsored the venue for the Hakka drama show, “Rain Horse,” by PaperWindmill. PaperWindmill Theatre and Hakka Affairs Council had been looking for a large outdoor performance venue but failed. Then, MediaTek showed the willingness to provide the reserved land for building at the front side of THSR Station without consideration as the performance venue, in order to support the theatre to bring the innovative art visual feast to children in Taiwan, and encourage people to enjoy arts and culture activities. As a result, it made eight shows successfully in three days, attended by a total of 30,200 guests.



About this Report

Thank you for taking time to read the 2023 Sustainability Report (2023 MediaTek 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 our stakeholders understand our principles and actions regarding sustainable development. We provide responses to our stakeholders’ expectations and needs within this Report and strive to exceed their expectations by reviewing and enhancing our practice.

Reporting Framework

This Report has been prepared in accordance with the Global Reporting Initiative Sustainability Reporting Standards (GRI standards). It provides comprehensive disclosures on economic, environmental, and social issues of concern to our stakeholders, showcasing MediaTek’s performance and determination in sustainable development.

Scope of this Report

The disclosure period of this Report is from January 1, 2023 to December 31, 2023. Our previous Report was published in June 2023, and all reports are published annually on www.mediatek.com as part of our continuing mission to realize sustainable corporate development. Information disclosed in this Report is focused on our headquarters located in the Hsinchu Science Park of Taiwan, though some information may cover MediaTek’s branch offices worldwide. Information disclosures that involve other regions are noted within this Report. We plan to gradually include important information regarding our affiliated companies and subsidiaries so as to display our sustainable influence on our value chain.

Reporting Guidelines

MediaTek compiled and conducted material analysis on important international economic, environmental, and social issues to better understand issues of concern to our stakeholders; this serves as the main information disclosures for this Report. We adhere to the four Reporting Principles for defining report content and six Reporting Principles for defining report quality of the GRI Standards, while also conforming to the materiality, inclusivity, responsiveness and impact principles of the AA 1000 Account Ability Principle Standard (APS). In this report, we also include relevant disclosures aligned with the Sustainability Accounting Standards Board (SASB) Standards for Semiconductors Industry.

Data Collection

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 working groups of Sustainability Committee. Executive members of the Sustainability Committee and senior executives of each department reviewed and confirmed MediaTek’s strategic initiatives for sustainable development and management approaches for material issues.

Data in our financial reports were attested by Ernst & Young and publicly disclosed, and the unit of calculations used was New Taiwan Dollars (NTD). 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

Verification of this Report was entrusted to the BSI (British Standards Institution) Taiwan Branch, and Type 1 moderate-level assurance was conducted according to the AA1000 Assurance Standard v3, confirming adherence to the GRI Standards. Relevant results were fully communicated to governance units subsequent to the completion of assurance. Please refer to the Independent Assurance Declaration in the appendix of this Report for more information.

MediaTek Inc.

Date of Establishment	May 28, 1997
Listing information	TWSE listed Stock code 2454
Capital	NTD 15,996,450,320
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 ways: - Responsible unit: MediaTek Sustainability Committee - Address: No. 1, Dusing 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 Standard Index

Statement of use	MediaTek Sustainability Report is prepared in accordance with GRI standards. The disclosure period of this report is the fiscal year 2023 (January 1, 2023 to December 31, 2023).
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard (s)	N/A

GRI Standard	Disclosure Items	Chapter/ Note /Reasons for omission	Page Number
General Disclosures			
GRI 2 : General Disclosures 2021	2-1 Organizational details	▶ About this Report	P.191
	2-2 Entities included in the organization's sustainability reporting	▶ About this Report	P.191
	2-3 Reporting period, frequency and contact point	▶ About this Report	P.191
	2-4 Restatements of information	▶ No restatement was made	
	2-5 External assurance	▶ About this Report	P.191
		▶ Independent Third-Party Assurance Statement	P.199
	2-6 Activities, value chain and other business relationships	1.1.3 Global branding events	P.36
		5.1 Responsible Supply Chain Management	P.124
	2-7 Employees	3.1.3	P.67
	2-8 Workers who are not employees	3.1.3 Unleash the potential of diverse talents	P.67
	2-9 Governance structure and composition	4.1.1 Board of Directors, and their backgrounds and responsibilities	P.103
		4.1.6 Corporate Governance Unit	P.107
	2-10 Nomination and selection of the highest governance body	4.1.1 Board of Directors, and their backgrounds and responsibilities	P.103
	2-11 Chair of the highest governance body	4.1.1 Board of Directors, and their backgrounds and responsibilities	P.103
	2-12 Role of the highest governance body in overseeing the management of impacts	▶ Material Topics Analysis	P.14
		▶ Stakeholder Engagement	P.18
		4.1.5 ESG Committee	P.106
	2-13 Delegation of responsibility for managing impacts	▶ Material Topics Analysis	P.14
		▶ Stakeholder Engagement	P.18
		4.1.5 ESG Committee	P.106
	2-14 Role of the highest governance body in sustainability reporting	4.1.5 ESG Committee	P.106
	2-15 Conflicts of interest	4.1.1 Board of Directors, and their backgrounds and responsibilities	P.103
	2-16 Communication of critical concerns	4.1.1 Board of Directors, and their backgrounds and responsibilities	P.103
		4.5 Risk Management	P.114
		▶ There are no critical concerns in 2023	
	2-17 Collective knowledge of the highest governance body	4.1.1 Board of Directors, and their backgrounds and responsibilities	P.103
		4.1.6 Corporate Governance Unit	P.107
	2-18 Evaluation of the performance of the highest governance body	4.1.8 Important Measures for Implementing Corporate Governance	P.110

GRI Standard	Disclosure Items	Chapter/ Note /Reasons for omission	Page Number
	2-19 Compensation Competitiveness	3.2.3 Compensation Competitiveness	P.76
		3.2.5 Retirement Planning	P.79
		4.1.3 Remuneration Committee	P.104
		* Please refer to the Employee Restricted Stock Awards Rules for our current claw-back mechanism for managers	
	2-20 Process to determine remuneration	Remuneration Committee Annual Report 2023 p.26-27	P.87
	2-21 Annual total compensation ratio	▶ In 2023, the median total compensation of employees globally compared to the highest paid individual was 1 to 97.2; the median total compensation percentage increase compared to the highest paid individual was 1 to 1.3.	
	2-22 Statement on sustainable development strategy	▶ Material Topics Analysis	P.14
	2-23 Policy commitments	▶ Stakeholder Engagement	P.18
		3.1.1 Human Rights Policy	P.60
		3.1.2 Diverse and Inclusive Workplace	P.61
		4.3 Integrity and Legal Compliance	P.111
		4.4 Internal Audit	P.113
		4.5 Risk Management	P.114
		4.6 Information Security Management	P.118
		5.1 Responsible Supply Chain Management	P.124
	GRI 2 : General Disclosures 2021 2-24 Embedding policy commitments	▶ Stakeholder Engagement	P.18
		3.1.1 Human Rights Policy	P.60
		3.1.2 Diverse and Inclusive Workplace	P.61
		4.3 Integrity and Legal Compliance	P.111
		4.4 Internal Audit	P.113
		4.5 Risk Management	P.114
		4.6 Information Security Management	P.118
		5.1 Responsible Supply Chain Management	P.124
	2-25 Processes to remediate negative impacts	▶ Material Topics Analysis	P.12
		▶ Stakeholder Engagement	P.16
	2-26 Mechanisms for seeking advice and raising concerns	▶ Material Topics Analysis	P.14
		▶ Stakeholder Engagement	P.18
		4.4 Internal Audit	P.113
	2-27 Compliance with laws and regulations	4.3 Integrity and Legal Compliance	P.111
	2-28 Membership associations	2.2.3 Exchanges	P.49
		2.2.4 Patent Strategies and Establishment of Industry Specifications	P.50
	2-29 Approach to stakeholder engagement	▶ Material Topics Analysis	P.14
		▶ Stakeholder Engagement	P.18
	2-30 Collective bargaining agreements	▶ No union or collective bargain agreements, periodic engagement with employees via labor meetings and multiple communication channels were offered instead.	

GRI Standard	Disclosure Items	Chapter/ Note /Reasons for omission	Page Number
MATERIAL TOPICS			
GRI 3 : MATERIAL TOPICS 2021	3-1 Process to determine material topics	▶ Material Topics Analysis	P.14
	3-2 List of material topics	▶ Stakeholder Engagement	P.18
Economic Performance			
GRI 3 : Material Topics 2021	3-3 Management of material topics	▶ Material Topics Analysis ▶ Stakeholder Engagement	P.14 P.18
GRI 201 : Economic Performance 2016	201-1 Direct economic value generated and distributed	4.2 Financial Performance ▶ Annual Report 2023	P.110
	201-3 Defined benefit plan obligations and other retirement plans	3.2.5 Retirement Planning	P.79
Corporate Governance and Legal Compliance			
GRI 3 : Material Topics 2021	3-3 Management of material topics	▶ Material Topics Analysis ▶ Stakeholder Engagement	P.14 P.18
Brand Identity and Market Perception			
GRI 3 : Material Topics 2021	3-3 Management of material topics	▶ Material Topics Analysis ▶ Stakeholder Engagement	P.14 P.18
Talent Attraction and Retention			
GRI 3 : Material Topics 2021	3-3 Management of material topics	▶ Material Topics Analysis ▶ Stakeholder Engagement	P.14 P.18
GRI 401 : Employment 2016	401-1 New employee hires and employee turnover	3.2.1 Recruitment and Retention	P.71
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.2.3 Compensation Competitiveness 3.2.5 Retirement Planning 3.5.3 Family-Friendly Initiatives	P.76 P.79 P.96
	401-3 Parental leave	3.5.3 Family-Friendly Initiatives	P.96
	Labor-management relationship		
	3-3 Management of material topics	▶ Material Topics Analysis ▶ Stakeholder Engagement	P.14 P.18
GRI 402 : Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	▶ All significant operational notices are compliant with local regulations.	
Employee Development			
GRI 3 : Material Topics 2021	3-3 Management of material topics	▶ Material Topics Analysis ▶ Stakeholder Engagement	P.14 P.18
GRI 404 : Training and Education 2016	404-1 Average hours of training per year per employee	3.3 Employee Development	P.79
Innovation and Product responsibility			
GRI 3 : Material Topics 2021	3-3 Management of material topics	▶ Material Topics Analysis ▶ Stakeholder Engagement	P.14 P.18

GRI Standard	Disclosure Items	Chapter/ Note /Reasons for omission	Page Number
Information Security Management			
GRI 3 : Material Topics 2021	3-3 Management of material topics	▶ Material Topics Analysis ▶ Stakeholder Engagement	P.14 P.18
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	▶ There was no client complaint about privacy breach or information loss.	
Customer Relationship Management			
GRI 3 : Material Topics 2021	3-3 Management of material topics	▶ Material Topics Analysis ▶ Stakeholder Engagement	P.14 P.18
Supplier sustainable management			
GRI 3 : Material Topics 2021	3-3 Management of material topics	▶ Material Topics Analysis ▶ Stakeholder Engagement	P.14 P.18
GRI 204 : Procurement Practices 2016	204-1 Proportion of spending on local suppliers	5.1.3 Local Procurement	P.132
GRI 308 : Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	5.1.1.2 Annual and New Supplier Sustainability Risk Assessment Criteria	P.129
	414-1 New suppliers that were screened using social criteria	5.1.1.2 Annual and New Supplier Sustainability Risk Assessment Criteria	P.129
Social Welfare Activities			
GRI 3 : Material Topics 2021	3-3 Management of material topics	▶ Material Topics Analysis ▶ Stakeholder Engagement	P.14 P.18
GRI 203 : Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	6 Community Engagement	P.154
Other Issues			
GRI 302 : Energy 2016	302-1 Energy consumption within the organization	5.3.2 Energy Management	P.143
GRI 303 : Water and Effluents 2018	303-3 Water withdrawal	5.3.4 Water resource management	P.151
GRI 305 : Emissions 2016	305-1 Direct (Scope 1) GHG emissions	5.3.3 Greenhouse Gas Emission Management	P.148
	305-2 Energy indirect (Scope 2) GHG emissions	5.3.3 Greenhouse Gas Emission Management	P.148
GRI 306 : Wastewater and Waste 2020	306-3 Generation of waste	5.3.5 Waste Management	P.152

SASB Index - Semiconductor

Topic	Code	Accounting Metric	Chapter/ Page	Comments
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 Scope 1 emissions refer to 5.3.3 Greenhouse Gas Emission Management 2 Since MediaTek is a fabless IC design company, there is no emissions that originate from perfluorinated compounds. The Accounting Metric is not applicable
Greenhouse Gas Emissions	TC-SC-110a.2	Discussion of long-term 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 Risk and Opportunity Management 5.3.3 Greenhouse Gas Emission Management/ P.148	1 Strategy or plan to manage Scope 1 emissions refer to 5.3.3 Greenhouse Gas Emission Management
Energy Management in Manufacturing	TC-SC-130a.1	1 Total energy consumed, 2 percentage grid electricity, 3 percentage renewable	5.3.2 Energy Management / P.143	
Water 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	Amount of hazardous waste from manufacturing, percentage recycled	5.3.5 Waste Management/ P.152	Since MediaTek is a fabless IC design company, no no hazardous waste is generated in its production processes. The main source of hazardous waste are rejects returned by suppliers and utilized for testing.
Employee Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	3.5 Occupational Health and Safety/P.91	
職業安全衛生	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations		There was no violation in 2023

Topic	Code	Accounting Metric	Chapter/ Page	Comments
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that are 1 foreign nationals and 2 located offshore	3.1.3 Unleash the potential of diverse talents/P.67	Regarding the potential risks of foreign nationals and offshore employees, such as conflicts due to cultural sensitivities or threats to intellectual property, MediaTek already has corresponding measures of risk management in place. For more information, please refer to 4.5 Risk Management (Risks to human rights, Information security)
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Not applicable	Since MediaTek is a fabless semiconductor R&D company, there is no production processes.
Product Lifecycle Management	TC-SC-410a.2	Processor energy efficiency at a system-level for: 1 servers, 2 desktops, and 3 laptops	Not applicable	Since MediaTek is a fabless IC design company, no processor energy efficiency at a system-level for: 1.servers, 2.desktops, and 3.laptops
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	5.1.2 Key Material Risk Management/ P.132	
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti- competitive behavior regulations		There was no violation in 2023

Code	Activity Metric	Chapter/Page	Comments
TC-SC-000.A	Total production	Refer to Annual report	Refer to Annual Report 2023 P.76
TC-SC-000.B	Percentage of production from owned facilities	Not Applicable	Since MediaTek is a fabless semiconductor R&D company, there is no production from owned facilities. The Activity Metric is "0."

* Sustainability Accounting Standards Board, SASB

UN Global Compat

Category	Serial Number	in Principle	Current status of MediaTek	Chapter
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	✓	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 Diverse channels to enhance employees' engagement and two-way 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; and	✓	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;	✓	5 Environmental Management
	Principle 8	undertake initiatives to promote greater environmental responsibility; and	✓	5 Environmental Management
	Principle 9	encourage the development and diffusion of environmentally friendly technologies.	✓	2.3 Innovation Achievements 5 Environmental Management
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

MediaTek Inc. 2023 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 sustainability 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 MediaTek Inc. 2023 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 MediaTek Inc. 2023 ESG Report provides a fair view of the MediaTek sustainability programmes and performances during 2023. The sustainability 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 sustainability report assurers 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 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.
- 12 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



Statement No: SRA-TW-770571
2024-06-01

Taiwan Headquarters: 2nd Floor, No. 37, Ji-Hu Rd., Ni-Hu Dist., Taipei 114, Taiwan, R.O.C.
A Member of the BSI Group of Companies.

...making excellence a habit.™

