



2015
Corporate Social
Responsibility Report

MEDIATEK

everyday genius



A Word from The Chairman

To date, MediaTek has been established for 19 years and has grown from a small office to a global corporation with more than 10 thousand talented employees from all over the world. Investing over NT\$ 350 billion and recruiting over 6,000 global talents which makes MediaTek becoming the 3rd global IC design company. This achievement is also the pride of Taiwan. In addition to development in Taiwan, we expand our vision all over the world. We never cease to consider ways to give back to society and carry out our CSR practices. Making our homeland becomes even better because of our existence and that sustainability will be much more than just a slogan.

"Enhance & enrich everyone's life" is our mission. We based on this mission to develop our CSR implementation. In terms of innovation and technology, we strive to develop pioneering technology and become the industry leader in semiconductors. We established Innovative Research Centers with domestic universities and the research achievement are as well as the world-class laboratory; in terms of corporate governance, we strive for information transparency and accountability. Beside, providing a great professional environment can unify our employees more closely. In the process of growing up, we jointly collaborated with customer and supplier to establish the long-term, mutually trusting partnership. In terms of natural environment, we proactively reduce carbon emissions in our operations and become a top-notch green business. Last but not least, we also strive to call on our employees to serve as corporate volunteers to promote technology and community welfare.

Looking forward on global sustainability trends, the UN's 70th Sustainable Development Summit held in New York in 2015 established 17 Sustainable Development Goals (SDGs), which included eliminating poverty, hunger, and extreme weather conditions; supporting equal gender rights and quality education; and more. Whether these 17 SDGs could be achieved in the next 15 years would have crucial impacts on the sustainable development of the world. As a citizen of the world and a leader in the semiconductor industry, we should teach by practice and lead our supply chain to reach the sustainability objectives. By integrating our core business to exert the greatest social impact, we can enhance and enrich the lives of the public through technology and create endless possibilities.

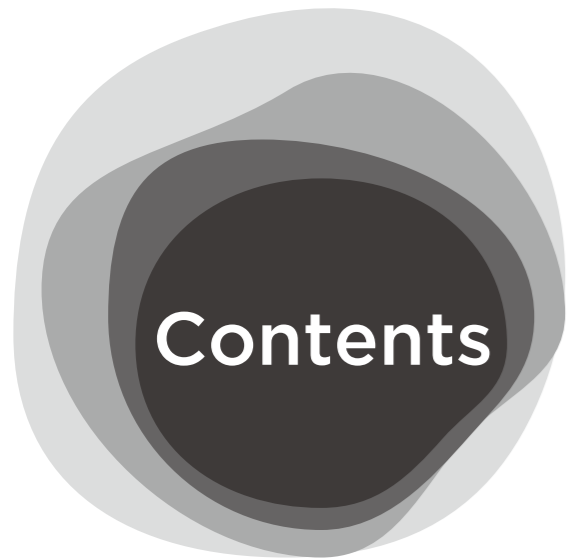
Chairman 



The Concept of Cover Design

The calligraphy represented of Chinese words "Create, endless, possibilities", and combined with brush paintings of mountain and river to create this calligraphy art. The cover focused on the Chinese words "endless" and the last stroke was extended which indicated the future development of MediaTek CSR has endless possibilities.

— Calligrapher **Hsu Yung-Chin**



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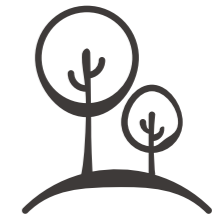
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About This Report

Thank you for reading the 2015 Corporate Social Responsibility Report (CSR Report) of MediaTek Inc. (hereafter referred to as "MediaTek" or "the Company"). This Report transparently and comprehensively discloses the results of MediaTek's efforts toward economic, societal, and environmental achievements so that stakeholders can clearly understand the ways in which MediaTek has implemented corporate social responsibility in practice. At the same time, we have also listened to stakeholders' aspirations and needs and responded accordingly in this Report. We shall maintain a humble, down-to-earth attitude to continue to improve and strive to surpass the stakeholders' hopes in areas where we may have been insufficient.

Reporting Framework

This Report was compiled in accordance with Global Reporting Initiative's G4 Sustainability Reporting Guidelines with core option. Through the use of an internationally recognized reporting framework, this CSR Report comprehensively discloses economic, environmental, and social concerns pertaining to our stakeholders, thereby demonstrating MediaTek's performance and determination in implementing sustainable development.

Reporting Scope

The period of information disclosure is from Jan. 1, 2015 to Dec. 31, 2015. Previous report was published in July, 2015. In the future, we will routinely release reports on our website on an annual basis as a continued effort toward realizing our important mission of sustainable development of our company. The scope of information disclosure is primarily focused on the operational headquarters in the Hsinchu Science Park in Taiwan, and parts of the information also cover MediaTek's overseas branches. If other areas are concerned, they will be noted and mentioned in the Report. In the future, we will gradually adopt significant information from affiliated companies and subsidiaries, demonstrating MediaTek's sustainable influence over our value chain.

Reporting Principles

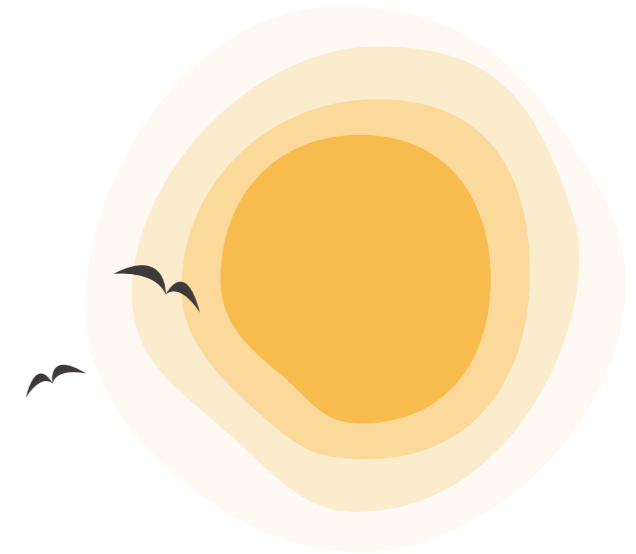
MediaTek collects data on economic, environmental, and social issues that have attracted global attention and conducts material analysis to determine issues with which stakeholders are concerned, ensuring that the CSR report provides insight into key information. We follow the Principles for Defining Report Content and Quality from GRI G4 Sustainability Reporting Guidelines and have compiled this report in accordance with the AA 1000 AccountAbility Principle Standard (APS) for materiality, inclusivity and responsiveness.

Reporting Management

Relevant data presented in this CSR Report are provided by various responsible departments of MediaTek, subsequently verified by department supervisors for their accuracy and integrity, and then compiled into a report by CSR committee members. The financial report information is publicly available information certified by Ernst & Young. The unit of measurement is NTD (New Taiwan Dollars). The basis and unit of measurement for calculating environment-related data are public government information, and social data comes from the MediaTek Foundation. If there are any special meanings to other quantified data, an explanation will be provided via footnote.

Third-Party Assurance

This Report has been verified by SGS Taiwan, an independent and credible third-party assurance company, according to the Type 1 medium assurance standard of AA1000 AS (2008) and GRI G4 Core. We have adequately communicated the evaluation results upon the completion of the assurance process. Please see the Independent Assurance Report in the attachment for details.



Contact Information

To facilitate communication with our stakeholders, we welcome you to contact us and provide us with your valuable suggestions:

MediaTek Inc.

Corporate Social Responsibility Committee

Address: No. 1, Duxing 1st Rd., Hsinchu Science Park, Hsinchu City, Taiwan

Tel: 886-3-5670766

E-mail: csr@mediatek.com

Global Locations

Taiwan	MediaTek Inc. (Headquarters) MediaTek Inc. (Jhubei office) MediaTek Inc. (Taipei office)	Dubai	MediaTek Wireless FZ-LLC (Dubai)
China	MediaTek (Beijing) Inc. MediaTek (Shanghai) Inc. MediaTek (Hefei) Inc. MediaTek (Shenzhen) Inc. MediaTek (Chengdu) Inc. MediaTek (Wuhan) Inc.	United Kingdom	MTK Wireless Limited (Cambourne) MTK Wireless Limited (Kent)
Japan	MediaTek Japan Inc. (Tokyo)	Denmark	MediaTek Denmark ApS (Denmark)
Korea	MediaTek Korea Inc. (Seongnam)	United States	MediaTek USA Inc. (San Jose) MediaTek USA Inc. (Austin) MediaTek USA Inc. (Irvine) MediaTek USA Inc. (Woburn) MediaTek USA Inc. (San Diego) MediaTek USA Inc. (Seattle)
Singapore	MediaTek Singapore Pte. Ltd.	Sweden	MediaTek Sweden AB (Linköping) MediaTek Sweden AB (Stockholm)
India	MediaTek Bangalore Private Limited MediaTek India Technology Pvt. Ltd (India)	Finland	MediaTek Wireless Finland Oy or Ou

Sustainable Development Vision

A Word from The Head of CSR Committee

MediaTek is a leader in the global IC design industry and boasts of excellent partners throughout the world. From Blu-Ray, functional cell phones and home appliances to 3G and 4G technologies, we continue to improve and enhance our society through innovative skills and technology, and this is the "Everyday Genius" of creating endless possibilities that we constantly discuss within the firm. However, technological innovation in itself is far from sufficient; corporate social responsibility (CSR) is a multifaceted, integral form, and we aspire to exert even greater synergies and value so that the world could become a better place because of us. This is the underlying value in MediaTek's CSR practices.

Concurrently, CSR is also the Company's operational mission, which we refer to as "realizing our responsibility as corporate citizens." We can self-evaluate our connectivity to incorporate strategies through CSR and examine whether we have truly realized our responsibility as corporate citizens. Hence, MediaTek's CSR Committee has re-examined the mid- and long-term objectives of CSR's 6 initiatives and designated 6 committee members and 16 members according to their areas of responsibility. We commenced each feasible proposal to establish performance targets and periodically held committee meetings in each quarter to ensure that our direction and progress meet the expectations of the Board of Directors and the public.

Innovation

In 2015, MediaTek won several international awards and honors. First of all, we are the only Taiwanese firm to be selected for the Thomson Reuters "Global Top 100 Innovative Institutions" for two consecutive years. Moreover, we also wrote 5 technical papers that were chosen by the "IEEE International Solid-State Circuits Conference," ranking first throughout Taiwan. Additionally, our Chairman, Mr. Ming-Kai Tsai, and the Company have received the "Dr. Morris Chang Exemplary Leadership Award" and "Asia-

Pacific Exemplary Semiconductor Company" from the Global Semiconductor Alliance (GSA). These accolades are all recognitions of our diligence in the semiconductor industry and proof of our efforts toward our belief in "technological leadership." In the future, we will continue to exert our core value of innovation and develop the next generation of pioneering technology, thus fortifying MediaTek's position as an industry leader.

Corporate Governance

MediaTek is the third-largest fabless semiconductor IC design company in the world; out of every 3 cell phones in the whole world, one contains a product of MediaTek. Our market share in tablet computers has also grown from third place to first place. In the future, in addition to continuing to launch product technologies related to smartphones to create new added value, we will also strive to develop technologies in the fields of 5G, the Internet of Things (IoT) and automobile IC designs to achieve a new ecological system for this industry. Moreover, MediaTek elected a third Independent Director in 2015, and the three Independent Directors have formed an Audit Committee in the hopes that their independent and professional nature will effectively supervise the operations of the Company and protect the rights of our shareholders. At the same time, the "Integral Management Code", "Corporate Governance Code of Conduct" and "CSR Code of Conduct" were also passed and implemented during the 7th Board of Directors' meeting, strengthening an important cornerstone towards our sustainable development. In the 2nd Corporate Governance Evaluation, MediaTek was assessed to be within the 20th percentile, and we will continue to review our evaluation results and the feasibility of improvement measures in the future.

Workforce Environment

The key success factor for MediaTek to become a technological leader in the semiconductor industry is recruiting the best talent from all over the world. We recruited more than 2,300 new employees to join MediaTek in 2015. In addition to offering highly competitive salaries and benefits, 19 days of annual leave (higher than the legal requirement) our comprehensive work environment and training mechanism are also features that help us attract talent. As our global staff continues to expand, to effectively assist new recruits in adapting to their teams and be familiarized with their work environment, the "Learning Website", an online learning platform, was established in 2015. The website offers well-rounded and diverse online learning courses and has already accumulated more than 20 thousand hits after being launched for only one season. At the same time, the "New Recruit Caring System" has also incorporated a questionnaire feedback mechanism, in which colleagues who may need assistance can be identified and face-to-face meetings could be held as soon as possible. We already assisted 159 new recruits in 2015, accomplishing a 100% interview rate. To retain talented workers, in addition to offering appropriate compensations and benefits, we believe that the most important factor is to encourage our workers to have adequate physical and mental well-being as well as a balanced work and life.

Partnership

Our robust partnerships are based on a long-term culture of understanding between MediaTek and our customers and suppliers. We are customer-driven and devoted to developing technological products that meet clients' expectations. To make it even easier for customers to conduct business with us, MediaTek On-Line allows customers to undertake functions such as online Q&A, file transfer, and vendor referrals. In 2015, the platform has already accumulated more than 3 million files of information, showing intense levels of interaction between clients and MediaTek. Furthermore, to strengthen MediaTek's partnership with suppliers, we established a "CSR Code of Conduct for Suppliers" in 2015 to stress the importance of CSR to our suppliers. In 2016, we will promote relevant information through the Supplier's Meeting and online courses, and we anticipate achieve 80% of supplier audit by 2018. This will help us exert our influence as an industry leader and facilitate our suppliers to enhance their sustainable competitiveness.

Natural Environment

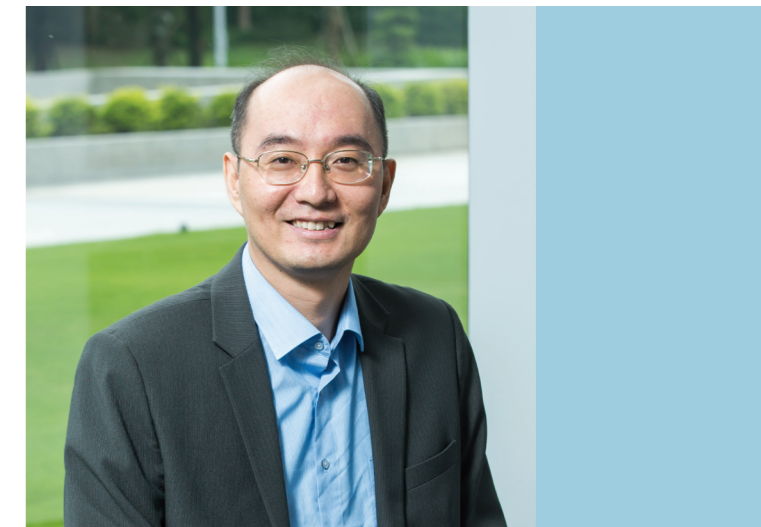
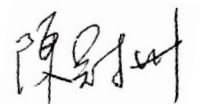
Climate change has gained increasing awareness from the global community in recent years, especially after the Climate Summit COP21 was held by the UN in 2015. Faced with a global community pushing for environmental protection, it is natural that MediaTek will not avoid the matter, and the Company has proactively responded to the call for environmental conservation from the international forum. Not only have we joined the EICC-ON platform and responded to the Carbon Disclosure Project (CDP), we have also undertaken a series of measures to lower carbon emissions in our internal operational management. In 2015, we already verified 26 of our primary IC products to understand their levels of environmental impacts and influences throughout the products' lifecycle, and subsequently, we will also introduce water footprint verifications. In terms of greenhouse gas verifications, we have effectively lowered close to 4,000 tons of CO₂e through various conservation measures and up to NTD 20 million in energy expenses. Moreover, the energy utilization efficiency of our newest energy conservation datacenter shows a PUE of 1.41, demonstrating the fact that we have already achieved Gold Level in green building standards. In the future, we will continue to enhance the efficiency of energy conservation and reduce carbon emissions of our products and to become an outstanding global green corporation.

Social Welfare

MediaTek believes that the key to assisting Taiwan to achieve better international competitiveness is to make scientific education more accessible and to teach in greater depth. The Accessible Science Plan establishes appropriate proposals to promote and facilitate schools at 3 levels: elementary school, middle/high school, and college and graduate schools. To date, we have benefited more than 9,000 teachers and students. In the Telecommunications Contest—IoT/Wearable Innovations Competition held in 2015, students also incorporated innovative ideas with MediaTek's product technologies to create 151 works related to IoT. In the next three years, MediaTek will establish AaPaTo Honor Society chapters in 12 high schools throughout the country to carry out applications in the field of technology through activities such as practical science and technology teaching, scientific seminars, and high school camps. Furthermore, after we officially commenced Volunteer Holidays towards year-end in 2015, the numbers of Volunteer Club members also experienced significant increases. Our colleagues are more willing to partake in charity and welfare activities, and the 1,800 wishes we received as part of "Spreading Love to Aboriginal Counties" were sponsored within 2 days, demonstrating MediaTek staff's passion towards social participation.

Since publishing our first CSR Report last year, MediaTek has received countless valuable suggestions and feedback from various stakeholders, allowing us to better understand the parts that we can continue to improve in terms of CSR. We will maintain an all-encompassing outlook as we continue to improve, so that MediaTek can become a sustainable corporation that meets the expectations of all stakeholders. In the future, we will continue to devote our human resources toward the field of CSR; not only will our colleagues feel a sense of pride and accomplishment for being a part of this entity, but we also hope that we can pass on these experiences of realizing corporate social responsibility to the individuals and companies who need them. Together, we can collaborate to make this land that has nurtured our growth a much better place.

Executive Vice President
& Co-COO



Sustainable Development Goals and Performance



Short-term Objectives	Mid / Long-term Objectives	2015 Performance
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Innovation

- | | | |
|---|---|--|
| <ul style="list-style-type: none"> Continue technology innovation, based on research and developing new technology to release next generation product. | <ul style="list-style-type: none"> To concentrate on new technology development, apply for patent to protect R&D result and build core competitiveness. To actively participate in organizations regulating international standards and submit proposal for standard. | <ul style="list-style-type: none"> Thomson Reuters Global 100 Innovative Corporation Consecutively received 4 years GSA Asia-Pacific Exemplary Semiconductor Corporation Received No. 9 International Brand in Taiwan |
|---|---|--|

Corporate Governance

- | | | |
|---|---|---|
| <ul style="list-style-type: none"> To actively participate in corporate governance Assessment to strengthen information disclosure and protect right of investors. | <ul style="list-style-type: none"> Protect shareholders' rights, strengthen the functionality of the Board of Directors and the audit committee, strengthen risk management, exercise operational control over financials, respect the rights of stakeholders, and enhance information transparency. To actively participate in international governance certification. | <ul style="list-style-type: none"> Ranked No. 3 in terms of revenue as a global fabless semiconductor firm A-level rank in Corporate Information Disclosure Assessment Established Audit Committee |
|---|---|---|

Workforce Environment

- | | | |
|---|---|---|
| <ul style="list-style-type: none"> Establish recruitment policy and procedure platform that meet the needs of multinational practices. Design and strengthen non-monetary compensation and ensure competitiveness in overall compensations. Establish an alert mechanism for the physical and psychological wellbeing of employees, providing work environment friendly to both genders and the disable. | <ul style="list-style-type: none"> Collaborate and integrate industry and academic resources to construct and strengthen relations with major universities throughout the world. Receive healthy workplace certification from the government or a credible institution. | <ul style="list-style-type: none"> Recruited over 1,300 on-campus scouts Achieved 100% attendance rate in health checkup Devoted NTD 47 million toward educational training expenses |
|---|---|---|

Partnership

- | | | |
|--|--|---|
| <ul style="list-style-type: none"> Promote CSR to suppliers and carry out training program, emphasizing MediaTek's requirement on CSR for supply chain. Enhance customer satisfaction survey to understand customers' need and achieve it. | <ul style="list-style-type: none"> Establish mutually trusting and stable partnership with suppliers to achieve mutual growth and a sustainable business model. Build up an exclusive service team for each client, providing a comprehensive solution covering product, quality, delivery and technical service. To become the most important partner of clients is our goal. | <ul style="list-style-type: none"> 75% Customer Satisfaction Rate MediaTek On-Line hosts over 3 million files of information Maintain 100% of Conflict-free minerals |
|--|--|---|

Natural Environment

- | | | |
|--|--|---|
| <ul style="list-style-type: none"> Continue to verify the carbon footprinting of 10 IC products in 2016. Strengthen implementation levels of suppliers' management over hazardous substance. Enhance energy efficiency and utilization of renewable energy. | <ul style="list-style-type: none"> All product lines should undergo carbon and water footprint verification. Accomplish 100% supplier CSR audit. Effectively reduce emissions of greenhouse gases. Respond to global proposition of sustainable development and relevant questionnaires. | <ul style="list-style-type: none"> Energy saving datacenter in accordance with green building certification standards — Gold Level New generation of mobile device — Tri-Cluster — is capable of saving up to 30% energy consumption Verified carbon footprint of twenty-six IC products |
|--|--|---|

Social Welfare

- | | | |
|---|---|---|
| <ul style="list-style-type: none"> Planning to establish AaPaTo Honor Society in 2016. | <ul style="list-style-type: none"> Sponsor the promotion of technological knowledge in schools and the development of students' technology education, promote academic information exchange, support technological development, pay attention to social movements, and enhance the quality of public life. To cooperate with oversea branch for volunteer work project. | <ul style="list-style-type: none"> Devoted NTD 188 million toward social welfare expense Scientific education accessibility program influenced more than 9,000 elementary school teachers and students Spent NTD 160 million on industry-academic collaborations |
|---|---|---|

Sustainable Development Strategy

MediaTek follows its six core values: Integrity, Customer Focus, Innovation, Conviction Inspired by Deep Thinking, Inclusiveness, and Constant Renewal. As the foundation of sustainable development, these core values are the collective DNA of all of MediaTek employees, as well as a source of pride for MediaTek's corporate culture. Therefore, we infused our core values in the context of sustainable development, formulated development strategies for Innovation, Corporate Governance, Workforce Environment, Partnership, Natural Environment, and Social Welfare. Furthermore, we have continued to advance our innovation practices and implementation performance in relevant dimensions to become the industry benchmark of sustainability.

- Promote a culture of innovation and encourage comprehensive creative inventions
- Focus on the latest evolutionary progress in technological developments
- Submit patent application to protect our R&D technologies
- Develop next-generation technologies in pursuit of becoming an industry leader

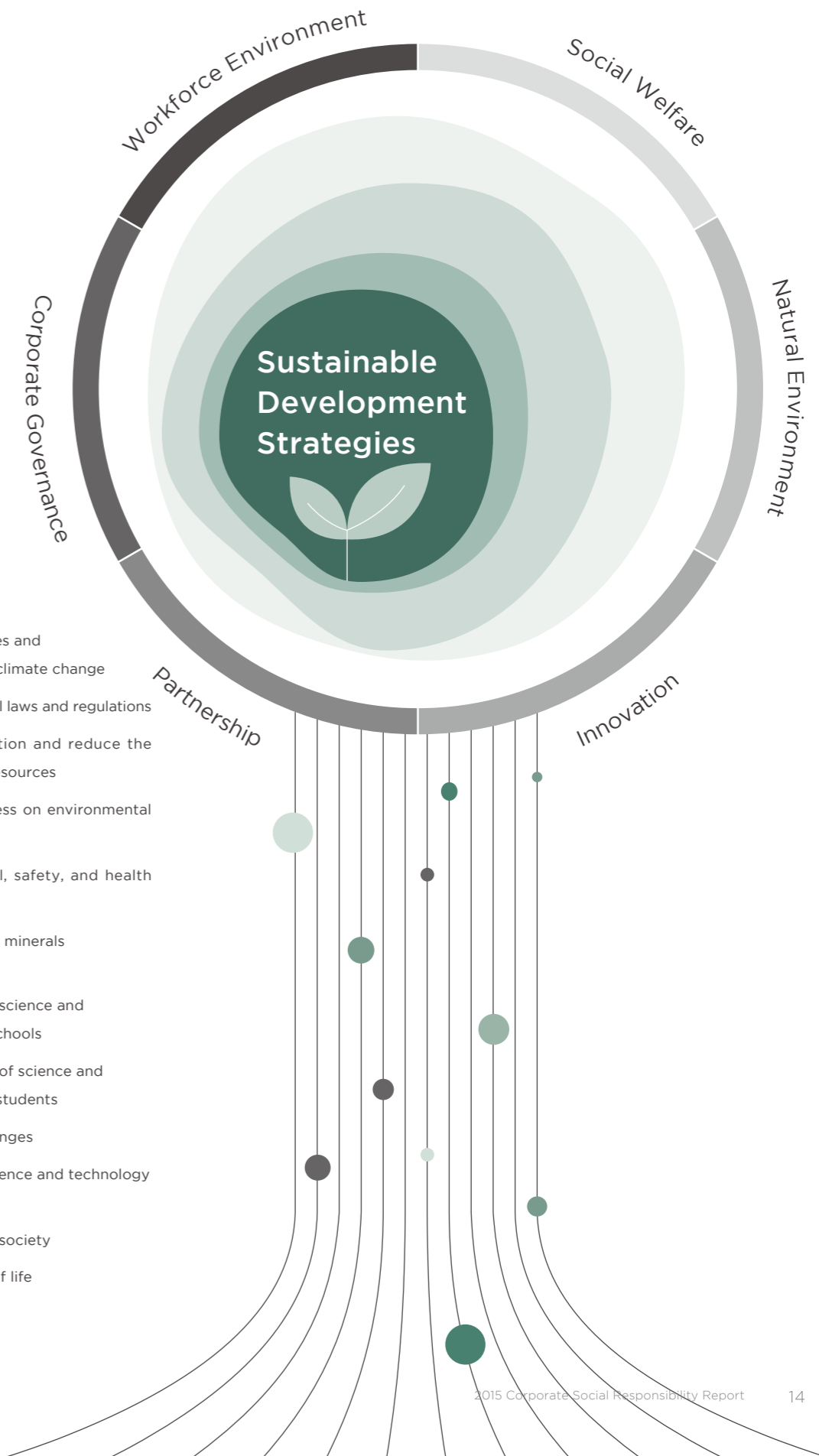
- Attract outstanding talents around the world
- Care for employee physical and mental health
- Create a challenging and learning-oriented work environment
- Enhance the loyalty and identification of employees and their families toward the company

- Protect the rights and interests of Shareholders
- Strengthen the roles and powers of the Board of Directors
- Ensure functions of supervisors are fully exercised.
- Strengthen risk management
- Control financial operations
- Respect the rights and interests of stakeholders
- Increase the transparency of information disclosure

- Focus on customers and become their best partners
- Maximize influence of industry leaders and assist suppliers in improving their competitiveness in sustainability

- Actively seize opportunities and challenges resulting from climate change
- Comply with environmental laws and regulations
- Implement green innovation and reduce the depletion of energy and resources
- Raise employees' awareness on environmental protection
- Implement environmental, safety, and health management systems
- Prohibit the use of conflict minerals

- Support the promotion of science and technology education in schools
- Support the development of science and technology education for students
- Advocate academic exchanges
- Promote the growth of science and technology domains
- Focus on the dynamics of society
- Improve people's quality of life



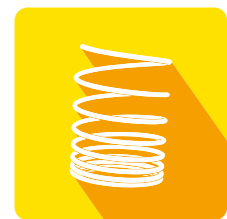
Our Core Values



Integrity



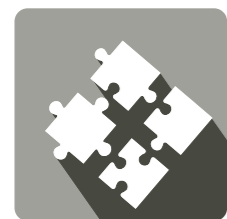
Customer Focus



Innovation



Conviction Inspired by Deep Thinking



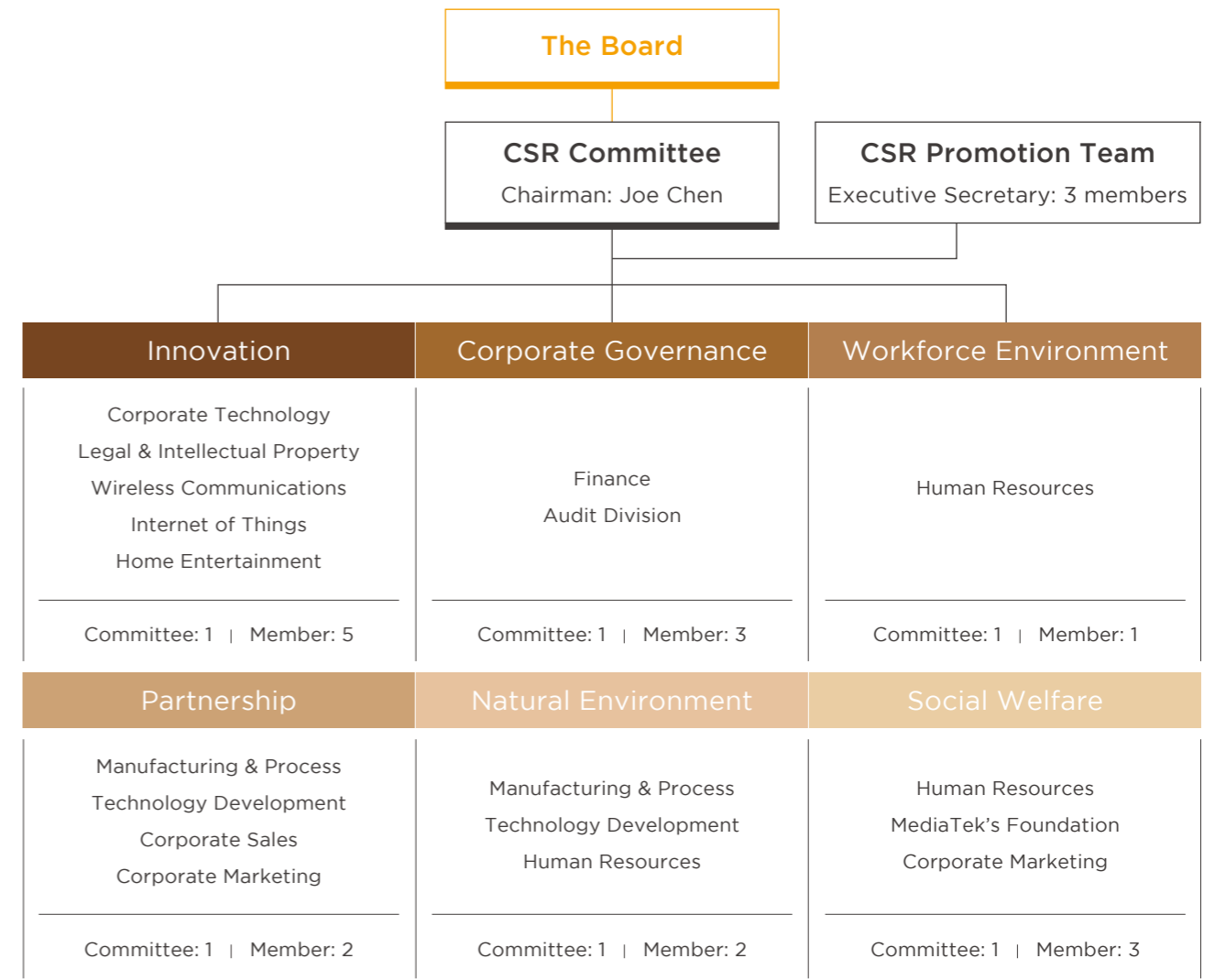
Inclusiveness



Constant Renewal

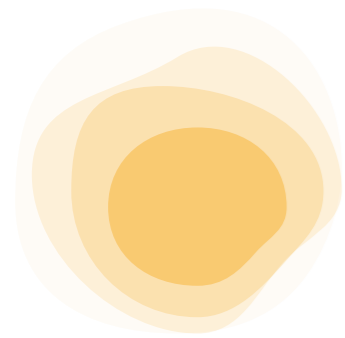
CSR Committee

The "Corporate Sustainable Development Team" established by MediaTek in 2014 was renamed the CSR Committee in 2015. The Committee is chaired by Executive Vice President & Co-COO Joe Chen, and the Company's Chairman & CEO Ming-Kai Tsai oversees its operations as the highest-ranking officer responsible. The Committee's most important guidance policy is sustainable development, and it leads each responsible department to plan and implement project proposals targeted at different perspectives. This includes tasks and missions such as establishing the primary target and direction of the Company's sustainable development in a given year, communications and negotiations between the Company's senior officers and each department, allocation of internal resources, control of project progress, and application for verifications, audits, and awards. The Committee hosts discussions and meetings periodically each year, in which the execution plan of the 6 development strategies for the given year are reported and the previous year's implementation results are reviewed, to realize continuous improvement and achieve the highest policy of sustainable business development. To continuously pursue sustainable business development and understand the overall economic, societal, and environmental trends and movements in both domestic and overseas markets, in addition to arranging core personnel to undertake internal and external CSR educational training, the Chairman, Mr. Ming-Kai Tsai, and Independent Director Chung-Yu Wu have also studied "Strengthening the Blueprints of Corporate Governance, CSR and Comprehensive Information Disclosure" and "Practices of How a Business Could Perform CSR and Report-Writing Well," respectively, to continuously enhance MediaTek's sustainability.




Stakeholder Engagement

To achieve sustainable development, firms must communicate with their stakeholders to determine issues that they are concerned about. Subsequently, these issues should be transparently and comprehensively disclosed in CSR reports to address stakeholders' concerns. During the stakeholder engagement process, we also identified deficiencies requiring improvement, which we believe is a process for continual advancements and growth. Through stakeholder engagement, MediaTek cooperates with our stakeholders to advance toward a future filled with endless possibilities.



Communication with Stakeholders

Stakeholders are individuals or groups that have interest or concern with the performance of MediaTek. When identifying our stakeholder groups, our CSR Committee conducts brainstorming, producing a list of 10 stakeholders relevant to MediaTek. A questionnaire survey of five executive managements is then conducted, focusing on the five major principles of the AA 1000 Stakeholder Engagement Standard (SES): Dependency, responsibility, influence, diverse perspective, and tension, to measure the association and level of influence between each stakeholder and MediaTek, subsequently identifying the following six primary stakeholder groups: customers, government, employees, shareholders and investors, suppliers, and general public / media.

		Communication Channel and Frequency
Customers 	<p>Customers are MediaTek's best strategic partners. We uphold the spirit of customer orientation, developing various types of products and services in an effort to aid our customers in attaining success.</p>	<p>Telephone and emails (daily)</p> <p>Customer satisfaction survey (annual)</p> <p>MediaTek On-Line platform (anytime)</p> <p>Customer complaint handling channel (anytime)</p>
Government 	<p>The government is the crucial bridge for supporting MediaTek's entry into a new market and stabilizing relationships with local corporations. In addition, immediately responding to government-proposed laws and regulations is our fundamental business ethics.</p>	<p>Market Observation Post System (anytime)</p> <p>Regulatory meetings (ad hoc)</p> <p>Public hearing (ad hoc)</p>
Employee 	<p>Employees are the most significant assets of MediaTek. The innovation contributions and efforts in IC designs by our talented employees around the world rendered MediaTek a leading global technological organization.</p>	<p>Employee-employer meeting (quarterly)</p> <p>Communications meeting for various levels (monthly/quarterly)</p> <p>Employee seminars (half-yearly)</p> <p>Employee opinion survey (every two years)</p> <p>Communication platform (anytime)</p> <p>Global Communication Platform (anytime)</p> <p>Employee grievance box (anytime)</p> <p>Company opinion box (anytime)</p>
Shareholders/ Investors 	<p>Shareholders and investors are the driver supporting MediaTek. Their monetary investments and involvement in corporate government enabled MediaTek to advance further toward sustainable development.</p>	<p>Annual shareholders' meeting (annual)</p> <p>Quarterly investor seminars (quarterly)</p>
Suppliers 	<p>Suppliers are MediaTek's best partner in providing outstanding products and services. By establishing a trust-based cooperative relationship with them, MediaTek and suppliers could assist each other when encountering difficulties, and thereby sustain, and prosper together.</p>	<p>Supplier conference (ad hoc)</p> <p>Supplier inspection (ad hoc)</p> <p>Grievance mailbox (anytime)</p>
General public/ Media 	<p>The general public is MediaTek's companion in creating a perfect life. Identify those in need so that MediaTek can collaborate with local communities, media and non-profit organizations to jointly assume their responsibility as corporate citizens.</p>	<p>Charity event participation (ad hoc)</p> <p>Press conference (ad hoc)</p> <p>Campus speeches (ad hoc)</p> <p>Seminars (ad hoc)</p>

MediaTek's Major Topics to Be Discussed with Stakeholders

Stakeholders	Major Topics to be Discussed	2015 Performance	Management Procedures
Customers	<ul style="list-style-type: none"> Technology development and innovative culture Market presence / brand value 	<ul style="list-style-type: none"> Received accolade among Thomson Reuters Global Top 100 Innovative Corporations Received Top 10 International Brand in Taiwan Devoted NTD 49.5 billion budget to develop innovative technology, a historical high Proactively laid out IP strategies, received 7,990 patents so far 	<ul style="list-style-type: none"> Refer to "Innovative Culture" Refer to "Brand Proposition"
Government	<ul style="list-style-type: none"> Compliance with local legislation Compliance with related product and service regulations 	<ul style="list-style-type: none"> No record of breaches of legal regulations or disciplinary records in 2015 	<ul style="list-style-type: none"> Refer to "Ethical Corporate Practice"
Employee	<ul style="list-style-type: none"> Talent recruitment and retention Career development and training 	<ul style="list-style-type: none"> Recruiting new talent from all over the world; a total of 2,385 new recruits joined MediaTek Global total turnover rate is 7.6%, lower than industry standards Established online learning platform, receiving more than 20 thousand hits in one year 	<ul style="list-style-type: none"> Refer to "Global Talent" Refer to "Career Development"
Shareholders and Investors	<ul style="list-style-type: none"> Sustainable development strategy Corporate governance and economic performance 	<ul style="list-style-type: none"> Chairman Ming-Kai Tsai received Dr. Morris Chang Exemplary Leadership Award Received GSA Asia-Pacific Exemplary Semiconductor Company Award for the 4th consecutive year 	<ul style="list-style-type: none"> Refer to "Sustainable Development Strategy" Refer to "Business Model" Refer to "The Board of Directors"
Suppliers	<ul style="list-style-type: none"> Supply chain sustainable management Conflict minerals management 	<ul style="list-style-type: none"> Established Supplier Code of Conduct in reference to EICC Over 90% of suppliers have received ISO 9001 Quality Management and ISO 14001 Environmental Management certification Suppliers' Meeting attended by more than 100 supplier representatives Maintain 100% of Conflict-free minerals 	<ul style="list-style-type: none"> Refer to "Supply Chain Partners" Refer to "Conflict Minerals"
General Public / Media	<ul style="list-style-type: none"> Science universal education Social welfare event 	<ul style="list-style-type: none"> Investment in social welfare reached NTD 188 million Scientific education accessibility program influenced more than 9,000 teachers and students Improved the medical gap for 1.3 million Indian farmers using cloud-based technology 	<ul style="list-style-type: none"> Refer to "Universal Education in Science and Technology" Refer to "Participation in Charity Events"

Process of Materiality Analysis

1 Collection of Sustainability Issues

We collected sustainability-related issues by referencing the GRI sustainability reporting guidelines, ISO 26000 Social Responsibility Guidelines, Organization of Economic Cooperation and Development (OECD), United Nations Global Compact, Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies, issues related to the semiconductor industry, and internal document of MediaTek. According to last year analyzed results and compiled experience, CSR committee members integrated similar issues to more focused on material issues.

2 Understanding Issue of Concern

Online questionnaire survey of five MediaTek executives and 107 stakeholders and representatives was conducted to collate potential issues. The distributed questionnaire focused on the dimensions of economy, environment, labor workers, human rights, society, and product responsibility. The levels of influence and concerns for each relevant issue were then ranked.

3 Identified Material Aspects

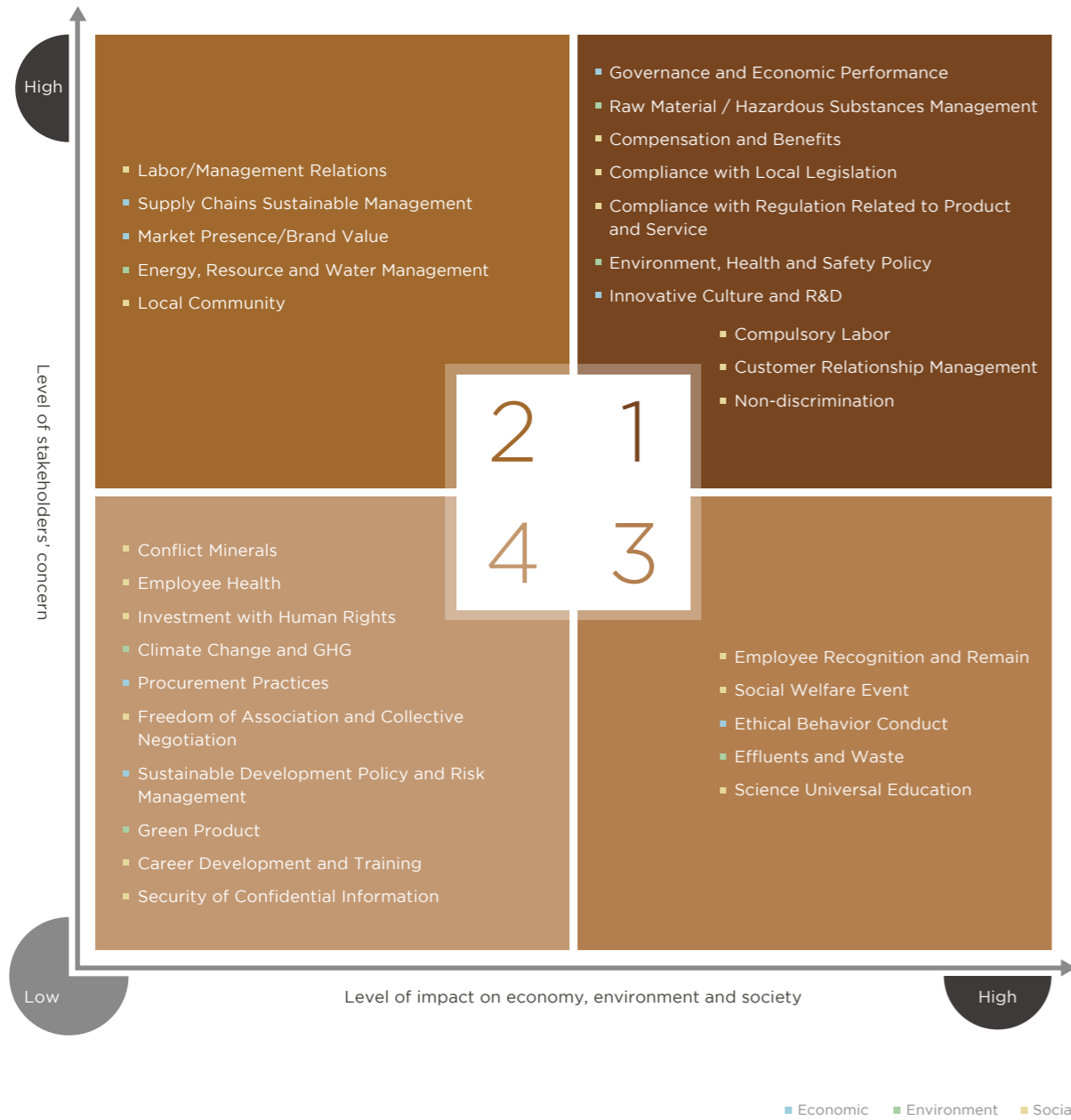
Following a cross analysis of the collected questionnaires of executives and stakeholders, 10 issues of concern were compared to the GRI aspects and management approach, considering data scope, boundary and time to collect data. The compilation of these issues ensured that the sustainability performance can be disclosed transparently, equally, and comprehensively in the report.

4 Review and Discussion

After the report was published, we reviewed the materiality of the material aspects that were disclosed in the previous report when preparing for the report of the subsequent year. In addition, stakeholder feedback was also considered to ensure the rationality of the reported content and the spirit of maintaining balanced disclosure.



Materiality Analysis Matrix



Materiality Boundary and Scope

According to the materiality analysis, both MediaTek and its stakeholders were concerned about the following issues. Furthermore, data were collected by considering GRI aspects and using the Disclosure on Management Approach (DMA), thus providing a comprehensive description of how MediaTek should manage the economic, environmental, and social impacts relevant to the material aspects. Regarding the scope of data collection, we defined the boundary inside and outside the organization, thus ensuring the transparency and comprehensiveness of information disclosure. Besides, in order to disclose transparently and comprehensively, part of the issues were not material, but we still disclosed relevant information according to GRI indicators requirement.

Dimensions	Material Aspects	Internal		External		
		Taiwan Headquarters	Global Branch Companies	Customers	Suppliers	General Public
Governance and Economic Performance	Economic Performance	●	●			
	Market Presence	●	●			
	Indirect Economic Impacts	●	●			●
	Procurement Practices	●	●		●	
	Anti-corruption	●	●			
Innovative Culture and R&D	Disclosure Management Approach	●	●	●	●	
Raw Material / Hazardous Substance Management	Energy	●	●			
	Water	●	●			
	Emissions	●	●			
	Effluents and Waste	●	●			
	Products and Services	●	●		●	
Environment, Health and Safety Policy	Overall	●	●			
	Labor/Management Relations	●	●			
	Occupational Health and Safety	●	●	●	●	
	Diversity and Equal Opportunity	●	●			
	Freedom of Association and Collective Bargaining	●	●			
	Environmental Grievance Mechanisms	●	●			
	Labor Practices Grievance Mechanisms	●	●			
	Human Rights Grievance Mechanisms	●	●			
Grievance Mechanisms for Impacts on Society	●	●				
Compensation and Benefits	Employment	●	●			
	Training and Education	●	●			
Compulsory Labor	Forced or Compulsory Labor	●	●			
Non-discrimination	Non-discrimination	●	●		●	
Compliance with Local Legislation	Compliance	●	●			
Customer Relationship Management	Product and Service Labeling	●	●	●		
Compliance with Regulation Related to Product and Service	Compliance	●	●	●	●	
	Supplier Environmental Assessment	●	●		●	
	Supplier Assessment for Labor Practices	●	●		●	
	Supplier Assessment for Impacts on Society	●	●		●	

● Material ● Material and plan to be disclosed in the future ● Material and information is comprehensively disclosed

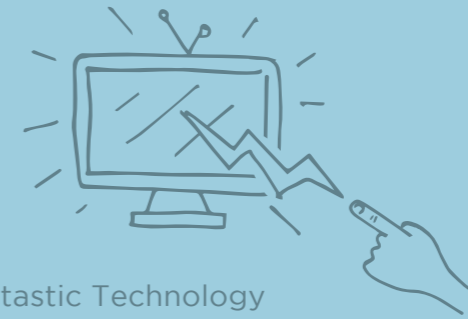
Material Issue Management Approach

Material Issue	Significance to MediaTek	2015 Performance	Disclosure on Management Approach	Related Chapter
Governance and Economic Performance	A robust governance structure is the core foundation of management, continuous economic growth is the driving force of business operation, and balancing the benefits of environment and society creates the largest value.	<ul style="list-style-type: none"> Ranked as the 3rd global IC design company in term of revenue Annual revenue reaches 213.3 billion NTD Establish Audit Committee 	MediaTek draws up company policy and organization structure in accord with Taiwan's related regulation for company. The board is the highest management level, board meeting is held annually and regularly to discuss and decide on company's operation policy and direction.	Business Model / Governance Structure
Innovative Culture and R&D	Keeping advancing technology for every possibility and proposing innovative solution are crucial for MedaTek's position as a leader in global semiconductor industry.	<ul style="list-style-type: none"> Thomson Reuters Global 100 Innovative Corporation 7,990 patents acquired Successful development of the high level smartphone chip - Helio 	MediaTek draws up complete patent application procedure to protect intellectual property. R&D Golden Award and Special Contribution Award are issued annually to mold atmosphere of innovation and strengthen R&D competitiveness.	Innovative Culture
Raw Material/ Hazardous Substance Management	To ensure products provided by MediaTek are environmentally friendly, comply with domestic and international standard and regulation, building a green value chain.	<ul style="list-style-type: none"> Audit 11 suppliers to establish harmful substance management system Comply with 14 environment regulations in Europe and Asia Maintain 100% conflict mineral free 	Draw up "W-137 MediaTek environment substance management standard", carry out internal audit annually, implement management audit work regularly and report to highest level management.	Green Innovation
Environment, Health and Safety Policy	To provide a safe and healthy work environment, allowing employees to concentrate on their work, exert talent and create value.	<ul style="list-style-type: none"> 3,154 people participated in emergency evacuation exercise 1,403 people participated in work environment detecting training No violation against occupation regulation in 2015 	The EHS policy was drawn up according to ISO 14001 and OHSAS 18001, and EHS management system is regularly audited. MediaTek publish the EHS policy on its internal website and educate employees of all level about it.	Environmental and Occupational Safety
Compensation and Benefits	To attract and retain talents, MediaTek provide them with compensation meeting their expectation and welfare fitting their needs, creating the cohesion among the employees.	<ul style="list-style-type: none"> The basic fixed wage for an engineer with M.A. degree is 280% higher than the government's established basic wages 19 days of annual leave higher than the legal requirement 85% of return rate after parental leave 	MediaTek evaluates the general wage level in the employment market and adjusts the wage of employees according to related principles. Welfare committee was formed in MediaTek with members from related departments in accord with the employee welfare committee organization code issued by Ministry of Labor.	Compensation and Benefits
Compulsory Labor	Because employees are the most important asset of company, MediaTek has to ensure employees' free will as labor and that compulsory labor doesn't happen, letting every employee exert potential.	<ul style="list-style-type: none"> 100% of employees have signed labor contract No compulsory labor incident in 2015 Long work hours employees caring program had been planned in 2015 	To comply with regulation and law, all employees have signed labor contract indicating the hiring relationship is based on agreement of both side. A clear statement prohibiting compulsory labor is included in the regulations of work, and the length of working hours is stipulated in accord with the Labor Law.	Global Talent
Non-discrimination	Innovation originates from talents from diverse backgrounds encouraging and learning with each other. MediaTek prohibits all kind of discrimination, inviting talents around the world to join the company.	<ul style="list-style-type: none"> No discrimination incident in 2015 The completion rate of work place sexual harassment was 94% 	According to the Labor Standards Act, no discrimination is permitted regarding hiring. If any discrimination happens, employee may appeal to the company through MTK_FAQ.	Global Talent
Compliance with Local Legislation	Since MediaTek has offices around the world, compliance with local regulations is a basic responsibility of the company. Besides, maintaining a good relationship with local stakeholders.	<ul style="list-style-type: none"> No fining or punishment due to violating local regulation in 2015 	Related policies was drawn up by Legal & Intellectual Property department and the execution and supervision is the responsibility of audit department. MediaTek will continue to follow the domestic and international policy and law that might affect the business and financial affair of the company.	Ethical Corporate Practice
Customer Relationship Management	Having customer succeed and establishing close cooperation are our ideas of business. Managing client relationship is a necessary practice.	<ul style="list-style-type: none"> Customer Satisfaction Rate was 75% MediaTek On-Line Platform has accumulated 3 million data files Training course on quality attended for 1,300 times 	Drawing up customer satisfaction management procedure, MediaTek serves customers with On-Line platform. Customer satisfaction survey project is carried out annually.	Customer Partnership
Compliance with Regulation Related to Product and Service	Around the world, one third of all cellphones includes MediaTek products, resulting in huge influence.	<ul style="list-style-type: none"> No fining or punishment due to violating regulation related to product and service in 2015 	Related policies was drawn up by Legal & Intellectual Property department and the execution and supervision is the responsibility of audit department. MediaTek will continue to follow the domestic and international policy and law that might affect the business and financial affair of the company.	Ethical Corporate Practice

Innovation



HandTie



Integrate Fantastic Technology with Home and Office

Everyone who works in technological sectors dreams of bringing Hollywood-style sci-fi technology into every home. Nowadays, all of these dreams have come true, and we will invariably benefit from these technologies: children's academic performance will improve dramatically, and adults' productivity will be better and more efficient; everything will become effortless. We will even be in better health.

How Does The Technology Work?

The HandTie wristband is equipped with a gesture motion-sensor; in other words, users can use intuitive gestures to control smart devices both at home and in their office. All they have to do is wave their hands, and applications can be opened; point a finger, and a video will begin to play, or slide a finger across to browse to the next page. This technology will be driven by MediaTek's Aster MT2502 chip.

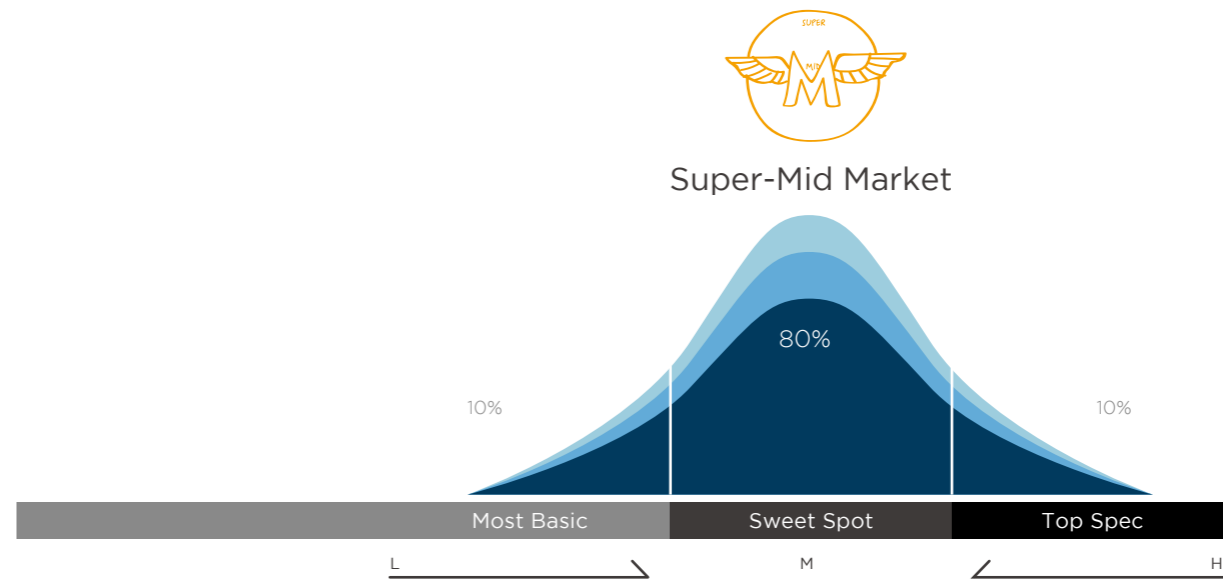


Respond to The UN's Goal of Sustainable Development: Goal 8 Employment and Economic Growth

Promote all-encompassing and sustainable economic growth, achieve comprehensive and productive employment so that everyone can have a decent job. This is accomplished through diversification, technological enhancement, and enhancing economic productivity through innovative measures, including focusing on industries that have high added value and are labor-intensive.

Innovation

Facilitating the enhancement and enrichment of everyone's lives through technological innovation has always been MediaTek's mission. To achieve this goal, we must strive to make the latest technology attainable from a perspective that is both close to the people and practical, and we must assist users in utilizing our technology to solve and improve their surroundings, thus making technology more accessible. This is the only means to enhance the overall society. Currently, we are in an era of comprehensive progress in technology and global collaboration in which everyone has endless possibilities to influence society through a series of integrated technological features. We utilize our innovative technological solutions and integration competency to popularize groundbreaking technology, inspiring potential in everyone and satisfying the diverse needs of everyday life, work, and recreation, so that the people living in this global village can form close-knit networks and exert the greatest amount of influence.



Super-Mid Market

An OECD report indicated that by 2030, the global middle-class population will approximate to 5 billion, of which over 3 billion people will be located in Asia. As the number of people with disposable income increases worldwide, economic focus will gradually shift from the western society to the eastern society. At the same time, technology is also contributing toward promoting human and social equality. On earth, each person is entitled to use the Internet on their mobile devices to communicate with others. In the future, increasingly more consumers could enjoy the opportunities and possibilities arising from science and technology, thus reshaping the market, altering the industrial structure, and expanding the economy, consequently creating an entirely new Super-Mid Market. Distinct from the conventional mid-market, super-mid market comprises a broader range of groups of people, with almost 80% of consumers categorized in this market segment. These consumers have a higher standard for product quality. Therefore, the super-mid market will become a new battle field for future commodities.

[Brand Proposition]

Inclusiveness

MediaTek hopes that the world can become more inclusive, where users around the world can gain the best technological experience at a reasonable price and communicate with each other through interconnected intelligence devices. Inclusiveness is the core spirit of MediaTek. We believe that everyone has the potential to create endless possibilities by using technology, thereby becoming an Everyday Genius. This is also why MediaTek has been committed to popularizing science and technology.

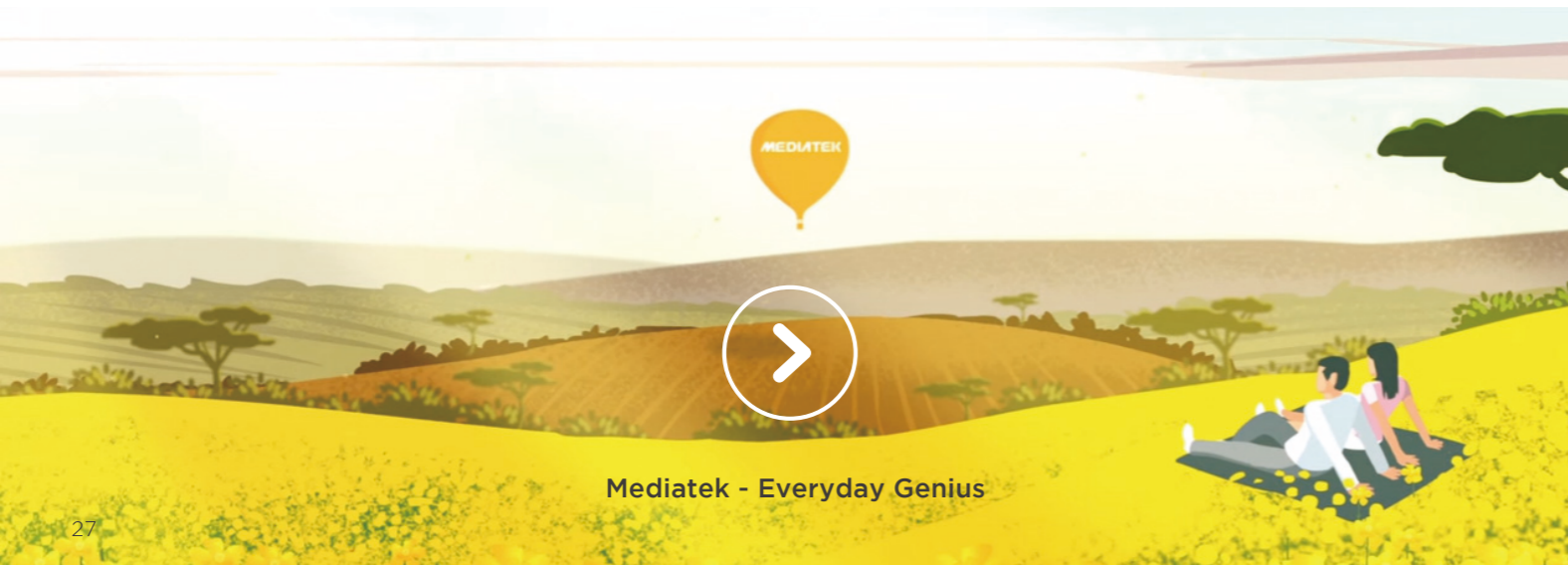
Genius World

This is our story, and it tells of our mission—a story of bringing pioneering technology to the world. At this time, we are witnessing the greatest market revolution in the world. We wish to fully utilize this opportunity to reinvent ourselves and launch high-end but accessible, attainable pioneering technology to the public, rather than being limited to a privileged minority.

In our ideal world, everything would be interconnected. Perhaps you would like to develop a new application that could improve the lives of countless people, invent a smart food product that could alert people of its best use-by date, making everyone's lives more convenient. Or perhaps you would like to design a smart shirt that could navigate, produce an auto-pilot vehicle that could be driven on any road condition, or change the ways we use electricity to benefit everyone.

Our vision is to create a world where everyone can realize their creative thinking, and we own the pioneering technology to make all of this come true. This is what we meant by "creating endless possibilities."

The world in our vision will be a place where revolutionary technology is not limited to a privileged minority. Everyone will be able to realize endless possibilities and enjoy the benefits brought forth by technology.



That's
Everyday
Genius



<https://www.youtube.com/watch?v=QzmKfoFA-kM>

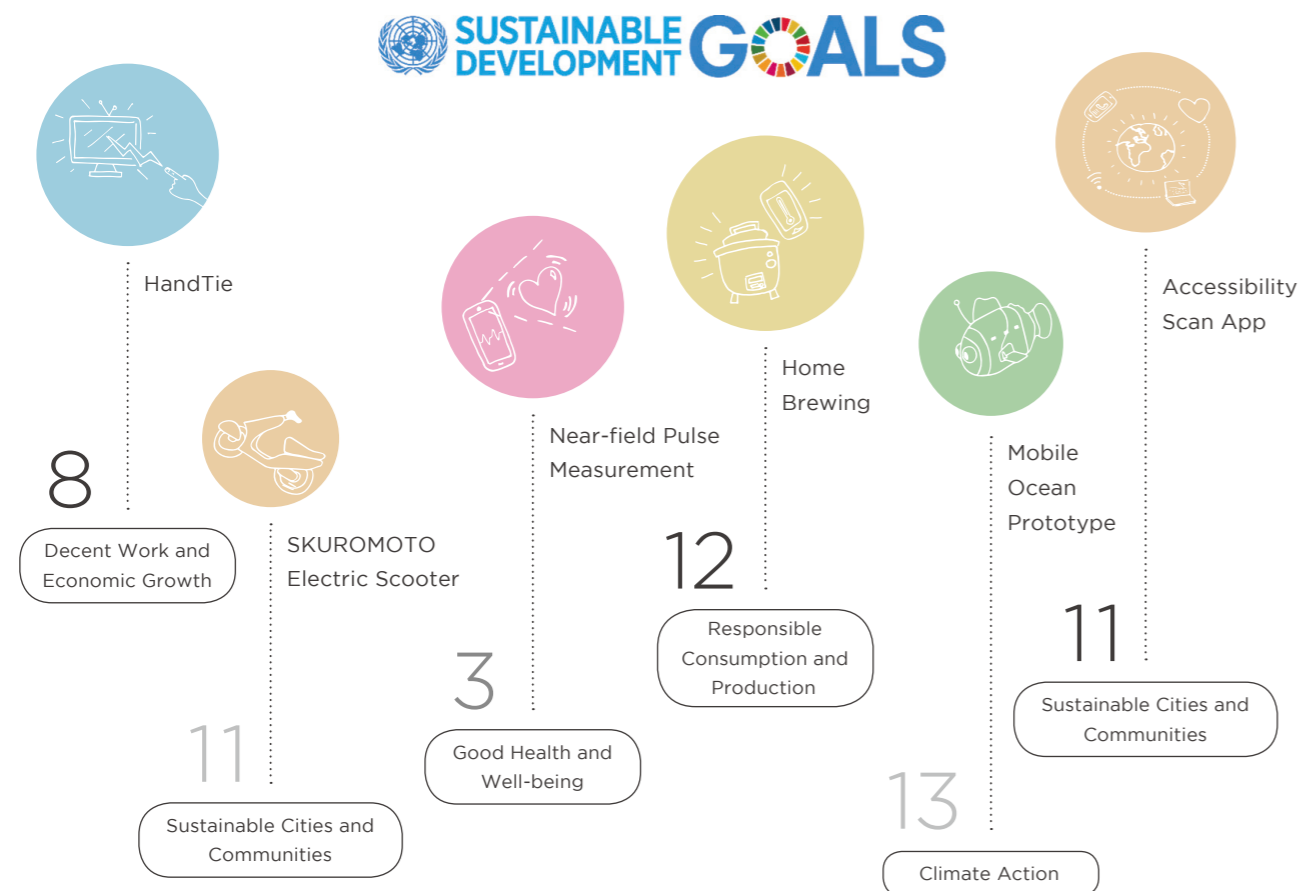
Want to know more about MediaTek's latest updates? Follow us on social media!



Everyday Genius

The UN Conference passed the "2030 Agenda for Sustainable Development" in September 2015, announcing 17 sustainable development goals that cover the three perspectives of sustainable development—economy, society, and environment—in the hope that people would take actions on crucial concerns to the human race and the Earth in the next 15 years. Goal 9, "Build resilient infrastructure, promote sustainable industrialization and foster innovation," promotes providing everyone with affordable internet connection, which completely corresponds with MediaTek's brand vision, and we aspire to help people innovate and inspire endless potential through the power of technology, so that everyone can enjoy the benefits enabled by technology.

To better facilitate the public's understanding of how MediaTek has created endless possibilities, in 2015, we set out to find true stories throughout the world—stories of how people's dreams have been realized through MediaTek's innovative products and technical know-how and how environmental or social problems have been alleviated through the power of technology, enhancing and enriching the lives of everyone. You are more than welcome to read more about brand stories that tell of endless possibilities on the front pages of each chapter in this report!



Received No. 9 International Brand in Taiwan

In the list of nominees for Best Global Brand announced by Interbrand 2015, for the first time, MediaTek, a global leader in IC design, has been placed among the Top 20 Global Brands in Taiwan, ranking in the 9th Place. This establishes us as the new entrant with the highest ranking for a non-consumer end-product company. This is the first outstanding performance that we have delivered since actively striving to become a globalized brand in 2014, and our brand value has reached NTD 11.3 billion.

In the first year of brand management, MediaTek has focused on internal communications, so that each of our employees understands the importance of implementing the brand value in action and will try their best to develop products and solutions that enable technology to become more accessible and easier to utilize. Externally, we have proactively expanded our market and merged product lines, seizing the opportunities of smart homes, developing Internet-enabled home networking products, and demonstrating high brand competitiveness in the competitive smart gear market. MediaTek is very much aware of the fact that brand management is not guerrilla warfare, but rather a long-term battle. For our next step, MediaTek's brand management will undertake even more focused communications for our brand value and target audience through digital channels, including social media.



MediaTek
Brand Value
NTD
11.3 billion

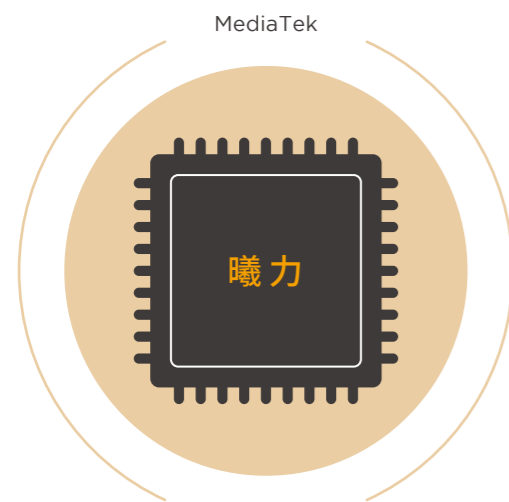
2015 Brand Activities

／ Helio Chinese Naming Contest ／

MediaTek has officially launched the high-end chip MediaTek Helio™ product brand at Mobile World Congress (MWC) in 2015. Helio is derived from the Greek name of Apollo, God of Sun—Helios—and the sun is the best representation of MediaTek's brand value of "all encompassing" as well as our corporate mission of popularizing technology and making it more accessible; it is also the most powerful energy source in the universe. Holding true to MediaTek's corporate mission of enhancing and enriching everyone's lives, the Helio brand brings a unique and exceptional functionality and multimedia user experience to the high-end smartphone market.

The Helio brand is borne from countless consumers; thus, we were more than willing to listen to market opinions and wished that everyone could think collectively of a Chinese name that closely reflects the ethnic Chinese market while representing the product's value and characteristics. After a 3-month competition involving contestants from 33 different nations, we collected more than 40,000 proposals for names. After online voting and decisions from the Company's senior management, we officially revealed that Helio's Chinese name would be "曦力" at the 2015 Computex product launch. The exposure from this event had been more than 92 million people, showing MediaTek's vast influence in cyberspace, and successfully implanting the brand image into the minds of our users.

Million Dollar Naming Contest for MediaTek's High-end Smart Chip, Helio



Description

The Chinese name 曦力 (pronounced xi-li) symbolizes that the Helio processor can bring energy and power to the entire human race, just like the sun, leading to endless possibilities. In addition, its pronunciation is easy to remember and great for marketing purposes.

Processor

Participation from **33** countries

40,000 name suggestions

92,085,474 event media exposures

／ 2015 Mobile World Congress ／

At the annual Mobile World Congress (MWC) held in Barcelona, Spain, MediaTek officially launched the product brand of the high-end chip MediaTek Helio. After announcing the new brand assertion of "Everyday Genius" in Barcelona in 2014, MediaTek went on to introduce individuals from diverse backgrounds, occupations, and different parts of the world whose dreams have been realized through MediaTek's products or technologies under the corporate mission of "creating endless possibilities." In the second half of the year, to increase our brand awareness and expose more people to our strengths in pioneering technology, we have also communicated our brand mission with more consumers in London, UK, and Taiwan. The primary message used in these communications have been expressed through brand videos and outdoor advertisements: over the years, MediaTek has constantly offered various advanced and widely utilized innovative technologies and products in our daily lives, making technology more accessible and enriching the lives of everyone instead of a privileged few.



／ 2015 Computex Taipei ／

During Computex 2014, the theme of our product display zone was "A Day with MediaTek," in which participants could experience an enriched daily life with various technological products that have been preinstalled with MediaTek chips, creating endless possibilities in our lives. In Computex 2015, we have expanded the influences of MediaTek's technology on our lives from home settings to a larger community setting, creating even more possibilities for everyone. We fully demonstrated MediaTek's technological advantages spanning diverse platforms and end-products. In addition to being utilized in everyone's homes, we also demonstrated how MediaTek's technologies and products could be used to create even more possibilities in each and every corner of our community. We demonstrated relevant products in settings such as coffee bars, community clinics and community parks—for instance, smart mixers, near-field pulse measurement, rental smart bikes, and children's shoes and smart watches and wristbands that could be used to track children's whereabouts. Moreover, we also demonstrated a concept of community surveillance and protection net by using four smartphones to access MediaTek's CrossMount technology. These are all ways for participants to experience firsthand MediaTek's all-encompassing technological leadership and brand value.



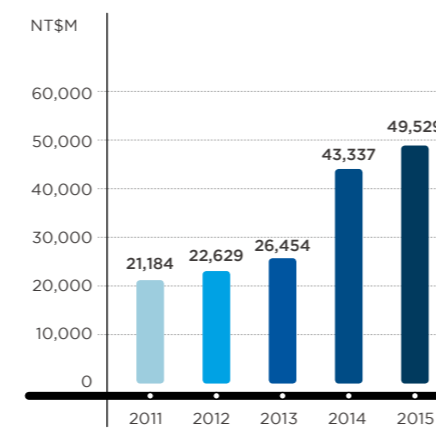
[Innovation Culture]

Innovation is one of the core values of MediaTek. We hope that all of our employees will shift away from their original frame of mind, come up with new ideas for innovating new technologies, strategies, marketing, management, techniques, and processes, take actions to overcome key problems in the face of challenges, and convert their ideas into concrete action to create new value. We believe that innovation is an important driver of a company's sustainable development. From our R&D budgets over the years, it is easy to see that MediaTek highly values innovative development. In the past 12 years, we have accumulated more than NT\$ 300 billion in R&D expense. Telecommunication products are continuously evolving from technological enhancements, and we have continued to upgrade 4G technology and planned out 5G technology in 2015, allocating R&D expense toward developing new products that meet the demands of the next generation of telecommunication specifications.

2015 Key R&D Technologies

CorePilot	Adapted self-adjusted temperature control technology and dynamic power management technology to detect the workload in motion and intelligently adjust the task allocation of each core, which can reduce energy consumption by up to 70%.
Deca-Core	This is divided into two 2.5GHz Cortex-A72s responsible for higher-load, four 2.0GHz Cortex-A53s responsible for medium load, and an additional four 1.4GHz Cortex-A53s in charge of low loading.
Tri-Cluster	By separating the core processor into a three-layer structure, we can delegate tasks even more effectively to achieve even more ideal functional performance and enhance battery life. This will also reduce energy consumption by up to 30% compared to conventional cluster structure processors.
CAT 10	The 4G LTE Cat 10 can support up to 450 Mbps of transmission speed.
5G	Transmission speed of 5G is calculated in Gpbs rather than Mbps, and its short-range transmission speed can even reach up to 10 to 20 Gpbs. This is more than 100x of the current LTE speed, as well as a key technology to the development of the Internet of Things (IoT).

Within the Past 12 Years, MediaTek Has Invested Over **NT\$ 300 billion** in R&D.



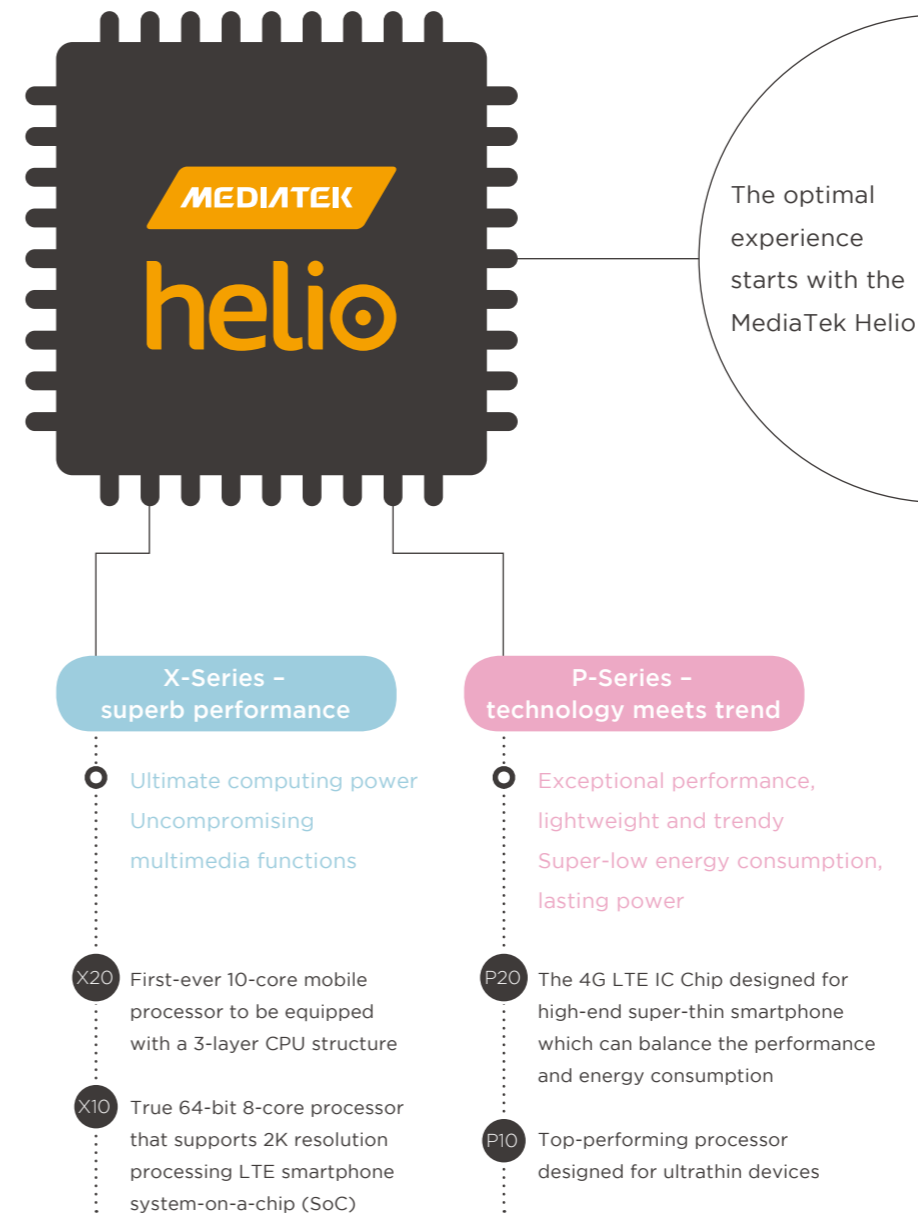
Products and Technological Innovations

High-end Smartphone IC Chip - Helio

The smartphone has already become an indispensable part of our daily lives. We cannot be without our smartphones for all sorts of activities—whether communicating with our friends and family or enjoying music, photography, or filming videos, or even exploring the vast information available online. Hence, we have developed this innovative product due to users' needs for longer battery life and integrated user experience, due to their high dependence on smartphones. Helio is the flagship brand of the MediaTek smartphone processor series; it offers top-notch processing capability, lasting battery life, and outstanding multimedia experience. Helio includes two major series: the Helio X Series is for top performance, and the Helio P Series for technology meets the latest trends. The Helio X Series is equipped with powerful, outstanding calculation capability and uncompromising multimedia features, whereas the Helio P Series offers optimized energy consumption management and streamlined printed circuit board

(PCB) size while maintaining outstanding specifications to realize lightweight and fashionable cell phone designs.

MediaTek Helio has received resounding success in the first year of being launched; it has been adopted by nearly 100 end-products, including the best brands from both domestic and overseas markets. In addition, the Helio X10, which was mass produced at the beginning of the year and is the first-ever Helio P10 series single-chip solution that supports Cat.6, entered mass production at year-end. We will see many cell phones equipped with the Helio P10 series single-chip solution being launched in the market in 2016.



Lightning-fast 4G LTE connectivity technology

MediaTek's Helio incorporates pioneering data and processor technology to satisfy the needs of smartphone users for efficiency and performance.

Vibrant display effects

MediaTek Helio's MiraVision technology brings the ultimate mobile visual experience with extremely low energy consumption. You never need to compromise your enjoyment of high-quality sound and visual entertainment.

Pioneering cell phone photography effects

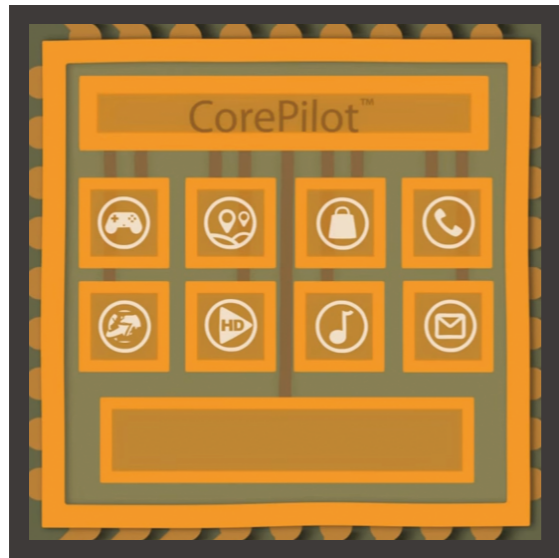
Super-fast focus, up to 4K x 2K of resolution in image capturing and playback capabilities and precise color display effects. MediaTek Helio's innovative high-performance and low-energy-usage photography technology is easy to use and can significantly enhance image quality and usability.

High-speed processor

MediaTek Helio's True Octa-Core and Deca-Core chips are equipped with incomparable computing performance and unbeatable super-low energy consumption, allowing users to enjoy surfing online, mobile phone apps and games throughout the day without worrying about running low on battery.

Performance and power level

The MediaTek Helio processor is equipped with innovative CorePilot power information management technology. Through interactive energy management, self-adjusted temperature control management and pioneering scheduling algorithms, Helio can effectively enhance the functions of your device and reduce energy consumption.



<https://www.youtube.com/watch?v=NkyA6OXeo5M>

 CorePilot™ 3.0 with Tri-Cluster™

／ **The Next-generation Mobile Device Tri-Cluster Saves up to 30% of Energy Consumption, Making Our Products Eco-friendlier and Better for Our Planet.** ／

MediaTek's innovative Tri-Cluster centralized processing structure and 10-core processing SoC solution, are designed to handle tasks of various workload (high, medium and low) in mobile devices. The Tri-Cluster structure includes a single structure that includes two ARM Cortex-A72 cores (offering optimal functionality with 2.5GHz operational frequency), and a dual structure containing four ARM Cortex-A53 cores, in which one is responsible for medium-load processing and runs at 2.0GHz, whereas the other is responsible for light workload tasks and operations at 1.4GHz. Just like adding boosters to your car, separating the core into a tri-level structure can delegate work more effectively, reaching an ideal functional performance while making battery life more enduring.

The Tri-Cluster core processing structure is built-in with MediaTek's CorePilot® 3.0 heterogeneous scheduling algorithm. CorePilot® 3.0 delegates tasks for all central processors and image processors on the system-on-a-chip (SoC) solution, which can simultaneously manage the performance and energy consumption of the processor, thus seeking optimal performance while generating less heat. The Tri-Cluster structure has lowered energy consumption by 30% compared with conventional dual-cluster structure processors.



／ **The World's First 4K UHD Android TV SoC** ／

MediaTek has collaborated with Google to jointly develop the world's first-ever smart TV system-on-a-chip (SoC) solution, MT5595. The Android smart TV, which incorporated Google's Android TV and MediaTek's SoC, is capable of letting users watch movies and entertainment, stream videos on Google Play, or play Android games on the 4K UHD screen. Moreover, users can also use voice command to search for various content. All Android TV devices support Google Cast Ready, so consumers can project their content in their mobile devices on the TV to enjoy visual entertainment on UHD screen.

／ **First-ever Multi-module Wireless Chargeable Chip** ／

MediaTek's MT3188 is the first multi-module wireless chargeable chip in the industry, and it has officially been made available to customers. The design references for the batteries, monitoring circuit and resonator have all passed the certification for resonating wireless charging standards from the Alliance for Wireless Power (A4WP), Wireless Power Consortium (WPC) and Power Matters Alliance (PMA). With the mass production of this wireless chargeable chip, MediaTek has become the first semiconductor company to offer multi-module wireless charging technology for multi-billion consumers worldwide. MT3188 is equipped with sensory wireless charging standards recognized by A4WP, WPC, and PMA, and its cost is lower than single-mode resonating solutions. Because the MT3188 can support multiple modes of wireless charging standards, it is easier for smartphone and other device manufacturers to directly use any mainstream chargers to charge its products wirelessly. The MT3188 wireless charging solution also brings brand new experiences for consumers, including allowing users to place their devices on the charger at any time and any place, charge multiple devices at once, utilize A4WP's Rezence technology to undertake remote charging, etc.



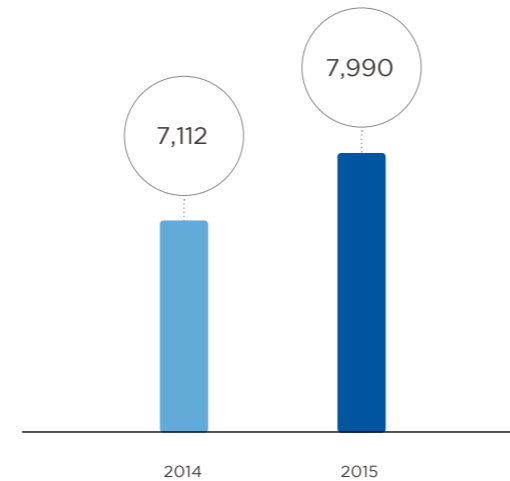
Patent Management

A patent is a material indicator of MediaTek's innovative R&D strengths; hence, we have devoted significant resources into mechanisms and processes relevant to patents. To encourage employees to brainstorm and to innovate, our employees can attain patents from various countries for their inventions through patent application procedures to protect their IP rights and therefore enhance the company's R&D competitiveness. At the same time, in terms of establishing initial, niche technology, we have proactively participated in advanced standard organizations, and through planning out strategic patent foundation, we can accomplish a comprehensive, strong IP fortress.

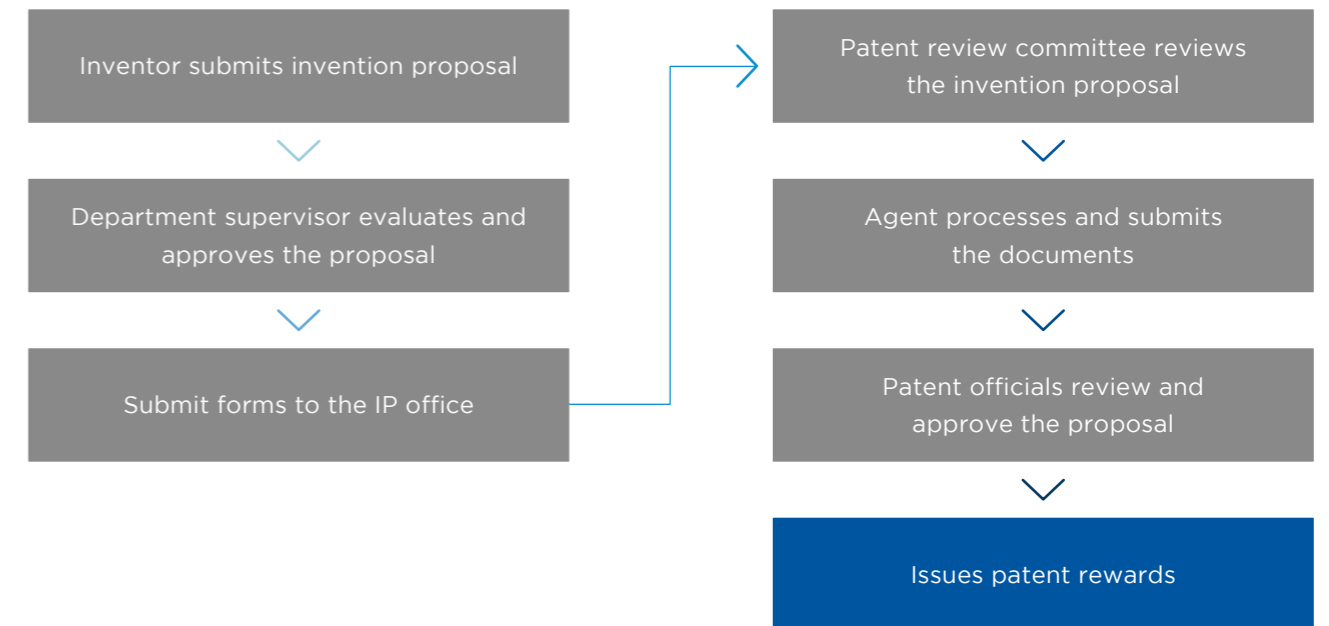
MediaTek has over 20 R&D locations worldwide, and in terms of patent layout, we have applied for more than 10 thousand patents in North America, China, Europe, Taiwan, India, Japan, Korea, Brazil, and South Africa. As of 2015, we have already received 7,990 patents, showing a 12% growth over 2014. We will continue to monitor the latest evolutions and conditions in technology and propose patent-defensive cases to protect the technologies that we have developed.

In addition to a strategic patent layout, MediaTek has also taken further steps to become eligible to conduct patent management and patent authorization business in Taiwan's technology industry. We began the plan in the second half of 2015, established our subsidiary Core Tech Resources Inc., and then authorized the utilization of its 466 patents to the subsidiary, which will be able to receive authorization funds from third parties. This means that in addition to achieving quantitative growth in patent strategic layout, MediaTek has also performed well qualitatively. In the future, we will continue to authorize our patents to enable even more SMEs to grow and to work towards the prosperity of the technology industry in Taiwan.

Number of Patents over the Years



Patent Application Procedure



The Performance of MediaTek Achieving A Global Innovators Award

Number of Patents

3,209

Includes new applications that are already announced or new ideas that are approved for patent protection.

Success Rate

57.4%

Success rate calculates the ratio of innovations that have applied for patents, and patents received within the last 5 years.

Development Level of Globalization

64

Whether the various patents for a single innovation will apply for patent protection in the US, Europe, Japan, and China simultaneously, and at the same time, new innovations that are patented are seen as highly valuable to the organization.

Impacts of Patents

1.33 (average is 0.8)

Calculates the frequency of usage of relevant innovations by other organizations, and calculates the times of usage of various organization's patents in the last 5 years.

**Thompson Reuters
Four Standards of
Innovation**

Timeframe: 2010 to 2014

R&D Gold Medal and Special Contribution Award

Since its inception, MediaTek has used innovation to establish a name for itself in the industry, constantly reminding itself to continually attempt to develop new technologies and configurations to optimize the competitiveness of the company. Therefore, in 2002 and 2003 MediaTek started issuing the Innovation Award and the Special Contribution Award as a means to encourage MediaTek employees to continually innovate, which is extremely beneficial to company operations in terms of technological R&D, strategic planning, and process management. These efforts also empower our employees to look for opportunities to become award candidates. These two rewards symbolize MediaTek's highest honor in technological innovation, and its success in encouraging employees to engage in innovation, thus successfully creating a culture and atmosphere of innovation inside the company.

15th

Innovation Award



Theme of Award

Worldwide Leading Stereo-Camera Technology Embedded in MediaTek ICs

Our team strives to conduct research and development in the technical know-how of dual-camera lenses, allowing MediaTek to continue our global leadership position in the technology of dual-lenses. The primary innovation is that MediaTek has adopted a machine learning technique so that smartphones can undertake real-time machine learning while taking photos and automatically conduct optimized calibration for the dual lenses. This can overcome the largest technical bottlenecks in the industry pertaining to dual-lens technology: 1. high cost, 2. low yield, and 3. missing applications.

The Best Memory Interface for Next Product Adventure

Innovative procedures have been proposed to rectify the problems of memory consumption in the existing LPDDR4, making Helio P20 the world's first SoC to support the LPDDR4X technology and successfully creating a product differentiating factor to competitors. Moreover, not only did our innovative cost-saving technique become patented, it was also recognized by JEDEC and became a part of the LPDDR4 specification. In addition to enhancing our product margin, our company's silicon IP rights were also strengthened.

14th

Special Contribution Award



Theme of Award

MediaTek's First C2K Modem for Full-module SoC

We successfully developed the first-ever C2K Modem (cdma2000), which supports the Company and compensates for MediaTek's insufficiency in not having a short model of C2K Modem. This will help us offer a comprehensive full-module SoC solution to win over more operators and strive to attain more Tier 1 customers.

CBE—Common Build Environment

Through integrating the needs of different customers, we offer users tools to target their key problems, effectively resolving R&D coding problems and enhancing utilization benefits while lowering costs. We dramatically lowered the establishment of approximately 400 servers, saving up to 80% of manual labor work for users and allowing multiple R&D personnel to access their results at the same time.

Instant Focus (Phase Detection Auto Focus)

We successfully proposed the world's fastest focal platform option before our competitors. Focusing speed is one of the most important functions in a camera. We enhanced the focusing speed by 4X, successfully entering the high-end market and creating new partnership opportunities. We also used this new technique and our successful experience toward our middle- and lower-class customers, signaling the start of mass production. This technique has transformed us from follower to leader, spearheading the world in terms of R&D technologies.

World's Innovation Honors



Highest Honor From Semiconductor Alliance

／ Dr. Morris Chang Exemplary Leadership Award ／

The Global Semiconductor Alliance (GSA) has announced that Chairman Ming-kai Tsai was the recipient of the 2015 Dr. Morris Chang Exemplary Leadership Award. The first recipient of the "Exemplary Leadership Award" from GSA was Chairman and CEO Mr. Morris Chang from TSMC in 1999. Presently, the purpose of Dr. Morris Chang Exemplary Leadership Award is to recognize an individual's global leadership capability and his/her outstanding achievements in reforming and enhancing the overall semiconductor industry.

／ GSA Asia-Pacific Exemplary Semiconductor Corporation ／

MediaTek has also received GSA's "Asia-Pacific Exemplary Semiconductor Award" for four consecutive years. GSA was established to foster the growth of the global semiconductor industry and promote its return on investments, as well as to build a highly efficient fabless semiconductor industry ecosystem through partnership, integration, and innovation. The GSA Award is given annually to recognize outstanding companies that have contributed toward the positive growth of the global semiconductor industry.

Fourth Consecutive Year to Receive such Honors



／ Global Top 100 Innovative Company ／

MediaTek has been included in the "Global Top 100 Innovative Company" list by Thomson Reuters for two consecutive years, and MediaTek is the only company from Taiwan to make the list, demonstrating that we are one of the Top 100 global companies to incorporate innovation into corporate strategies and showing the pioneering, innovative thinking needed in the 21st century. The Thomson Reuters Global 100 Innovative Corporation determines a company's patent influence based on an institution's total number of patents, patent success rate, internationalization of patent portfolio, and citation rates.

The Only Company in Taiwan to Make The List

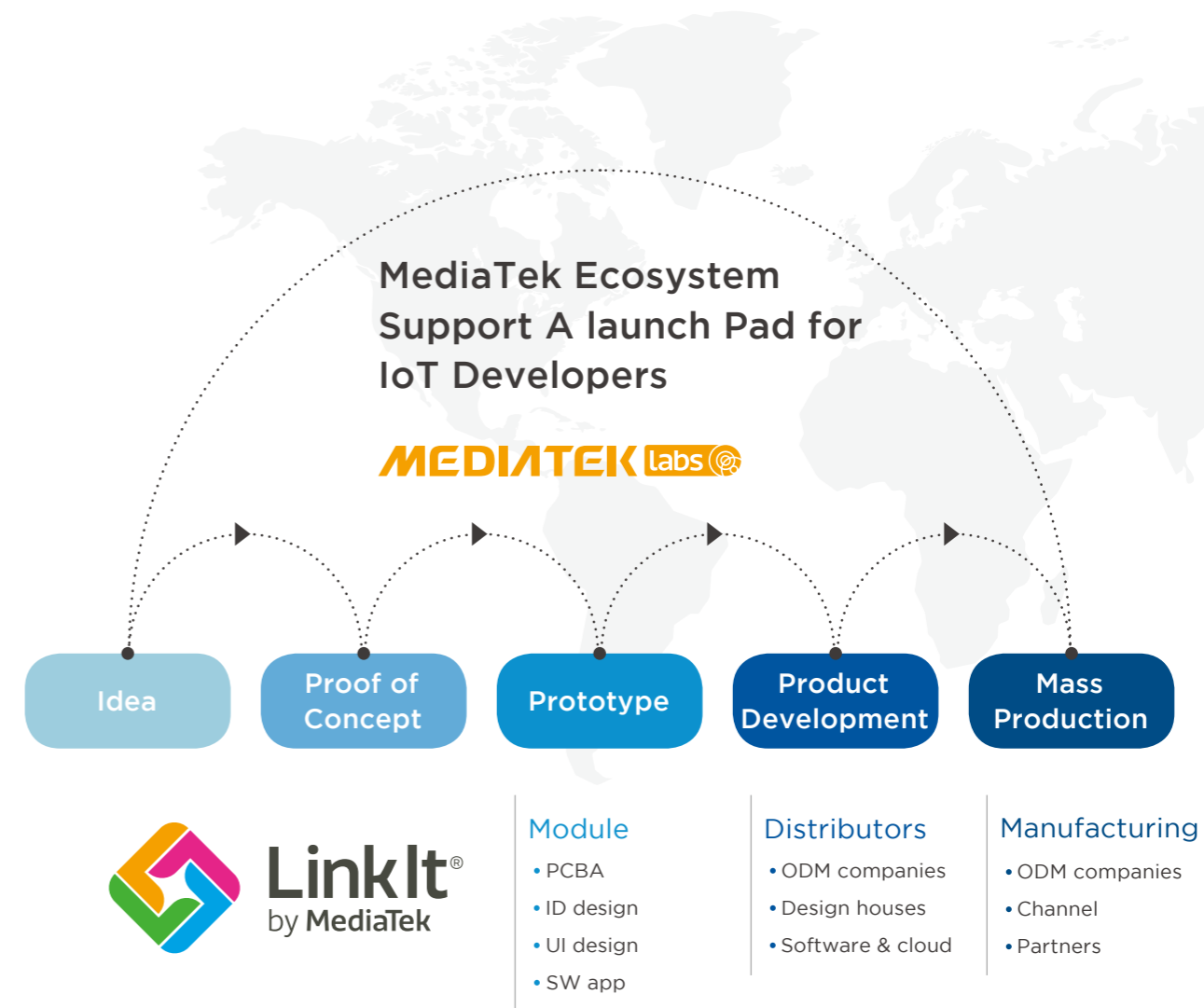
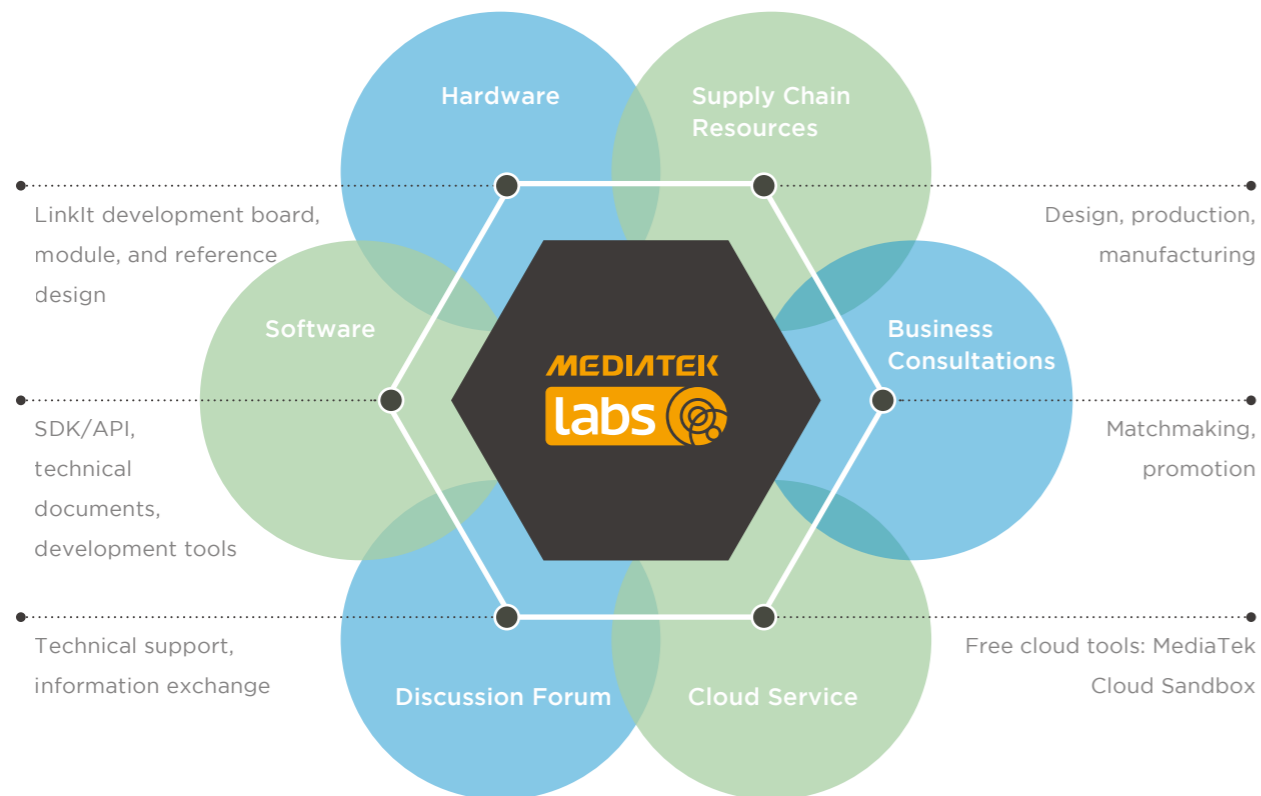
[MediaTek Labs]

MediaTek Labs Ecosystem

The MediaTek Labs project was launched in September 2014, with the goal of providing the MediaTek industrial Leading reference designs and services to the Labs users. MediaTek Labs can support global developers to design various types of IoT and wearable devices through integrating hardware, software and service on the platform where can accelerate product development and product launch times. Meanwhile, the Partner Connect Service can establish globally industrial ecosystem which can satisfy the emerging needs of Super-Mid market, enabling all consumers to stay connected whenever and wherever they want through this affordable product and service. This is another example of how MediaTek achieves its brand proposition of creating Everyday Genius.

Through the greatness industry ecosystem and convenient online service, MediaTek Labs will become the service hub for developers that includes software and hardware development programs, supply chain resources, cloud services, and online discussion forums. Concurrently, it offers technical services and business supports for aiding application developers and device manufacturers in developing innovative solutions.

Over the past year, MediaTek Labs has announced four new developer platforms, covering popular IoT fields including smart living and wearable technologies, and the abundant online resources available have attracted more than 10 thousand members to register. A variety of facilitating vendors have also joined forces to help us develop IoT trends and the future. Our mission is to assist developers from different backgrounds and achieve diverse levels of technical know-how, speed up the development of wearable and IoT devices, and support small companies or individual developers who lack resources or have low R&D competencies. Members can attain needed resources for R&D purposes through MediaTek Labs to further develop their own businesses.



LinkIt Developer's Platform

Create the three most important elements of the Internet of Thing: device, connectivity, and cloud; develop devices for the Internet of Things, which means we must strengthen networking capabilities and enable ultralow power consumption. The LinkIt developer platform in MediaTek Labs is a series of open-source hardware that consumes low energy and has powerful connectivity. At the cores of LinkIt are the MediaTek Aster MT2502, MT7681, MT7688, and MT7687, and through these outstanding SoCs, the LinkIt platform—developed specifically for wearable and IoT applications—has been highly integrated to reduce the quantities of external hardware devices needed and complete connectivity with excellent expandability. Additionally, the hardware reference design offered by MediaTek can further simplify the processes and reach better cost-effectiveness in developing the prototypes for wearable and IoT devices.

[2015 The Start of IoT]

／ LinkIt Assist 2502 Developer's Platform ／

LinkIt Assist 2502 offers professional developers the environment to design or produce software or hardware prototypes of wearable and IoT devices. It offers four highly functional components, including the Eclipse IDE software development kit (SDK), application programming interface (API) based on the C language, hardware development kit (HDK), and hardware reference design based on modules to simplify the complexity of integrating different components. The emphasis of the SDK is on strengthening drawings, image transcoder, and vector fonts, and it supports LED displays and touchscreens. In addition, developers can benefit from even more advanced functions, including Secure Sockets Layer (SSL) used in Internet service certifications, Hypertext Transfer Protocol Secure (HTTPS), Smart Connection API for Wi-Fi utilization, and Notification Library designed for iOS and Android, as well as wireless Internet applications and firmware updates.

／ All-New Cloud-based Data Platform - Cloud Sandbox ／

MediaTek understands that cloud-based development platforms and services are crucial to the developers and manufacturers of prototypes of wearable and IoT devices. Through the free cloud-based service offered by MediaTek Labs, developer teams won't have to construct and manage an online server or seek a third-party cloud-based platform, and they can devote themselves to the prototype design and positioning of IoT devices. This significantly reduces the time needed from idea brainstorming to prototype creation.

／ Solution Catalog and Partnership Service ／

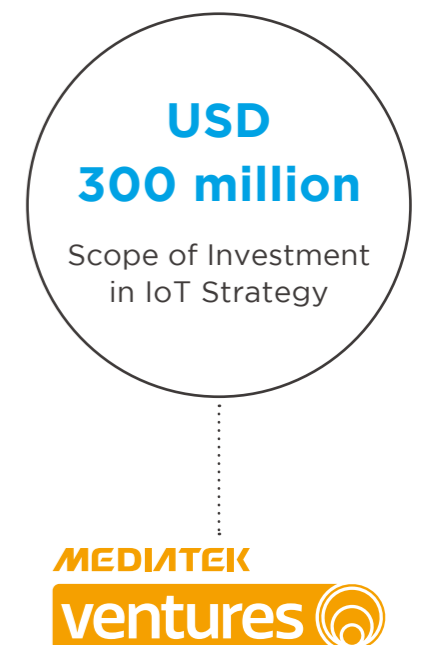
Developers can share information pertaining to their product equipment, applications, and services here, thus creating more chances of future collaborations with MediaTek's customers and partners. Resources offered from typical developer communities usually only offer support at the beginning of the prototype phase, but MediaTek Labs will assist in matching developers to appropriate platforms in the MediaTek supply chain, so that developers can move to the next stage of commercialization—efficiently finding partners from the MediaTek supply chain for various aspects from product design and production to procuring parts and components, making product launches much easier. The Partnership Service offered by MediaTek Labs is the newest measure undertaken, and it has been achieved by attaining a close-knit industry ecological supply chain in MediaTek's 17 years of doing business with customers from various fields, including TVs, cell phones, tablet PCs, car navigation, routers, games, and multimedia. Over the years, MediaTek has offered a turnkey solution that significantly reduces needed time for our customers, so that our customers can quickly launch brand-new devices under a cost-saving approach, and we have also led many startups to develop into large-scale global organizations.

2015 marks the first year of the Age of IoT. The Internet of Things is not a product in itself but rather an industry revolution enabled by wireless connectivity and significantly reduced costs needed for calculations. The direction of this revolution is to enhance the efficiency of industrial and human environments through various technical know-how including transmitters, cloud-based computing, algorithms, and automations. This will reduce waste and unnecessary human effort, and its ultimate goal is to create a better, more comfortable environment for the human world, releasing human labor and minds and allowing us to freely explore unknown fields and to innovate.

The scope of influence from the IoT revolution covers many fields such as industrial automation, logistics, energy, finance, and pharmaceuticals, and only through multi-disciplinary collaborations can we truly achieve a new world and offer true solutions for everyone. In addition to continuing to explore partnership opportunities with different industries, MediaTek had also successfully commercialized results from joint research with academia—the MediaTek-NTU Research Center (formed in collaboration with National Taiwan University and National Taiwan University Hospital in May 2011) in 2015. This was done under the belief that only the market and consumers can truly test the seeds of our multidisciplinary effort and nurture them for subsequent growth. Hence, the results of this research—the physiological information sensor IC and biomedical signal processing algorithms—were applied to the fields of healthcare and care for the elderly, which are much needed in society.

MediaTek Ventures

To broadly plan for the various applications of IoT, MediaTek announced the foundation of a strategic investment division, MediaTek Ventures, in 2015. Initially, we will maintain a reserve of USD 300 million, to be invested in startups throughout the Greater China region, Europe, Japan, and North America, to foster a new generation of global corporations. MediaTek Ventures will proactively invest in startups in the fields of semiconductor systems and devices, network infrastructure setup and services, and IoT. Our goal is to establish an industry ecological system centered around MediaTek, and it includes industries such as telecommunications, computing, online media, and analytics. We will rigorously evaluate each step that utilizes funds in the startups that we invest in, to maximize value. Through establishing a startup investment division (MediaTek Ventures), we hope to share MediaTek's corporate culture that values innovation, as well as our operational methods over the past 17 years, with the next generation of entrepreneurs. In addition, we will make MediaTek product solutions even more diversified through partnership models while expanding into a wider technological product supply chain, and consequently, attain more profitable opportunities.



Expand Investments in Ecological System and Speed up Strategic Layout in IoT

Smart Home

Launched two software development kits (SDK) that support Apple HomeKit, a built-in system framework within iOS that is used for communicating and controlling devices at home.

Wearable Devices

Launched the latest smartwatch platform, MT2523, a solution designed for sports and fitness smartwatches, as well as the first platform to have integrated GPS, dual-mode low-energy consumption Bluetooth, ultra-long battery life, support for a high-resolution display and compact size. Moreover, it also supports the SiP chip solution for a high-resolution MIPI display and requires up to 40% or more of a printed IC surface.

Multimedia Entertainment

Amazon's Fire TV has adopted MediaTek's MT8173 system single-chip solution. MT8173 is the world's first 64-bit four-core SoC that has adopted ARM Cortex-A72, and it has powerful multimedia features.

Mobile Health Market

MT2511 can collect ECG, photoelectric volume pulse waves and other biological data and consumes very low power. As a highly integrated chip, MT2511 is the ideal choice for various health management options including fitness trackers, smartwatches and sports wristbands.

Power Management

Acquired the global leader in power management solutions, RickTek Technology, to further enhance MediaTek's leadership position in the power supply management IC market as well as to strengthen MediaTek's layout in fields relevant to IoT.

Children's Smart Wristbands

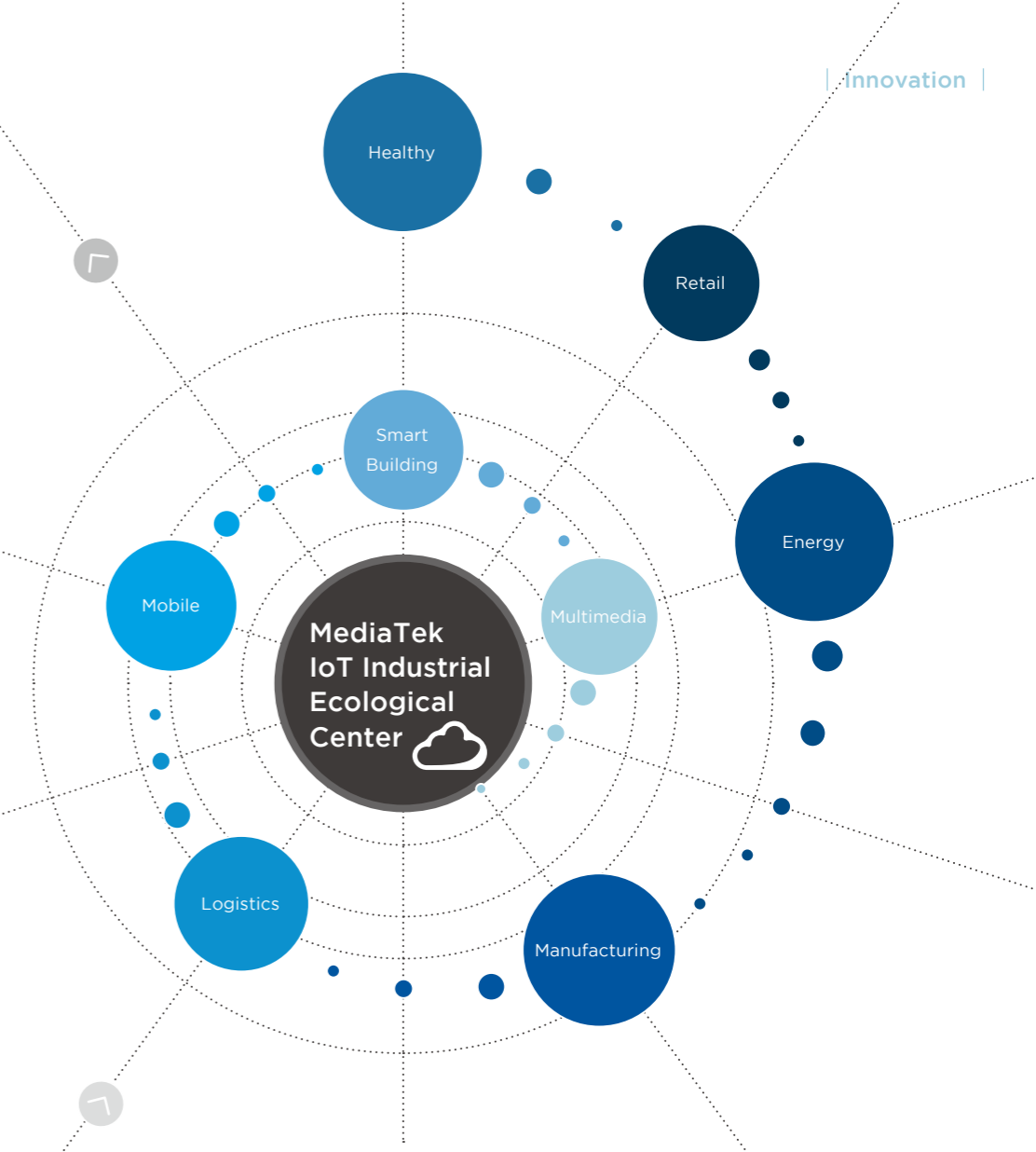
MediaTek Creative Lab's long-term partner, Tinitell, has commenced business operations and announced that it will invest USD 1 million on the promotion of its signature smart wristbands for children in Europe.

IoT Solutions

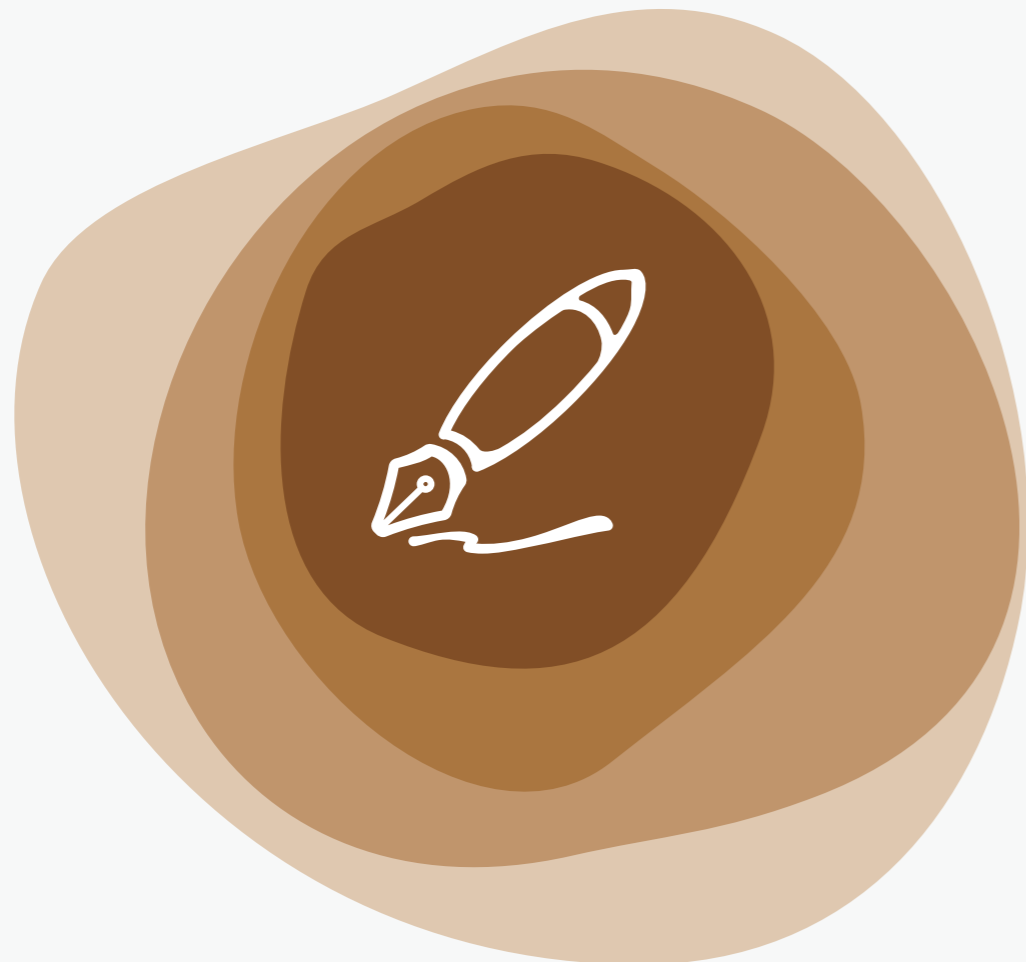
Invested in People Power to chiefly offer applications, cloud and mobile services related to IoT. This will speed up MediaTek's development in the IoT market in the US and China as well as develop new IoT products based on Fabrux and Influx structures.

Information Security

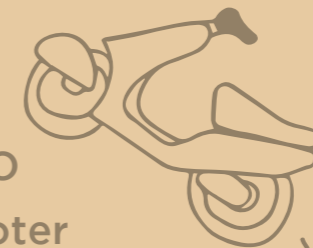
For the first time, MediaTek has collaborated with various information security software vendors such as Trend Micro, offering comprehensive security management for all IoT devices, covering everything from gateways to peripheral devices. It is equipped with a VPN encryption engine of up to 1 Gbps in transmission speed.



Corporate Governance



SKUROMOTO Electric Scooter



The Only Scooter to Watch for in A City That Hosts 15 Million Scooters

The idea of creating endless possibilities is to allow everyone to have the access to rent electric scooters on a daily basis. Nevertheless, three students from Yuan Ze University wished to ensure that all of their solutions were clean, eco-friendly, and user-friendly.

How Does The Technology Work?

An application will assist users in finding, reserving, paying for, and utilizing nearby scooters—you will never have to set foot in an actual store. Users can control the battery level by remote, resolving the shortcoming of electric scooters. SKUROMOTO is operated by MediaTek's LinkIt™ ONE platform.



Responds to UN Sustainable Development Goals: Goal 11, Sustainable Cities and Communities

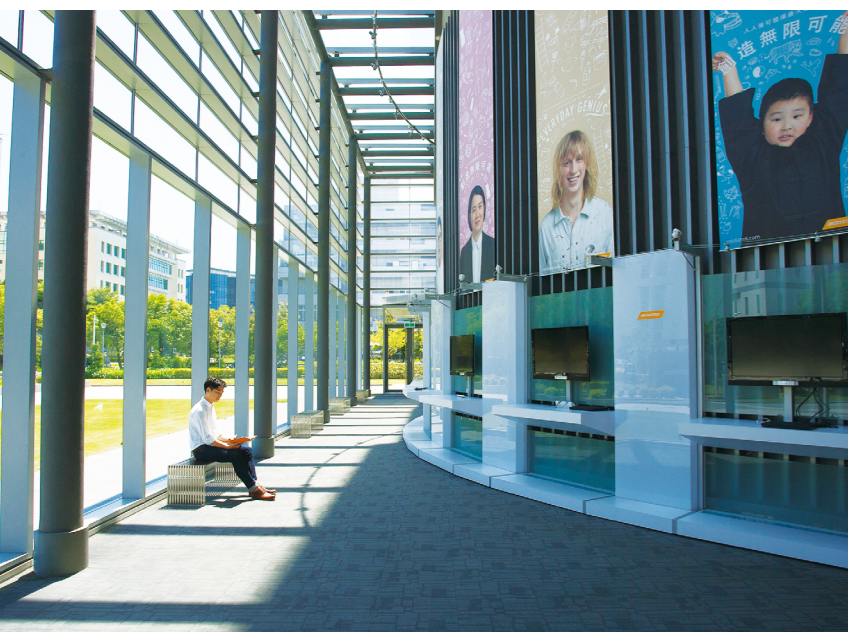
Offers a safe, affordable, feasible, and sustainable method of transportation for everyone. Improves road safety, specifically in expanding public transportation, while paying particular attention to the needs of disadvantaged groups including women, children, mentally and physically challenged, and senior citizens. Promotes city and human living all-encompassing, safe, durable, and sustainable.

Corporate Governance

[Business Model]

MediaTek Inc. was founded in 1997 and listed on the Taiwan Stock Exchange Corporation in 2001. The company is headquartered in Taiwan, with sales and research subsidiaries in Singapore, Mainland China, India, US, Japan, Korea, Denmark, England, Finland, Sweden France, Netherlands and Dubai. MediaTek has almost 10,000 employees around the world, providing customers worldwide with prompt, high-quality services. 2015 was a year full of opportunities and challenges for the semiconductor industry. The fluctuations and uncertainties in the global economy rendered consumer demands more volatile than what the market had anticipated. Concurrently, enhancements in the IC design

industry were even more rapid, and prices became all the more competitive. MediaTek proactively responded to the rapid changes and competitive conditions in the industry, and under the tireless, diligent effort of all employees, the consolidated revenue for the year reached NTD 213.3 billion, whereas the consolidated EPS was NTD 16.60. In the future, MediaTek will continue to devote many resources toward R&D, especially in the aspects of 5G technology, high-end processors, and advanced manufacturing processes, while focusing on the technologies of new applications brought forth by smart end-products and cloud-based services, such as the Internet of Things (IoT), wearable devices, wireless charging, and multi-screen interactions. Faced with the opportunities and challenges in the future, MediaTek will maintain our faith and closely work with partners throughout our supply chain and recruit talented R&D, marketing and managerial personnel from all over the world. We aspire to succeed in the global market and to bring MediaTek to the next phase of its growth.



Company Name	MediaTek Inc.
Address	No. 1, Duxing 1st Rd., Hsinchu Science Park, Hsinchu City, Taiwan
Established	May 28, 1997
Listing Information	Taiwan Stock Exchange Corporation Stock Code 2454
Total Capital Assets	NT\$ 15,715,836,860
Main Business Activities	Multimedia ICs; Computer peripheral ICs; High-end digital consumer ICs; Other application specific ICs

Short-Term Business Development Plans

1. Market Demand

Continue to develop competitive mainstream products, adopt more advanced process nodes and optimize circuit design to meet the market trend and customers demand.

2. Total Solutions

Combine with newly-acquired companies' product offerings and existing platform advantages to provide customers with total solutions. Fully understand and service customers and facilitate customers to time-to market to seize market opportunities.

3. Marketing Strategies

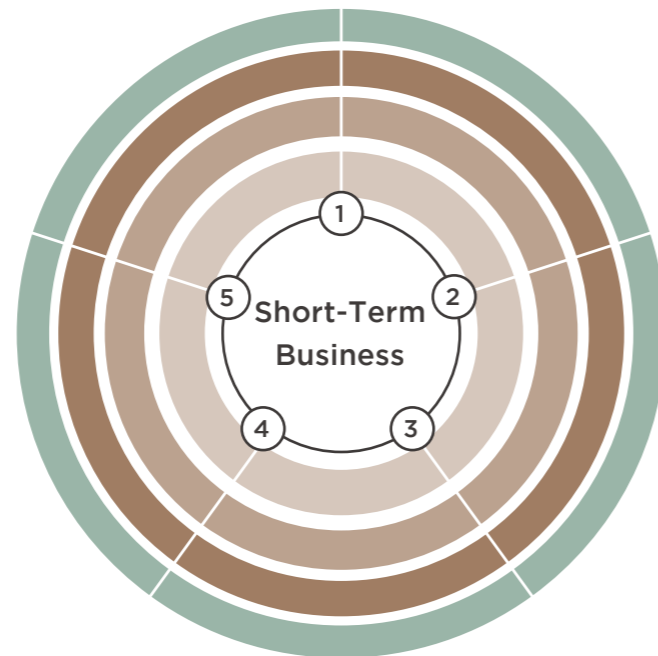
Enhance existing long-term partnerships with customers/operators as well as expand the customer base and market share by implementing efficient marketing strategies.

4. Partner Relationship

Maintain close relationship with the supply chain including foundries, packaging and testing houses. Ensure real-time communications with customers and manufacturing partners to respond to market changes quickly and effectively, secure sufficient capacity, ensure smooth delivery and AR/inventory management.

5. Sustain Finance

Sustain systematic and flexible financial systems to support all R&D and sales activities.



Long-Term Business Development Plans

1. Global Position

Participate actively in global standard committees and strengthen long-term cooperation with international customers to develop diversified business opportunities.

2. Innovation

Continue to develop innovative products and maintain a market-leading position in different markets. Continue to enhance product competitiveness through new product developments, product design optimization, cost control and so on.

3. Collaboration

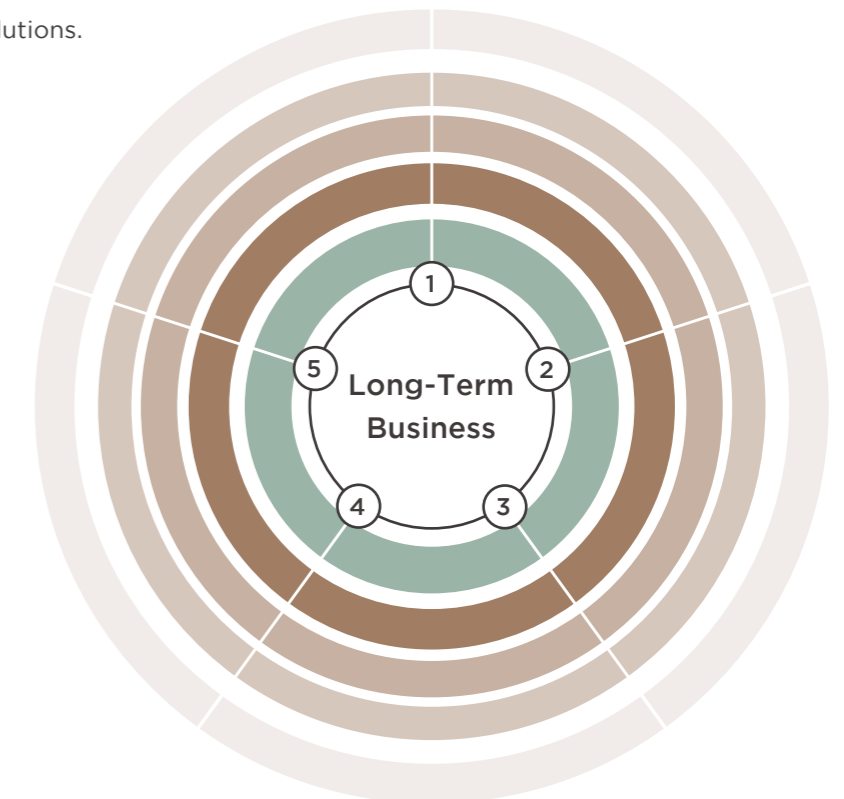
Continue to work closely with the supply chain and further develop cost-effective solutions.

4. Expertise Talents

Recruit and retain global talents with different expertise for future products and market development. Establish complete internal training systems to share knowledge and experiences.

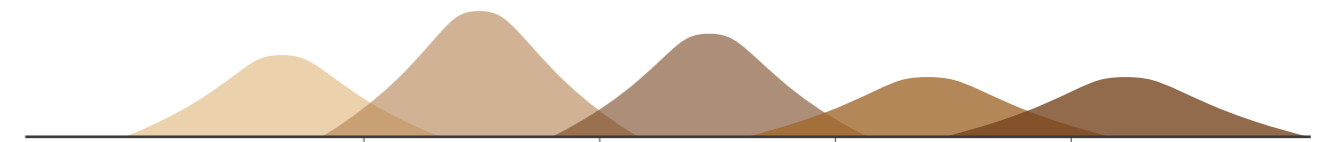
5. Global Management

Establish comprehensive global management systems to ensure effective internal and external communications. Sustain good relationship with capital markets and seek targets for further sales developments.



Corporate Development

MediaTek has been in operation for 19 years since being established in 1997. Until 2002, we primarily focused on the IC design of optical storage chips, and with much hard work from our staff, we became the global industry leader in optical storage chips. From 2003 to 2011, with our basis in optical storage chips, MediaTek entered the markets of cell phone and digital TV chips. We began to diversify our products, and our revenue showed prominent growth. Our staff and the scale of our operations began to grow, establishing our important status in the IC industry. From 2011 onwards, our Company entered the markets for smartphone chips and wireless transmission chips. In terms of technology, we have exhibited multiple groundbreaking innovations including the launch of the world's first true octa-core smartphone processor, and we have also entered into a phase of brand management. In contrast with our past, we have extended our reach beyond Asia and onto a global forum. We have extended the scope of our business to Europe, the US, and other emerging markets and positioned MediaTek as a truly global company with pioneering technology as well as the most trustworthy technology company.

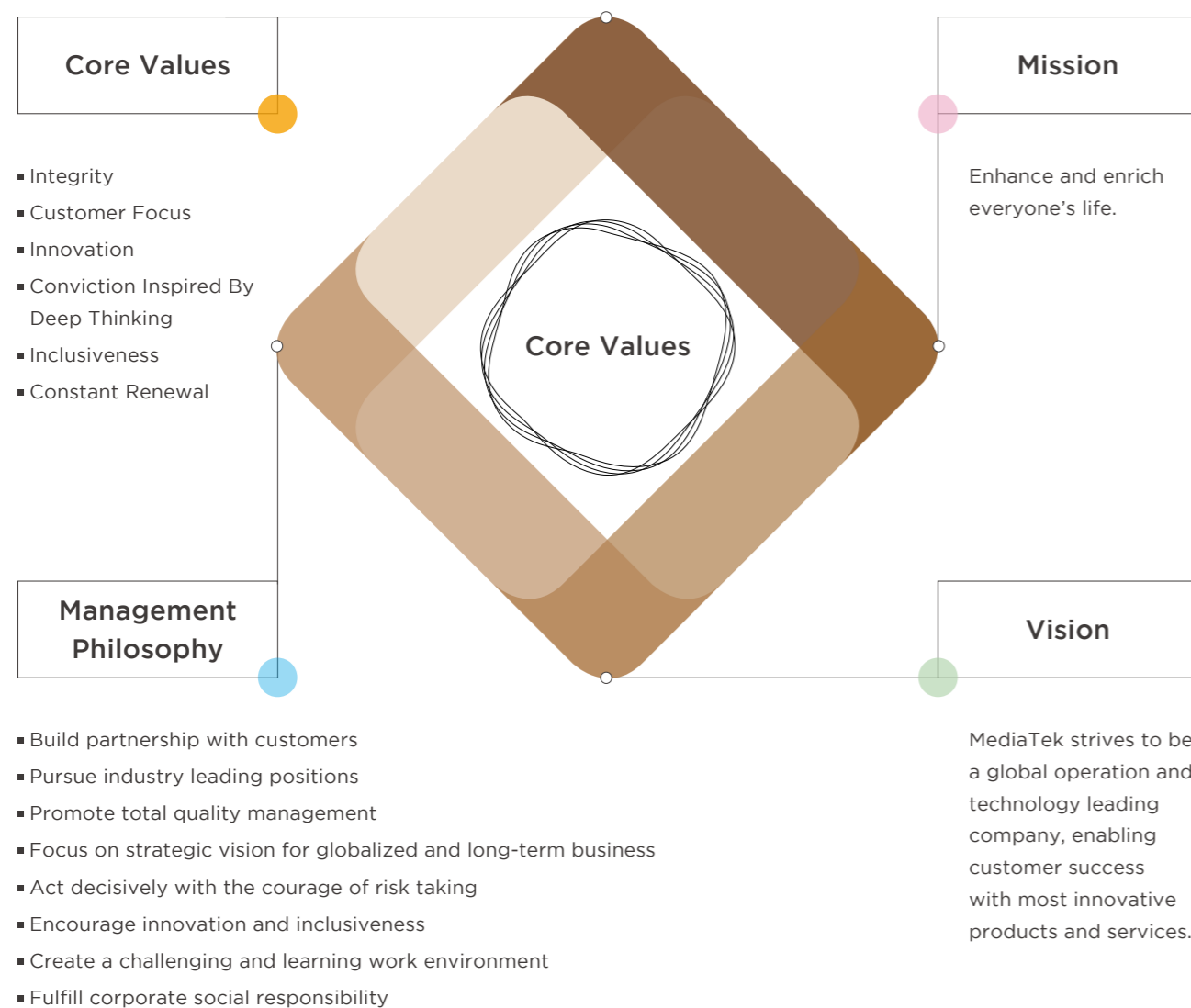


	Mobile Communications	Home Entertainment	Broadband Networking	Smart Home	Wearable Devices
~2007		<ul style="list-style-type: none"> MPEG2/HDTV Decoder DVD Recorder 	<ul style="list-style-type: none"> Double-chips 802.11n GPS 		
2008		<ul style="list-style-type: none"> ATSC/DTB-T Decoder Blu-Ray/HD-DVD 	<ul style="list-style-type: none"> Single-chip 802.11n 		
2009	<ul style="list-style-type: none"> TD-SCDMA Baseband/RF WCDMA 	<ul style="list-style-type: none"> MPEG 4 HDTV Decoder/DTV Adjuster Blu-Ray Media Player 	<ul style="list-style-type: none"> ADSL Router 		
2010	<ul style="list-style-type: none"> EDGE Smartphone Platform DVB-H 	<ul style="list-style-type: none"> Networking TV Platform 3D Blu-Ray Media Player 	<ul style="list-style-type: none"> Single-chip 3x3 802.11n 		
2011	<ul style="list-style-type: none"> HSPA Modem 	<ul style="list-style-type: none"> 3D TV Platform 	<ul style="list-style-type: none"> VDSL Router 4-in-1 Wi-Fi/BT/GPS/FM combo 		
2012	<ul style="list-style-type: none"> 3G HSPA Smartphone Platform Multi-Core Tablet 	<ul style="list-style-type: none"> Wi-Fi Smart TV Platform 	<ul style="list-style-type: none"> 802.11ac 5-in-1 Multi-GNSS(GPS/GL/BD Galileo/QZSS) 		
2013	<ul style="list-style-type: none"> HSPA+Modem 3G Tablet 	<ul style="list-style-type: none"> Networking Blu-Ray Media Player 	<ul style="list-style-type: none"> Near Field Communication 		
2014	<ul style="list-style-type: none"> True Octa-Core Smartphone 2K Tablet 	<ul style="list-style-type: none"> Ultra HD (4K Resolution) Monitor IPTV/OTT Set-Top Boxes 	<ul style="list-style-type: none"> Wireless Charger 5-in-1 Wi-Fi/BT/ANT GNSS/FM combo 	<ul style="list-style-type: none"> MT7681 Low power 	<ul style="list-style-type: none"> MT2502 LinkIt Semi-Turnkey 2G modem
2015	<ul style="list-style-type: none"> LTE Smartphone Platform LTE Tablet 	<ul style="list-style-type: none"> Google Android TV 			<ul style="list-style-type: none"> MT2601 Android based 3G modem
2016	<ul style="list-style-type: none"> Deca-Core SmartPhone (Tri-Cluster processor) World Mode Modem 	<ul style="list-style-type: none"> Connected Audio 	<ul style="list-style-type: none"> 4x4 11ac wave2 MU-MIMO 4x4 11ac iPA router/repeater 	<ul style="list-style-type: none"> MT7687 ULP WiFi (Home Kit) MT7697 ULP combo 	<ul style="list-style-type: none"> MT2502

Core Values

The semiconductor IC design industry has created a figurative "talent war". We engage continuously in innovation and technological breakthroughs, as well as cultivate talent in the product and service sector. To win this war, the most important thing is to unite our talent by establishing core values. Only when our talented employees embody and demonstrate their values in daily operations, can we establish a powerful, victorious, competitive corporate culture. We believe that core values are the crucial cornerstone assisting MediaTek in becoming the world's leading company.

MediaTek's six core values are extremely personal, profound, and highly relevant, necessitating each employee's support in practicing them. We anticipate our executives to encourage and educate their subordinates in implementing these core values by setting an example for them. If our employees demonstrate conduct conforming to our core values, we also strongly encourage them to share their thoughts and reflections. In response, MediaTek will also issue vAwards to honor those who embrace the company's core values. Through this incentive system, we hope to promote a climate in which core values are actively implemented inside the company, thereby building a unique, distinctive corporate culture in MediaTek.



Integrity



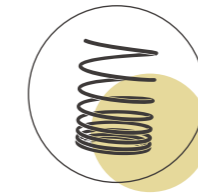
- We honor our commitments, maintain the highest ethical standards and do what we say. We demonstrate integrity through personal example.
- We are direct and candid in our conversations. We have the courage to face realities.
- Once committed we will relentlessly focus on delivering our commitment.

Customer Focus



- We strive to exceed the customer expectations of the customers and ensure priority in satisfying them.
- We consistently seek enhancement from the end users' perspective so as to generate value to our customers.
- We engage our customers as business partners and will purposefully collaborate with the customers on their anticipated future needs and opportunities.

Innovation



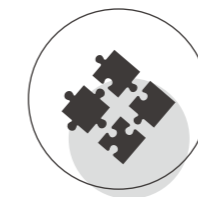
- We innovate in every aspect of our work including technology, strategy, marketing, management, operations and process.
- We aim for breakthrough thinking so as to generate new and differentiated initiatives.
- We take speedy action to resolve challenges and create value add through our participation.

Conviction Inspired by Deep Thinking



- We are not afraid to take on challenges or face obstacles.
- We have the courage to take bold actions based on calculated risks to meet our goals and objectives.
- We always look further to find the core of the issue and thoroughly understand root causes.

Inclusiveness



- We include and engage all contributors to achieve quantum leaps and excellence in our work.
- We excel in cross-BU and cross-cultural situations; and we synergize on each other's accomplishment.
- We are open-minded to diverse views and will diligently listen for multiple perspectives of opinions.

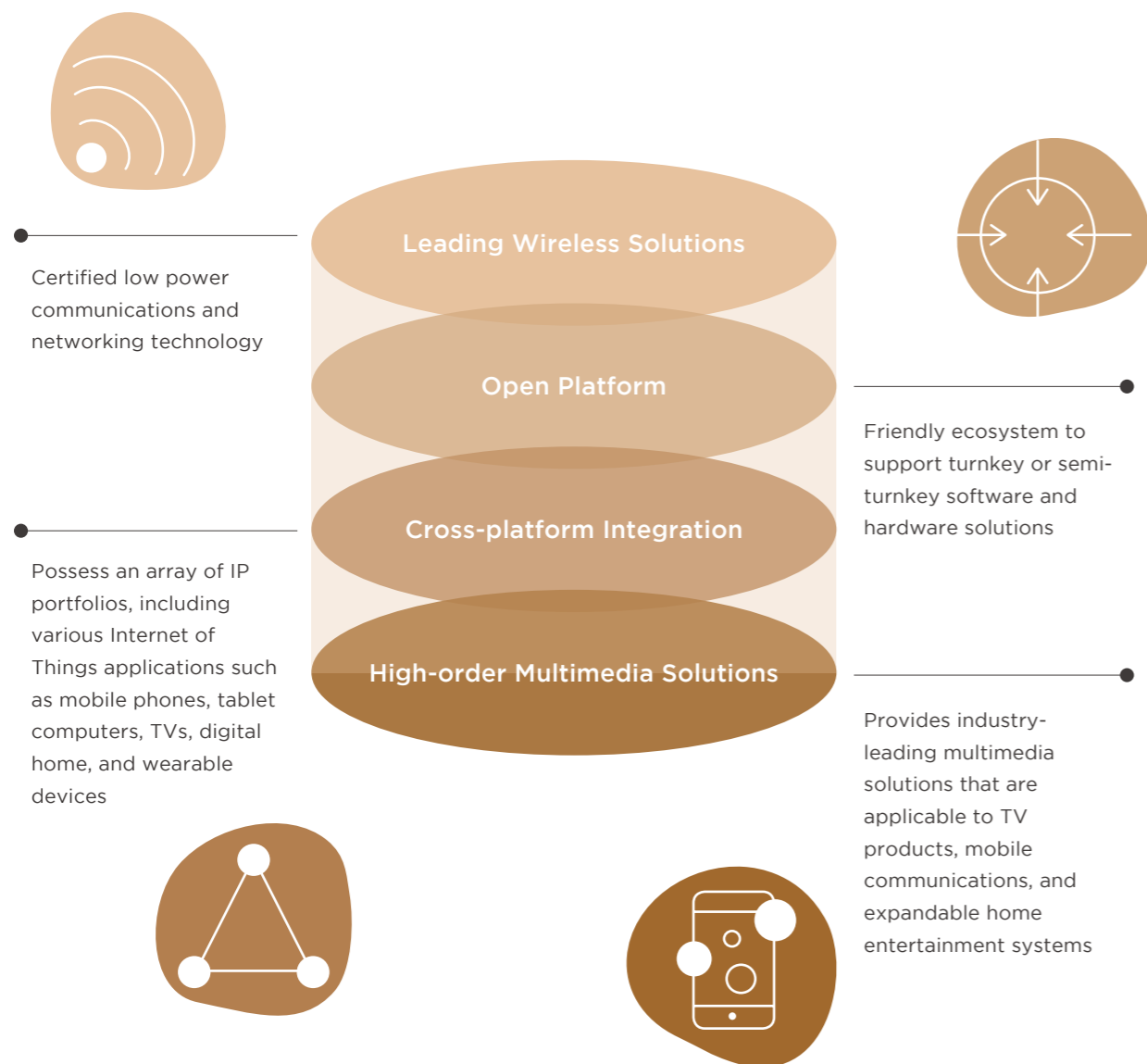
Constant Renewal



- We uphold vigilance and anticipate changes in the external environment while responding with renewed vigor.
- We pursue strong sense of curiosity about future technology and will constantly reinvent personal levels of professionalism.
- We are prepared to depart from the familiar comfort zone at work and relentlessly pursue the challenges.

Competitive Advantage

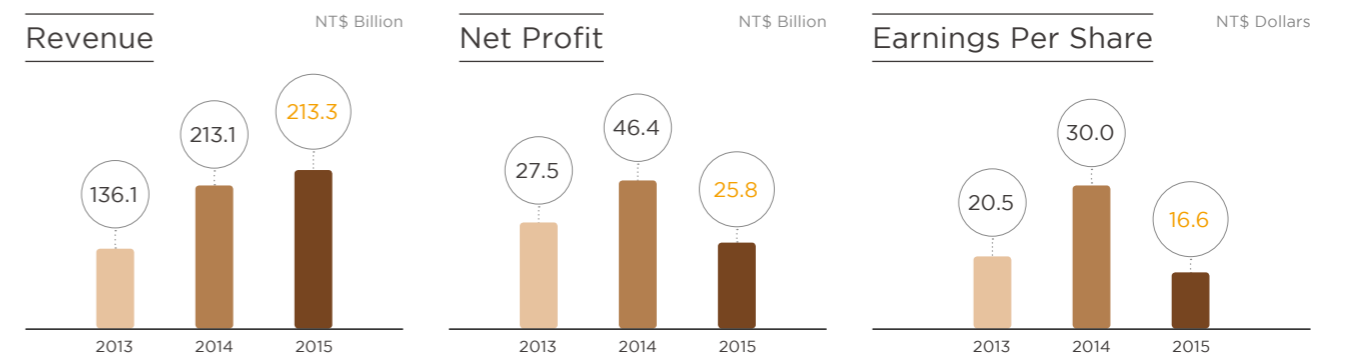
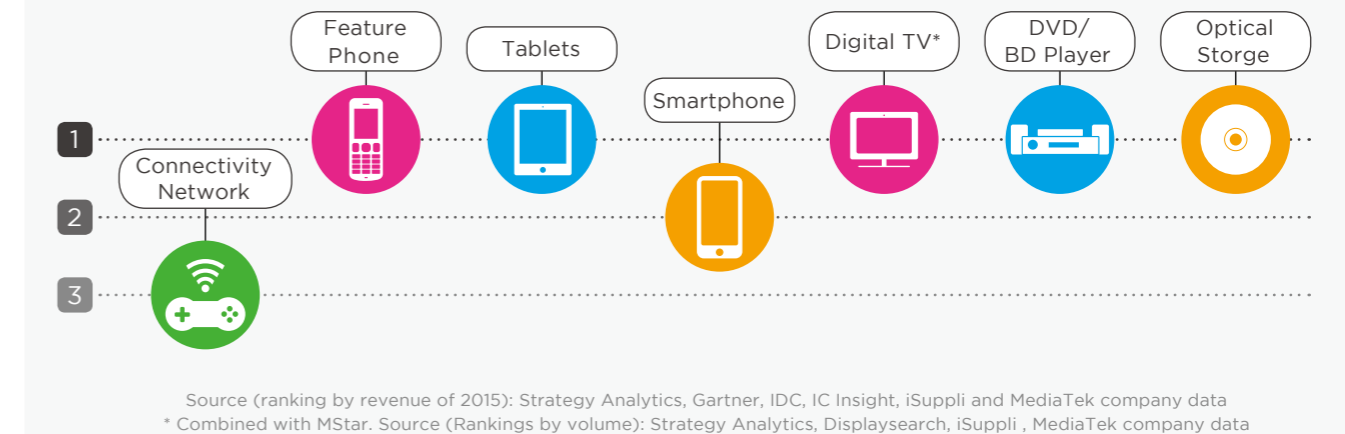
MediaTek Inc. provides innovative system-on-chip solutions in the following areas: optical storage solutions, digital home solutions (such as digital TV, DVD players, and Blu-ray products), and mobile communication solutions. The Company is the only IC design firm in the world that delivers IC solutions across computer technology, consumer electronics, and wireless communication fields. MediaTek Inc. is also the only Asian company among the top 10 IC design companies in the world. As an industry leader committed to constant innovations, MediaTek pioneered the development of the world's first true octa-core LTE smartphone platform, which demonstrates its leadership in the global semiconductor supply chain, in particular in the wireless communication field.



2015 Market Performance

World Ranking	Top 3 IC design companies in the world	Primary Shipment	1 in 3 mobile phones features MediaTek Inside
Operating Income	NT\$ 213.3 billion	Key Product Lines	<ul style="list-style-type: none"> Over 400 million - Smartphone chips (Included over 150 million - 4G LTE smartphone chips) Over 45 million - Tablet chips
Operating Cost	NT\$ 121.1 billion		<ul style="list-style-type: none"> Mobile communications: Smartphone/functional phone/tablet computer/RF transceiver
Income Tax Costs	NT\$ 3.6 billion		<ul style="list-style-type: none"> Home entertainment: Digital consumption chipset/digital TV chipset/optical storage chipset
Net Profit After Tax	NT\$ 25.8 billion		<ul style="list-style-type: none"> Wireless and Broadband networking: IoT, wearable device, power management, vehicle electronics, wireless network chip, xDSL chip solutions, Bluetooth series, near field communication, global positioning system
Earnings Per Share	NT\$ 16.6		

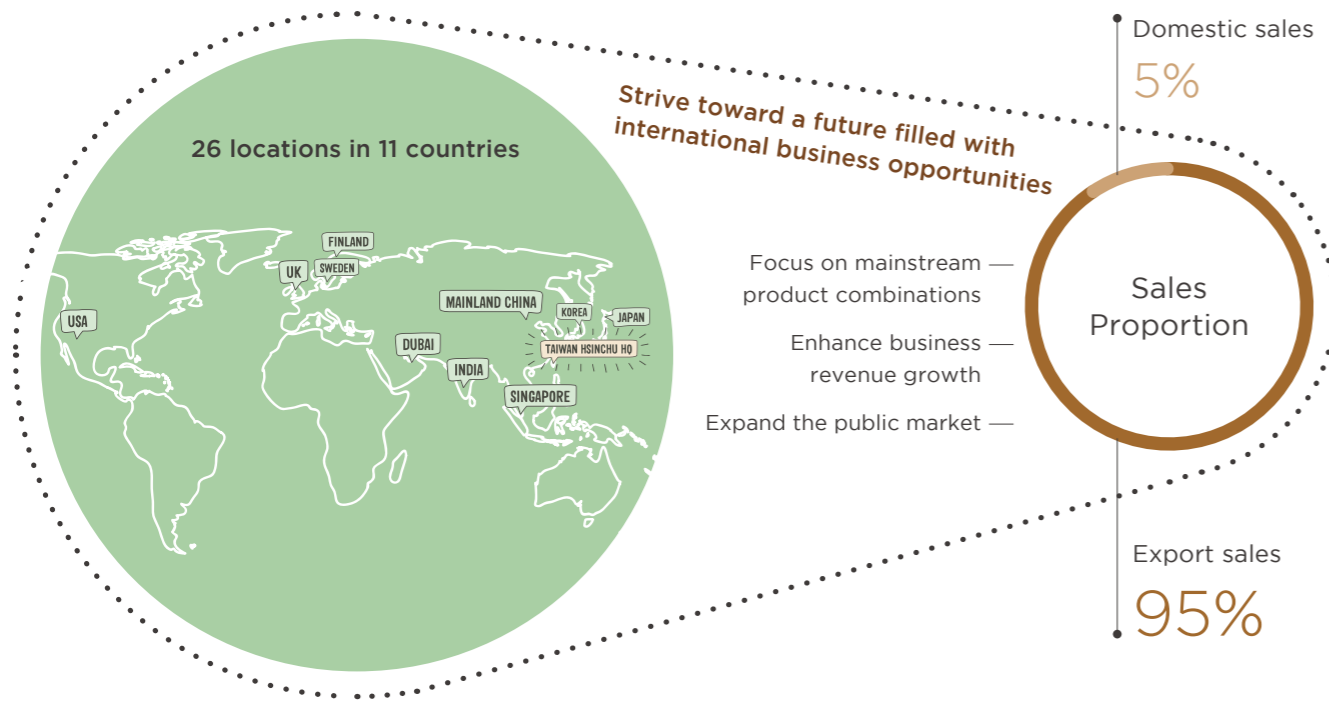
2015 Global Rank of MediaTek's Products



Noted: Mainly due to the decrease in gross profits from intense pricing competition in smartphone market and the increase in operating expenses for talents and technologies investment in 2015.

Global Operations

In an intensely competitive environment, MediaTek has established locations of operations worldwide, with 26 locations distributed across 11 countries in 2015. The company has also set up new offices in Bangalore of India, San Diego, and Finland to provide business services and technical supports, and R&D centers to develop innovative technologies that can satisfy the market demands of various regions. In the past, MediaTek has extended its root into the Asian market for long periods and achieved a leading position in the market. In the future, it will continue to expand its business into the European, US, and other emerging markets, to allow users all over the world to enjoy a smart lifestyle.



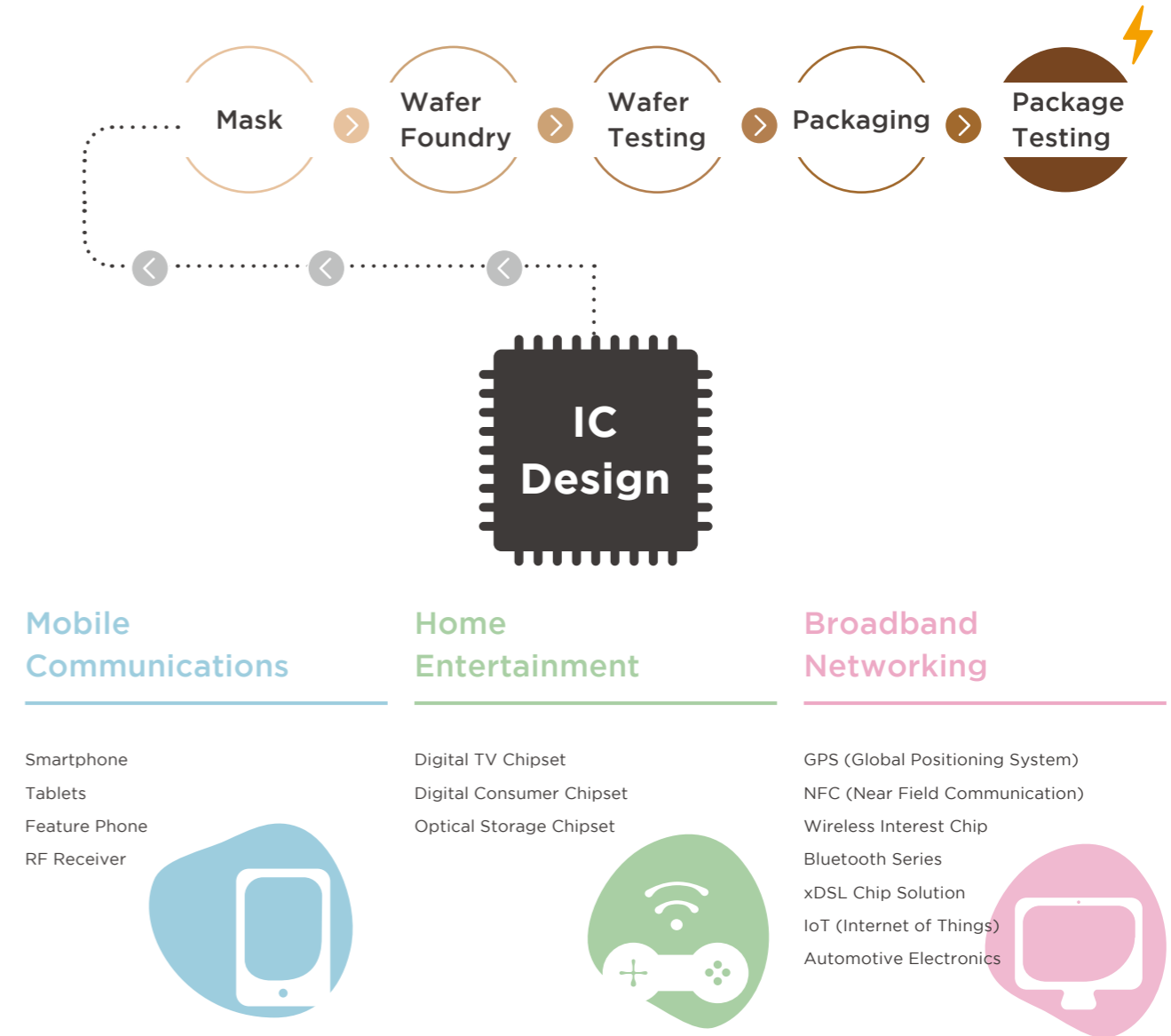
Semiconductor Industry

The semiconductor industry can be categorized as: Upstream - IC design companies, midstream - wafer foundries, and downstream - IC packaging and testing service providers. The horizontal specialization is the main difference that sets Taiwan's IC industry apart from its overseas peers. Major international semiconductor companies usually operate vertically across the value chain, from IC design and manufacturing, to packaging, testing, to systems integration. However, in an industry environment that evolves rapidly that requires high capital expenditures, Horizontal model is able to focus resources on specific field rather efficiently to meet industry trends and proves to be an out-performer vis-a-vis the integrated model.

The major operation of an IC design company is to design and sell semiconductor devices, or to design products according to customers' requirements. IC design is the upstream of the industry value chain, while other players in the backend of supply chain include photomask providers, wafer foundries, packaging and testing companies, etc. In general, IC companies outsource almost 100% of photomask, wafer fabrication, and IC packaging to specialized manufacturing partners. Most companies also outsource their IC testing work to specialized testing houses, while some IC design companies keeps a certain portion of testing in-house.

In the semiconductor supply chain, the IC design industry is a knowledge-intensive industry with a relatively high return on investment. Thanks to Taiwan's complete semiconductor industry ecosystem and the ample talents, IC design is a thriving industry in Taiwan.

Semiconductor Value Chain



Affiliates

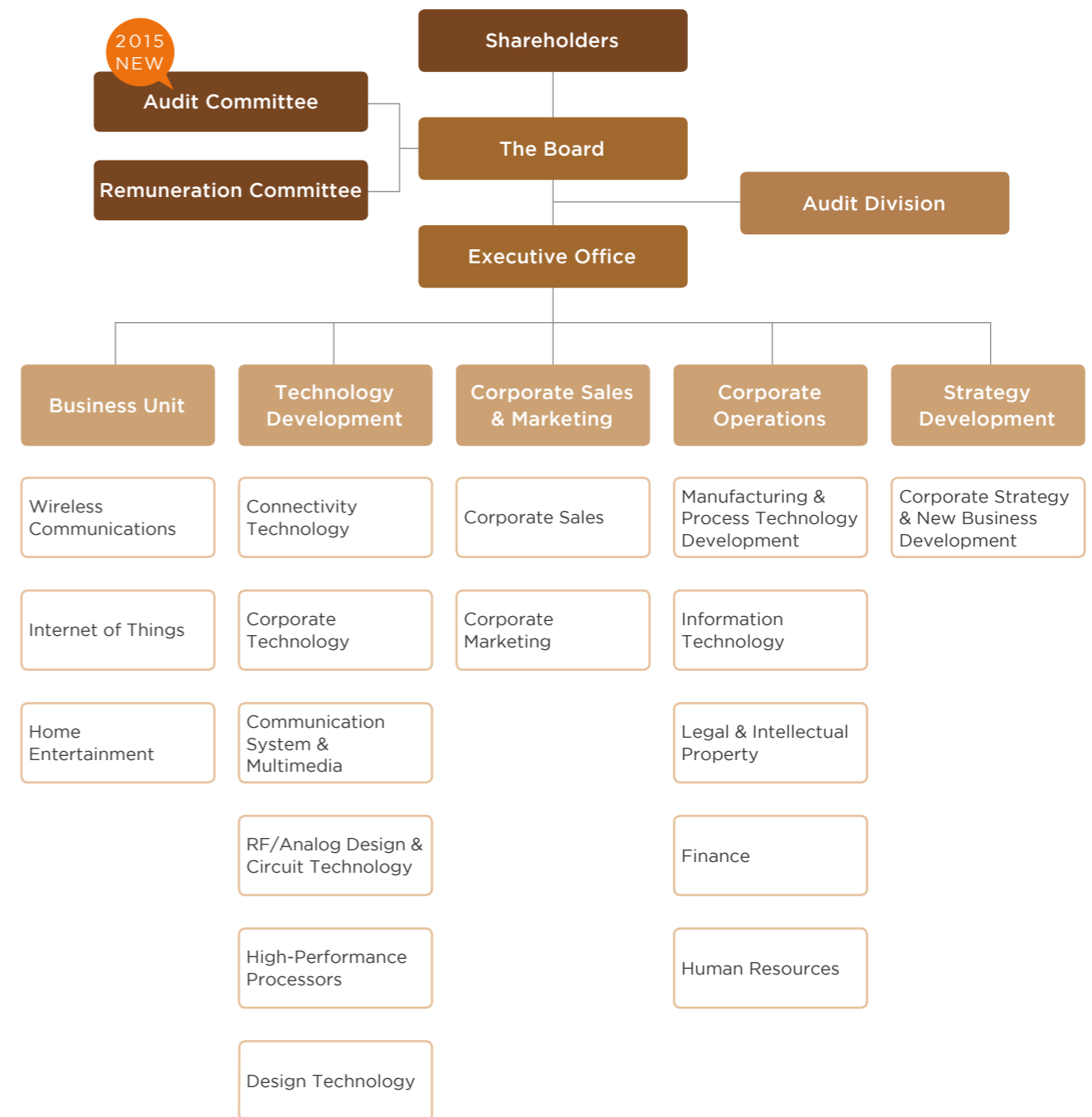
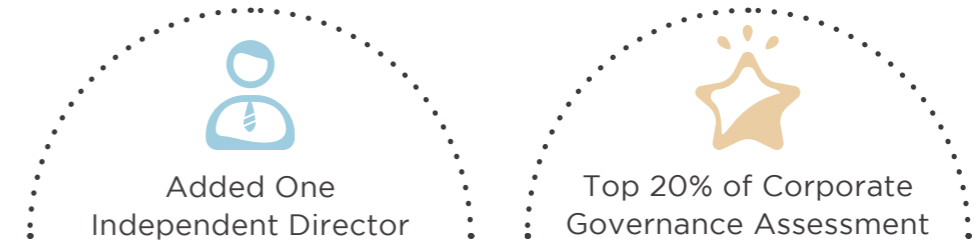
Business scope of MediaTek and its affiliates include the investment, R&D, promotion, after-sale service for optical storage products, digital consumer products, wireless communication, digital TV, networking and, etc. MediaTek affiliates support the company's core business by acquiring leading technology through investments. For information on the affiliates of MediaTek and organizational chart, please refer to Page 74 - 88 of the 2015 Annual Report (http://cdn-cw.mediatek.com/IR_Reports/Annual%20Reports/2015tw.pdf).

Governance Structure

MediaTek achieves success by implementing its core values, and integrity is one of MediaTek's core values, representing consistency in words and conduct and committing to its promises. The company's primary principle of corporate governance is to protect shareholders' equity, enhance the board's operations, capitalize on supervisors' functions, strengthen risk management, control financial operations, respect the interests of stakeholders, and improve information transparency. MediaTek has formulated Articles of Incorporation and organizational structure in accordance with the Company Act and the Securities and Exchange Act.

The Board of Directors is the highest management level in the corporate governance of MediaTek. We established the Audit Committee and appointed three Independent Directors in 2015, which accounts for 38% of all Board members. According to the experiences of international operations, the higher the percentage of Independent Directors on a Board, the higher the positive influence there will be on the Company's operational performance, and this may also help lower the chances of abnormalities within the Company. Concurrently, we have also established an internal control system and a Code of Conduct so that everyone at MediaTek is able to comply with relevant rules during conflicts of interest and realize the core value of integrity in practice.

At MediaTek, we insist on a transparent information disclosure system and uphold the principles of correct, immediate, and fair disclosure. We have established a comprehensive information disclosure system, which various types of information (business operations, financial statements, board of directors, and shareholders' meetings) are disclosed on the company website and online information reporting system to ensure that all shareholders can acquire the latest information. MediaTek has been ranked at top 20% of listed companies in the Taiwan Stock Exchange's Corporate Governance Assessment. In the future, we will review and assess feasible improvement methods to continuously strengthen the company's corporate governance system.



The Board of Directors

MediaTek's board of directors convenes quarterly meetings. In 2015, seven meetings were convened, with more than 90% attendance rate, to discuss business operation plans, present financial reports, formulate or amend internal control systems, handle material financial affairs and other material matters that are proposed by the board of directors or those that must be resolved by the shareholders. In addition, a Recusal of Conflicts of Interest System for Directors was established. If a director, or a corporate entity that the director represents, is considered an interested party in the discussed agenda, the director shall recuse oneself from all discussions and voting if it is in conflict against the company's interests. In which case, the director shall not exercise voting rights on behalf of other directors, thereby ensuring an effective operation of the corporate governance.

Election of directors and supervisors in MediaTek involves a candidate nomination system, with directors elected at the shareholder meeting from a list of candidates. In 2015, the seventh election of new directors (including independent directors) has been carried out at the 2015 shareholder meeting, and an Audit Committee has been established. Therefore, no supervisors will be elected in accordance with the law. Members of the board of directors shall be experts in industrial management and academic research who are more than 50 years of age. Members shall conduct duties faithfully and fulfill the obligations of a director and shall execute their duties in a highly disciplined and prudent manner. Elected independent directors shall adhere to the company's Article of Incorporation and relevant laws and regulations when executing their monitoring and managerial functions to protect the interests of the company and shareholders. We passed the "Code of Ethical Management," "Code of Corporate Governance Practices" and "Standards of CSR Practices" during the Board meeting held in October 2015 to strengthen our corporate governance. Please refer to MediaTek's 2015 Annual Report for details on members of the Board of Directors.

Corporate Governance Guidelines and Regulations

Article of Incorporation
Procedures Governing the Acquisition or Disposition of Assets
Operating Procedures of Outward Loans to Others
Operating Procedures of Endorsement and Guarantee
Remuneration Committee Charter
Rules and Procedures of Shareholders' Meeting
Rules for Election of Directors
Procedures of Internal Material Information
Rules and Procedures of Board of Directors' Meeting
Major Resolutions of Board Meetings
Ethical Corporate Management Best Practice Principles for MediaTek Inc. 2015 NEW
Corporate Social Responsibility Best Practice Principles for MediaTek Inc. 2015 NEW
Corporate Governance Best Practice Principles for MediaTek Inc. 2015 NEW

Audit Committee

The primary function of setting up an Audit Committee is to supervise the Company's accounting, financial, and fiscal reports, thus enhancing the quality and credibility of the Company's financial reports. For external investors, companies that have established Audit Committees demonstrate that they have external supervision, which can effectively protect the investors' rights and reduce the problems of information imbalance. MediaTek's Audit Committee is formed by three Independent Directors, one of which is the Chairperson of the Committee, and convenes at least once per quarter. Meetings are also held whenever the occasion sees fit. The meeting agenda is established by the Chairperson, and the other members are also allowed to provide proposals for discussion.

Audit Committee Established in 2015

Efficiently Supervise Business Operation		
Title	Name	Attendance Rate
Independent Director	Chung-Yu Wu	67%
Independent Director	Peng-Heng Chang	100%
Independent Director	Tain-Jy Chen	100%

The primary function of the Audit Committee is the supervision of the items listed below:

- Appropriate expressions of the Company's financial statements
- Appointment (and termination), independence, and performance of the Company's CPA
- Effective implementations of the Company's internal control
- The Company's legal compliance
- Existing or potential risk control mechanisms

Remuneration Committee

To strengthen corporate governance and to maintain a healthy compensation system, MediaTek's Board of Directors established a Remuneration Committee in August 2011, in accordance with the "Procedures of Listed Companies' Establishment of Remuneration Committee and its Obligations." The Committee comprises two Independent Directors and one external, independent expert, and it convenes at least twice annually to inspect/evaluate the performance of Directors, Supervisors, and Managers and the policy, system, standards, and structure of their compensations. Chairman and CEO Mr. Ming-Kai Tsai is also invited to attend all meetings but would abstain during discussions that may pose conflicts with his personal interests. Two scheduled meetings were held in 2015, and all members were in attendance.

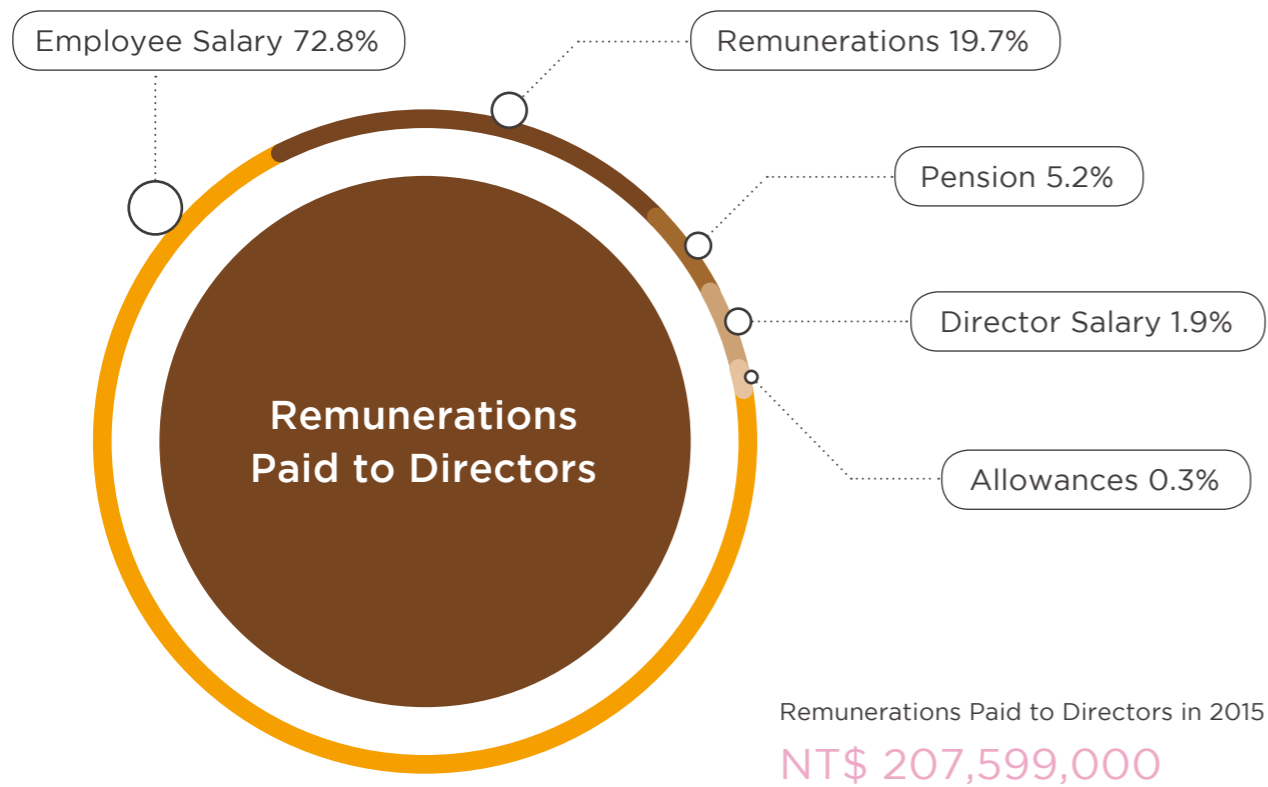
The Remuneration Committee objectively provides professional advice as a reference for the decision-making of the board of directors. Its principal duties are as follows:

- Formulation of remuneration-related policies, systems, standards, and structures.
- Periodic performance evaluation of directors, supervisors and managers.
- Regular assessment and determination of compensation for directors, supervisors and managers.

(Note: The Company established the Audit Committee on June 12, 2015 to replace the functionality of the supervisors.)

Remuneration Committee

Title	Name	Attendance Rate
Convener	Peng-Heng Chang	100%
Member	Chung-Yu Wu	100%
Member	Ji-Ren Lee	100%



Internal Audit

The purposes of the establishment of an internal audit system are to facilitate the board of directors and the senior management to check and evaluate the effectiveness of internal controls, to provide timely recommendations for improvement, to ensure the continuity of implementation, and to provide a basis for review and modification of the internal controls system. MediaTek has established an Internal Audit Unit, which is affiliated with the Board of Directors, and designated adequate number of competent internal auditors, including a head and three affiliated internal auditors. The Internal Audit Unit executes tasks according to auditing projects, which are developed according to the results of risk assessments and approved by the Board of Directors. The unit also compiles possible deficiencies and improvement suggestions for the internal control system into an auditing report and regularly reports them to the Board of Directors. Our internal auditors ensure the departments and subsidiaries of the Company independently evaluate the validity of their internal control system. The internal auditors then review the self-evaluation report of the departments and subsidiaries, and consolidate the self-evaluation reports as the basis for the Board of Directors and the President to submit a declaration for internal control systems.

[Ethical Management]

The Code of Ethical Management

To strengthen the management of the Company's ethical operations, the HR Department at HQ, Legal Dept., and Intellectual Property Protection Div. at HQ are collectively responsible for establishing ethical operational strategies, the executions of which are supervised by the Audit Committee. In 2015, the Board and the Audit Committee also passed the "Code of Ethical Management." To maintain the core value of MediaTek's culture of ethical operations, we require the Company directors, managers, employees or any individual with quality control capabilities to maintain the highest standards of the core values of integral management, uphold integrity in all business-related activities, comply with legal regulations, maintain self-control and honesty at all times, abide by commitments, and protect the Company's fair reputation through an attitude of integrity, fairness, and accuracy, as well as strive to complete all spoken and actionable commitments. While MediaTek was establishing preventative procedures, we analyzed the operational activities that posed higher risks of unethical conduct in our business scope and enhanced relevant preventative measures, including the preventative measures for the following behavior. To enhance the awareness of employees for anti-corruption, MediaTek invited the Investigation Bureau to give a speech in December, 2015.

Enterprise anti-corruption:

- 1 Bribery (both taking and receiving).
- 2 Offering illegal political donations.
- 3 Inappropriate donations or sponsorships to charities.
- 4 Offering or accepting inappropriate gifts, entertainment, or other inappropriate benefits.
- 5 Infringement of business secrets, trademarks, patents, copyrights, and/or any other forms of intellectual property.
- 6 Undertaking unfair competitive actions.
- 7 Products or services that have directly or indirectly harmed the rights, health, and/or security of consumers and/or other stakeholders during its R&D, procurement, manufacturing, offering, and/or selling processes.

Compliance

To ensure the implementation of integrity management and legal compliance, we regularly promote our core values of integrity management and continuously monitor international and domestic laws and policies that may potentially influence the company's business and financial operations, thereby ingraining the principle of integrity into our corporate culture. Regarding compliance with law, MediaTek establishes various rules and regulations of corporate governance and abides by the Company Act, the Securities and Exchange Act, Business Entity Accounting Act, Political Donations Act, Anti-Corruption Act, Fair Trading Act, Government Procurement Act, the Act on Recusal of Public Servants due to Conflicts of Interest, rules relevant to TWSE/GTSM listed companies, and other laws and regulations related to business conduct.

MediaTek has maintained a positive relationship with the government for a long period of time. MediaTek acquired government subsidies mainly for the investment tax credit and exemption of tax incentives in 2015. More information, please refer to annual report page 268. Regarding significant fines for corporate operations, we followed the Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities, disclosing a single incident that incurs a significant fine of up to NT\$ 1 million or more. No fines were issued to MediaTek in 2015.

Reporting Procedure

MediaTek absolutely forbids corruption and fraudulent behaviors of any form; therefore, the Company established the Reporting Procedure and the reporting unethical behavior system. Stakeholders can use this system to report unethical and improper behaviors, and the Company will designate the vice president to handle the case.



Reporting items may include but are not limited to the following:

- Receiving unlawful payment from a supplier, customer or other third party.
- Using their position to obtain unlawful profits, directly or indirectly.
- Bribing or attempting to bribe a government official.
- Using their position to extort property from others.
- Misappropriating or stealing equipment or other property.

Unless otherwise prescribed by law, personal information and reporting content supplied by whistleblowers will be kept confidential and subject to appropriate protective measures.

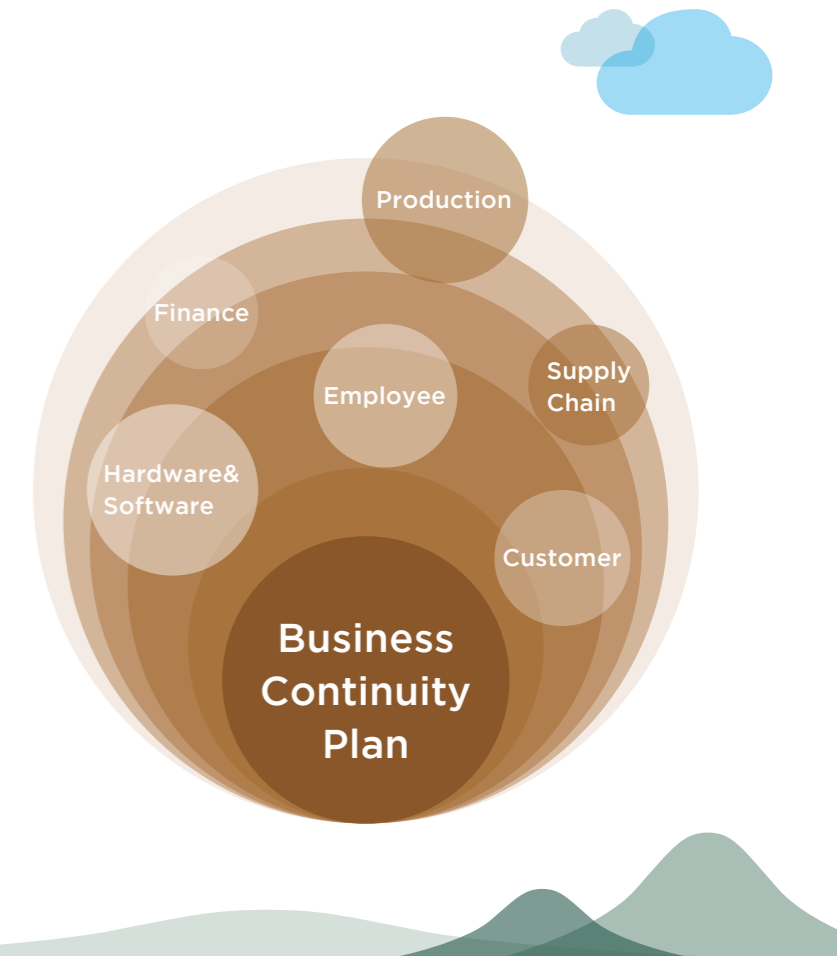
You can report ethical misconduct in the following ways:

- By calling: (886)-3-6030011, Mr. Zhao, Audit Division
- By emailing: ethics.reporting@mediatek.com (automatically transferred to the vice president and the Audit Division)
- By writing to: MediaTek Audit Division, Mr. Zhao, No. 1, Duxing 1st Rd., Hsinchu Science Park, Hsinchu City, Taiwan

[Risk Management]

Business Continuity Plan

To achieve sustainable management, firms must first consider the various potential risks in business operations and the impact that disasters (fire, earthquake, and epidemics) have on corporate operations. Thus, when a crisis occurs, the firm would be capable of implementing response measures and restoration mechanisms, thereby minimizing potential impact of disasters. MediaTek has fully prepared itself in facing various types of risks and crises. It implemented the Business Continuity Plan (BCP), in which risk control and hazard identification are conducted first before engaging in advanced planning and demonstration exercises focusing on potential risks and disasters. We also established origin control mechanisms at crucial business locations worldwide so that when disasters occur, critical business functions can be restored within the shortest time possible in an organized and planned manner.



The Business Continuity Management Committee is chaired by the senior vice president of MediaTek who assigns various departments with risk management tasks and duties, including planning response measures for interrupted business operations; listing potential risks; assessing the influence and impact levels of various risk issues; identifying major concerns regarding the influence of internal and external factors on MediaTek; formulating the Procedure for Managing Emergency Response, Regulations for Reporting of Emergency Incidents (Injuries) and Identification of Occupational Hazards, Procedure for Reporting and Responding to Emergency Hazards in Plant Areas of Cooperating Suppliers, and Procedure for Disaster Support Management; and reporting degrees of influence to executive management. Furthermore, we also have developed customer communication mechanisms so that when disasters or crises influence customers' rights and interests, we can present relevant response schemes to customers and discuss with them response measures, thereby making sure that our customers can continue to operate their businesses.

Through the aforementioned management measures, we can rapidly acquire an overview of the disaster state, immediately undertake appropriate response measures, reduce the influence that interrupted operations have on our customers and stakeholders, and conduct relevant post-disaster inspections, to avoid the same incident from happening again, thereby further strengthening our BCP and achieving the purpose of corporate sustainability.

Risk Management and Opportunistic Benefits

Risk Topics	Impact and Influence	Management Method	Response Measure	Opportunistic Benefits
Operational Risks	Influences the safety of MediaTek employees and facilities, disrupting internal operations	Procedure for Managing Emergency Response	When emergency incidents or disasters occur in the plant area or in neighboring plants and such incidents are likely to influence the safety of the plant environment and employees and cause property loss, department supervisors should proactively adopt response and rescue measures, and guide rescue members in providing mutual support, to minimize the risk of losses from the disaster.	Properly managing operational risks enables protecting employees who are the most important assets to the company. In addition, it boosts stakeholders' confidence in MediaTek's operation, and in particular, it minimizes the damage incurred to customers and suppliers' rights and interest during business cooperation.
		Regulations for Reporting of Emergency Incidents (Injuries) and Identification of Occupational Hazards	These regulation detail appropriate approaches with which employees could follow when they sustain injuries or are involved in accidental incidents in the workplace, when on and off duty, and when they are on a business trip. Through these regulations, investigations are conducted to examine the cause and prevention methods to prevent similar incidents from happening in the future.	
		Procedure for Disaster Support Management	This procedure was established to ensure that supporting mechanisms can be carried out when a disaster event occurs, thereby allowing the company to continue its normal operation without being affected by the event.	
Supply Chain Risks	A supplier failing to provide raw materials or services, impeding MediaTek from rendering products or services to its customers	Procedure for Reporting and Responding to Emergency Hazards in Plant Areas of Cooperating Suppliers	When a disaster occurs in MediaTek's outsourced plants, relevant personnel may follow this procedure to file reports, adopt response measures, acquire immediate updates about disaster status, carry out reporting procedures, adjust production and product delivery processes, determine disaster level, collect disaster conditions, provide reports on the effects of the disaster on production and product delivery processes, propose response measures, and conduct follow-up tracking until the completion of disaster relief or production operations return to normal.	Strengthens the cooperative relationship between MediaTek and its suppliers, and effective monitor supplier status.
Exchange Rate Volatility	The company's exposure to the risk of changes in foreign exchange rates related primarily to the company's operating activities (when revenue or expense are denominated in a different currency from the company's functional currency) and the company's net investments in foreign subsidiaries.	Forward exchange contracts	The company reviews its assets and liabilities denominated in foreign currency and enter into forward exchange contracts to hedge the exposure from exchange rate fluctuations. The level of hedging depends on the foreign currency requirements from each operating unit.	Effectively controls the effect of exchange rate fluctuation on the company's cash flow and asset value.
Interest Rate Fluctuation	The company's exposure to the risk of changes in market interest rates related primarily to the company's loans and receivables at variable interest rates.	Sensitivity analysis of risks associated with interest rate	The interest rate sensitivity analysis is performed on items exposed to interest rate risk as of the end of the financial reporting period, including investments and borrowings with variable interest rates. At the reporting date, an increase/decrease of 10 basis points of interest rate in a reporting period is assumed to analyze the effect of such risk on MediaTek's profit and losses.	Predicts the impact of interest rate fluctuations on financial performance.
Climate Change	To mitigate the impact of extreme climate, whether firms adhere to various environmental protection trends or standards has become a global concern	Environmental and occupational safety and health management system Green product policy	We conduct annual inspection of international environmental protection trend regularly, develop environmental protection measures according to operational requirements, and provide internal training and educational programs so that employees are aware of the impact of climate change, understand the company's annual primary goals in environmental protection, and comply with environmental protection policies when executing tasks at work.	Enhances MediaTek's green competitiveness and creates a corporate value that differentiates MediaTek from other corporations.

[Shareholders' Rights]

MediaTek won Second Place in the large-scale corporation category for "Best Overall Investors Relations Award" From The IR Magazine Awards in Greater China 2015."

Shareholders' Service

The company places additional emphasis on protecting shareholders' rights and interests. In addition to convening annual shareholder meetings to ensure the execution of matters in the resolution of shareholder meetings in accordance with meeting rules, we hold quarterly investor meetings, to regularly present financial numbers and explain operational conditions to our investors around the world. We also present relevant information of the investor meeting on the company's website (www.mediatek.com), providing our global investors with accurate, immediate, and transparent information regarding business strategies, operational conditions, and financial numbers.

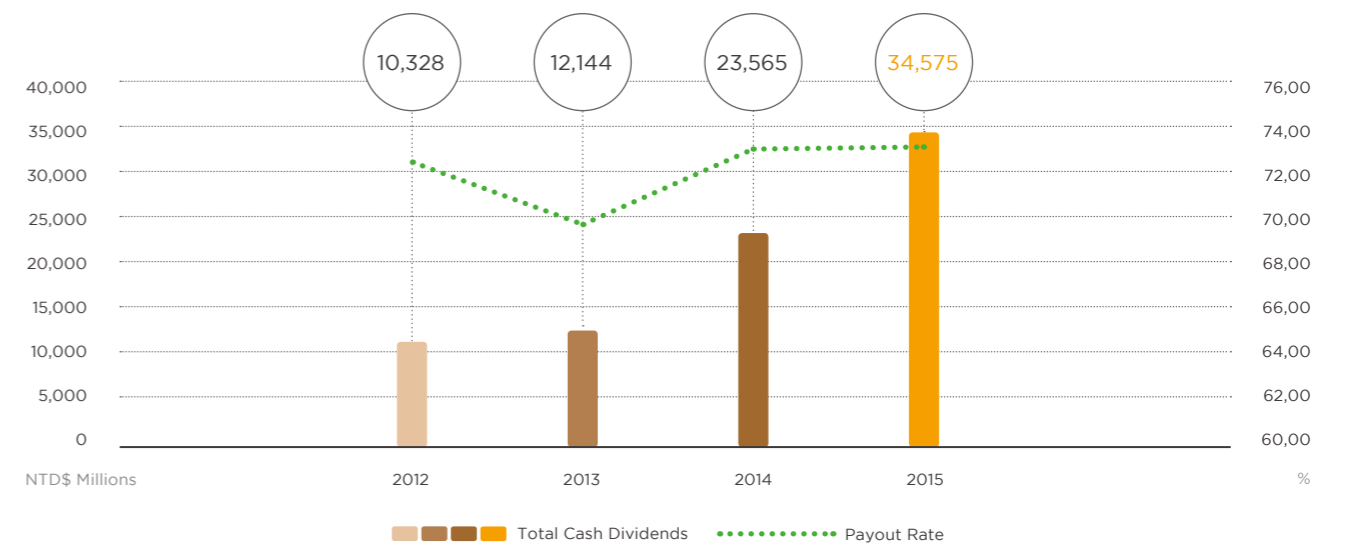
The Company also proactively communicates with both domestic and overseas investors and has taken measures such as attending domestic and foreign forums and roadshows held by securities exchanges to visit domestic and overseas investors. In 2015, MediaTek participated in more than 30 investor conferences and more than 400 investor visits. Various international institutions have also repeatedly recognized and awarded our proactive attitude and services. For instance, MediaTek won Second Place in the large-scale corporation category for "Best Overall Investors Relations Award" from the IR Magazine Awards in Greater China 2015.

Furthermore, the company has established a spokesperson system (Spokesperson: Da-Wei Gu; representative spokesperson: Heng-Zhen Chen) and designated personnel to take charge of collecting and disclosing company information (contact person: Jessie Wang; contact method: via telephone at 03-5670766 ext. 23447/email: ir@mediatek.com), including major events, crucial events, corporate governance, and regulations of competent authorities, on the company website to allow investors and stakeholders access to the latest information.

Dividend Policy

The industry to which MediaTek belongs is currently in the growth phase. The distribution of dividends depends on the company's current and future investment environments, fund requirements, domestic and international competition status, and capital budgets. Based on shareholder interests, balanced dividend, and the company's long-term financial planning, a dividend distribution proposal is compiled by the board of director annually in accordance with law and subsequently submitted to the shareholder meeting. The company may distribute its annual distributable earnings on the basis of financial, business, and management considerations; particularly, shareholder bonus is distributed in either cash or stock, with the proportion of such distribution no more than 10% of the total dividend distributed to shareholders.

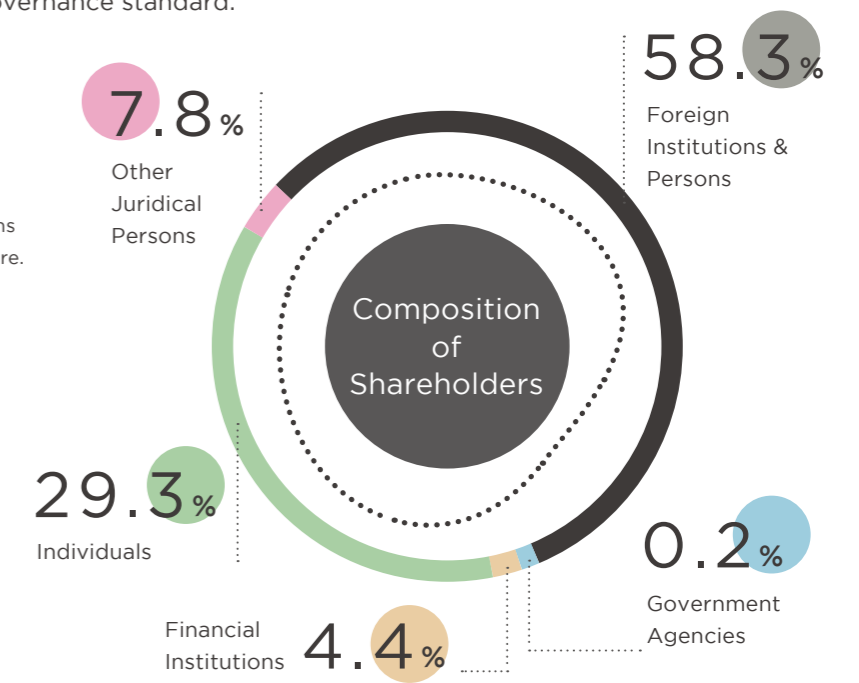
Total Cash Dividends & Dividend Payout Ratio



E-voting

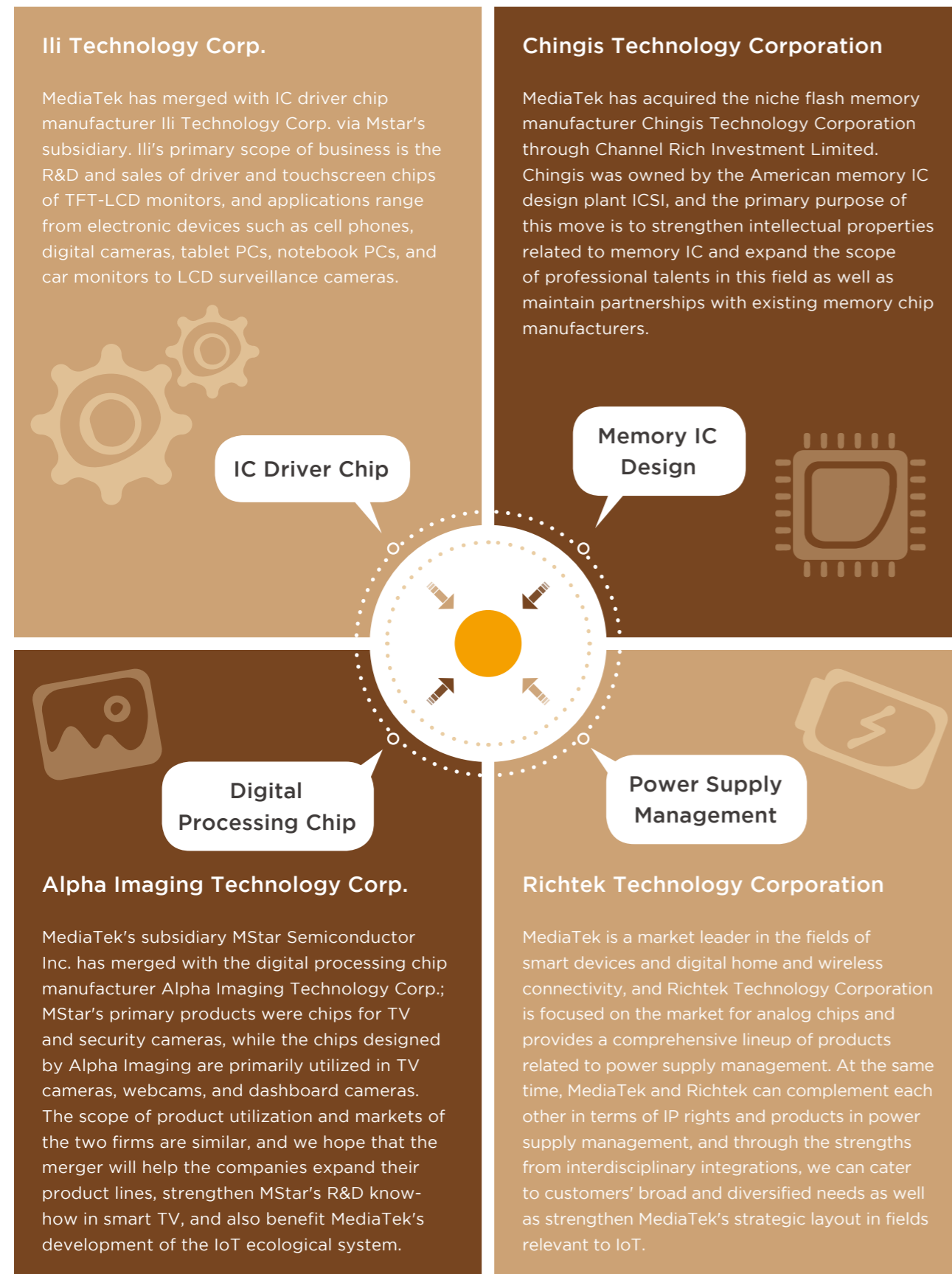
With the development of internationalization and technologies, MediaTek had introduced the e-voting system in 2012, providing shareholders with a convenient and diverse means of executing their voting rights without being limited by time and location of the shareholder meeting. Thus, shareholders who cannot attend the meeting in person are also able to execute their voting rights on material resolutions of the shareholder meeting through the online voting system. Moreover, shareholders are encouraged to express their opinion by using such convenient way of participating in shareholder meetings, thereby elevating the company's corporate governance standard.

- MediaTek discloses financial information and corporate governance items on its company website: www.mediatek.com
- MediaTek has designated appropriate persons to handle information collection and disclosure. Contact person: Jessie Wang, TEL: +886-(0)3-567-0766 ext.23447
- MediaTek has established a spokesperson policy. Spokesperson: David Ku; Deputy Spokesperson: Jane Chen.
- MediaTek provides investor conferences webcasts and presentation materials on its website in a timely manner
- MediaTek discloses real-time information to shareholders and stakeholders on both Company website and MOPS website.



Note: As of April 26, 2016

Strategic M&A



[Global Achievements]

2015 Awards List

Awards given by	Name of Awards
Thomson Reuters	— Top 100 Global Innovator 2015
Interbrand	— First time to be ranked No. 9 among Top 10 International Brands in Taiwan in 2015
IHS iSuppli	— No. 14 in Global Top 10 Semiconductor Suppliers
Global Semiconductor Alliance	— Chairman Ming-kai Tsai presented with "Dr. Morris Chang Exemplary Leadership Award" — 4 th consecutive year to receive the "Asia-Pacific Exemplary Semiconductor Corporation" award from the GSA
Taiwan Institute of Sustainable Energy (TAISE)	— Won Silver Medal in "Taiwan Top 50 CSR Report Award" under the Electronic Information Manufacturer category
Taiwan Stock Exchange (TWSE)	— Placed among Top 20% in 2 nd Corporate Governance Evaluation
Ministry of Economic Affairs, R.O.C. Taiwan	— No. 6 in 2015 Top 20 Innovative Corporations in Taiwan — MediaTek's Helio Chinese Name Contest marketing campaign won the Bronze Medal in the 7 th "Golden Web Award—Social Marketing Category"
Meihua.Info	— MediaTek's Helio Chinese Name Contest marketing campaign won the Bronze Medal in "Best Social Media Marketing Innovation Award" from MAwards
International Solid-State Circuits Conference (ISSCC)	— Published 5 papers in 2015, setting a record as the only Taiwanese company to have published papers for 12 consecutive years
Hsinchu Science Park	— MediaTek's MT6795 (Helio X10) was nominated for Hsinchu Science Park's Exemplary Corporation and Innovative Product Award (IC category)

Associations

Note: MediaTek is the members of the above association.

Category	Participating Units
Internet Communication	European Telecommunications Standards Institute, ETSI
	MIPI Alliance
	25 Gigabit Ethernet Consortium
	Open Networking Foundation
	Peripheral Component Interconnect Special Interest Group, PCI-SIG
Multimedia	Global Certification Forum, GCF
	Video Electronics Standards Association
	Audio Engineer Society, AES
	Blu-ray Disc Association, BDA
	The DVD Copy Control Association
Semiconductor	Society of Motion Picture & Television Engineers, SMPTE
	Global Semiconductor Alliance, GSA
	JEDEC Solid State Technology Association, EDEC
	SD Card Association
	Taiwan Semiconductor Industry Association, TSIA
Laboratory	USB Implementers Forum, USB-IF
	The Serial ATA International Organization, SATA
	Microsystems Technology Laboratories, MTL
	University of New Hampshire InterOperability Laboratory, UNH-IOL

Workforce Environment



Near-field Pulse Measurement



Measuring Pulse without Making Physical Contact with Patients

Remote diagnosis has been part of daily medical treatments nowadays; however, a single machine of camera cannot play the pivotal role alone. MediaTek has created endless possibilities by implementing pulse detection through camera! A team from MediaTek Labs designed a technique to detect pulses by shooting videos of a person's temples, dissected into individual frames, inspected on a one-minute basis, and then track down pulses through a simple algorithm for immediate results.

How Does The Technology Work?

Videos will be shot by cameras on the SoC of the Helio P10 and X20 smart phones, and data analysis by an image processing application will be further conducted. This technique is great news and solution for the situation where medical personnel and patients need to be in the same place. In addition, it can also lower the reliance on costly medical equipment. Definitely, Remote diagnosis is becoming increasingly important and since near-field pulse measurement reduces investment in time and cost, it will undoubtedly lead a global revolution in the field of remote diagnosis.



Responds to UN Sustainable Development Goals: Goal 3, Good Health and Wellbeing

Ensure health and wellbeing at all ages, strengthen early detection and lower risks in all countries as well as national and global management capability of health risks, particularly in developing countries.

Workforce Environment

MediaTek strives to build a professional environment with diversified learning experiences, challenges, and fun. We have attracted exceptional talent from all over the world to join our team. In the increasingly complex and globalized working environment, we need to achieve effectiveness by teamwork, and for teams to seek innovative solutions, they must encompass individuals from different cultures and learn insights from these diverse cultures. Continuous improvement is the driver for unceasing innovation and is the core value of MediaTek. To ensure that everyone in MediaTek can be focused on innovative development, we offer an international work environment, competitive compensation system and heartfelt benefits so that each and every employee can enjoy their jobs and devote their full attention to their work, and thus making MediaTek a great place to work!

Global Talents

Since founded in May 1997, with the pioneering global strategic layout, MediaTek has gradually established overseas subsidiaries. In addition to our Taiwan headquarters, we have also set up operational sites in China, the US, the UK, Sweden, India, Japan, Korea, and Singapore. In 2015, the total number of our global employees exceeded 10,000 (excluding affiliated firms), fully demonstrating MediaTek's resolve and commitment



toward technological innovations. Through offering a globalized work environment that allows global talents to collaborate and grow together, we enhance the timeliness on product development and technical support as well as encourage our employees to realize innovative values through their work. Together we can build MediaTek into a top-notch global innovative company that creates endless possibilities.

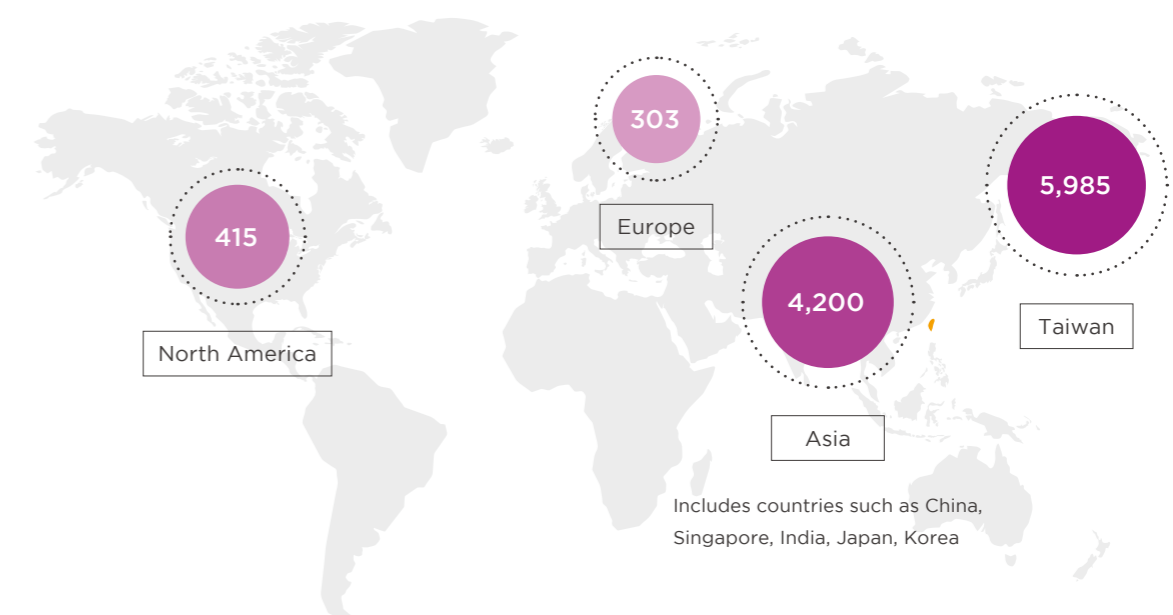
Employee Overview

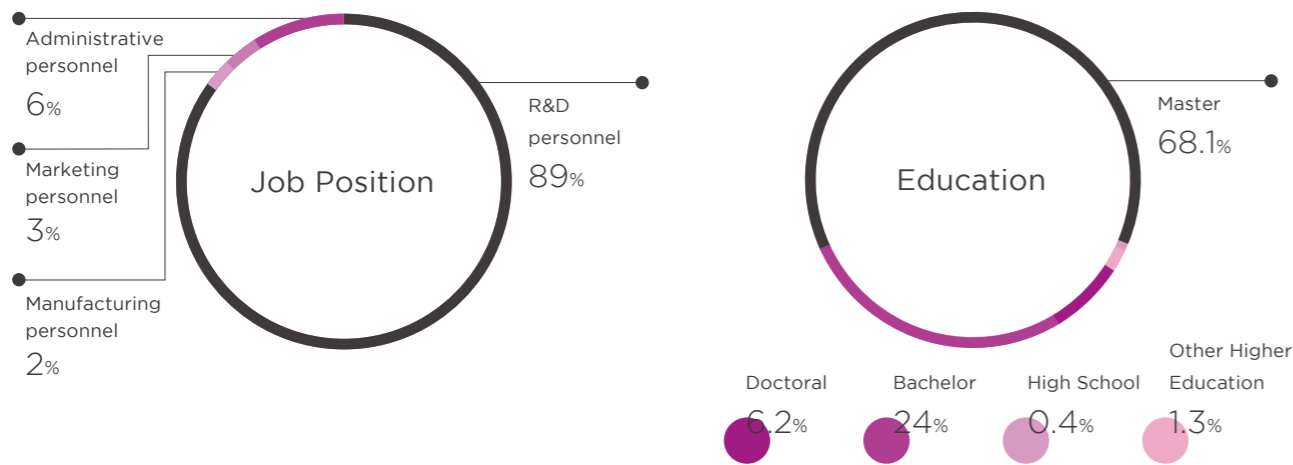
As of year-end 2015, MediaTek and its global subsidiaries (excluding affiliated firms) have a total of 10,903 employees, more than 90% of which are located in MediaTek's primary operational locations—Taiwan and Asian region (Asian region includes countries such as China, Singapore, India, Japan, Korea); 5,985 employees are in Taiwan, 4,200 in Asia, 415 in Northern America, and 303 in the European region. In terms of gender distribution, MediaTek has 2,062 female employees and 8,841 male employees. The number of male employees account for approximately 81.1%. This is primarily because MediaTek's employees are mostly R&D personnel, and graduates from relevant majors and academic studies are predominantly male.

In terms of job distribution, the labor structure of MediaTek is still consistently mostly in R&D, in which 9,785 employees are in R&D, 595 in administration, 347 in marketing, and 177 in manufacturing-related tasks. The ratio of R&D personnel has now reached 89.7%; this is mostly because the semiconductor industry requires a very high knowledge base, and MediaTek's primary products require highly innovative talents and expertise in pioneering technical know-how. In the labor structure of the remaining staff, a total of 1,198 individuals are at the management level, accounting for 11% of all employees; the age distribution of 21 to 40 year olds account for the majority of the staff, making up 86.4% of all employees; most of the employees hold graduate degrees or above (inclusive of master's degree), accounting for 74.3% of all employees. Most of the employees are full-time, accounting for 99% of all employees.

The overall average age of MediaTek employees is 33.5 years, and an employee serves at MediaTek for an average term of 4.3 years. The labor structure is steady, and we continue to inject new, exceptional talent into our pool to meet the objectives of MediaTek's innovation, growth.

26 Locations in 11 Countries





Over **200** Job Categories

Recruitment Policies

MediaTek's HR policy is grounded on the Company's six core values of "integrity, customer-driven, innovation, courage and insights, teamwork, and continuous improvement," and we implement these values in our systems including talent recruitment, training, and performance management and more. MediaTek values personal qualities and capabilities in our HR management, and we strive to provide a fair and respectful environment for our employees. We provide better compensations and benefits compared to other companies in the same industry as well as a global platform allowing our employees to realize their full potential; hence, we are able to attract talents from all over the world to join and grow with us. MediaTek invites individuals with potential to join our global operational locations and participate in various pioneering technological R&D projects. Each year, we establish annual HR recruitment plans in accordance with the Company's management and strategic objectives, and we contact and attract talent through diversified recruitment channels.

The brand-new talent management system on MediaTek's corporate website is launched in 2015, and the job descriptions satisfy different recruitment needs and legal regulations pertaining to personal data across the globe and supports QR Code, login with social media accounts, and touchscreen tablet PCs; we strive to offer jobseekers an even more concise and user-friendly interface to shorten the time needed to fill out forms and enhance the efficiency and convenience in applications. Moreover, the Company also recruits through job banks, participates in large-scale recruitment activities and accepts referrals from current employees. In 2015, our colleagues referred almost 3,000 individuals, showing that our employees trust the professional environment at MediaTek and are willing to refer other talent to join our team.

Human Resource Structure

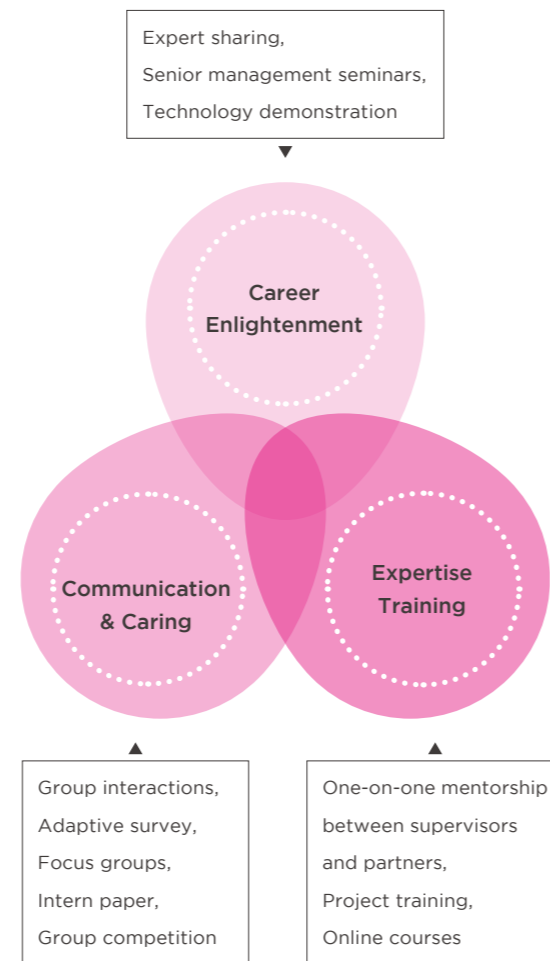
Type	Groups	Male		Female		Subtotal by Group	
		Number	Percentage of Group	Number	Percentage of Group	Number	Percentage of Group
Job Position	Marketing Personnel	303	87.6%	43	12.4%	346	3.2%
	R&D Personnel	8,199	83.8%	1,586	16.2%	9,785	89.7%
	Administrative Personnel	208	35.0%	387	65.0%	595	5.5%
	Manufacturing Personnel	131	74.0%	46	26.0%	177	1.6%
Management Level	Executive	37	97.4%	1	2.6%	38	0.3%
	Mid Level	256	87.7%	36	12.3%	292	2.7%
	Basic Level	761	87.7%	107	12.3%	868	8.0%
	General Employees	7,787	80.2%	1,918	19.8%	9,705	89.0%
Work Location	Taiwan	4,999	83.5%	986	16.5%	5,985	54.9%
	Asia	3,216	76.6%	984	23.4%	4,200	38.5%
	North America	351	84.6%	64	15.4%	415	3.8%
	Europe	275	90.8%	28	9.2%	303	2.8%
Age	16-20	12	75.0%	4	25.0%	16	0.1%
	21-30	2,940	74.4%	1,013	25.6%	3,953	36.3%
	31-40	4,547	83.3%	909	16.7%	5,456	50.1%
	41-50	1,206	91.2%	116	8.8%	1,322	12.1%
	51-60	126	89.4%	15	10.6%	141	1.3%
	Over 60	10	66.7%	5	33.3%	15	0.1%
Education	Doctoral	628	92.6%	50	7.4%	678	6.2%
	Master	6,224	83.9%	1,191	16.1%	7,415	68.1%
	Bachelor	1,882	71.8%	739	28.2%	2,621	24.0%
	Other Higher Education	85	58.6%	60	41.4%	145	1.3%
	High School	22	50.0%	22	50.0%	44	0.4%
Type of Employment	Regular	8,778	81.3%	2,015	18.7%	10,793	99.0%
	Contract-based	53	63.1%	31	36.9%	84	0.8%
	Temporary	10	38.5%	16	61.5%	26	0.2%
Subtotal by Genders		8,841	81.1%	2,062	18.9%	10,903	100.0%
Total		10,903					

Cultivating Campus Relations

Talent is the vital foundation of continuous progress for both industries and nations. MediaTek is devoted toward talent cultivation, and we continue to collaborate with academic institutions throughout the US, UK, China and Taiwan to form R&D collaboration projects and establish joint research centers. To date, we have devoted more than NTD \$900 million upon the achievements. Paying close attention to education, the MediaTek Foundation continues to offer scholarships to encourage students who have performed exceptionally well academically and have research potential. Furthermore, MediaTek also cultivates relations with various campuses and routinely hosts various on-campus job fairs, so students can have early access to experience a professional workplace through various projects and proposals, and we can also facilitate these students to establish their future career paths.

／ Internship Program ／

MediaTek offered internship opportunities to more than 200 students in 2015, reaching historical highs in both the number of recruits and internship locations. We have attracted both domestic and overseas students to join our locations in Taiwan, the US, Europe, India, China, and Singapore for internships during summer breaks or during academic years. Concurrently, MediaTek's internship program has expanded its scope since 2015, and we have moved from simple job training to three major cores including professional training, experiential exchanges, and career guidance. We offer students various short- and long-term and flexible internship programs and designate students to join various challenging projects according to their unique characteristics and expertise. Even simple, small-scale projects could be potentially utilized toward actual MediaTek products. Students can work and learn with MediaTek employees, gaining a head-start on experiencing lives as professionals. They could also become acquainted with job aspects of workers from different professional fields, the knowledge required, and opportunities of future development through MediaTek's thoughtfully arranged seminars and team assignments. Students don't need to blindly explore a suitable career path—they can get a head start on understanding a life journey that would realize their full potential through personal, firsthand experiences.



／ MediaTek Scouting on Campus Project ／

The Scouting on Campus program introduced by MediaTek encourages university students to become a campus scout and recommend potential outstanding talent around them to work for MediaTek. In 2015, MediaTek has recruited more than 1,300 campuses scout. Moreover, being a campus scout grants the person various special benefits, such as receiving a substantial amount of campus Recommendation Rewards, gaining priority in enrolling into MediaTek's summer internship program and on corporate field trips. Recommended talents can select the job positions they prefer according to their expertise. Furthermore, events and interactive activities are held occasionally to better students' understanding of the company.

At the same time, by first inviting scouts to understand our summer internship system, our scouts can participate in corporate visits and interact with senior management during seminars to enhance their understanding of the Company. These interactions have also increased our understanding of aspirations from the younger generation toward companies and technology trends, enhancing the younger generation's positive feelings for MediaTek and their willingness to join our team.

Internship Experience Feedback

MediaTek High Performance Technology
Thomas Drablos, Austin, USA



I began my six month internship at MediatTek in Austin in July of 2015. I had recently graduated from the University of Texas at Dallas with a BS in Computer Science and was nervous and excited about the opportunity. I was to help provide software solutions for convenient data access and useful data representation. In my last year of school, I was a member of a team that had built a web application for these exact purposes, so the idea was not completely foreign to me. However, the task given to me at MediaTek was a more intricate one and required a deeper set of knowledge than what I had acquired during my education. In order to accomplish my task, some of my time would first have to be spent learning how to complete it. Fortunately, my team members were generous in their patience towards me. I was given time to both figure out the solution and apply it.

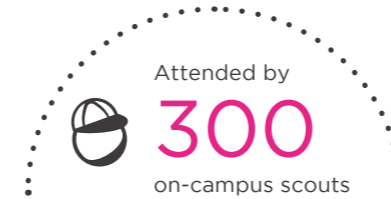
Work is only worthwhile when valuable. The product I have helped to create is actually being used. New features are being requested as the user base continues to grow. I was given the opportunity to become a better programmer and make something real at the same time. For any internship, I cannot imagine a better outcome.





／ Recruitment for COMPUTEX MediaTek Correspondents ／

In 2015, we successfully recruited 10 on-campus scouts to serve as MediaTek's correspondents for Computex, who have produced live journals and videos to record the events as well as subsequent online voting and other activities to allow more people to understand MediaTek's products and technologies from different perspectives. Please visit this website for reports and multimedia recordings of the events: <http://www.mediatek.com/zh-TW/news-events/campus-activities/?year=2015>



／ Drivers for The Future World ／

In summer 2015, MediaTek hosted the "Drivers for the Future World" seminar, in which our CTO and CHRO and nearly 300 on-campus scouts were invited to share their ideas about future technologies and talents. Our CTO shared topics such as MediaTek's current technical planning, the future trends of technology development, and MediaTek's blueprints for technical development. The CHRO shared topics such as encouraging innovative organizational culture, global talent recruitment and training programs.



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未來世界的
驅動者

Talents Inspired Technology Leadership



／ Graduation Gift—Collaboration with Starbucks ／

To continue to recruit more on-campus scouts, we have launched the scout referral program in response to the graduation season, in which scouts were awarded with a Starbucks gift card. Coupled with other activities in 2015, we successfully added more than one thousand new on-campus scouts to our scout lineup.

畢業 
好星情



未來零距離



Employment Relations

MediaTek proactively recruits talent from various regions to join our management team. In 2015, we recruited 2,525 new entrants, and we have shown significant growth in ratios of new recruits in Taiwan, Asia, North America and Europe, showing MediaTek's rapid development in the global market. On the other hand, a total of 1,191 employees have left MediaTek and our global subsidiaries. In terms of categories, the North American region had a higher turnover compared to 2014 because of organizational restructuring, and Taiwan had a steadier employment trend compared with the previous year. Our global overall turnover rate was 10.9%, which is lower than industry standards. MediaTek will continue to strive toward talent retention and to understand the reasons for employees' departure as evidence for improvement. We will undertake multilateral caring measures for departing employees, including sharing Company information and phone interviews, to maintain positive interactions between the Company and ex-employees and opportunities for future collaborations.

We value employee diversity and localized management, recruiting talent and directors from not only Taiwan but also other regions of the world, including China, Singapore, South Korea, India, United Kingdom, Sweden, Finland, and the United States. We also hire a considerable number of professional managers in these countries to fully achieve localized management in these regions, thereby contributing continual efforts to future organizational planning and global talent market deployment. Furthermore, MediaTek has also recruited physically challenged individuals and protected their employment rights according to legal regulations. We offered positions as engineers or massage therapists according to individuals' professional capabilities and backgrounds, ensuring fair employment opportunities to those with physical disabilities.

Structure of New Entrants and Turnover in 2015

Type	Groups	New Employee		Employee Turnover	
		Number	Proportion of Groups	Number	Proportion of Groups
Gender	Female	487	23.62%	249	12.1%
	Male	1,898	21.47%	880	10.0%
Age	Over 50	13	9.56%	31	15.9%
	30-50	998	17.35%	538	7.2%
	Under 30	1,374	46.54%	560	17.1%
Work Location	Taiwan	1,276	21.32%	528	8.8%
	Asia	903	21.50%	475	11.3%
	North America	114	27.47%	94	22.7%
	Europe	92	30.36%	32	10.6%
Total		2,385		1,129	
Percentage		21.9%		10.4%	

Ratio of Recruiting Local Supervisors in Global Subsidiaries

Country from which Management Personnel is Employed	Proportion of Management to Employees in a Country (A)	Proportion of Management in a Country to Local Managements ^{Note 1} (B)
Taiwan	12.5%	98.7%
China	7.1%	99.2%
Singapore	25.9%	36.6% ^{Note 2}
South Korea	11.9%	100.0%
Japan	14.3%	100.0%
India	8.4%	100.0%
United Kingdom	19.1%	77.3%
Sweden	14.3%	100.0%
Finland	6.6%	88.9%
Denmark	18.2%	100.0%
U.S.	23.1%	83.8%

Calculation formula and notes:

(A) = Number of management personnel in a country/total number of employees in the country

(B) = Number of management personnel in a country/total number of management personnel in the country

Note 1: Personnel on overseas assignment will be determined whether he/she qualifies as domestic based on his/her nationality (or dual nationalities in which one of the nationalities is the country of assignment) and location of assignment.

Note 2: Singapore maintains an open policy on foreign employees; currently domestic Singaporean employees account for only 16.7% of all local employees, whereas Singaporean supervisors account for only 36.6% of local supervisors.

Ensuring Employee Rights

／ Compliance with Labor Laws and Regulation ／

MediaTek strictly adheres to the stipulations of the Labor Standards Act as well as International Bill of Human Right, to protect employees' rights to freedom of association. Regarding employment, the company is prohibited from discrimination against employees according to their ethnicity, age, gender, sexual orientation, disabilities, pregnancy, political preference, and religion. By law, all employees must sign a labor contract that specifies an employment relationship based on the approval of both parties and the prohibition of using child labor. Furthermore, the work rule specifies regulations for non-mandatory labor and regulates employee work hours in accordance with labor laws and regulations. In special cases wherein labor contract with the employee is terminated, the Labor Standard Act must be followed to notify of dismissal and handle subsequent dismissal fees. In 2015, MediaTek did not violate regulations regarding freedom of association, discrimination, and mandatory labor.

／ Sexual Harassment Prevention ／

To create an environment of gender equality for every MediaTek employee so that they will not be treated differently or subject to sexual harassment, we pay particular attention to potential gender discrimination and sexual harassment issues in the workplace. We have established the Regulations for Establishing Measures of Prevention, Complaint, and Punishment of Sexual Harassment in accordance with the Act of Gender Equality in Employment, Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace, Sexual Harassment Prevention Act, and Regulations of Sexual Harassment Prevention. Furthermore, we have setup a Sexual Harassment Handling Committee and Sexual Harassment Prevention hotline (#21999) and E-mail (call21999@mediatek.com) to handle gender equality issues in the workplace, thereby ensuring that all MediaTek employees receive the most comprehensive care.

The "Workplace Sexual Harassment Prevention Program" has been listed as mandatory for all employees since June 2015, and as of year-end in 2015, we have achieved a completion rate of 93.6% and will work towards 100% completion. Concurrently, we are also planning this course as compulsory for all new entrants to the Company and have also established a sexual harassment prevention website to offer relevant information for our employees to promote gender equality and mutual respect.

Employee Communication Channel

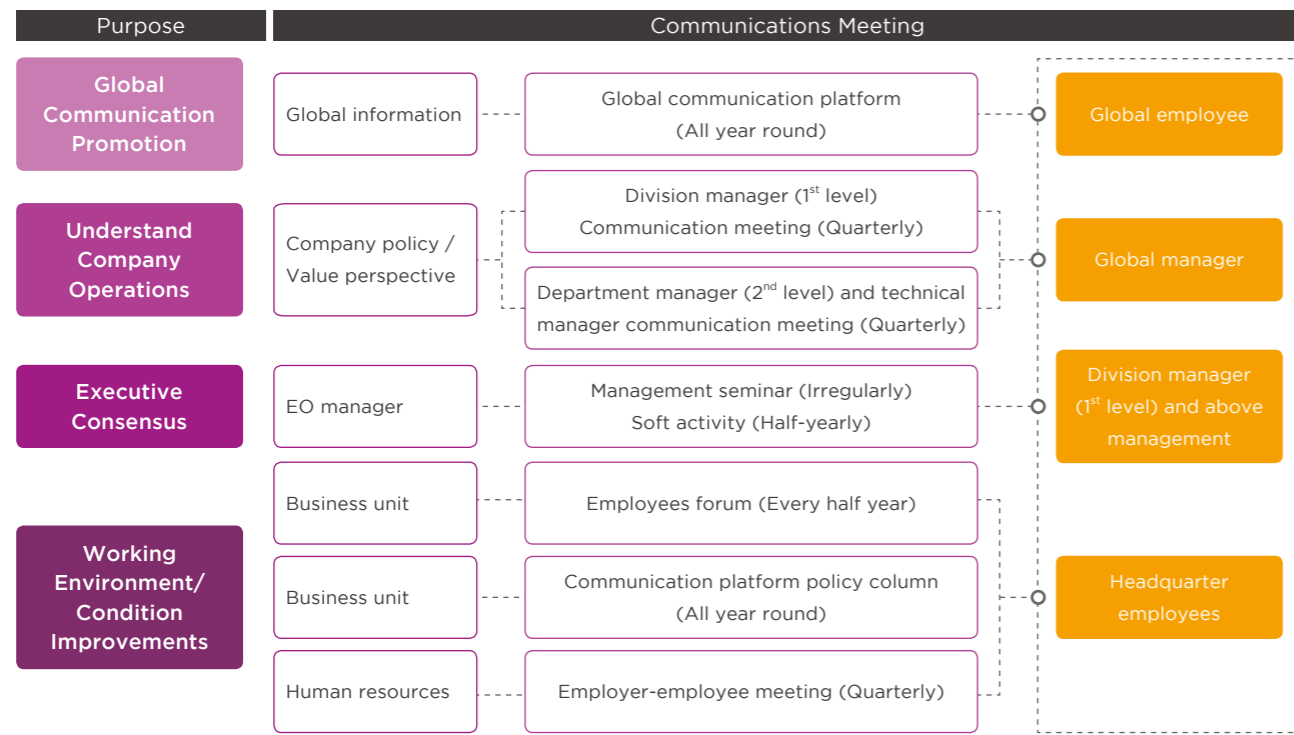
For our employees to perceive an open and fair environment for communications at MediaTek, we strive to establish a comprehensive employee communication channel that allows for bilateral communications between employees and the Company, and together we can work toward an even more complete professional environment. MediaTek has hosted communications conferences and established an online communication platform, in addition to communications with supervisors from different levels to meet the objectives of "understanding Company operations," "getting to know your supervisors," "improving the work environment," and "collective effort." Our communications matrix structure can effectively assist employees to understand the Company, realize Company policies, and solve problems regarding colleagues and the work environment.

The Company issues an internal monthly electronic periodical, "Hot Paper," to listen to ideas and opinions from our colleagues and for every employee to understand important Company policies and event promotions. We also encourage our employees to speak up on a timely basis. Furthermore, we host employment relations conferences on a quarterly basis and undertake a fair and effective communication mechanism that takes in employee suggestions to understand employees' thoughts and handle the reported problems on a timely basis. We hope to achieve harmonious employment relations through these measures and to create a win-win objective together with our employees. Because we are hiring more and more overseas employees, to realize timely and transparent communications, we have commenced global conferences since Q4 2015, in which 4 members of our senior management team including the Vice Chairman a conduct video conference with more than 200 global supervisors and employees. The MTK_FAQ communications platform allows employees to provide feedback and

suggestions on work and the environment and assists employees to provide feedback on topics relevant to their work and personal lives. We have established designated communications channels for different responsibilities. We collected 601 employee suggestions regarding HR policies and service via the "MTK_FAQ communications platform" in 2015, and we require that the initial response for these suggestions be made within 2 days. We have already handled 599 suggestions, among which 2 have been placed into long-term evaluation and planning.

MediaTek values bilateral communications and strives to provide open and transparent communication channels for supervisors and employees as well as between employees. The stringent bilateral communications are shown below.

Name of Communication Channel	Usage Frequency	Format	Problem Type	Features	Management Level
Communication Platform (FAQ)	All year round	Online service	Work / living-related questions	<ul style="list-style-type: none"> Response within limited time Online operations 24/7 	Contact window of accountable unit
Global Communication Platform	All year round	Online service	Matters promoted globally by the company	<ul style="list-style-type: none"> News articles Global important messages Corporate core values 	Contact window at various operating locations
Communications Meeting for Various Levels	Monthly / Quarterly	Physical meeting	Work / living-related questions	<ul style="list-style-type: none"> Topic sharing Company topic promotion Unit internal promotion 	Department Manager (2 nd level) and above
Employee/ Employer Meeting	Quarterly	Physical meeting (representative)	Discussions on labor conditions and employer-employee relation issues	<ul style="list-style-type: none"> Collect questions in advance Elect labor representatives through public voting Meeting convened by employer representative Announce meeting outcomes 	Five employer representatives, at a ratio of 1: 1 (labor representative account for 0.1% of the total number of employees)
Employee Grievance Box/ Company Opinion Box	All year round	Online service	Any material issue	<ul style="list-style-type: none"> Handling by highest level executive Online operations 	Highest management of HRM



[Career Development]

MediaTek offers a workplace environment where global talent can engage in continuous learning and growth. In terms of performance management and development systems, employees and their supervisors are required to jointly inspect their annual job performance, respect individual development plans, and define suitable work goals. Concurrently, a sound training system is implemented for employees to learn the professional skills they require at work, thereby helping employees create their future development blueprint. In particular, leadership is a competency required of employees' career development. Therefore, we provide leadership training to department manager (2nd level) or higher supervisors, and through the 360-degree feedback questionnaire survey, we assist managers to examine their individual performance and areas of improvement from different perspectives and to use their findings as the motivation for continual growth and advancement. We believe that a manager with strong leadership skills can lead one's team to overcome various challenges and advance toward a common goal and vision, thereby growing and developing jointly alongside the company.

Primary Discussion Topics Covered during the 2015 Employment Relations Conference

Employee Healthcare	Whether the Company could provide relevant healthcare protection or statistical monitoring information for employees who are engaging in overseas assignments.
Maternity Leave Should Be Better than What Is Required by Legal Regulations	The Company gives 7 days of maternity leave, better than what is required by law. Maternity leave should be used within 15 days (can be used several times) of the date of childbirth (or miscarriage), according to the Regulations for Workplace Gender Equality Rights.
Adjustments to Working Hours	Adjusting articles related to working hours to "40 hours per week" according to the legal regulation.

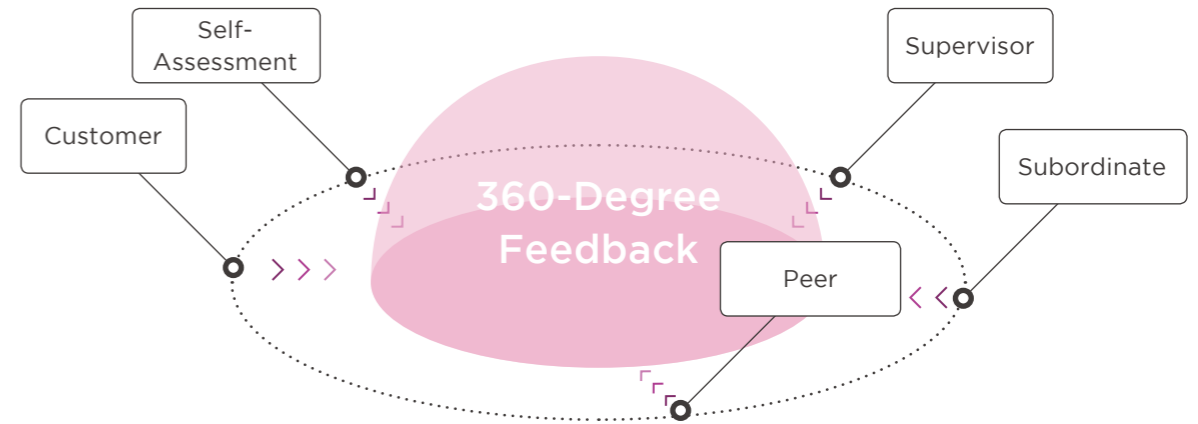
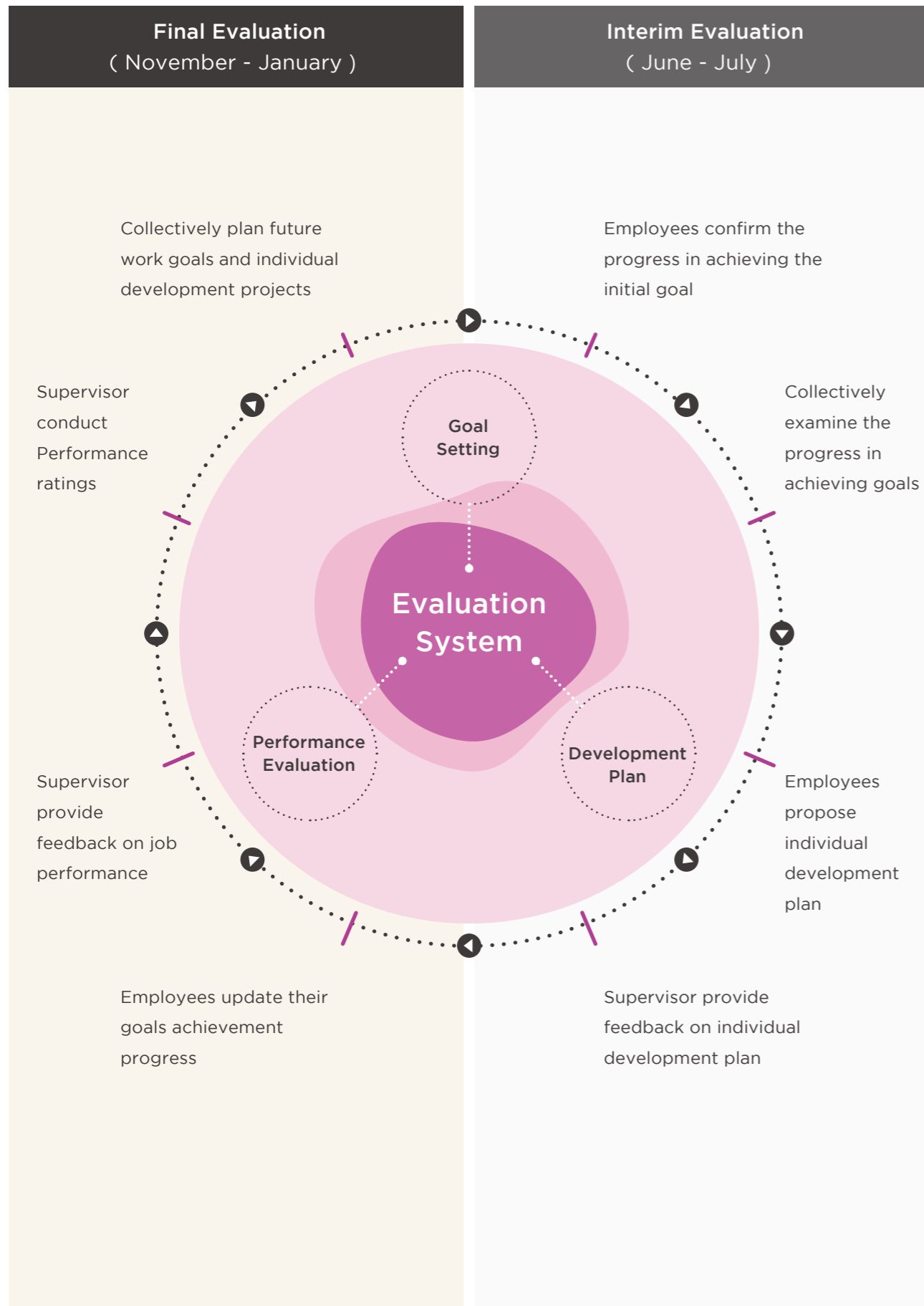
Survey of Employee Opinions

To truly understand employees' thoughts and suggestions for the Company as a driver of the Company's continuous improvement, MediaTek has undertaken employee opinion surveys since 2004. Questions in the surveys are separated into 5 primary categories: job functionalities, strategic alliance, wages and compensations, employee commitment, and self-actualization. We hope to understand our employees' true feelings through these diverse categories. The results of employee opinion surveys serve not only as channels to better understand our employees but also serve as evidence for the company's internal assessment. The Company will undertake internal discussions and review parts that should be improved or items that received low scores; moreover, for departments that receive relatively low scores, we will undertake skip-level communication through focus groups with these departments to better understand employees' thoughts and come up with corresponding improvement measures. Since 2014, employee opinion surveys have been conducted every two years, and for 2016, we are expanding the base of employees to include all 10,000 employees globally for the first time, and will proceed to undertake these surveys starting in May.

Performance Management and Development

A performance management and development system is aimed to combine the company's goals with individual goals. Through active performance feedback and communication, the development progress of employee abilities can be examined and measured for creating optimal organizational and individual performance. This system is applicable to MediaTek's global full-time employees, and does not influence employees' rights to accept performance management because of gender differences. The evaluation involves two phases: Final-term phase, which takes place from mid November to end of January the following year, and Mid-term phase, which takes place from June to July. In the final-term phase, supervisors provide one-on-one feedback to their employees regarding their annual job performance, conducts performance evaluations of their colleagues, and jointly sets the work goals and development plans for the subsequent year.

In the mid-term phase, employees are required to confirm the progress of attaining their initial goals and ensure that their predetermined goals are in accordance with their individual development and actual work conditions. Subsequently, they must examine, confirm, and reorient their annual goals accordingly. Furthermore, two-way communication and feedback between supervisors and their colleagues ensure adequate understanding of their work status, provision of necessary resources for performance enhancement, and facilitate completing work tasks.



360-Degree Feedback Questionnaire

To enhance the leadership capacity of management personnel, the 360-degree feedback questionnaire is conducted on department manager (2nd level) and above to comprehensively examine their job performance and management skills. Opinions and feedback primarily originate from supervisors, subordinates, peers, and those under evaluation. Feedback from diverse channels ensures objective evaluation results, enhances the willingness of management personnel to adopt improvement suggestions, and provides a reference guideline for devising career development plans. Regarding cultivation of leadership, an internal apprentice system is used to transfer management experiences and arrange external training courses according to the leadership requirements of various management levels. Thus, management personnel is granted with the opportunity for continuous learning and development, which contribute to strengthening the leadership capacity of MediaTek's employees at all levels. As our workforce continues to grow, more than 1,000 supervisor raters and 10,000 employees throughout our global offices have partaken in the feedback evaluation, maintaining a participation rate of 90% or above.

Training System

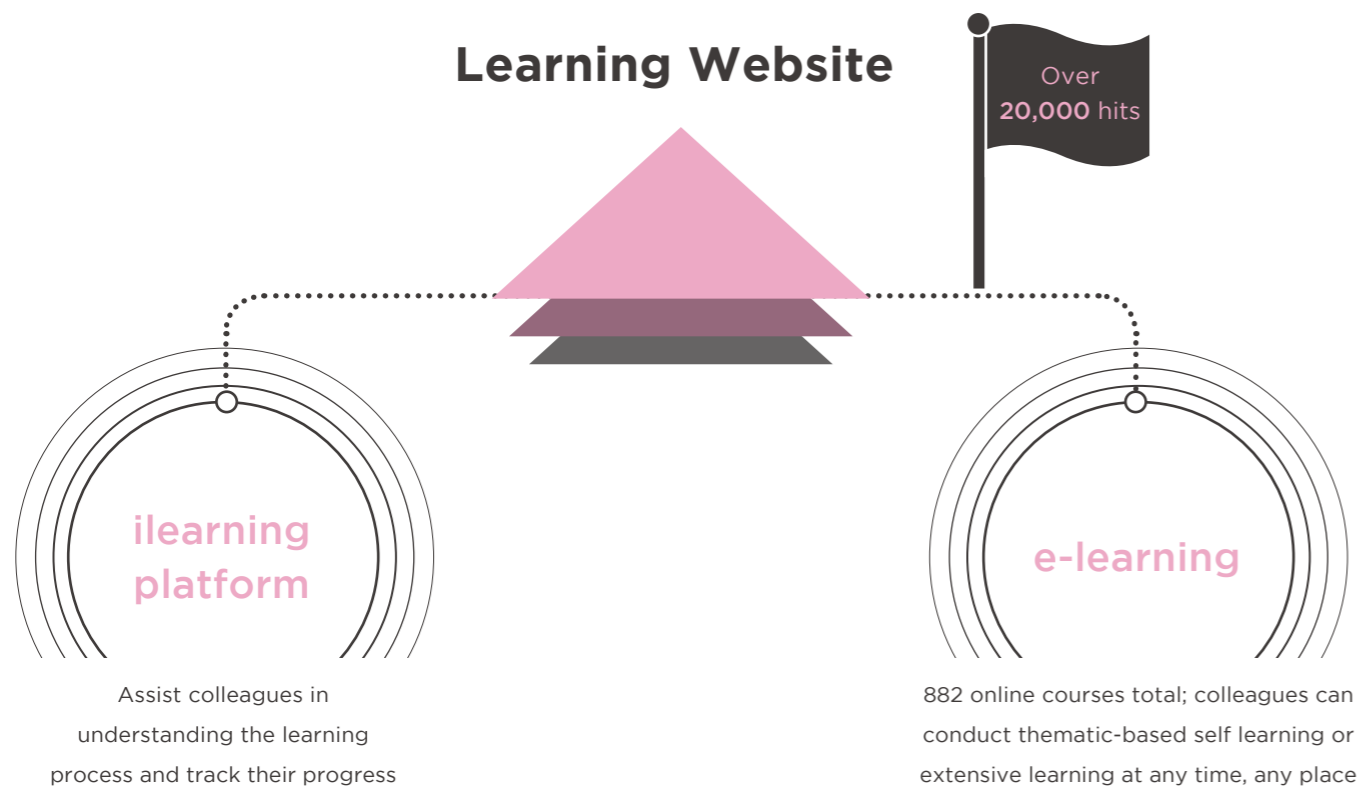
MediaTek offers suitable training programs for new recruits and executive managers according to the professional skills they require for their job positions. Thus, employees can continuously learn new knowledge and skills to respond to various new challenges at work. Under such a diverse and comprehensive training system, employees can select appropriate training programs according to their interest and career goals. Our training methods are unaffected by gender or ethnicity. We expect to foster the core value of continual learning in employees and realize the business philosophy of MediaTek.

Our training management system comprises the Regulation for Internal Training Management and Regulation for External Training Management, both of which outline the procedure for arranging training courses and encouraging employee participation. In addition, the level of participation among employees will also serve as a basis for dispatching, promoting, and strengthening the competency of supervisors. Various types of training standards all contain regional and location-specific implementation details that vary throughout the world.

Resources and Channels for Learning

Supervisors can assist each and every member to establish annual individual development plans (IDP) according to individual work-related needs to achieve the Company's business development needs and employees' sustainable growth. Individuals and supervisors can all understand and track learning progress and records through the ilearning platform set up on our Learning Website that was established in 2015. In addition to real courses, on-the-job training, and e-learning, the ilearning platform also allows employees to undertake self-initiated learning or extended after-class learning at any time, any place. All information that new entrants need to understand is available in a single designated zone on the website, and this should help new recruits better adapt to the new environment. Since being launched in Q4 2015, the ilearning platform has received 21,913 hits as of year-end in 2015. Fifty-seven percent of the users are employees with 2 years or less work experience with the Company and have demonstrated positive learning results, showing that the platform is beneficial towards new entrants' adaptability to the Company. In the mid to long term, we will conduct module design for contents in each zone and continue updating the contents for learning.

In terms of learning channels for supervisors' leadership competency, MediaTek selects key books for the year according to key learning factors for supervisors, so supervisors can learn and exchange their thoughts and learning progress through the "supervisors' book club." Moreover, for managers throughout the world to share the same management language and gain the knowledge and skills required by the Company, and gain the knowledge and capabilities required by the Company, we have offered a strategic handbook for often-seen management topics, in which challenges, problems, and the corresponding solutions are shown. This should better facilitate supervisors in dealing with day-to-day management issues and to provide an instant reference, as well as to pass on management methods to establish the Company's management culture.



CSR Courses

To implement the management vision of "realizing our responsibilities as corporate citizens" in our day-to-day activities, we have arranged for environment, social, and governance (ESG) courses in educational training for new recruits, and require them to complete the learning process and pass relevant tests within 30 days. The passage rate has been 100%. Moreover, when publishing our first-ever CSR Report, MediaTek invited external consultants to conduct CSR educational training in each department and



share the current conditions of the CSR Report in Taiwan as well as international trends. This helped our employees better understand both domestic and foreign sustainability topics prior to writing our first report and better demonstrate our performance and results in MediaTek's CSR Report to achieve the sustainable vision of accountability and transparent disclosure.

Types of Training Program

Training Category	Description
New Employee Training	The human resources department arranges relevant training programs to assist new recruits in understanding company policy, corporate culture, and working environment so they can quickly assimilate into the work team.
General Education Training	In accordance with governmental regulations and company policies, employees must complete a basic training course, regardless of the department to which they belong, their job function, and duties.
Professional Competency Training	Professional development courses designed according to professional competency, such as individual performance, environmental safety and health, financial accounting, human resources, information technology, legal intellectual property, and quality management.
Management Competency Training	Training development activities planned according to management skills and occupational requirements of supervisors of varying levels.
Technical Engineering Training	Training programs and development activities pertaining to various professional competencies engineers require when executing their job duties and when they enter the company at distinct maturity stages.
Individual Performance Training	Assist employees in enhancing their knowledge skills used in daily work tasks, cultivating diverse abilities in employees, and improving job performance.
Language Ability Training	Offer English learning and speaking courses, workshops, training classes, and community groups according to employees' TOEIC results. These courses are aimed to train employees how to apply their learned knowledge in practice, thereby improving their international competitiveness.
External Training	Improve employee quality, enhance their work skills, promote business development, and compensate for deficiencies in internal training.

Results of Training

Training Type Management Competency	Total Number of Classes	Total Number of People			Total Hours	Total Fees	Average Training Hours
		Male	Female	Total			
General Knowledge for Novices	72	1,792	195	1,987	11,218	5.6	NT\$ 47,051,000
Techniques / Professionalism	83	1,941	436	2,377	15,115	6.4	
Individual Performance	152	3,402	531	3,933	9,209	2.3	
Language Training	102	2,632	922	3,554	22,021	6.2	
External Training	37	485	160	645	18,103	28.1	
Total	489	486	161	647	10,723	16.6	
Training Type	935	10,738	2,405	13,143	86,389	6.6	

Note: Average training hour=total number of hours/total number of employees in Taiwan regions

Compensation and Benefits

Wage Protection

MediaTek's strategic positioning is to offer higher overall compensation packages than the market average to attract talent and to retain current talent with competitive compensations. We have designed wage structures that comply with local needs and standards based on each operational location's government and legal regulations, industry practices, and HR and market conditions, and we do not differentiate based on gender, nationality, race, age, or religious beliefs. For instance, in the case of a MediaTek engineer with a graduate degree but no prior work experience, our basic fixed compensation would be 280% higher than the government's established basic wages. The Company's overall compensations are based on individual employees' knowledge, skill sets, capabilities, roles, and responsibilities as well as individual performance and commitment, and we also consider the Company's overall performance targets. In terms of base salary, we make appropriate adjustments to our employees' base salaries based on the market's overall wage standards, overall economic indicators and our policies. Whereas annual bonuses will be assessed based on the Company's annual profitability, an employee's individual performance, and the roles he/she serves in the Company, to ensure the competitiveness of the overall compensation package. MediaTek completed the annual wage adjustments in February 2015 for our global operational locations and allocated a designated percentage of Company profits as employee incentives; this will be given out in February and August each year to encourage employees to continue making contributions and attract and retain talent through competitive overall compensation packages. This is our way of realizing the sustainable vision of profit-sharing.

Welfare Committee

In accordance to the Organization Regulations on Employee Welfare Committee stipulated by the Ministry of Labor, the Taiwan headquarters has requested each department to nominate a representative to form an Employee Welfare Committee. The purpose of this committee is to oversee the Employee Welfare Committee funds and to promote various benefits. MediaTek has always set aside a higher percentage of the revenue than what is stipulated by law to sponsor Employee Welfare Committee, allowing the committee to offer more benefits. At the same time, MediaTek has also taken the cohesiveness of each department and flexible selection of personal benefits into account, such as sponsoring departmental events reimbursements, and encouraging events that can bring strengthen the familial relationships of department members, which applied rate nearly 98%. The company also provides personal traveling reimbursement, which allows employees to freely choose to participate in group trips host by the company or plan personal and family trips. Since the implementation of these benefits, 95% of the employees who applied for reimbursement for travel were reimbursed, a percentage that truly reflects the spirit of goodwill intended by employee benefits. We also provide reimbursement for movie appreciation event, the employee can select movie which they are preferred to share with their family or colleagues. Furthermore, MediaTek has installed a massage room in the Health & Lifestyle Center, and we have hired visually impaired chiropractors recommended by the Taiwan Blind Person Welfare National Christian Council to provide professional massage therapy services.

Diversity of Welfare

Physical and Mental Health Care	Healthy living	Health & Lifestyle Center, annual health examination, in-office doctor consultation, massage therapies, sports and competitive events, gym reimbursements, and childbirth monetary benefits
	Intellectual life	Arts and culture fest, lectures by luminaries, traveling reimbursements, and in-office traveling agent services
	Insurance	Labor Insurance, National Health Insurance, life insurance, casualty insurance, medical insurance, and group insurance
Friendly Working Environment	Club activities	Diverse club resources, family day events, events that foster employee and family cohesiveness, and charity events
	Thoughtful services	Ticket/gift card purchasing, discounts from designated stores, psychological counseling and legal consultation, innovative and thoughtful services, and free parking lots
Multiple Bonuses, and Reimbursements	Incentive cash gift	Three major festival bonuses, year-end bonus, birthday cash gift, and year-end lottery prize
	Reimbursements	Department activity fees, meal reimbursement, petty cash fund, relief fund, birthday party reimbursement

39 diversified clubs



Club Activities

MediaTek has 39 clubs as of 2015, including the newly formed Childcare Association, Open Source Data Study Group, Taipei Jogging Club, and New Discoveries in Taiwan Club. In addition to hosting club recruitment activities each January and July, we also offer funds for clubs to facilitate their operations. As many as 2,000 employees are involved in at least one club. Moreover, in addition to receiving funds, club activities that target the whole Company also offer channels for non-members to participate and could contribute toward employees' cohesiveness and loyalty towards the Company.

Benefits from 4,000 partner stores

Heartfelt Services

We have planned for designated companies to set up stores within the Company as well as signed promotional deals with 4,000 stores throughout Taiwan under the MediaTek brand. Employees can enjoy promotions at these designated stores when they present their employee badges. Furthermore, employees can also install a smartphone application to look up promotional activities at designated stores at any time, any place. We have invited publishers of children's books or Elite Bookstore to host book fairs and product exhibitions at the Company during Children's Day or Christmas. In addition to satisfying the needs for diverse genres of books for different individuals, we can also promote the importance of reading through these events.

19 holidays—higher than legal regulations

Number of Holidays


This is in response to the "Details of Implementing the Labor Standard Act" by the Ministry of Labor in 2015, in which the national holidays in 2016 would be shortened to 12 days from 19 days. To balance the work and personal lives of our employees, MediaTek has announced that we will provide 19 days of leave, including national holidays and memorial days in 2016. This is higher than the requirements of the "Details of Implementing the Labor Standard Act," and the purpose of this is to enhance the convenience of our employees in arranging for their holidays and vacations.



Encouraging Childbirth

In recent years, the birthrate in Taiwan has reached a record low; over the long run, this will negatively impact our society's labor force, giving rise to all kinds of social problems including reduced productivity, income, and government taxes. As a part of the Taiwanese society, MediaTek cares highly about the possible problems of the ageing society due to the low birthrate. Thus, we have planned for different encouragement and funding proposals for employees at different stages of life. In 2015, we arranged for 10 social outings, and not only did we reach the number of expected attendance each time, we also achieved an average satisfaction rate of 4.5 points on each occasion (out of 5 possible points). We hope to help MediaTek employees find their life partners and start beautiful, satisfying and happy families in addition to increasing the birthrate in Taiwan.

So that MediaTek employees can give birth without worry, we have clearly provided in the Work Rules that during employees' maternity leave the company cannot terminate the working contract, in accordance with the Labor Standards Act, and there are 56 days of maternity leave for female employees before and after childbirth. Furthermore, employees may take 7 days off for paternity leave during their spouse's pregnancy or within 15 days before and after childbirth or miscarriage. Wages are paid in full during the paternity leave. This maternity leave exceeds the standards provided by the Labor Standards Act; it allows MediaTek employees to have more time and flexibility to be with their family through the important times in life.

 Being Single Recreational events for singles	 Getting Married Wedding cash gift and wedding vacation leave
 Giving Birth NT\$2,000 childbirth cash gift for each child born, maternity leave for prenatal care and giving birth, and paternity leave	 Family Employee family care network, daycare resource search/recommendation platform, child education scholarship, family care leave, and unpaid child care leave

Taiwan's Rate of Applying for Unpaid Child Care Leave, Rate of Reinstatement, and Rate of Position Retention

Item	Male	Female	Total
A. Number of employees qualified for unpaid child care leave in 2015	1,007	169	1,176
B. Number of employees that actually applied for unpaid child care leave in 2015	21	36	57
C. Number of employees expected to be reinstated from unpaid child care leave in 2015	17	26	43
D. Number of employees actually reinstated from unpaid child care leave in 2015	6	16	22
E. Number of employees that worked for one year after reinstatement in 2014	7	10	17
F. Number of employees that took unpaid child care leave and were reinstated from child care leave in 2014	8	12	20
Application rate (B / A)	2.09%	21.30%	4.85%
Reinstatement rate (D / C)	35.29%	61.54%	51.16%
Position retention rate (E / F)	87.50%	83.33%	85.00%

- A. Number of employees qualified for unpaid child care leave in 2015: Number of employees who applied for paternity leave and maternity leave between January 01, 2013 to December 31, 2015
- B. Number of employees that actually applied for unpaid child care leave in 2015: Number of employees that applied for unpaid child care leave between January 01, 2015 and December 31, 2015
- C. Number of employees expected to be reinstated from unpaid child care leave in 2015: Number of employees that had unpaid child care leave with an expiration date between January 1, 2015 and December 31, 2015
- D. Number of employees actually reinstated from unpaid child care leave in 2015: Number of employees that had unpaid child care leave with an expiration date between January 1, 2015 and December 31, 2015 and were reinstated in this time frame
- E. Number of employees that worked for one year after being reinstated in 2014: Number of employees that took unpaid child care leave between January 1, 2014 and December 31, 2014 and are still working with MediaTek one year after they were reinstated
- F. Number of employees that returned from child care leave in 2014: Number of employees that took unpaid child care leave between January 01, 2014 and December 31, 2014 and were reinstated for more than one year

Retirement Plan

Since implementing the Labor Retirement Fund Act on July 1, 2005, presently, the new policy is applicable to 99.2% of the employees in Taiwan, and the remaining 0.8% are still applicable under the original policy (i.e., retirement regulations according to the Labor Standard Act). The rest of the overseas operational locations will establish employee retirement plans according to local government regulations.

Confirmed Pension Program

The retirement program set up by MediaTek and its domestic subsidiaries, in accordance to the Labor Pension Act, is part of the Confirmed Pension Program. Every month a retirement fund calculated based on 6% of the individual employee's monthly wage is remitted to a personal retirement bank account setup by the Bureau of Labor Insurance or Ministry of Labor. Subsidiaries located in China have set aside a certain percentage of individual employees' total salary as retirement pension and remitted it to the relevant competent authority in independent savings accounts, in accordance with the local governing laws. Other overseas MediaTek subsidiaries have also set aside pension funds according the local governing laws. As of 2015, the total sum of the pension funds in the Confirmed Pension Program is NT\$1,391,878,000.

Confirmed Benefit Program

The retirement program MediaTek and its domestic subsidiaries have set up in accordance to the Labor Standards Act is part of the Confirmed Benefit Program. The calculation of retirement fund is based on the unit of radix of the year of employment and the average approved monthly wage on the date the employee retires. Two units of radix will be given to those who have served 15 years or less, and one additional unit of radix will be given for one additional year served. Maximum units of radix is limited to 45. MediaTek and its domestic subsidiaries have set aside 2% of the total salary in the Supervisory Committee of Business Entities' Labor Retirement Reserve account in the Bank of Taiwan, in accordance to the Labor Standards Act. As of December 31, 2015, MediaTek's Confirmed Benefit Program is estimated to reach NT\$10,508,000 in 2016.

Health Care



Physical Health Detection and Support Mechanism

Employee Healthcare Management

MediaTek values employee health, and in addition to setting up a Fitness Center within the Company to offer a convenient and safe sports venue, we also plan for in-depth health checkups (more detailed than what is required by law) for every single MediaTek employee. Each and every MediaTek employees can utilize a NTD 6,500 health checkup fee as well as a half-day health checkup leave. We also host health promotional seminars

from time to time. For high-risk demographics such as females, employees in testing departments and mid- to senior-level management, we proactively offer mandatory preventative checkup items such as professional eye doctor examinations, breast ultrasound, pap smear, blood-level lead concentration detection, and low-dose lung CT to reduce hazardous factors that may affect employees' health and to undertake effective handling and monitoring in early stages of diseases. The annual health checkup can also effectively remind MediaTek employees to take better care of themselves and achieve physiological illness prevention. We have achieved a 100% checkup rate in accordance with the legal regulations in 2015, showing that MediaTek employees have all developed a positive healthcare mentality.

MediaTek also believes that true wellbeing encompasses positive physiological and psychological state; thus, when employees (and some of their spouses) undertake health checkups, they can also fill out "self-examination forms" that could enhance their perception about their own psychological state. Additionally, our Employee Relations Office will follow up with caring and monitoring for employees at high risk to ensure every single employee's physical and mental wellbeing.

Healthy Diet Promotions

MediaTek offers a variety of healthy foods in the Employee Cafeteria, bans catering vendors from using MSG and illegal additives, and in terms of food safety management, provides the safest dietary planning for our staff. Nine firms have joined our cafeteria in MediaTek's headquarters, including Korean food, a potsticker food chain, juice bar, noodles, buffet, vegetarian, and fast food, to offer the most diversified options for our employees. In addition, through a systematic instant query platform, our employees can look



up daily menus and personal consumption records. This systematic analysis can also serve as a reference point for our annual vendor selection process. In the overall satisfaction survey conducted in 2015, 70% of the employees are satisfied with their diet (rating is out of 5, with options 4 and 5 showing that the rater is satisfied). This is a 13% growth over the satisfaction rate in 2014. Only 3% of the staff were dissatisfied, showing that most of the employees acknowledge the arrangement and planning for healthy diets.



100%
checkup rates
NT\$ 6,500
health checkup fee

Workplace Medical Service

In addition to having a professional medical team, MediaTek also commissions a medical team from National Taiwan University Hospital—Hsinchu Branch to conduct onsite visits 15 times per month in compliance with legal regulations. The team of doctors offers one-on-one professional consultation with our employees, and in addition to consulting about physical wellbeing, the doctors will also offer explanations for results of their health checkup so MediaTek employees can better understand their own health conditions. The other professional task of the onsite medical service is to ensure that there is a correlation between employees' health problems and the workplace and to rule out any hazardous factors that could potentially harm employees' health in the workplace. Moreover, the visiting medical team also facilitates the Company's professional medical personnel and environmental safety personnel to undertake ergonomic and maternal health protection plans.



Ergonomics and Massage Service

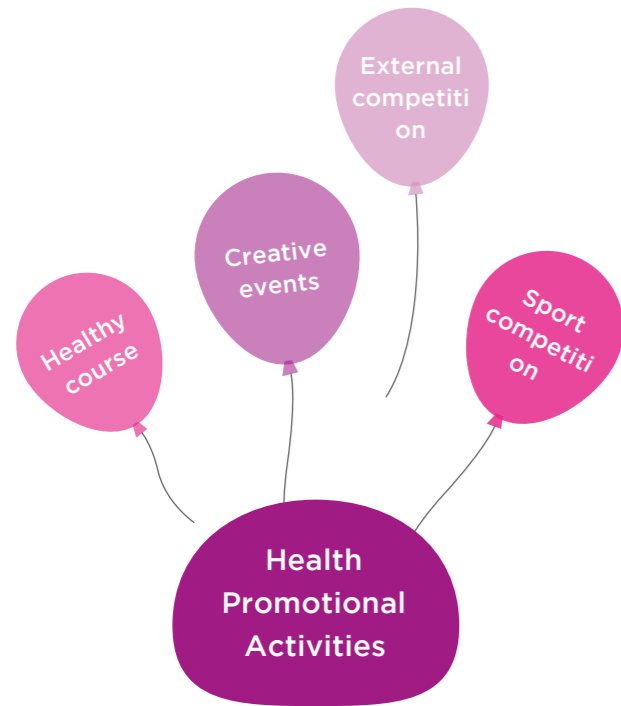
In addition to hosting health promotional activities according to employee needs, MediaTek has also responded to one of the new topics in the Professional Workplace Safety Policy—ergonomics. Professional doctors and medical personnel have invited the Attending Physician at the Rehabilitation Center at National Taiwan University Hospital to host a seminar on the topic of "Have You Been Sitting Right at the Office?" Moreover,

we have also conducted an online survey of all employees and attained in-depth understanding of employees' operational conditions through onsite medical consultation. We anticipate retaining the services of physiotherapists in 2016. In addition, MediaTek has recruited 20 visually impaired massage therapists to take care of MediaTek employees' physiological wellbeing and relieve their stress as well as oversee the employment rights of these visually impaired massage therapists. The massage appointment rate throughout the year was 99%.

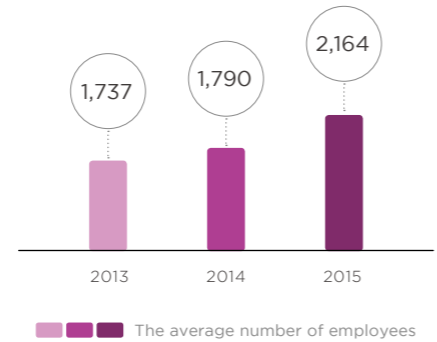
Protection of Mothers' Health

With the increasingly advanced medical industry and the gradual enhancements in identifying and controlling hazards, as well as the enhancements in the technology used in evaluating health-related risks, by keeping informed of employees and the numbers of maternity checkups applied in each month, our professional medical personnel can maintain a detailed record of pregnant workers in the Company. We can realize health protection for these mothers and equal employment rights through onsite doctor visits to diminish hazards and adjust working conditions and job rotations based on the consent of these workers.





Total Number of Employees Engaged in Health Promotional Activities



Health Promotional Activities—Work Together and Earn Great Health

Fitness and a regular exercise habit can improve physical wellbeing, maintain a positive outlook and relieve stress in work and private life, so that a person can build persistence, perseverance, and become willing to take on challenges and build on his/her confidence to promote a healthy self-image. MediaTek is focused on the mental and physical wellbeing of our employees. We have built a healthy and happy workplace and planned a fitness and sports center for our employees—including a fitness center, basketball court, badminton court, table tennis room, classrooms and more. Moreover, to enhance the utilization rate of these venues, we offer various sports halls for club practices and spousal classes. Moreover, we have also planned health promotional activities for the entire year, including sports competitions, health seminars, weight loss classes, creative activities, and participation in external sports competitions. We hope that employees can achieve balanced physical and mental wellbeing outside their work.

Building a habit for exercising in a professional workplace can enhance employees' healthy lifestyle, relieve work-related stress, and enhance the Company's vitality and competitiveness. A habit of exercising proactively can help you maintain a positive figure, and participation in sports will help everyone bond, make new friends, and learn teamwork through group activities. With the increasing popularity of exercise, more and more people are paying attention to healthcare. MediaTek has come to be aware of our employees' needs and granted permission to use sports venues during noontime. The number of participants in our health promotional activities is also increasing annually, and the average satisfaction rate of each activity has reached 3.96 points (out of 5). We will continue to host various static and dynamic sports activities, offer positive healthcare knowledge; we believe that with enough persistence, you can always win, whether in life, work, or learning.

2015 Health Promotional Activities Schedule

Season	Season One	Season Two	Season Three	Season Four
Event	4	9	14	9
Health Activities	<ul style="list-style-type: none"> Health Seminar Athlete Seminar—Guest Speaker Lin Chih-Sheng Creative Activity Lamigirls 	<ul style="list-style-type: none"> Creative Activity Embrace Challenges External Competition Climb Up Taipei 101 One-Piece Marathon Creative Activity Stair-Climbing Competition Sports Activities Softball Competition 	<ul style="list-style-type: none"> Health Seminar Food Safety Seminar—Dr. Yi-Ching Chen Sports Activities Kickball Competition Creative Activity MediaTek Cycling Day Sports Activities Swimming Competition Basketball Competition External Competition Swimming Across Sun Moon Lake Sports Activities Table Tennis Competition Zhubei Zone (external competition) 	<ul style="list-style-type: none"> Health Seminar LOHAS Seminar—Dr. Pei-Yi Hsu Sports Activities Badminton Competition Sports Activities Volleyball Competition Taipei Round External Competition Taipei Marathon



Climb up Taipei 101



Sports Activities



Engineer Day activity—Rubik Competition

Mental Health Detection and Caring Mechanism

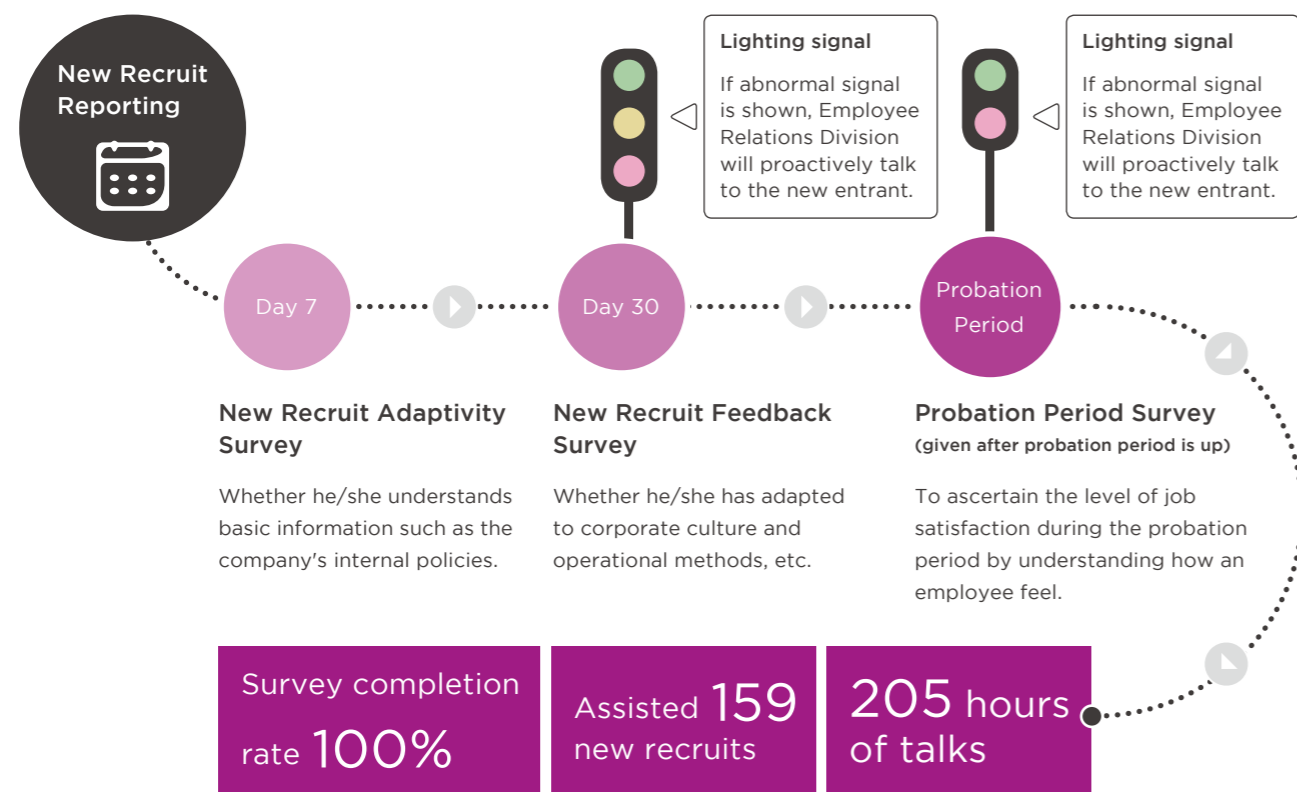
New Recruit Caring System and Mechanism

To help new entrants adapt, the Company established a "New Employee Caring System" in 2009, in which, upon joining the Company, the system will automatically send out a "New Employee Adaptability Questionnaire" and "New Employee Feedback Questionnaire" to the new recruits on their 7th and 30th days, respectively. The questionnaires are rated out of 5 possible points. The New Employee Adaptability Questionnaire on the 7th day is focused on understanding information such as basic rules on attendance, meals and parking. Alternatively, the New Employee Feedback Questionnaire on the 30th day is focused on the new recruit's perception of his/her first month and covers issues such as gaps between company culture and operational methods from what the employee had imagined. Moreover, the Company has also established a "buddy system" for new entrants. Supervisors designate an appropriate colleague from the same department to serve as the new employee's buddy prior to his/her entrance to the Company. Upon his/her arrival, the buddy helps the person adapt to his/her life and work. This system can assist new employees to soothe the feelings of alienation and unfamiliarity. shorten the timeframe they need to adapt, and help them to become immediate assets to the Company. Results from the New Employee Feedback Questionnaire are also provided to the person's buddy as reference. The buddy can then offer

more aid on the aspects the new entrant is unfamiliar with. Results from the New Employee Feedback Questionnaire are classified as green, yellow, or red light depending on their responses. Results that are classified as yellow or red lights are abnormal, and therapists from our Employee Relations Office proactively contact these new recruits to understand their conditions and care about their wellbeing. They might also facilitate new employees to communicate with their supervisors or their buddies as they see fit.

Additionally, we have also established the "Probation Period Completion Questionnaire" to carry out our new entrant caring mechanism. This questionnaire is filled out when a new employee completes his/her probation period, and the purpose is to understand his/her perception and job satisfaction during the probation period. For instance, "I have adapted to the Company's culture and methods after these months." The results of this questionnaire are classified as either green or red based on their responses. Red would be seen as a sign of abnormality, and a therapist from Employee Relations Office would proactively contact these employees to inquire about their wellbeing and offer appropriate assistance. For new employees whose results show abnormal signs on the "New Employee Feedback Questionnaire" and "Probation Period Completion Questionnaire," we have achieved a 100% consultation rate and have assisted a total of 159 new employees. The time of accumulated consultation has been 205 hours. Furthermore, to help new recruits better adapt to and familiarize themselves with MediaTek's corporate culture, the Company hosts a 4-hour "MediaTek In-Depth Workshop" after a new employee has been with the Company for 30 days. "Workplace Attitude and Behavior," which accounts for 1.5 hours, is taken from the analytical results of the abnormal contents in New Employee Caring questionnaires. We completed 14 rounds of such workshops in 2015, and the overall satisfaction rate was 91%.

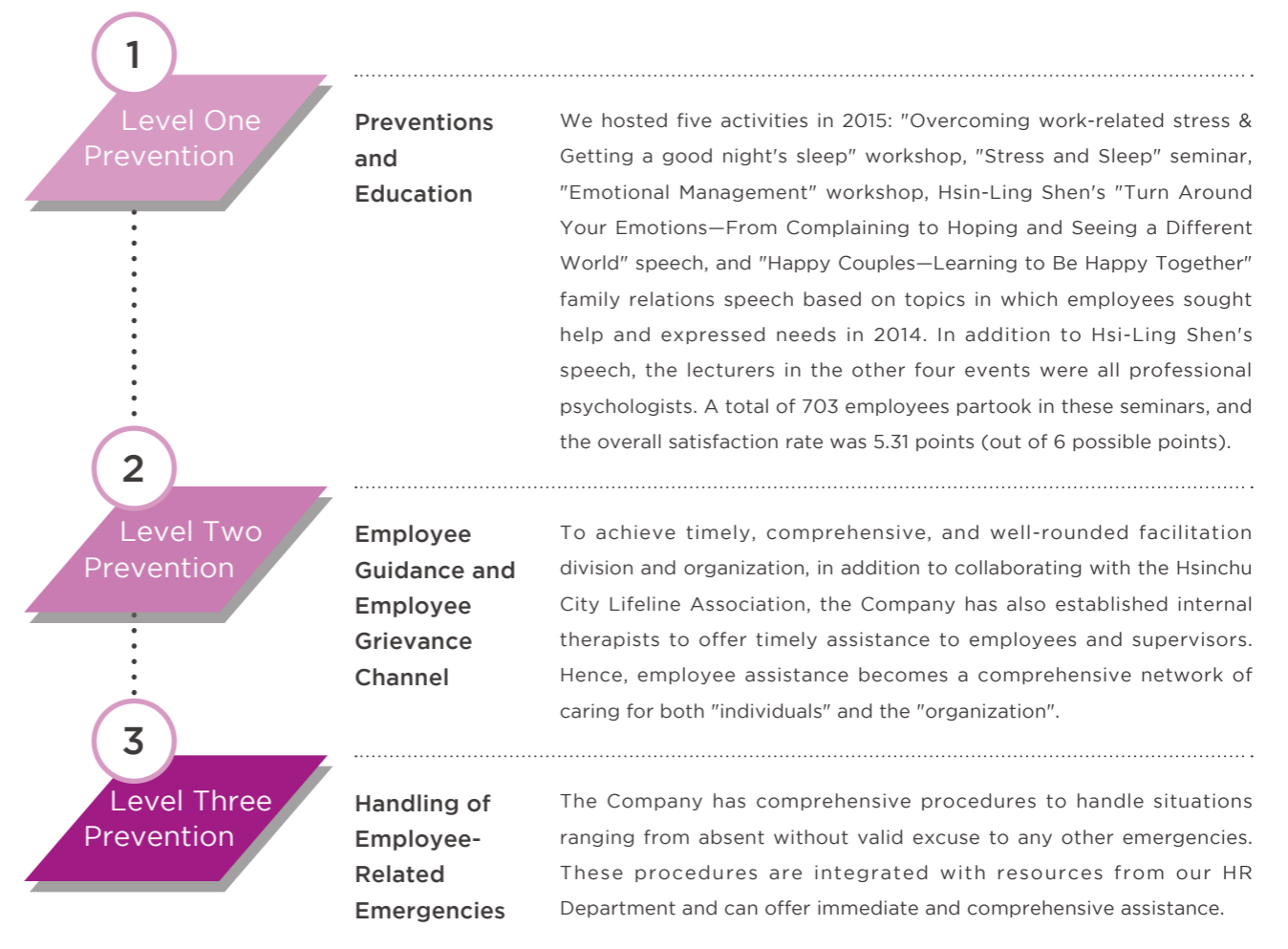
New Recruit Caring System



Employee Assistance Program

To build a healthy professional workplace and protect the mental health of our employees, the Company offers both external and internal comprehensive employee assistance programs. In terms of the externally commissioned employee assistance program, MediaTek collaborates with Hsinchu City Lifeline Association, and our employees can undertake professional consultation or inquire about mental or legal issues in a stress-free environment that protects their identity at the Employee Assistance Center. Consultations and inquiries can be about any topic of their choice, and each person can enjoy up to three 60-minute consultation sessions on an annual basis, with all relevant service fees being covered by the Company. Moreover, the Company also offers explanatory cards during new employees' arrival or when mental wellbeing activities are hosted to help all employees understand how to utilize these resources at a glance.


In our internal employee assistance program, we have planned out a "Mental Health Prevention Program" that is separated into 3 levels:



Moreover, we also planned for "Caring for Employees with Longer Working Hours" in 2016 to care for the mental and physical wellbeing of those whose working hours are longer. If abnormal conditions are found during the interviews, immediate assistance is offered. Furthermore, if a certain department is found to have longer working hours during these interviews, we can undertake department-based caring processes to achieve individual- and organization-based comprehensive assistance.

／ Supervisor Sensitivity Training ／

Because our workforce has largely expanded in recent years and we have several new supervisors in terms of organizational structuring, we hosted five sessions of "supervisor sensitivity training" in 2015 to enhance the supervisors' capability to manage and care about their employees. This training was made mandatory for supervisors of all ranks to enhance their sensitivity towards recognizing abnormal signs in employees and detect problems early to offer timely assistance and refer the problem to other appropriate offices.

Participation of **175** supervisors 
Overall satisfaction rate **93%**

- 1 Enhance sensitivity in supervisors
- 2 Enhance basic employee facilitation skills and concept in supervisors
- 3 Assist supervisors in understanding the organization's procedures in handling emergencies
- 4 Having basic awareness of symptoms of psychological disorders
- 5 Understanding the Company's internal resources and external EAPC resources

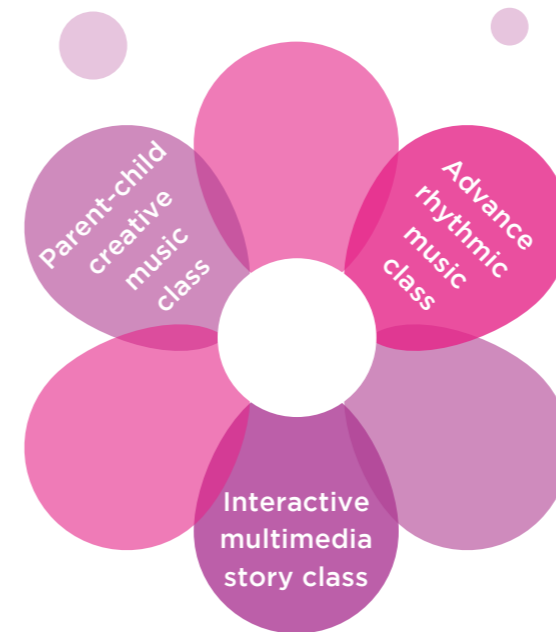
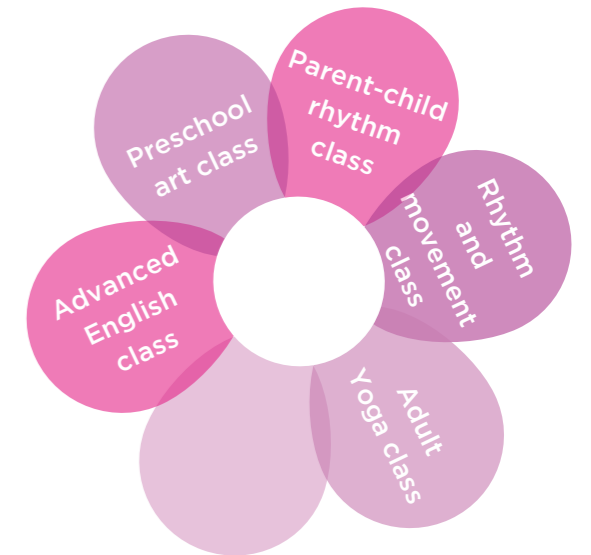
All-in-One Employee and Family Caring

／ Family Assistance Network ／

Not only is MediaTek focused on caring for our employees, but we also care about employees' families. Each MediaTek employee and his/her children are valued because family is the spiritual support of our employees; hence, MediaTek has extended Company resources to family caring and offers an online platform for family members to exchange daily information, childcare experiences, local medical resources, and academic information. We wish to strengthen the family members' acknowledgment of MediaTek and for them to become more cohesive, so that our employees do not need to worry about their families while at work. Presently, the platform has been utilized 11,230 times, and MediaTek will continue to offer various activities and information regarding improving parent-child relationships on the online platform. In addition, to respond to the fact that social media has become a mainstream channel of communication, families of our employees have also proactively formed a Family Network on Facebook. Currently, a total of 322 family members have joined the group and are committed to sharing parent-child interactions and the latest updates on activities and information.

／ Family-Initiated Activities ／

In addition to offering a platform for family interactions, MediaTek also makes the Company fitness center and gym available to family members. We have established Family Activity Classrooms, and family members have proactively initiated family activity classes. Currently, there are 8 types of classes, and a total of 339 individuals participated in these classes in 2015. In particular, the Adult Yoga class had received the highest number of participants (86 participants), and the Family Creative Music class, Advanced Music class, Family Exercise class, Dance class, and Young Children's Arts class all received an average of 30 or more participants. We hope that we can continue to enhance the recognition in our Company through building a close, interactive network between the Company and families of our employees and thus generate positive influence to our employees and society.



Partnership



Home Brewing



Global Revolution in The Perfect Homebrew

Everyone who has ever attempted homebrewing in wine, apple wine, or vinegar would understand that the process of homebrew is extremely complicated and fails at the tiniest mishap. Technology makes homebrewing easier, creating endless possibilities. The smallest of changes in temperature, acidity or the level of carbon dioxide contained in the brew could affect the taste of the homebrewed product. Monitoring these factors used to be extremely difficult; not only was it costly but also very time-consuming. The Alchemia team has designed a smart homebrewing system. Not only does the system ensure that barrels or bottles are automatically flipped every few hours, it can also supervise important data and send out notifications prior to situations. Upon receiving these notifications, you can better decide whether to lower the temperature or to add in certain ingredients to create the optimal taste.

How Does The Technology Work?

MediaTek's LinkIt ONE developer's hub uploads data to MediaTek's cloud-based Sandbox through 5 types of sensors. The hub is built-in with Bluetooth, wireless internet, and wireless charging (but actually requires very little power), and the data can be accessed via smartphone or tablet.

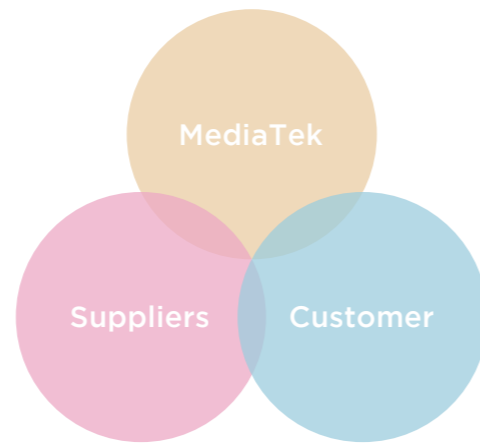


Responds to UN Sustainable Development Goal 12: Responsible Consumption and Production

Reduce global food waste by 50% in retail and consumption before 2030, and reduce food losses in production and supply chain, including post-production losses, to ensure sustainable consumption and production patterns.

Partnership

We are deeply convinced that establishing cooperative partnerships with our customers and suppliers, gaining in-depth insight into customer needs while also closely cooperating with suppliers to jointly develop innovative products and services are the key to success. The partnerships are grounded on mutual respect and trust that result in the two sides working toward the same ideas and goals to create mutually beneficial outcomes and sustainable relationships. Therefore, we listen to customer needs and closely collaborate with suppliers, work hard to solve customers' problems and assist customers to gain success, which can create a win-win situation for customer, supplier and ourself. In the future, we will take advantage of well-collaborated partnerships to promote our technology and product to broader regions, which can help people make better life.



understand and analyze various issues as well as come up with improvement measures and reports. After the issues have been tracked and improvements have been verified, we once again explain the results of improvements to these customers to let them understand that MediaTek is resolved to value and listen to suggestions from customers. All customer feedback and results of improvements are reported to managerial meetings and reported to the General Manager.

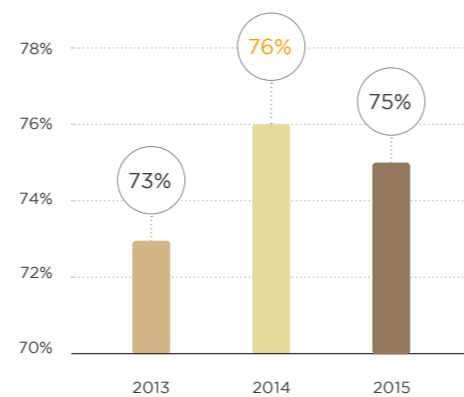
Results from the satisfaction survey in 2015 showed a 75% satisfaction rate, indicating the increase of customers' overall impression of MediaTek and their satisfaction rate for selling channels, logistics/quality showed improvement. Specifically, customers' overall impression on logistics and quality increased primarily because we had strengthened our on-time delivery management system through collaborating with customers so that we can satisfy customers' needs on a timelier basis. However, the overall satisfaction rate in 2015 dropped 1% lower than the previous year. This is mostly because customers anticipate better before-sell marketing and technical support. Based on these results, in addition to requiring marketing and sales departments to devise improvement measures, especially efficiency in helping customers resolve issues, we have also required technical staff to develop customized product functionalities based on customer needs. Additionally, this research also helped us realize that customer loyalty had not been impacted by the minor decrease in satisfaction but instead had shown significant improvement. Customer feedback has indicated that the key factor is in the solid partnership between MediaTek and our customers, whereas trustworthy products and technologies have become MediaTek's cornerstone in successful customer relations management.

[Customer Relations]

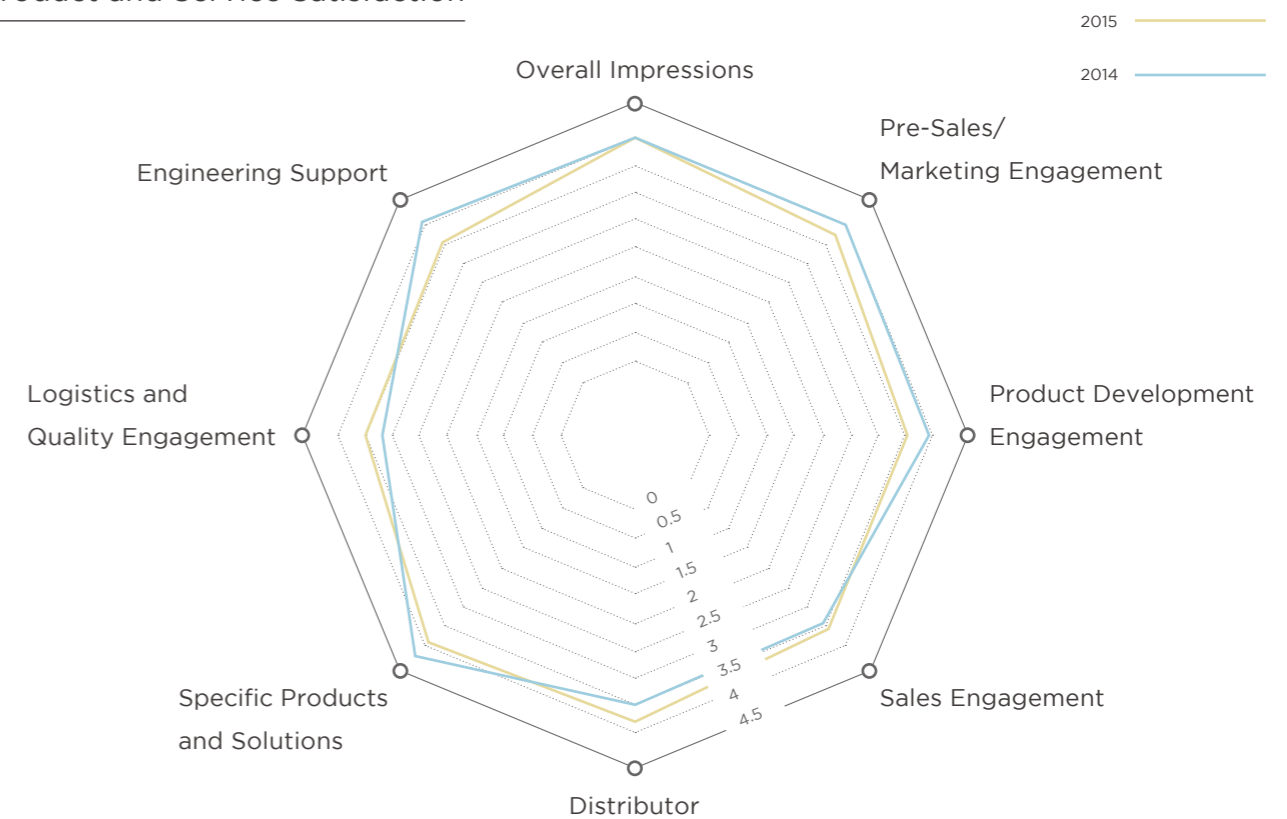
Customer Relations Management

The customer satisfaction survey is conducted on an annual basis. An objective third-party consulting firm assists us to establish comprehensive customer satisfaction surveys, which include customers' overall impression of MediaTek and their satisfaction and feedback regarding MediaTek's before-sales marketing, product development, product sales, selling channels, solutions, logistics, quality and technical support. The targets to be surveyed span customers from all business units. The objective third-party consulting firm surveys our existing customers via the Internet or through face-to-face interviews. After the surveys are completed, we relate customer opinions to their respective departments to

Customer Satisfaction Surveys



Product and Service Satisfaction



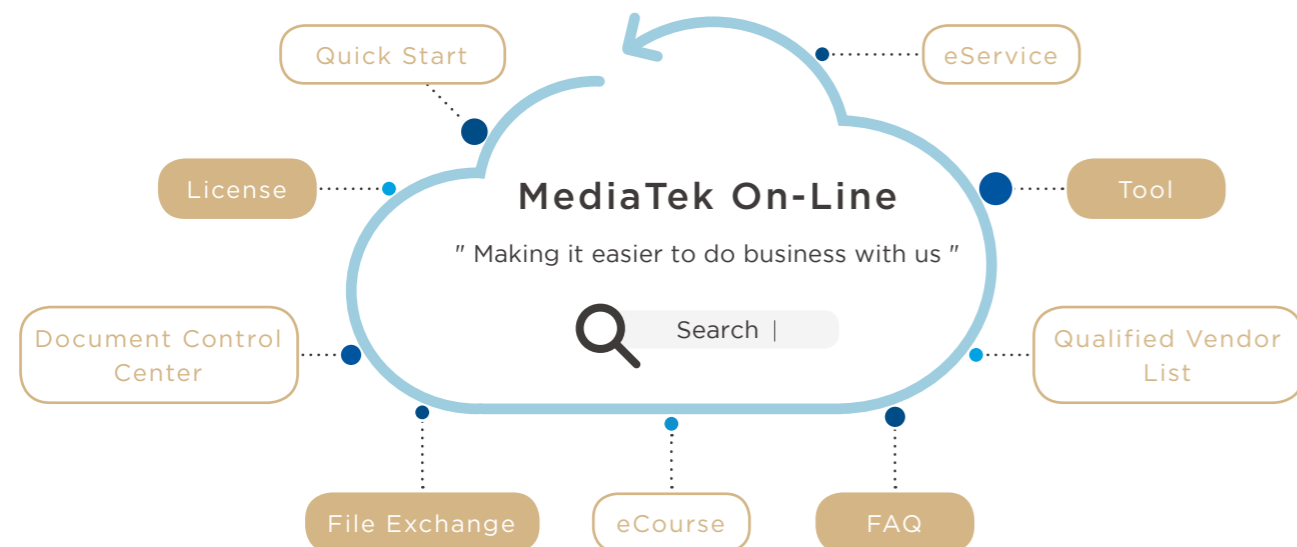
／ Procedures in Customer Satisfaction Management ／



MediaTek Online Platform

"Making it easier to do business with us" is our goal in setting up the MediaTek Online Platform. We provide many different functions, including software authorization, document management, file exchanging, online courses, answers on frequently asked questions, a list of recommended stores, software downloads, and online Q&A. With these available functions, MediaTek can accurately assess customers' needs and speed up the pace for customers to develop products, thus shortening the timing for commercialization.

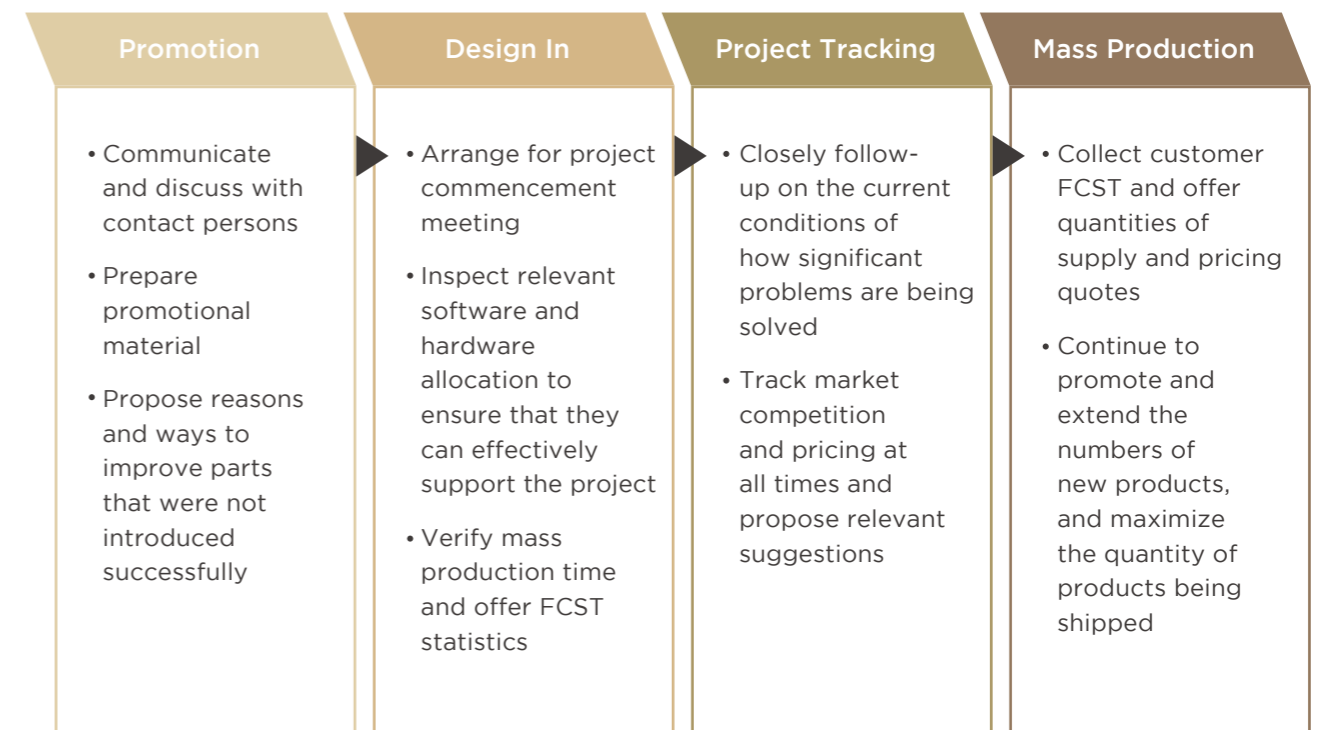
When customers have questions or comments about our products, they can use eService to make suggestions or ask questions. We have designated personnel to ensure that customers' online questions are assigned to the responsible departments. Therefore our customers' questions can be effectively solved by professional personnel. In 2015, our eService received more than 300 thousand online questions, our DCC document management system was downloaded more than 460,000 times, and the platform accumulated more than 3 million data files, showing that our customers were very active in participating and interacting with us through the platform. This has enabled MediaTek as the best strategic partner with our customers.



Customer Project Management

To best serve our customers, we initiate a project management procedure starting the first time a customer makes contact with us. MediaTek has established various platform mechanisms that provide customer service, and all suggestions, strategic considerations and questions raised by customers are coordinated by the platform. Additionally, we also communicate with relevant departments and routinely update promotional events and maintain information on the platform. Each relevant project manager undertakes appropriate promotions according to the platform, integrates customer conditions on a monthly basis, and records and integrates data on client adoptions and difficulties to offer appropriate strategic advice. The purpose of this is for customers to perceive our stringent production process and our thoughtfulness.

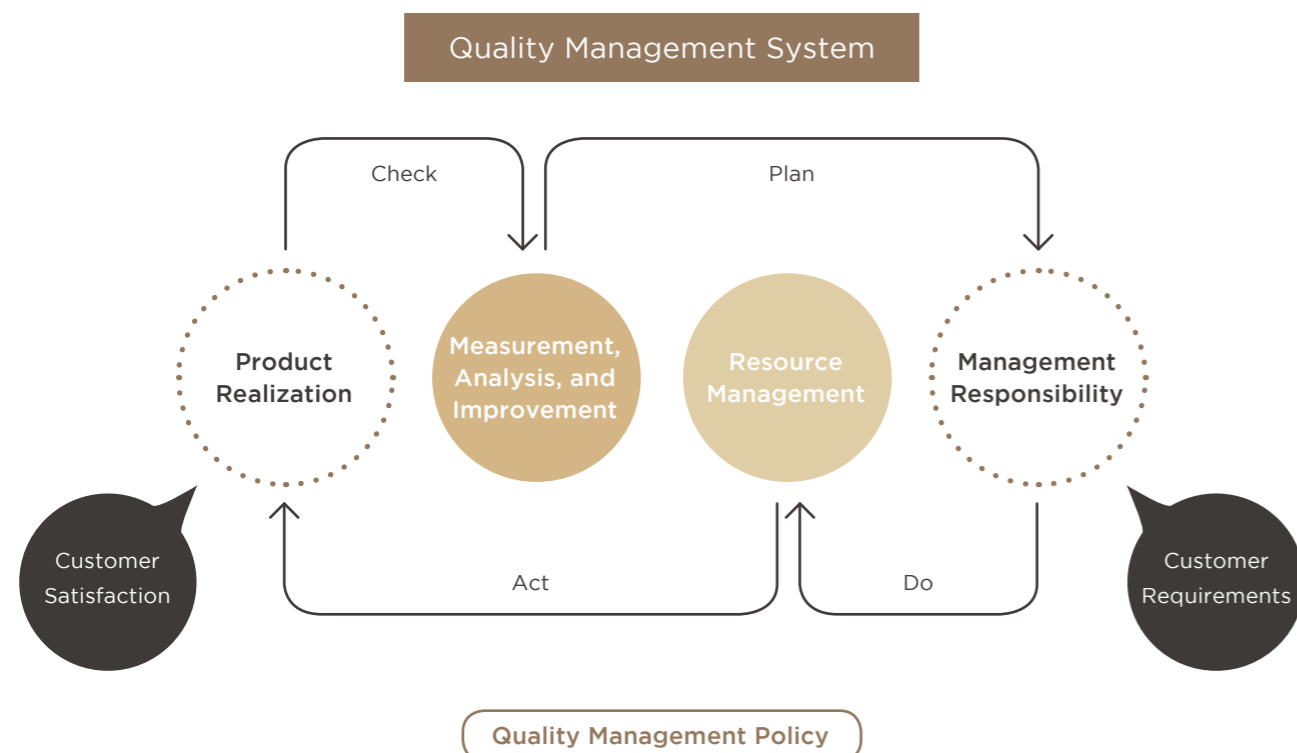
Project Management Procedures



Quality Management System

The high quality of products and the Company's quality management capability have always been highly valued by the customers. Hence, MediaTek has constructed a comprehensive quality management system to enhance customers' confidence in our quality assurance, and thus to enhance client satisfaction. We have ensured that our quality management system is in compliance with international standard requirements by producing quality handbook according to ISO 9001:2008 regulations. In addition, we also undertake annual internal and external audits and have established quality policies according to market, customer, and internal management needs. We routinely implement management and verification and report the results to the Company's highest level of management to ensure the appropriateness and effectiveness of our existing quality management system.

ISO 9001:2015 international standards were officially announced in September 2015, and this most recent version requires an organization to correlate the management environment and risks with its quality management system and to continuously improve its management performance. This will help the organization achieve multiple levels of benefits, including enhancing customer satisfaction and strengthening its executive ability and its competitiveness. MediaTek anticipates updating its standards to the newest version in 2016 to ensure that our quality management is in compliance with international standards.



We fulfill people's potential needs in entertainment and information with the best IC solutions through continual innovation.

2015 Educational Training Courses Related to Quality Management

Name of Course	Training Results in 2015
ISO/TS 16949 awareness—Introduction to quality management system in the automobile industry	1,153 individuals (headcount) underwent new employee management training
Advanced Product Quality Planning (APQP) / Production Part Approval Process (PPAP)	
Design Failure Mode and Effects Analysis (DFMEA)	
Risk Management	225 individuals (headcount) underwent advanced quality training
German Association of the Automotive Industry (VDA) Quality Standard 6.3 Process Audit	
ISO 26262 Road Vehicle Functional Safety	

[Supply Chain Partners]

As a technical leader in the semiconductor industry, MediaTek is at the forefront of the value chain—technological design. Subsequent processes such as raw material procurement, OEM, packaging and testing are all conducted by suppliers, forming a partnership based on each firm's expertise. However, we have realized that the key impact and influence on society and environment comes from our suppliers upon conducting risk evaluation and carbon footprint verifications. Hence, how to partner with our suppliers to reduce potential risks on the society and environment has become our top priority. Thus, MediaTek has established a "Supplier CSR Code of Conduct" based on the EICC (Electronic Industry Citizenship Coalition) Code of Conduct, and we anticipate evaluating whether suppliers are in compliance with environmental protection, labor rights, workplace safety and security, and corporate ethics according to international standards through systematic management policies. We hope to exert our influence as an industry leader and collaborate with our suppliers to reach sustainable business models.

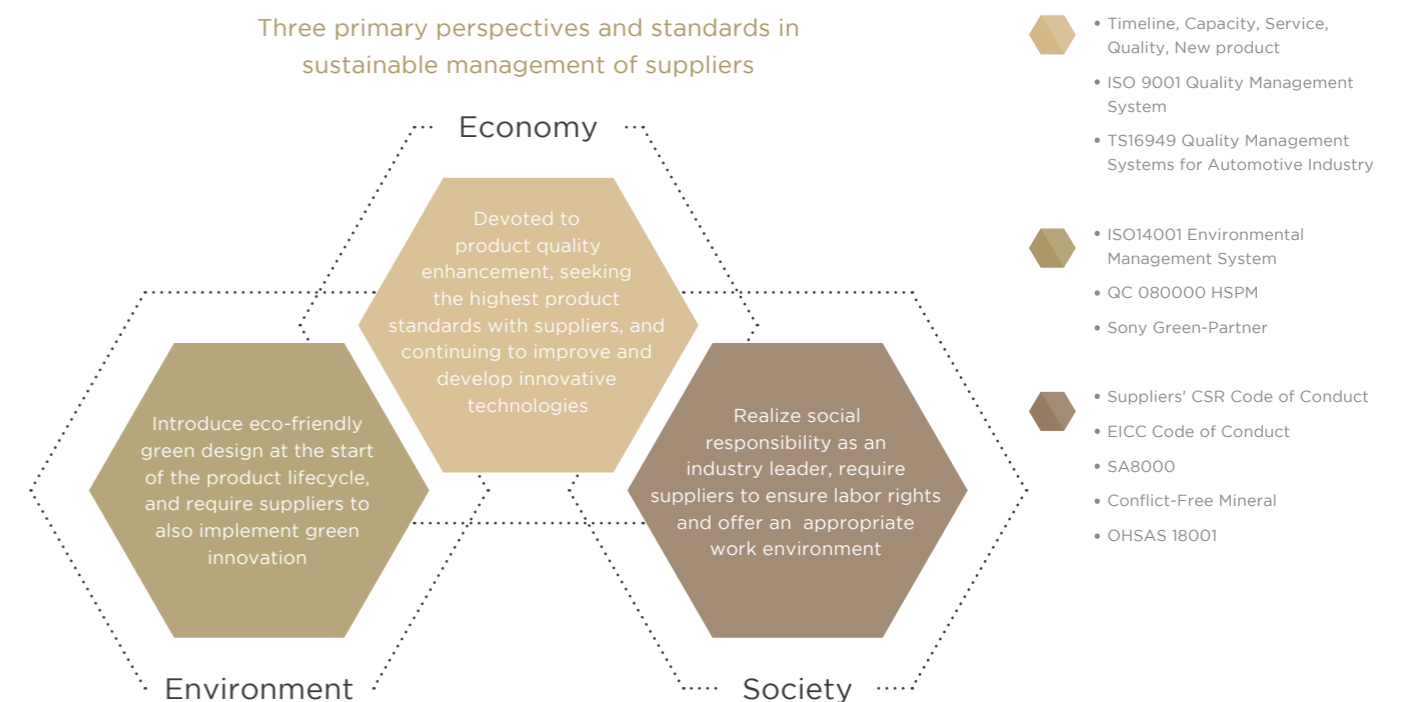


Suppliers' Sustainable Management

To build a long-lasting, stable partnership with suppliers and achieve the vision of sustainable development, MediaTek has incorporated standards and proposals that fall under the three primary perspectives of economy, society and environment into our scope of sustainable management of suppliers. Through regulating potential risks, we can uncover potential market opportunities.

In the economic perspective, in addition to the basic factors of meeting deadlines, production capacity, service, and quality, we have also required certain suppliers to be in line with the TS16949 quality management system for the automobile industry in coordination with MediaTek's strategic planning for the IoT market, in order to ensure that these suppliers can jointly develop chips for the Internet of Vehicles (IoV) market. In the environmental perspective, we strive to ensure that non-hazardous substance are used primarily through QC080000 and Sony Green-Partner, and we have also required an ISO 14001 environmental management system to be introduced. We have already ensured that 95% of suppliers have received this certification by 2015. In the societal perspective, we will add the EICC Code of Conduct to our management policies to strengthen the scope and influence of our sustainable management.

Moreover, we have surveyed whether our suppliers received Taiwan Occupational Safety and Health Management System (TOSHMS) and ISO 27001 Information Safety certifications in 2014, and after communicating with our suppliers and receiving responses, we decided not to include these in the scope of our evaluations in 2015 based on the appropriateness and materiality of these systematic standards. This decision was made to ensure that the evaluation standards will be more in line with the actual operational needs of our suppliers. In the future, we will continue to pay close attention to both domestic and overseas sustainable topics so that our supply chain's sustainable management will be in compliance with international development trends to better enhance the market advantages and competitiveness of both MediaTek and our suppliers.



Supply Chain Management Procedures



Evaluation of New Suppliers

The evaluation is based on items including supplier's finance, price, quality, environmental protection, timeliness, workforce, and human rights, in order to ensure that new suppliers are in compliance with MediaTek's sustainable management policies.



Suppliers' Sustainable Management

Established designated units and personnel based on supplier's management procedures and set up management procedures and methods in terms of economic, environmental and societal perspectives based on updates in legal regulations and MediaTek's new requirements.



Educational Training Courses

Share internal educational resources to facilitate suppliers to efficiently understand and absorb policies or proposals that MediaTek has established. Suppliers can effectively learn professional knowledge and skillsets without any geographical constraints through our eLearning online courses.



Benchmark Studies

Propose research topics to suppliers each month; offer quality and professional capability most suitable for different types of suppliers through rigorous benchmark learning and to achieve mutual learning and growth with our suppliers.



Monthly Evaluation / Annual Audit

Monitor suppliers' levels of implementations through monthly evaluation and audit to reduce risks.



Supplier's Conference

Host a Suppliers Conference on an annual basis to express our appreciation for the hard work and devotion from our suppliers and to inspire all partners throughout our supply chain to achieve mutual growth through an awards ceremony.



2
Best Suppliers

3
Suppliers of
Technology Innovation



3
Suppliers of Operation
Excellence

Stage 1: Risk Evaluation of Supplier (Documentary Review)

MediaTek undertakes suppliers' risk evaluation under economic, environmental and societal perspectives in order to investigate each suppliers' standards under these perspectives and identify possible potential risks. In stage 1, suppliers will undertake self-assessment to ensure their levels of compliance for each indicator and provide supporting materials. In stage 2, MediaTek's designated personnel will evaluate the self-assessment and supporting materials from suppliers

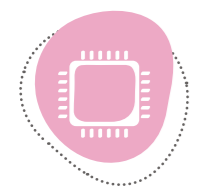
In terms of economic perspective, because we have constantly required suppliers to attain ISO 9001 certification, we reached a 100% achievement rate for this quality system in 2015, showing that we have effectively maintained control over quality risk. For the environmental perspective, more than 95% of our suppliers have implemented an environmental management system according to ISO 14001; however, our memory foundry manufacturers should continue to strengthen their hazardous substance management (Sony Green-Partner / QC 080000 HSPM). We will require these suppliers to undertake hazardous substance management according to green verifications and continue to track their levels of compliance. We hope to maintain all suppliers' environmental risks within an acceptably low level within 2 to 3 years.

Since MediaTek started to promote CSR in actions of its suppliers in 2014, the levels of risks that we have identified have mostly been moderate to high levels, showing that our suppliers still have insufficient management mechanisms against risks to the society. Thus, in addition to offering of EICC online courses and teaching materials to help our suppliers learn, we also plan to commence a CSR verification mechanism in 2016, in which we will require suppliers to conduct self-evaluation and offer supporting materials according to the 39 indicators listed in the Supplier CSR Code of Conduct. Subsequently, MediaTek's designated personnel will verify relevant information and conduct onsite audits to thoroughly understand the levels of implementations of CSR actions by our suppliers and lower the chances of societal risks such as problems with labor rights or safety and health in our supply chain.

Dimensions	Economy		Environment		Society	
	ISO 9001	ISO/TS 16949	ISO 14001	Sony Green-Partner/QC 080000HSPM	OHSAS 18001	EICC/SA 8000
Wafer Manufacturing Facility	● 100%	● 80%	● 100%	● 80%	● 100%	● 40%
Packaging Facility	● 100%	● 100%	● 100%	● 100%	● 75%	● 63%
Testing Facility	● 100%	● 80%	● 100%	● 100%	● 40%	● 0%
Memory	● 100%	● 40%	● 80%	● 60%	● 40%	● 20%

Levels of Risk ● Low-level risks ● Moderate-level risks ● High-level risks

Stage 2: Sustainability Audit of Supplier (On-site Audit)



Quality Assessment

Assessed
20 Suppliers
in 2015

MediaTek's objectives are based upon the highest levels of industry standards; in addition to requiring suppliers to have a quality certification and management system, we have listed out 12 categories in the evaluation forms, ranging from management responsibility, raw materials, production processes, warehousing, management over inferior products, reformation and preventions, statistical capability, quantity control, educational training, document management, and contract constraints to design constraints, with a total of 242 quality indicators.



Green Assessment

Assessed
8 Suppliers
in 2015

To ensure that our suppliers are in compliance with the regulations from the "Green Product Environmental Policy," we undertake green assessment of suppliers on an annual basis. This assessment can be categorized into management responsibility, contractor management, production process management, and customer support. There are a total of 51 assessment indicators. Moreover, conflict minerals assessment is also included, in which suppliers are required to sign MediaTek's conflict-free minerals guarantee and to provide relevant data as supporting evidence.



CSR Assessment

Will commence in
2016

MediaTek's Supplier Code of Conduct that was formulated in reference to EICC is an in-depth study of the level of implementation of CSR actions in suppliers through assessing the five perspectives of labor and human rights, health and safety, environmental protection, corporate ethics, and management system.

Audit score standard: Excellent (score ≥ 85), Good ($70 \leq \text{score} \leq 85$), Resurvey ($60 \leq \text{score} \leq 70$), Disqualify (score < 60)
Supplier need to achieve at least " Good" standard; "Resurvey" we will provide a deadline for suppliers to improve it; "Disqualify" we will cancel the purchase order from the supplier.

100% All of the suppliers compliance with audit standard

100% All of the suppliers compliance with audit standard

The CSR Assessment will initiate in 2016

Suppliers' CSR Code of Conduct

To show how much we value CSR, MediaTek has officially incorporated the EICC Code of Conduct, International Labor Organization's Tripartite Declaration of Principles, and UN's Universal Declaration of Human Rights into MediaTek's Supplier Code of Conduct and requires all suppliers to abide by these regulations. This Code of Conduct is established by the Electronic Industry Citizenship Coalition (EICC), which is the world's largest electronic industry coalition and strives to ensure the benefits of workers and groups of individuals in the global electronic industry supply chain.

MediaTek's Supplier Code of Conduct has incorporated five perspectives: labor and human rights, health and safety, environmental protection, corporate ethics, and management system. Altogether, there are 39 corresponding indicators that comprehensively correlate to relevant global initiatives and standards. In order to conduct in-depth analysis and evaluate the potential risks of suppliers, we anticipate undertaking investigations for each indicator in 2016. Risk levels will be classified as low, medium and high levels of risk according to evaluation results, and we will hold conferences with suppliers with high levels of risk to effectively understand the problems or barriers faced by these suppliers. This will enable us to offer appropriate resources and assistance to guide suppliers into complying with relevant regulations.

Ethics

- Business Integrity
- No Improper Advantage
- Disclosure of Information
- Intellectual Property
- Fair Business, Advertising and Competition
- Protection of Identity and Non-Retaliation
- Protection of Identity and Non-Retaliation
- Privacy

Environmental

- Environmental Permits and Reporting
- Pollution Prevention and Resource Reduction
- Energy Consumption and Greenhouse Gas Emissions
- Wastewater and Solid Waste
- Air Emissions
- Materials Restrictions
- Hazardous Substances

Health and Safety

- Occupational Safety
- Emergency Preparedness
- Occupational Injury and Illness
- Industrial Hygiene
- Physically Demanding Work
- Machine Safeguarding
- Sanitation, Food, and Housing
- Health and Safety Communication

Labor & Human Right

- Antidiscrimination
- Anti-Harassment and Abuse
- Child labor
- Freely Chosen Employment
- Working Hours
- Wages and Benefits

Management System

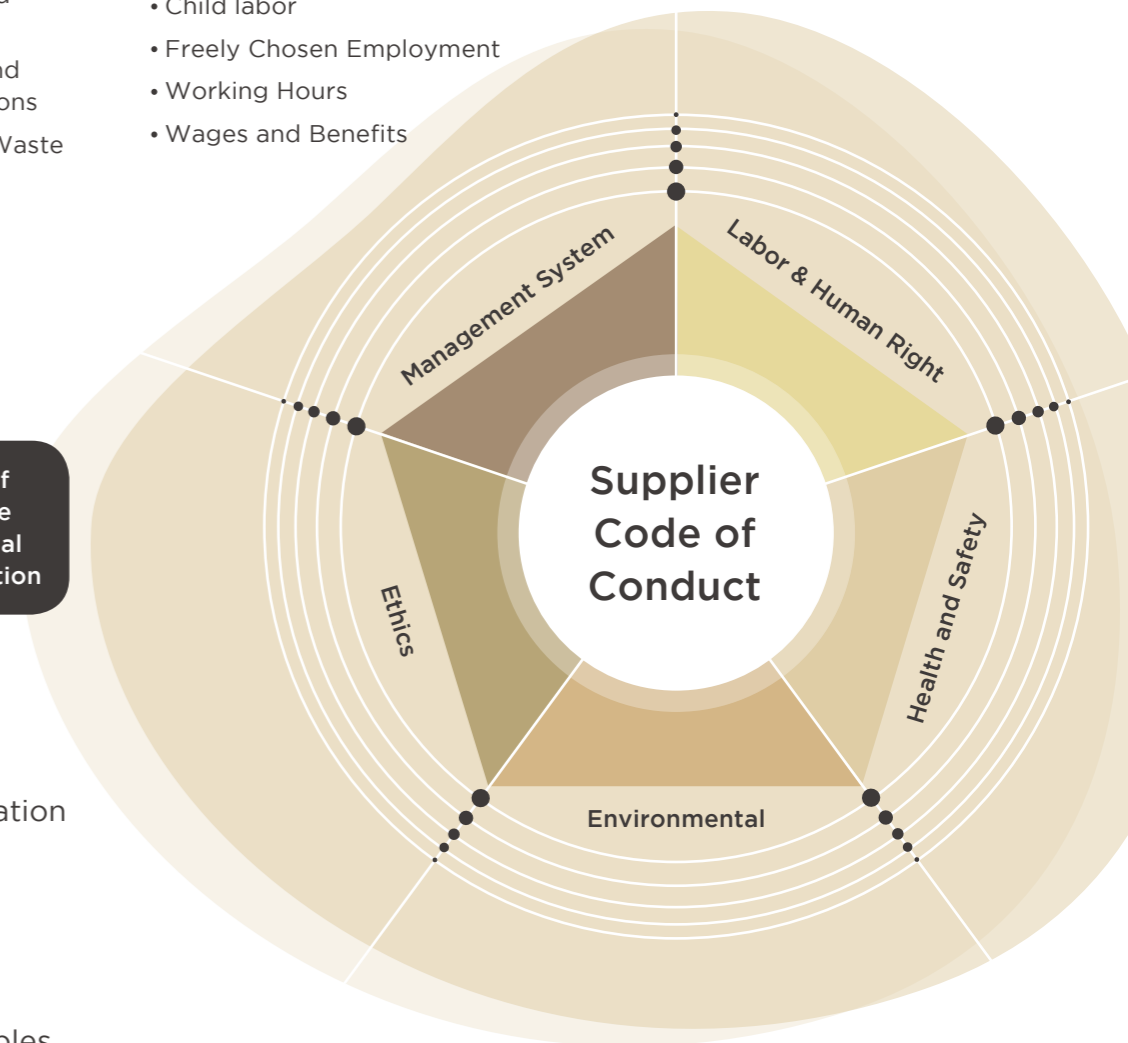
- Company Commitment
- Management Accountability and Responsibility
- Legal and Customer Requirements
- Risk Assessment and Risk Management
- Training, Communication
- Worker Feedback and Participation
- Audits and Assessments
- Corrective Action Process
- Documentation and Records
- Supplier Responsibility

The Supplier Code of Conduct Refer to The Following International Standards and Declaration

Electronic Industry Citizenship Coalition

The Universal Declaration of Human Rights

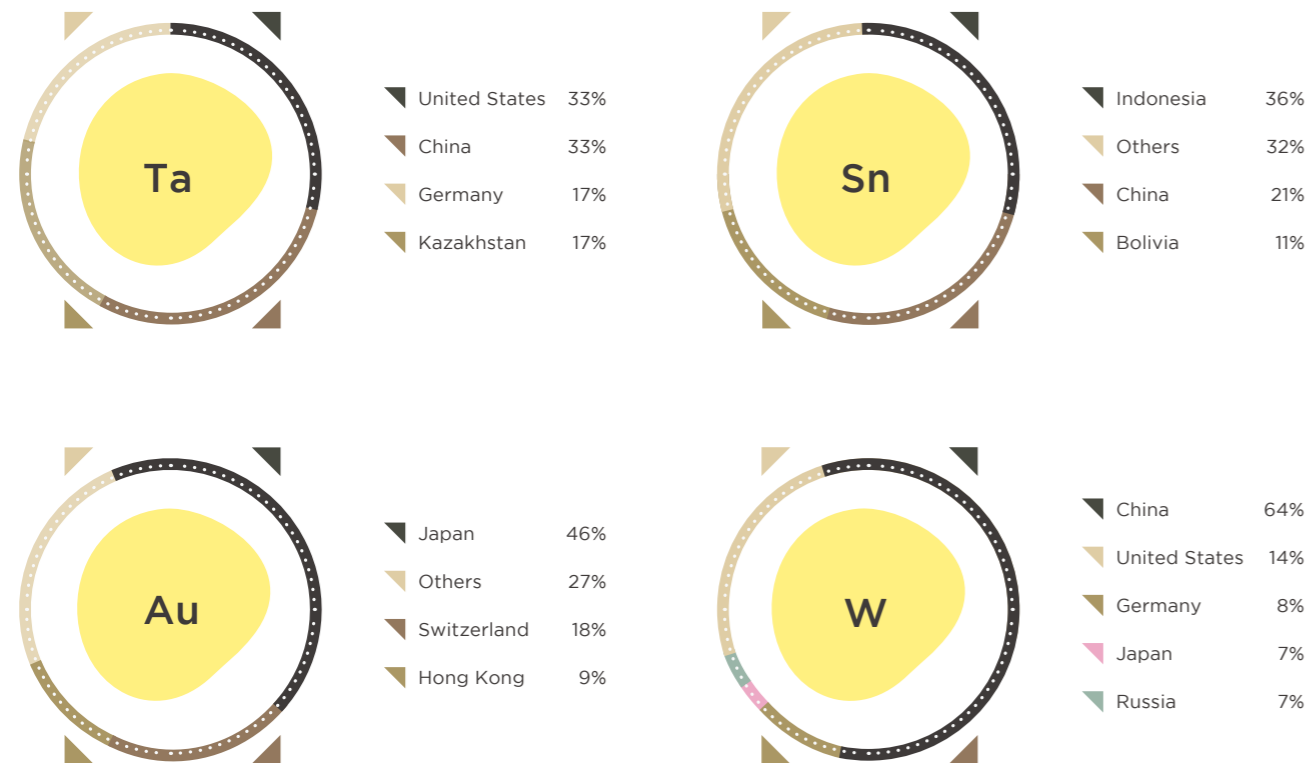
International Labor Office Tripartite Declaration of Principles



Conflict Minerals

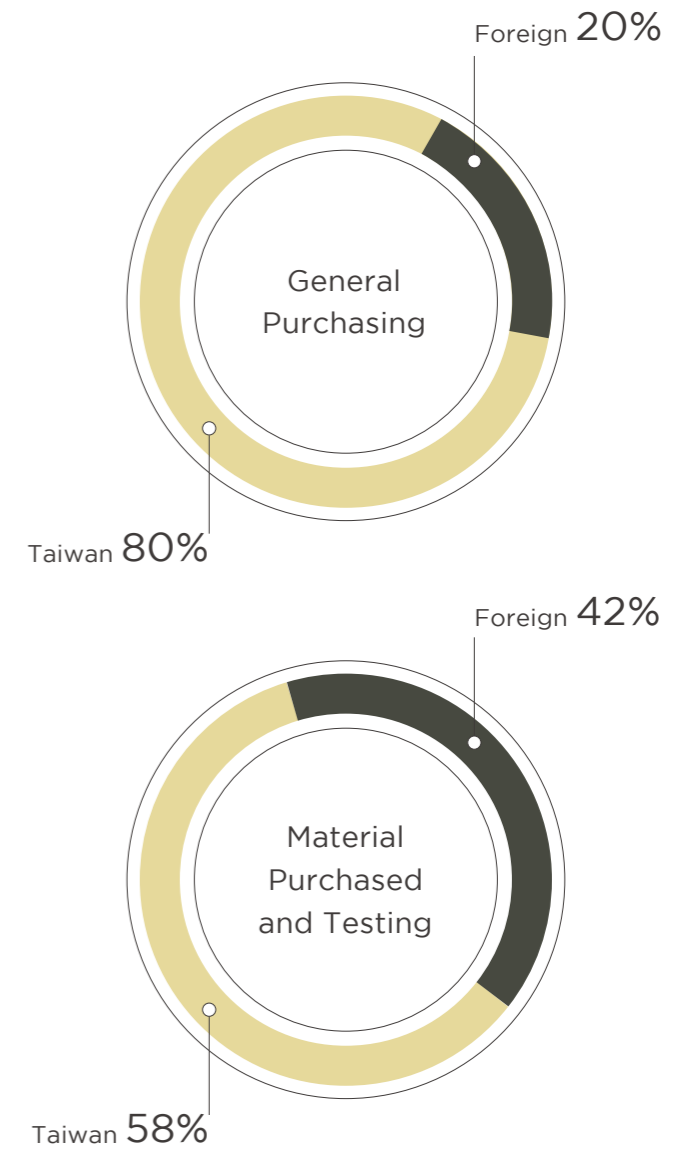
The term conflict minerals refers to the minerals mined in areas experiencing armed conflict or under conditions that violate human rights, especially tin, gold, tantalum, and tungsten that is produced by the Democratic Republic of the Congo and its neighboring countries. Minerals produced in these areas were mined by means of exploiting civilians and forcing them to work in harsh environments and perform inhumane mining work. Furthermore, the profits generated from such mining are used to wage war and plunder resources. The ongoing civil wars have dramatically worsened the poverty and safety of the people who live in these regions. These severe conditions can lead to sexual assault on the female population, rebel groups forcing teens to join their ranks, and children workers working in mines.

In 2011 MediaTek started conflict minerals investigation in accordance with the regulations of the Conflict-free Smelter Program (CFSP), Electronics Industry Citizenship Coalition (EICC), and Global e-Sustainability Initiative (GeSI). MediaTek requires suppliers to provide Declaration of Conflict-Free Metal to declare that they will not use conflict metals and to prove that the metals they use in their products do not come from regions controlled by warlords. In 2014 we investigated nearly 200 suppliers and smelters. The investigation results shows that 100% of our metal minerals did not come from non-government sources or warring factions in the regions controlled by the Democratic Republic of the Congo or its neighboring countries. In the future, we will continue to conduct relevant investigations to uphold our social responsibility in maintaining 100% conflict-free metal. In 2015, MediaTek continued to support Conflict-free Minerals Policy and disclosed each products' data in accordance with GeSI for our customers to maintain our social responsibility of 100% Conflict-Free.



Purchasing Policies

MediaTek maintains the principle of local procurement as its purchasing policy in the hopes that job opportunities will remain with local residents, while at the same time reducing the carbon emission during material transportation. However, when facing the intensified global market competition, we will conduct risk assessments on the overall conditions of supply and demand and purchase from suppliers of different regions in an appropriate ratio in order to mitigate material supply risks. Moreover, we have also established strategic cooperative relationships with our suppliers to review products and service conditions periodically and to ensure the stability of raw material supply and quality. In the future, MediaTek will continue to strengthen the cooperation relationships with already existing wafer foundries and will also actively contact other domestic and overseas wafer foundries to provide greater security and selection of material sources, quality, and price.



Purchase Type	Purchasing Item	Percentage of Local Suppliers	Location Areas
Material Purchased	Wafer, IC chip packaging, IC chip testing	In 2015 the total number of suppliers was 24, of which 14 suppliers were in Taiwan. Taiwan based suppliers accounted for 58% of the total suppliers.	Taiwan/China/Singapore/Korea
General Purchasing	Suppliers provide instruments and facilities, as well as maintenance, components, software, and testing services	In 2015 the total number of suppliers was 721, of which 580 suppliers were in Taiwan. Taiwan-based suppliers accounted for 80% of the total suppliers.	Taiwan/China/USA/Europe

Natural Environment



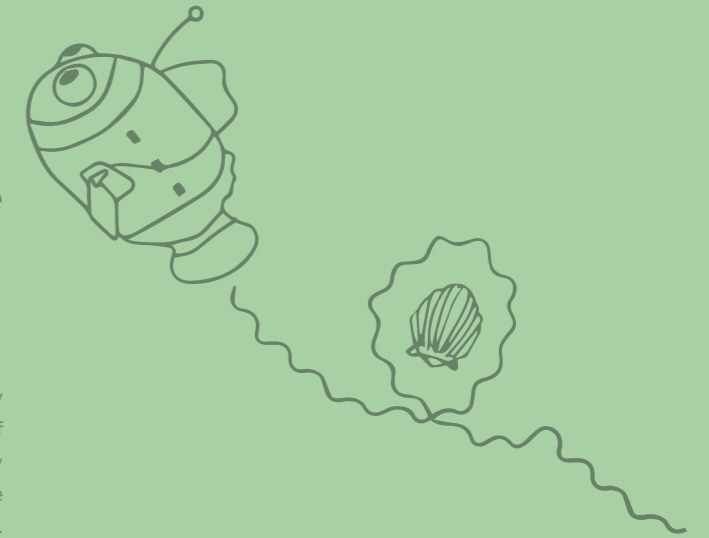
Mobile Ocean Prototype

How Does A Mechanical Fish Help with Weather Forecasting?

Although we check the weather forecast every day, we remain doubtful of its credibility. If forecasts could be more precise, especially when weather is taking a turn for the worse, we would be able to create endless possibilities. Researching ocean conditions has always been seen as an effective method of forecasting the weather, but data collection has always made it too difficult. A team of three individuals from the National Taiwan University has utilized mechanical clown fish to monitor data on currents and changes in the ocean temperature in order to forecast extreme weather conditions. All of our living and livelihoods rely on the capability of predicting extreme weather conditions. Hence, we should definitely listen when the ocean has something to say.

How Does The Technology Work?

The "Mobile Ocean Prototype" swims in the ocean and detects conditions and changes in terms of pressure, temperature, bacteria and other data. Subsequently, these data are transmitted via GPS data transmission to cloud-based servers through a high-functioning wireless network. This has all been made possible by MediaTek's LinkIt™ solution, which integrates all of the technologies employed.



Responds to UN Sustainable Development Goal 13: Climate Action

Strengthens the post-disaster recovery and adaptive capabilities of all countries toward natural disasters and climate-related risks. Emergency responses to adapt to climate changes and their impacts.

Natural Environment



[Climate Change]

Global climate change not only lead to different types of extreme weather, which seriously impact the habitats and living conditions of animals and plants, but also influence economic and social activities. Faced with global warming, COP21, the climate change agreement in the limelight, was held in Paris at the end of 2015. After 13-days negotiation, nearly 200 countries unanimously agreed to "Paris Agreement", which become a new, legally binding GHG reduction agreement after the Kyoto Protocol. MediaTek is the world leader IC design company, there is no reason to keep out of the affair. Under the promise to uphold the consistent quality of customer, we implement a series of environmental protection, energy conservation and carbon emissions reduction activities in response to the emphasis on climate change from global society. There is only one earth, everyone need to contribute efforts to maintain our beautiful homeland.

Mitigation and Adaptation

In order to aggressively promote climate change programs, MediaTek implements two main strategies: Mitigation and Adaptation to face with climate change, which were based on the UNFCCC (United Nations Framework Convention on Climate Change). Mitigation strategy concentrates on reducing GHG emissions during operation. MediaTek takes advantage of LCA (Life Cycle Assessment) to understand the amount of carbon from manufacturing IC chips and make an improvement of the highest carbon emissions sectors. We also required suppliers to comply with the environmental policies which were established by Mediatek. However, the mitigation strategy is not enough, extreme weather will continuously happen everywhere in the future. Thus, the primary mission of adaptation strategy is to reduce damage from extreme weather. Business Continuity Planning system can depend on different type of disaster, earthquake, fire, power outage to prepare related countermeasures which can immediately recover to operate.

Respond to Global Trends

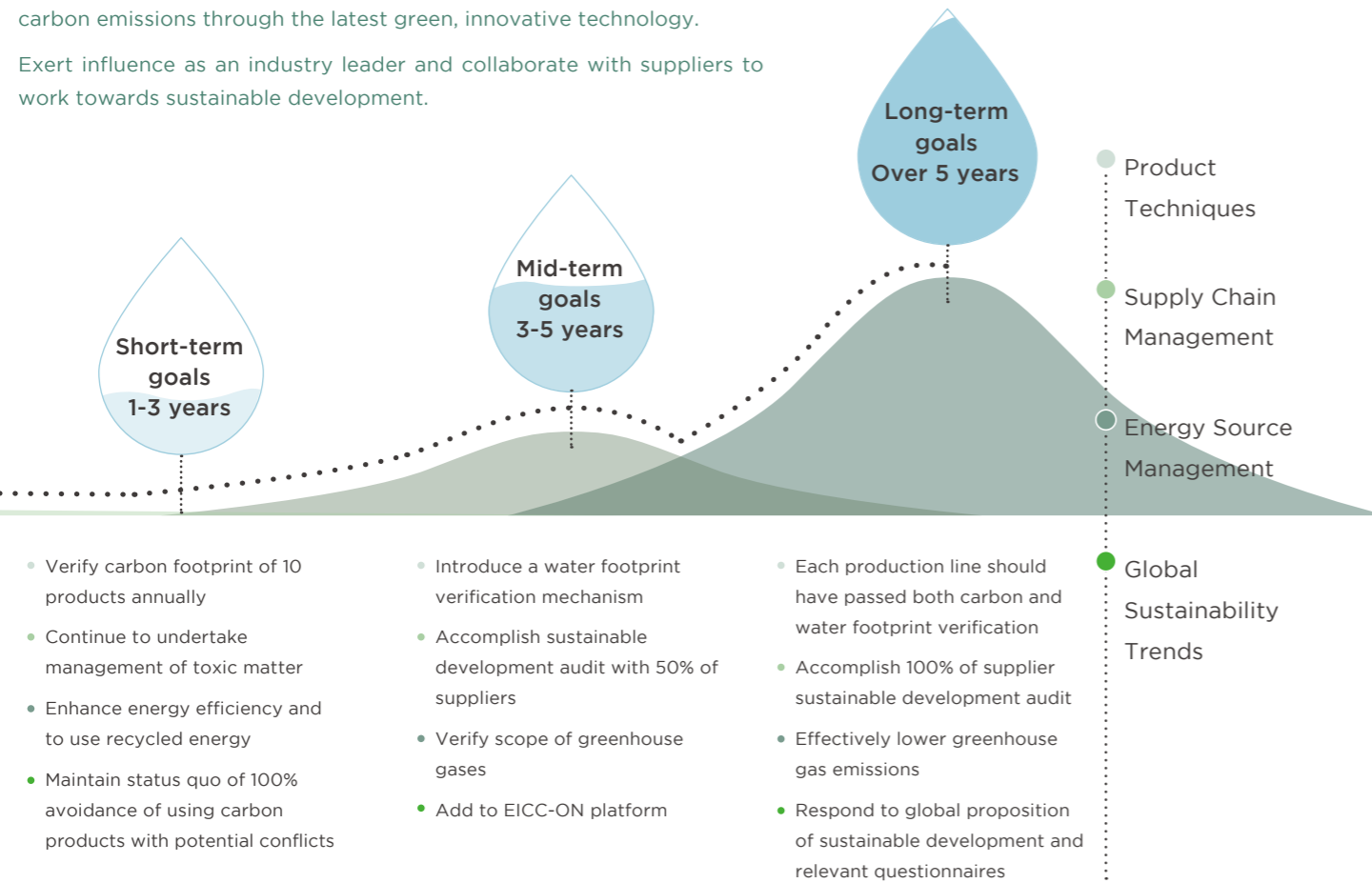
Facing the challenges and opportunities posed by climate change, MediaTek formulates environmental policies and protect measures every year. We believe that compliance with domestic and foreign environmental legislation are basic responsibility and obligation. Surpass legislative requirement is MediaTek's self-assessment standard, which is the sustainable promise for our natural environment. Earlier than 2004, MediaTek has introduced ISO 14001 Environmental System to continuously focus on global sustainable issues, evaluated the potential impact for corporate operation and developed various Green Projects such as Conflict Minerals, Hazardous Substance, Halogen-free management, Reduced Carbon from the Production Procedure, etc. In 2013, we started to establish Carbon Footprint Management to control the environmental impact of each IC chip. Through LCA (Life Cycle Assessment) can help us to analyze each sector where generated environmental influences in the IC chip production. We will focus on the sector, which emitted the highest carbon and try to make an improvement. Tracking carbon emissions data every six months and collaborate with suppliers to energy saving and carbon reduction, which can efficiently decrease products' carbon footprint. Moreover, MediaTek has been invited to respond CDP (Carbon Disclosure Project) to disclose climate change and GHG emissions relative information to achieve the social responsibility of transparency.

Prospect of Sustainable Future

MediaTek is the leader of the semiconductor industry, in addition to developing the most advanced and innovative technology, and also enhancing the efficiency and reducing the carbon emissions of the product, our main influences take place in the entire industry chains. We need to promote the importance of protecting environment to all of the industry. Helping suppliers to comply with each environmental legislation and conducting regular auditing make sure the consistent compliance and exhibit the responsibility of the MediaTek as a industry leader. In 2016, we will continue to verify 10 IC chips of carbon footprint, enhance the implementation degree of supplier hazardous substances management, improve the energy utilization efficiency of internal operation, and maintain conflict-free minerals. The goal setting in each stage includes four dimensions: product technology, supply chain management, energy management and global sustainable trends. Defining the specific performance in each stage of goal that need to be achieved. We hope to become the greenest company in the world and demonstrate the emphasis on environmental protection and high standard of self-requirement.

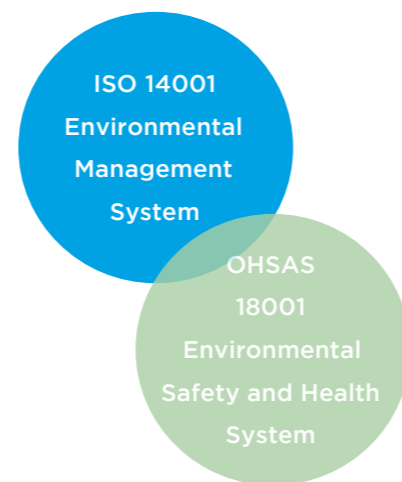
Enhance product's efficiency in energy conservation and lowering carbon emissions through the latest green, innovative technology.

Exert influence as an industry leader and collaborate with suppliers to work towards sustainable development.



[Environmental and Occupational Safety]

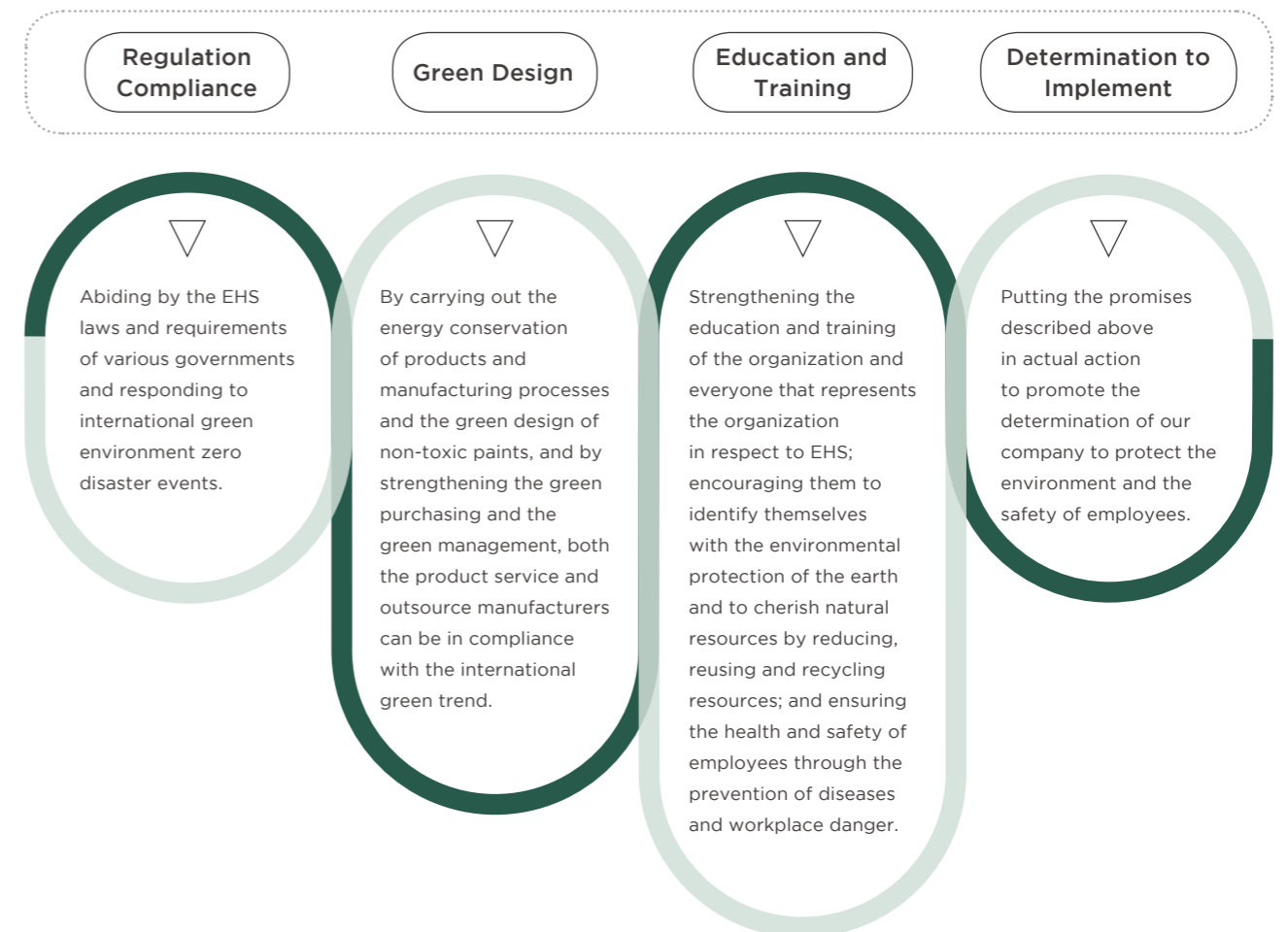
To ensure that all products comply with international environmental protection standards such as WEEE and RoHS as well as client requirements, our Environmental Safety and Health System has been established based on ISO 14001 (2004) and OHSAS 18001 (2007). The system effectively manages any and all negative impacts or noncompliance issues to the environment, health and safety in all processes including Company activities, production processes, products, or services. It also undertakes continuous improvement for the overall environment and safety and health performance. MediaTek did not have any records of non-compliance with environmental laws and regulations in 2015 and thus was not subjected to any administrative or judicial sanctions or punishments. We hope to create an environment conducive to sustainable operations to the Company and to offer products and services that will satisfy our customers through the Environmental Safety and Health Management System.



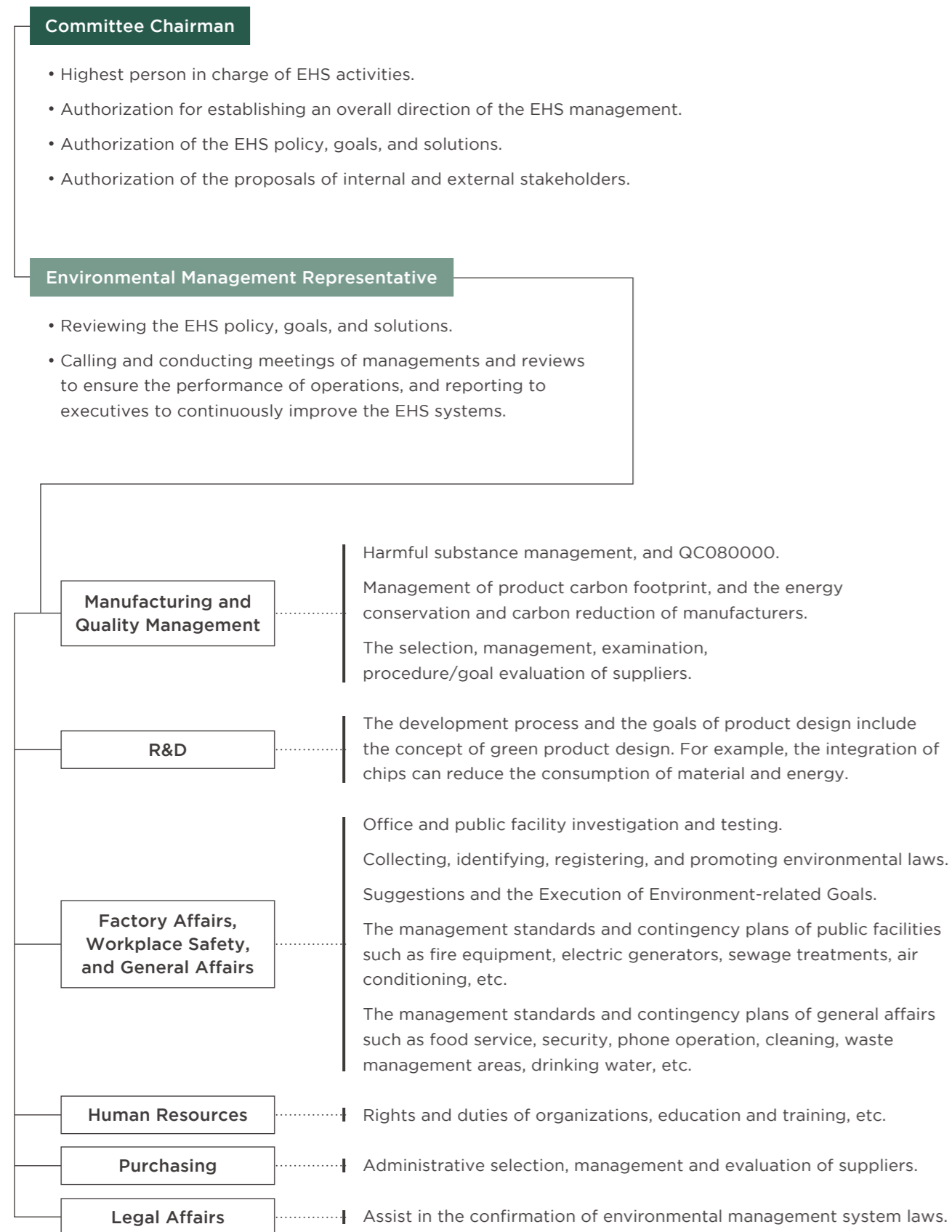
Environmental Safety and Health Policies

MediaTek is mainly focused on the research, design, sales, and after-sales service of high-end integrated IC chips. The main impacts on the environment are the storage of business wastes and the management of related outsourcing manufacturers. Therefore, carrying out the green product design, the green management of purchases and suppliers, the reduction of resource waste, and the safety and health of employees is not only the social duty of Mediatek, but also an assessment for future international competition. The Environmental Safety and Health Policies are the highest levels of guiding principles that the Company maintains for environmental, health, and safety management, and in order to meet the requirements of ISO 14001 and OHSAS 18001, we routinely undertake audits of the environmental safety and health management system and has announce these policies on our internal website to educate staff of all ranks according to "Educational Training Management Procedures." Furthermore, our contractors are also required to understand these principles by the "Contractors' Environmental Safety and Health Management Procedures" in order to ensure that the environmental safety and health management system can continue to function in an appropriate and effective manner.

Environmental Safety and Health Objectives



Environmental Safety and Health Management



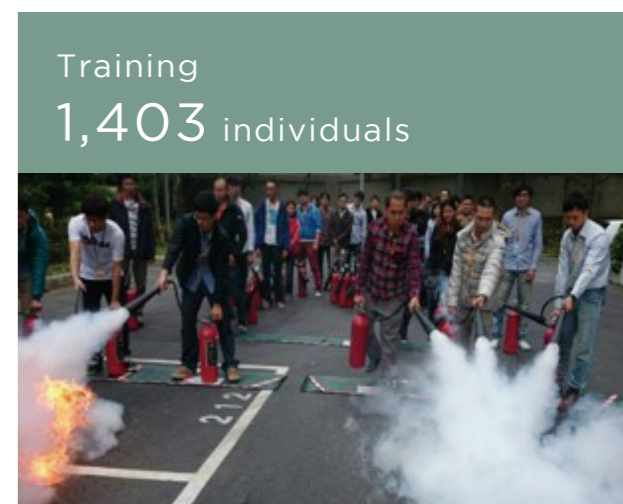
Emergency Evacuation Drills

To prevent emergencies from impacting the Company's operations or endangering Company employees, MediaTek conducted an emergency evacuation drill in 2015, in which each office practiced the evacuation procedures under the guidance of personnel in charge of such evacuation procedures, so that our employees could understand and become familiar with internal evacuation routes as well as the meeting point after evacuation. We accomplished the drill within the allotted 15 minutes from starting to gather employees to everyone being settled in place. A total of 3,154 individuals participated in the drill, and we will further incorporate other relevant procedures such as headcounts into the drill in 2016.



Operational Site Environmental Inspection

According to Article 10 of the Labor Operational Site Environment Monitoring Methods, an operational site inspection plan, including sampling strategies, should be proposed in accordance with characteristics of the threats that the site poses and the purpose of the inspection process, prior to conducting environmental inspection, in order to serve as a basis for the inspection. Reviews and updates should be conducted as the need arises. Moreover, employee fire extinguisher training should be held on an annual basis to assure every employee's ability to operate fire extinguishers in practice and to enhance their responsiveness in order to reduce any monetary losses sustained in case of fire. We trained a total of 1,403 individuals in 2015.



Green Innovation

Green Product Environmental Policy

To respond to global trends of environmental protection and the green trends required by our customers, MediaTek strives to design green products that are low-hazardous, low-carbon, and low-energy, to enhance our green competitiveness and seize global business opportunities. This policy is applied to all activities that are related to MediaTek's products, all the way from internal design processes to purchasing, manufacturing and transportation from external suppliers. We will promote and implement a green concept in our overall value chain. In each step, we will undertake project design, execution, evaluation, and actions in accordance with PDCA's management cycle to ensure that each step along the way is in compliance with the policy standards and could achieve our objectives. In addition, ensuring that our employees understand the significance of environmental protection is also part of the policy. Through arranging for educational training and continued promotions and communications, we have incorporated green concepts into our day-to-day activities and inspired the creation of innovative green products.

Green Promise

- Leading to Promote** Leading both upstream and downstream companies to increase the awareness for global environmental protection.
- Regulation of Management** Based on the regulation of ISO 14001, we formulate, maintain, and improve our standard operating procedures to effectively comply to the regulations of air pollution, harmful waste, and noise pollution.
- Meeting the Requirements** Meeting the requirements of international environmental laws and the green demands of customers.
- Complete Integration** Fully integrate environmental awareness into the overall manufacturing and quality management system.
- Green Material** Use green materials on the entire product, from the design and manufacturing to packaging.
- Conflict Minerals** Insisting on not using conflict minerals, we require all suppliers to carry out detailed investigations of the origin of all materials in order to ensure that they are all in compliance with the requirements of EICC and the Conflict-Free Smelter Program of GeSI.
- Promotion Channels** Providing employees, suppliers, and customers with appropriate ways to understand MediaTek's environmental policy and its results.

Green Design

- Design Principle** By following the green design concept of the 3R principle (reduce, reuse, and recycle) we can use resources in a more effective way, reducing the use of resources and the creation of pollution.
- Cost Advantage** Simplifying the structure of products, offering customers products with an advantage in cost advantage.
- Energy Efficiency** Significantly reducing products' consumption of components and electricity.
- Green Material** Using green materials: by carrying out the regulation of using green materials, we can effectively reduce the emissions of carbon dioxide and other greenhouse gases, helping to reduce the impact of the greenhouse effect on climate change.

Green Purchasing

- Supplier Assessment**
 - Has the supplier established an environmental management system.
 - Are material suppliers required to conduct environmental management?
 - Satisfies the standards of W-137 MediaTek Standards of Environmental Management Substances.
 - Set up a dedicated team to make sure that products meet the environmental standards required by various nations and the customers.
 - According to the complete definition of RoHS/REACH regulations and Sony technical standards SS-00259, all substances that are harmful to the environment are prohibited.
 - The standards suppliers use to examine components and materials shall also be in accordance with RoHS regulations and Sony's standard specification for environment-related substances report.
 - Suppliers shall at least have written agreement on prohibiting the usage of environmentally hazardous substances with their main suppliers.
- Supplier Relationship Management**
 - Suppliers must periodically provide a third party environment-related harmful substances analysis report on the packaging/packaging materials.
 - Suppliers must periodically provide ISO 9001, ISO 14001, OHSAS 18001, or other environmental or corporate social responsibility certificates (QC08000, SA8000, GRI Report).
 - Suppliers must provide a Declaration of Conflict-Free Mineral that agrees to not use metals from conflict areas and to prove that all the mineral used are not from non-government militaries or areas controlled by warlords.
- Supplier Conference** Advocate and promote the MediaTek Green and Carbon Reduction Product Policy and its concept to the whole supply chain.

Green Manufacturing

- Life Cycle Assessment** Promoting Life Cycle Assessment (LCA) to test the whole process, from the design of products to manufacturing, for energy use and material and environmental contaminants.
- Carbon Footprint Inventory** Requiring Suppliers to perform carbon inventory on the production chains.
- Greenhouse Gas Emissions** Continuously carrying out the reduction of greenhouse gas emissions.

Green Transportation

- Green Packing Material** When transporting products between suppliers and us, we use non-consumptive green materials to replace 90% of the cardboard boxes used.
- Electronic System** By using an electronic system to transfer files, we have effectively reduced paper use by 90%.

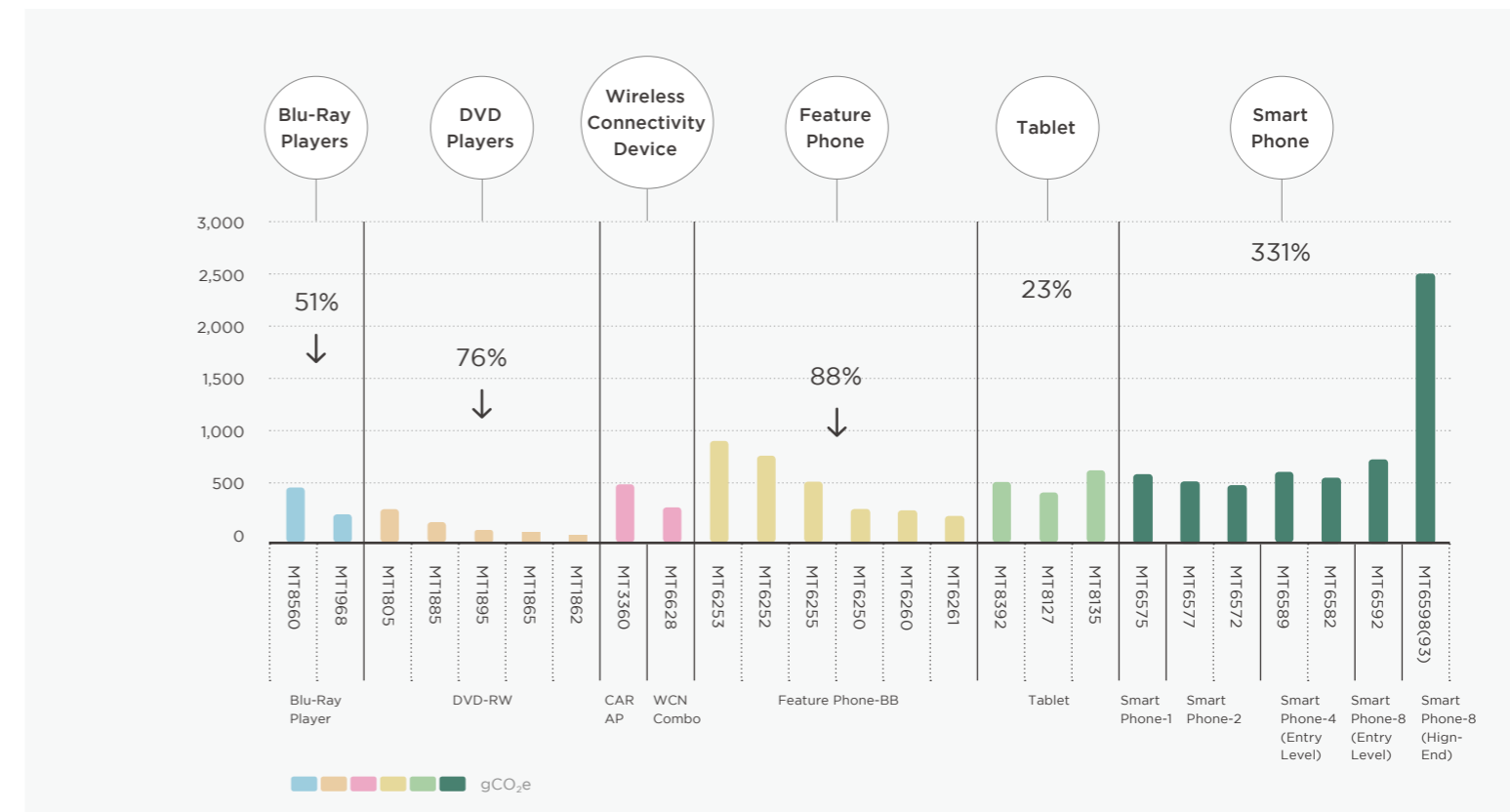
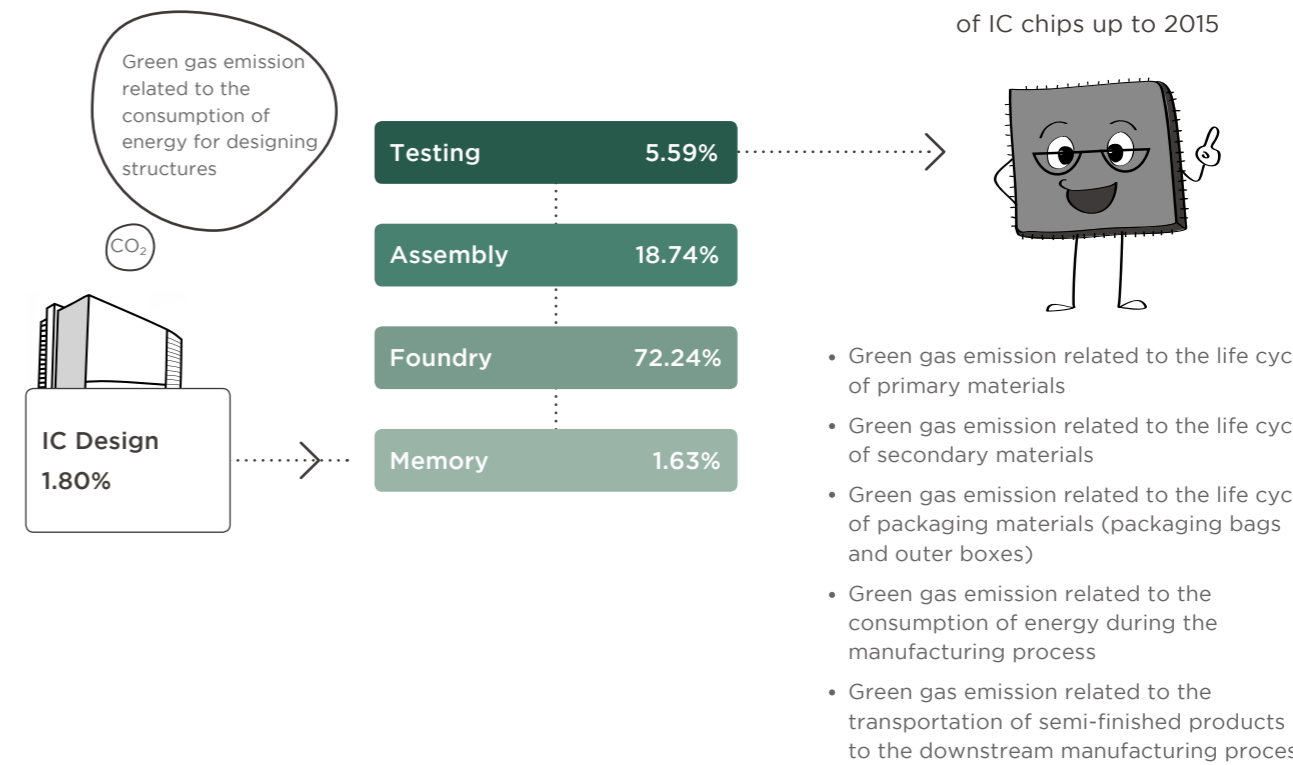
Create Sustainable Environment

Product Carbon Footprint

We undertake lifecycle evaluation for key products each year, and we calculate the carbon footprint from each IC product through the greenhouse gases emitted from plants during design phase as well as the carbon emissions from each process such as raw materials and energies used in wafer manufacturing, packaging, and testing and transportation. Although carbon emissions from chips may be less significant compared to other technology products, from a positive way of thinking, we should proactively take responsibility for each small step along the production process in order to lead by example. Through this, we can preserve a beautiful natural environment for future generations to come and realize our corporate citizen responsibility of protecting the environment.

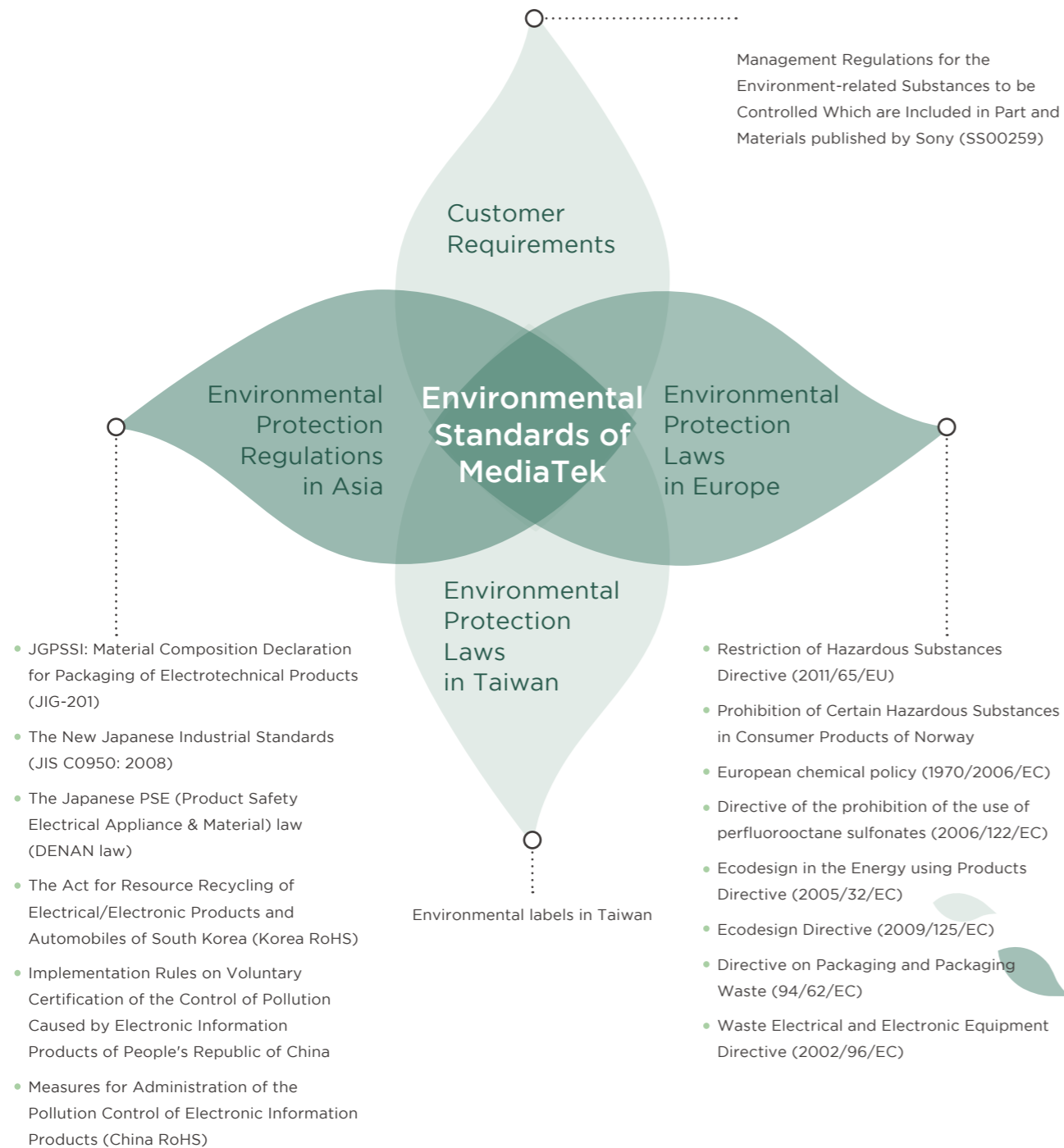
MediaTek investigated the carbon footprint of 12 IC products in 2015, and to date, we have already investigated 26 IC products in 2016. When comparing and contrasting the differences in data from 2014 to 2016, we found that the average carbon emissions of IC circuit design, packaging, testing, and DRAM production have decreased, and the foundry was the only process that had increased carbon emissions. The primary source of this is from high-end smartphone octa-core chips. The foundry creates approximately five times the emission of entry-level octa-core chips; thus, the decrease in carbon emissions in the overall smartphone chips had been elevated. In the future, we will research manufacturing procedures together with our suppliers to lower carbon emissions in the high-end IC chip foundry.


Carbon Footprint Inventory Procedure and Standards



Raw Materials / Hazardous Substance Management

In order to respond to the international trend of environmental protection and the green demands of customers, and enhance product management of hazardous substance, MediaTek established hazardous substance management in 2004. MediaTek also received SONY Green Partner verification. In 2012, we further received QC08000 certification. In terms of supplier management of hazardous substances, MediaTek has established the W-137 MediaTek Standards of Environmental Management Substances and required all suppliers to compliance. In order to ensure hazardous substance management system works appropriately and efficient, MediaTek Implement internal audit plan every year, which will regularly examine and report to the highest management level. External audit plan is to require supplier compliance with W-137 MediaTek Standards of Environmental Management Substances. Focus on tier 1 suppliers to implement self-assessment and audit every year to operate hazardous substance system continuously.





IEC QUALITY ASSESSMENT SYSTEM (IECQ)
 covering Electronic Components,
 Assemblies, Related Materials and Processes
For rules and details of the IECQ visit www.iecq.org

IECQ Certificate of Conformity

Hazardous Substance Process Management

IECQ Certificate No.: IECQ-H SGSTW 14.0013	Issue No.: 1	Status: Current
Supersedes:	Issue Date: 2014/11/19	Org Issue: 2014/11/19
CB Certificate No.: TW-HSPM-1554	Expiration: 2017/11/18	

Applicable to:

European Directive 2011/65/EU ("RoHS") requirements
Customer specified requirements

MediaTek Inc.
 No. 1 Dusing Rd. 1, Hsinchu Science Park,
 Hsinchu,
 Taiwan

The organization has developed and implemented Hazardous Substance Process Management procedures and related processes which have been assessed and found to comply with the applicable requirements for IECQ HSPM organization approval which is in accordance with the Basic Rules IECQ 01 and Rules of Procedure IECQ 03-5 "IECQ Hazardous Substances Process Management" of the IEC Quality Assessment System for Electronic Components (IECQ), and with respect to the IECQ Specification:

- IECQ QC 080000:2012 - Hazardous Substance Process Management System Requirements**


This Certificate is applicable to all electronic components, assemblies, related materials and processes for the following scope of activities:


Design and manufacture management of Integrated Circuits for Wireless communication, Wireless connectivity, Ethernet, GPS, Car application, Optical Storage, Digital Home, and Digital Multimedia.



Issued by the Certification Body: SGS Taiwan Limited

No. 136-1, Wu Kung Road,
 New Taipei Industrial Park,
 Wu Ku District, New Taipei City 24803
 Taiwan

Authorized person:
Stephen Pao





<p>Sponsoring Member Body</p> 	<p>The validity of this certificate is maintained through on-going surveillance audits by the IECQ CB issuing this certificate. This Certificate of Conformity may be suspended or withdrawn in accordance with the Rules of Procedure of the IECQ System and its Schemes. This certificate and any schedule(s) may only be reproduced in full. This certificate is not transferable and remains the property of the issuing IECQ CB. The Status and authenticity of this certificate may be verified by visiting www.iecq.org</p>	<p>CB Accreditation by</p> 
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-- Attached Translation: - None --

IECQ-H Rev. 07

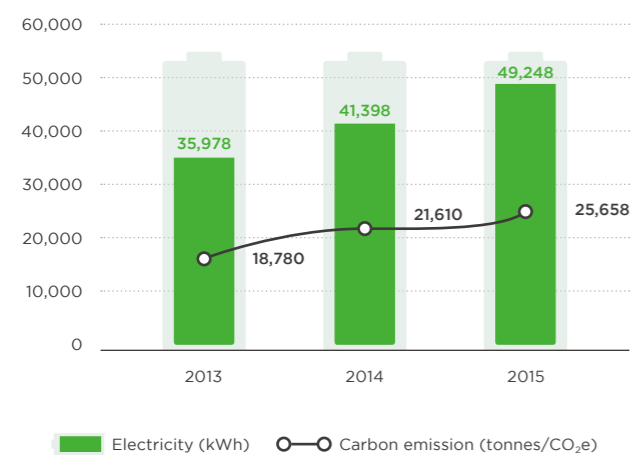
Energy Resource Management

MediaTek has passed the ISO 14001 Environmental Management System for the implementation of the PDCA (Plan-Do-Check-Act Cycle) and for the consolidation of environmental protection goals and strategies, as well as for implementing pollution prevention and improvement system. These improvements enabled MediaTek to have more influence on the protection of the environment. MediaTek primarily focuses on the development and design of IC technology. Manufacturing processes such as wafer fabrication, packaging, and testing are outsourced to external suppliers. The resources used the most by MediaTek are electricity and water. The energy intensity for selling one unit of IC consumes an average of 0.0402 MJ. In 2015, MediaTek consumed a total of 49,248,000 kWh of electricity and 163,851 tons of water. Water usage saw a 9% increase compared to the previous year. The main cause for the increase is that employee growth and Building C officially started up the new IT server. MediaTek's water supply comes from Taiwan Water Corporation Third Branch. The main water sources are Baoshan Dam First Reservoir, Baoshan Dam Second Reservoir, Yongheshan Reservoir, and Longen Weir Second Water Treatment Plant on Touchien River. The waste water is collected at the Hsinchu Science Park sewage treatment facility.

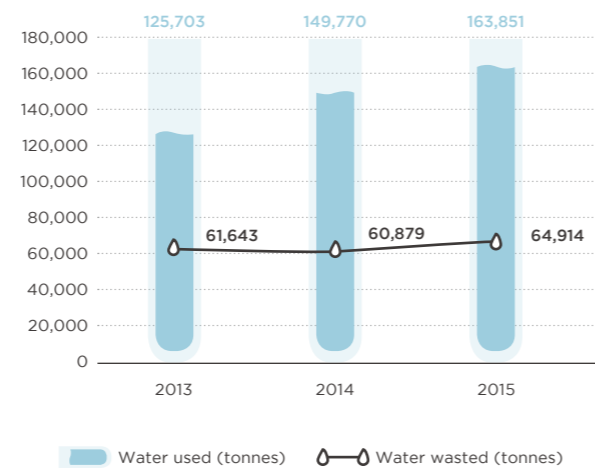


Electricity and Water Consumption of The Last Three Years

Electricity and Carbon Emissions



Water Used and Water Wasted



Greenhouse Gas Emissions

According to the data from the 2015 product carbon footprint inventory, the total greenhouse gas emissions generated by the energy consumption of MediaTek headquarters in Hsinchu Science Park is 25,828 tonnes CO₂e (the scope of calculation included externally purchased electricity, public facilities, boilers, cooling towers, and water chiller units). On average, each employee emits 4.5 tonnes CO₂e, and the main emission source is the Scope 2 externally purchased electricity, which made up 99.34% of the overall emissions. In the future, the inventory of MediaTek's greenhouse gas emissions will continue in order to control its environmental impact.

Scope	Energy Purpose	Energy Type	Energy Consumption		Carbon Dioxide Equivalent (CO ₂ e)
Energy Used Directly	Emergency generator	Diesel	908 L	31,916 MJ	2 tones
	Kitchen	Liquefied petroleum gas	173,800 L	4,827,162 MJ	305 tones
Energy Used Indirectly	Plant-wide power consumption	Externally purchased electricity	49,247,520 kWh	177,291,072 MJ	25,658 tones

References

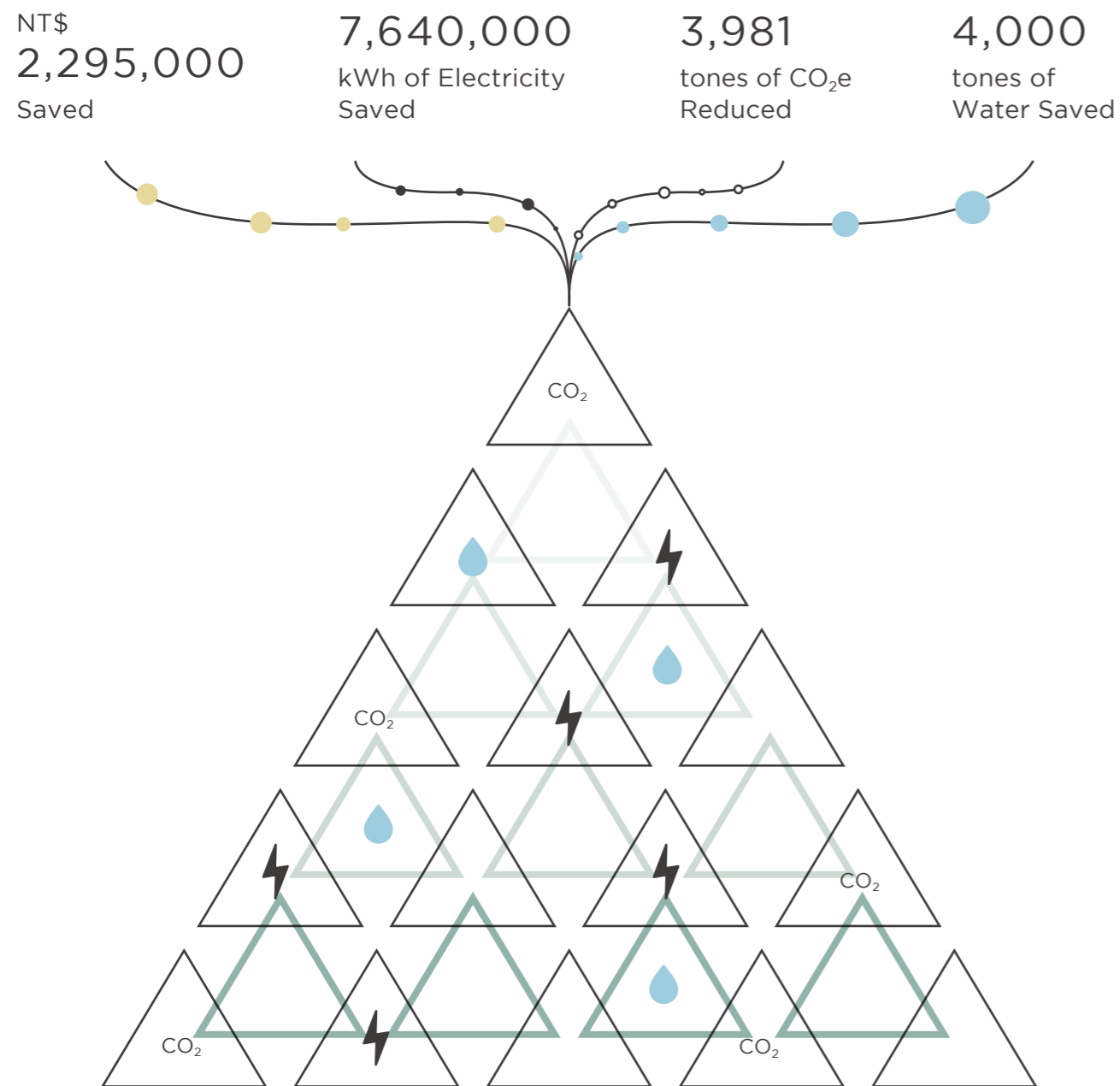
1. The conversion units are referenced from the Bureau of Energy - Heat Content of Energy Products
2. Greenhouse gas inventory sheet, version 2.6.1
3. Bureau of Energy - 2014 Carbon Dioxide Emission Coefficient for Electricity

Greenhouse Gas Scope 3-Transportation Vehicles

To prevent the greenhouse effect from increasing and to care for our planet, in addition to establishing standards in company products and buildings to achieve eco-friendly green objectives, MediaTek also wishes to undertake environmentally friendly measures for transportation issues, which are relevant to all employees. In June 2015, we launched a shuttle bus service for employees commuting to and from work. We commissioned buses to pick up employees along four designated routes. This helps alleviate the heavy traffic conditions during peak hours in Hsinchu Science Park in addition to promoting our aim to preserve the environment with our employees through this shuttle bus benefit. A total of 25,334 individuals (headcount) had taken the bus by year-end, which is equivalent to having lowered 28.2 tons of carbon emissions. Moreover, we also placed 6 bicycles in our Hsinchu headquarters to encourage employees to cycle rather than use motorbikes and cars while traveling to and from the Science Park and to contribute towards environmental preservation.

Energy Conservation Measures

In respond to the global trend of energy conservation, MediaTek implemented various energy conservation measures in 2015. These measures focused on the improvement of equipment that use electricity and water, which included equipment facilities, air conditioning, lighting, etc. MediaTek also actively coordinates with equipment suppliers to reduce equipment energy consumption through innovative energy conservation methods. In 2015 the company saved NT\$ 22,950,000 on electricity expenses and reduced 3,986 tones CO₂e. The amount of CO₂e reduced is equivalent to the amount of carbon absorbed by 10.3 Da'an Forest Park in a year. In 2016 MediaTek will continue to plan and promote various energy-saving measures to establish itself as a corporation of green sustainability.



2015 Energy Conservation Measures

Item	Improvement Method	Improvement Results			2016 Improvement Goals
		Saved Electricity Expenses	Saved Energy	Reduced Carbon Emission	
Facility Improvement	Adjust the control settings for working environment temperature and humidity of testing areas and warehouses. For example, reduce the pressure of main dry coil unit exit ducts, increase temperature settings, adjust air conditioning boxes controlled dew point, lower temperature system setting parameters	NT\$ 4,390,000	1,460,000 kWh	761 tons of CO ₂ e	The implementation of headquarter building C energy-saving facilities includes: <ul style="list-style-type: none"> • Separate high electricity consumption and low electricity consumption equipment housing units into two areas • Use modular UPS equipment that has high power conversion efficiency • Use cabinet air conditioning equipment that has high cooling efficiency • Seal heat extraction and cooling ducts to increase air conditioning efficiency • Use sensor activated LED lighting Link the operation of water chiller units in Taipei Xingshan Road office by modeling after Taipei Neihu office
	Adjust air conditioning water chiller units' air output. Utilize temperature differences, chiller units' operating hours, and on-off cycling frequency to operate air conditioning water chiller units in sync				
	Improve lighting equipment by replacing fluorescent lights with energy-saving LED lights				
	Improve equipment energy-saving capability by replacing the air-cooled air conditioner used for the Cadence Server with a water-cooled air conditioning system				
Air Conditioning Management	Improve air conditioning energy-saving in equipment rooms by installing heat extraction and cooling aisles between equipment housing units to reduce air conditioning waste. This could save about 7.9% of electricity used	NT\$ 7,990,000	2,660,000 kWh	1,386 tons of CO ₂ e	Install a PVC curtain that separates heat extraction and cooling aisles to enhance air conditioning efficiency in the DT room of headquarter building C, the same as equipment rooms in buildings A/B Increase IT room temperature in headquarter building A and B to save energy for air conditioning Increase the water drain temperature of water chiller units in headquarter building A and B after peak hours, and optimize the number of water cooling towers to achieve the purpose of saving energy
	Improve UPS room air conditioning in headquarter building A and B to conduct heat extraction and cooling aisle management				
	Compared to the traditional air conditioners used previously, air conditioning units that adopt a VAV (variable air volume) control system can save 25.7% of energy consumption				
	Adjust the energy saving settings of the parking lot exhaust extraction equipment, and adjust the power consumption to after peak hours or semi peak hours				
Lighting Management	Control lighting in public areas with timers, reduce the energy consumption of parking lighting and use high efficiency lighting lamps that meet CNS standards and are approved by the Bureau of Energy	NT\$ 4,440,000	1,480,000 kWh	771 tons CO ₂ e	Change the fluorescent lamps on the ceiling of the headquarter building A and B underground parking lot driveway and the direction lights to LED lighting
	Concentrate the management of parking lot lighting during weekends and holidays, and close parking lot lighting on the floors that are not in use				
Electricity Expense Management	Change the calculation of from electricity bill from two stages to three stages, consider the trend of increasing electricity costs per kWh and the growing electricity load, review the difference of electricity expense between calculation made on the two-stage system and the calculation made on the three-stage system	NT\$ 6,130,000	2,100,000 kWh	1,094 tons of CO ₂ e	Change the calculation of electricity expense of headquarters Building C from two stages to three stages, modeling after headquarters Buildings A and B Assess for the best electricity expense calculation method for headquarters Building E

The calculation of carbon dioxide emission was based on the 2014 Carbon Dioxide Emission Coefficient for Electricity published by the Bureau of Energy. One kWh was set as 0.521 kg CO₂e.

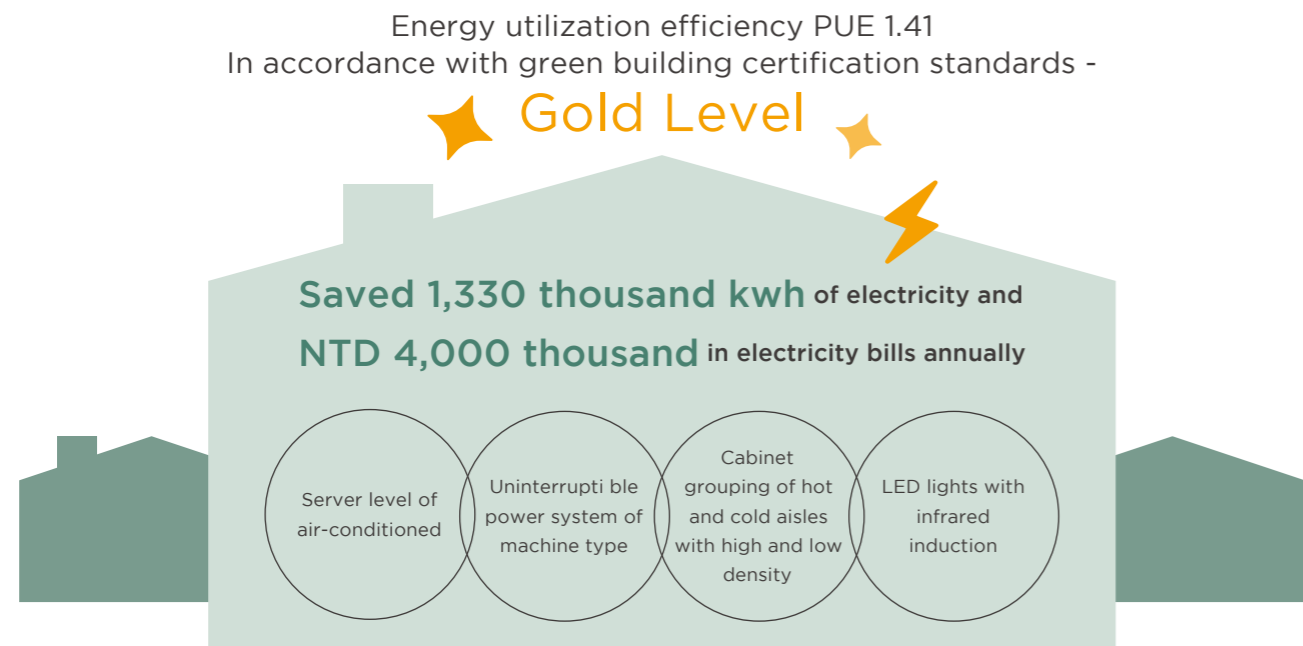
2015 Water Conservation Measures

Item	Improvement Method	Improvement Results			2016 Improvement Goals
		Saved Water Expense	Saved Electricity Expense	Recovery Rate	
Equipment Replacement	Improve the water consumption for cleaning in the recycling area, and change faucet outlet type to save about 30.78% of water	NT\$ 10,000	448 tons	0.27%	Reduce kitchen water usage: • Recycle water used for washing vegetables to clean indoor environment
Recycle Water Sources	Install a two-tonne rain water recycling tank to recycle rain water for water cooling towers	NT\$ 10,000	461 tons	0.28%	• Change food defrosting method from flowing water to defrosting food by refrigeration • Use less water when washing range hoods
	Recycle condensation from the company air conditioning for gardening	NT\$ 40,000	3,091 tons	1.89%	

New Era Energy-Conserving Data Center

MediaTek's need for data calculations has continued to soar while we strive to develop innovative technology. The datacenter requires a large amount of energy for such high-speed calculations. To reduce the datacenter's impact on the overall environment, MediaTek has improved our power supply system, AC, machines, passageways, and lighting. We have successfully overcome the constraints for cooling capacity in conventional machine rooms to transform our datacenter into a high-density energy-conserving datacenter of the new era, which supports the demands of new models of high-capacity and high-heat servers and serves as a strong support for our R&D technologies.

The power usage effectiveness (PUE) of the conventional machine room was 1.6, and this figure has dropped to 1.41 since our upgrades. The new PUE meets the gold-level LEED certification and allows us to save up to 1.33 megawatts of electricity and NTD 4 million in electricity bills. The very significant amount of carbon emissions that we have saved is approximately equal to 1.9 times that of Da-An Park. Moreover, the energy-conserving upgrades and specifications in the datacenter will be shared with building construction units to serve as the standardized specs for future datacenter expansion plans at MediaTek.



Waste Management

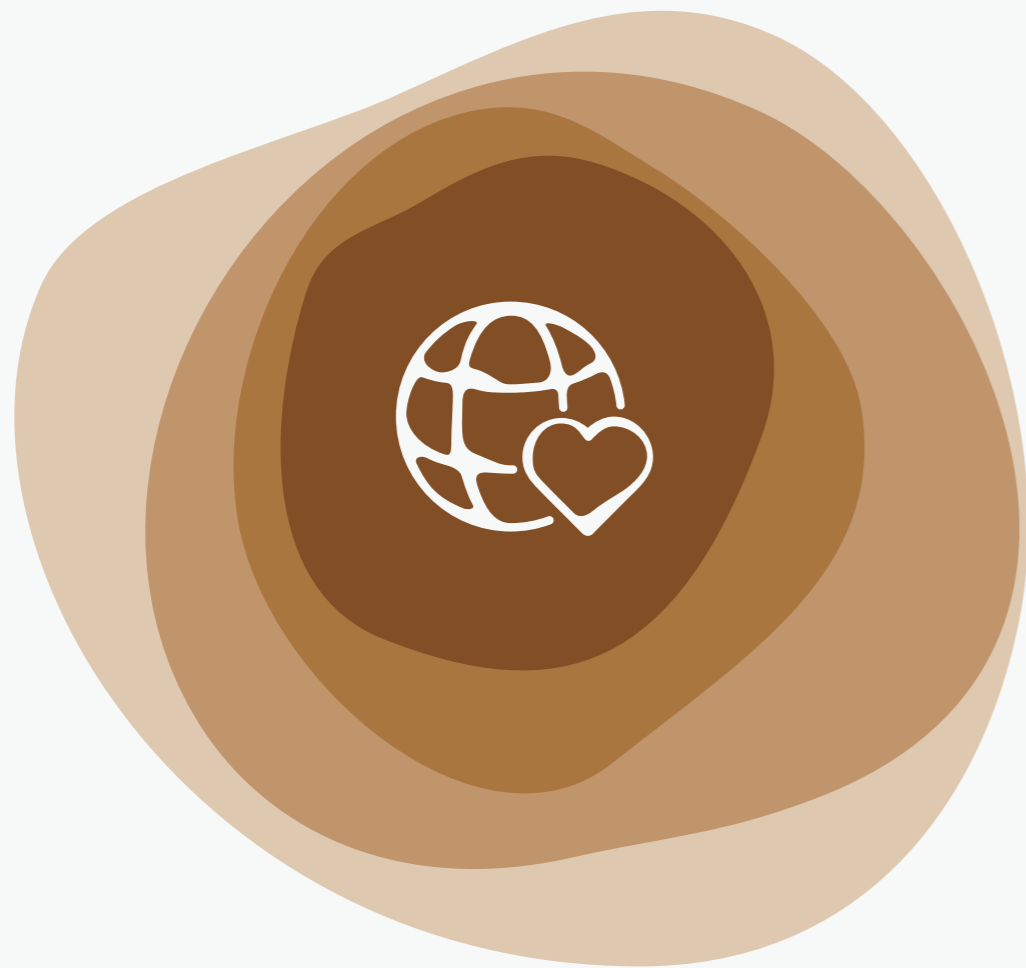
For the purpose of achieving the maximum benefits of effective waste management and recycling, MediaTek has placed huge importance on the reduction of waste. We effectively sort out, recycle, re-use, and properly dispose waste. We continue to improve the impact storage, transportation, and processing of waste has on the environment. In order to effectively control the flow of waste, we have carefully selected qualified waste disposal and recycling suppliers, and we audit the legitimacy of the waste disposal process at random. These measures are taken by MediaTek to the responsibility of supervising waste management.

Environmental Protection Expenditures

Expenditure Items	Charges
Domestic Waste Management Outsourced	\$1,211,963
Office Cleaning and Floor Washing	\$16,229,473
Landscape Maintenance	\$1,783,026
Sewage Tank Cleaning	\$705,250
Vector Control	\$352,800
Cleaning Supplies	\$2,174,801
Total Amount	\$22,457,313

Category	Type of Waste	Waste Disposal Methods	Waste Disposal Quantity (tonnes)	Percentage
Non-hazardous Waste	Domestic waste	Incineration	37.15	55.2%
	Paper	Recycling	8.205	12.2%
	Iron container	Recycling	0.202	0.3%
	Aluminum container	Recycling	0.202	0.3%
	Light source waste	Recycling	0.525	0.8%
Hazardous Waste	Electronic components, scrap materials, and defective products (overseas)	Physical treatment process	3.464	5.1%
		Treatment process outsourced	17.535	26.1%

Social Welfare



Accessibility Scan App

Creating An Accessible World Starts with Creating An Accessible Network Environment

If you are physically challenged, what would be the one thing that you truly wish for? A voice technology that helps you speak? Games, videos, and photos that satisfy your innovative needs? To be able to control your surroundings, such as TV, temperature control, and other gadgets? Or the social media? Accessibility Scan App makes all of these possible! Xabier Amutxastegi of Limbika has collaborated with BQ to make digital technology accessible to all—changing the lives of those who are physically challenged for the better.

How Does The Technology Work?

By placing the BQ device on your bed, table, or wheelchair and connecting it to the peripheral device that is located on the most convenient body part of the user, the user will be able to utilize the Accessibility Scan App, a groundbreaking technology that utilizes MediaTek's MT6592 1.7 GHz True8Core™ processor.



Responds to UN Sustainable Development Goal 11: Sustainable Cities and Communities

We will provide a safe, all-encompassing, usable green public space for everyone, particularly females, children, senior citizens and physically and mentally challenged individuals before 2030, in order to promote inclusion, safety, durability, and sustainability of the city and human habitats.

Social Welfare

MediaTek's mission is to enhance and enrich the lives of everyone. Through technical breakthroughs and development to create products that are beneficial to the society and the environment is one of the routes to achieve this objective. On the other hand, through long-term devotion to social welfare, we can also realize our mission of giving back to the community. Furthermore, "realizing our responsibilities as corporate citizens" is also one of our eight primary management principles and is deeply rooted in the day-to-day activities of all our employees. To uphold the Company's core values, MediaTek proactively takes social responsibility and continues to communicate with stakeholders from all aspects of the society to understand their true needs and to offer resources to those in need in the most appropriate circumstances.

MediaTek founded the MediaTek Foundation in December 2001 to extend our core competitive advantage and promote scientific education in Taiwan in order to realize the concept of "giving back to the society" in practice and to achieve a positive cycle of mutual growth and prosperity with the society. The core development scheme is separated into three aspects: accessibility of scientific education, high-tech academic exchange and social welfare participation. In addition to correlating with MediaTek's brand vision, we have also incorporated our core values of innovative technology. MediaTek Foundation devoted more than NTD 35 million in 2015 and plans each project using a long-term perspective to pave the way to everlasting, continuing education and culture.



Sponsoring the promotion of technological knowledge and the development of technology education; advocating academic exchange programs; following the latest social trends; elevating the quality of life for the general public.



Accessibility of Scientific Education

- Elementary School Science Class Advocacy Program
- High School Scientific Education Advocacy Program
- College Science Advocacy Research Program

High-Tech Academic Exchange

- Innovative Research Centers
- Sponsored technology contests and related activities
- Sponsored seminars on integrated circuits
- Sponsored membership dues for the Academia-Industry Alliance



Participates in Social Welfare

- Corporate Volunteer service
- Spreading Love to Aboriginal Counties
- White Feather Program
- At-home nursing service for victims from the Formosa Fun Coast water park

[Universal Education in Science and Technology]

Education is a long-term project and the cornerstone of the sustainable development of a country. Successful education in science and technology has built a solid foundation for Taiwan's economy in the past. Popularizing and deepening technology education will definitely help Taiwan become more competitive. MediaTek Foundation commenced the scientific education accessibility program in 2012 under this vision. Starting from the fundamental education of scientific education in elementary schools, we have launched a series of science camps and science fair for elementary schools in remote regions and continue to offer diversified and abundant educational resources in each stage of learning to encourage more students to work towards the technology field. We wish to nurture more talent for the technology industry and to the technological competitiveness of Taiwan in the international forum.

Education is a long-term project and the cornerstone of the sustainable development of a country.

Influenced over **9,000 Elementary School Students and Teachers**



Elementary School

- Promote the National Elementary and Middle School Science Fair
- Hold workshops for seed teachers at science fairs
- Popularizing science through reading programs
- University program - Distance Learning Project

Since the program was initiated in 2011, a total of 72 elementary schools and close to 9,000 teachers and students have visited the National Taiwan Science Education Center through this program so far, nurturing their interest in basic science education.



Helped over **156 Aboriginal Students**



Middle School & High School

- Department of Electrical Engineering, NTU - promoting the electrical engineering field and training programs
- Department of Electrical Engineering, NTHU - electrical engineering field trip for high school students
- NTHU Experimental Education Program for Aborigines

National Tsing Hua University (NTHU) has undertaken fundraising for a Pingtung and Northern Taiwan Aborigines class after the Morakot Typhoon disaster in 2009. The class will be focused on ecological preservation and extending and passing on tribal culture. The MediaTek foundation closely works with NTHU on the aboriginal education program with the hope of fostering more elites with aboriginal heritage. Since commencement in 2010, to date we have fostered 6 classes, which have been attended by more than 156 aboriginal students from disaster-stricken areas.



Allocated Close to **NT\$ 100 million in Scholarships**



Graduate School

- Sponsoring the plans for researching advanced technologies for the next generation of wireless communication systems
- Scholarships for Ph.D. Programs in Taiwan
- Scholarships from the Innovation & Research Center

As of 2015, we have allocated nearly NTD 100 million in scholarship funds to support graduate research students to pursue Ph.D. programs within Taiwan to strengthen the consistency of domestic scientific education. We encourage exchange and cooperation between students from both sides of the Strait. We have been funding the Wu Ta-You Scholar Cross-Strait Student Exchange Scholarship Program since 2005 and have offered more than NTD 18.75 million in funds to increase cross-Strait academic exchange and foster mutual understanding between future scholars on both sides of the Strait.

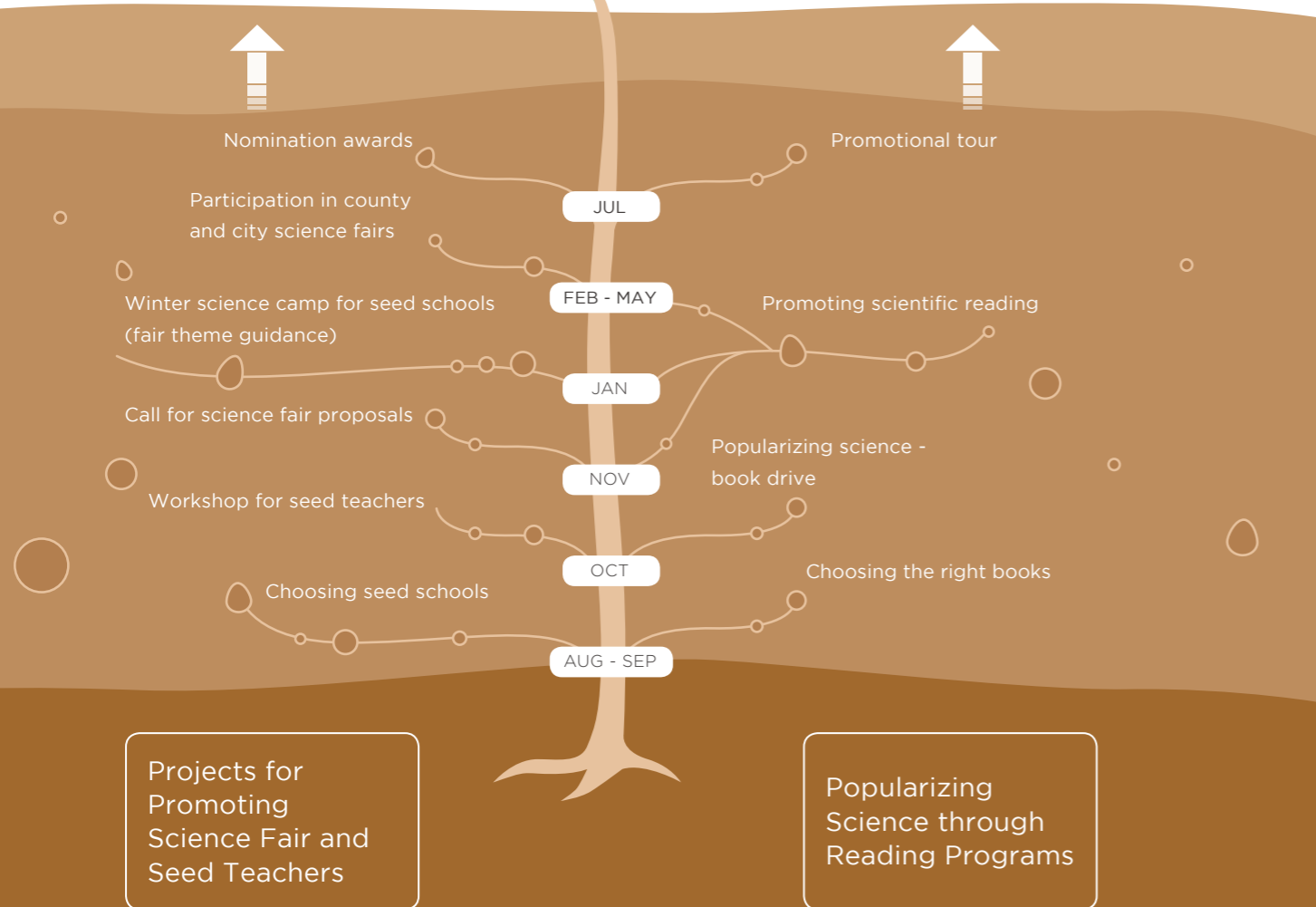




Elementary School Science Class Advocacy Program

Improve observational and problem solving skills

Sharing experience on how to improve reading skills



Projects for Promoting Science Fair and Seed Teachers

Popularizing Science through Reading Programs

Note: Because an academic year for middle and elementary schools runs from September to next July, it is better to execute plans according to the academic calendar instead of the normal calendar year, January to December.

Science Fair Promotion

To encourage elementary school teachers and students to promote science and technology education in school and to foster research and information exchange for science fairs, we are working with elementary schools of every county and city and encouraging science enthusiasts, students, and teachers alike to form groups or clubs to work on projects or conduct club activities. We hope this will increase interest in science in elementary schools and improve the problem-solving skills of the students. Students can gain a better understanding of the logic behind science while researching for their science fair topics and discover the intricacies of science. They will also be able to see different perspectives when reading various scientific texts and internalize the basics of science, laying a solid foundation for future scientific research.



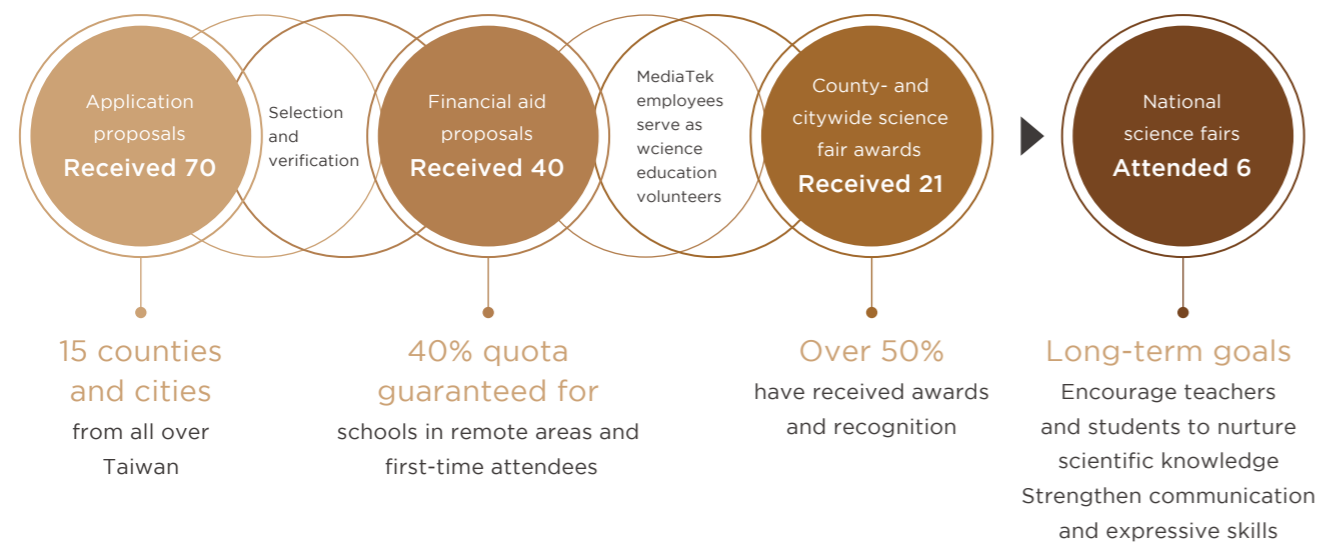
MediaTek Foundation and NTSEC created a list of seed schools to improve science and technology education. 40% of the seed school list is reserved for schools participating for the first time or for schools in remote areas in effort to balance differences in resources between urban and rural schools and to encourage more schools to participate in the development of science and technology education. In 2015, we received 70 proposals from 15 counties and cities in Taiwan, showing a 18.6% increase in participation compared to 2014. Out of all the science fair proposals received, 16 of the chosen ones were from schools participating for the first time and schools in remote areas, reaching the 40% mark reserved for them.

Statistics on The Effectiveness of Science Fair Promotion

Year	2013	2014	2015
Subsidy Targets	30	40	45
Evaluated	27	59	72
Accepted	27	42	45
Schools in Remote Areas	3	16	21
Participating Areas	3	14	16

In order to apply our core values to popularizing science and technology education, we are asking MediaTek fellows to become science and technology education volunteers and advisers that communicate with teachers and students at the winter science seed camp, giving them the industrial point of view and hopefully inspiring them to produce innovative science fair projects. In the end, 21 projects received awards at the county/city level and 6 projects received awards at the national level. These results are very remarkable.

Nevertheless, rewards are never the purpose of the Foundation, and our long-term goal is to encourage students and teachers to absorb scientific knowledge and strengthen their communications skills and to guide the domestic academia towards paying more attention to the importance the education in fundamental scientific thinking.



Scientific Fair Seed Teachers Program

Teachers play a very important role during the planning phase of science fairs: they help the students with navigating the unknown when deciding on a topic, they provide resources to help with students with further research, and guide students to solve problems from different perspectives during struggles, all while staying at their sides and encouraging them.

Therefore, the MediaTek Foundation is working with NTSEC to invite science fair judges and teachers from winning schools to work as seed teachers. With Principal Chung Chao-Chin from Erchong Junior High School as the head, successful teaching stories are shared through seminars and workshops to teach the teachers how to better inspire their students to learn more about science and turn their initial interest into long-lasting, concentrated passion for scientific research. In 2015, we received participation from 47 elementary school teachers from various regions, and the satisfaction rate for our course was 91%. Additionally, to help encourage participation from teachers in remote regions, we also formulated a science advocacy teachers' network, in which teachers can discuss various research through meetings, phone, or email.

Teachers Registered

47

Class Satisfaction

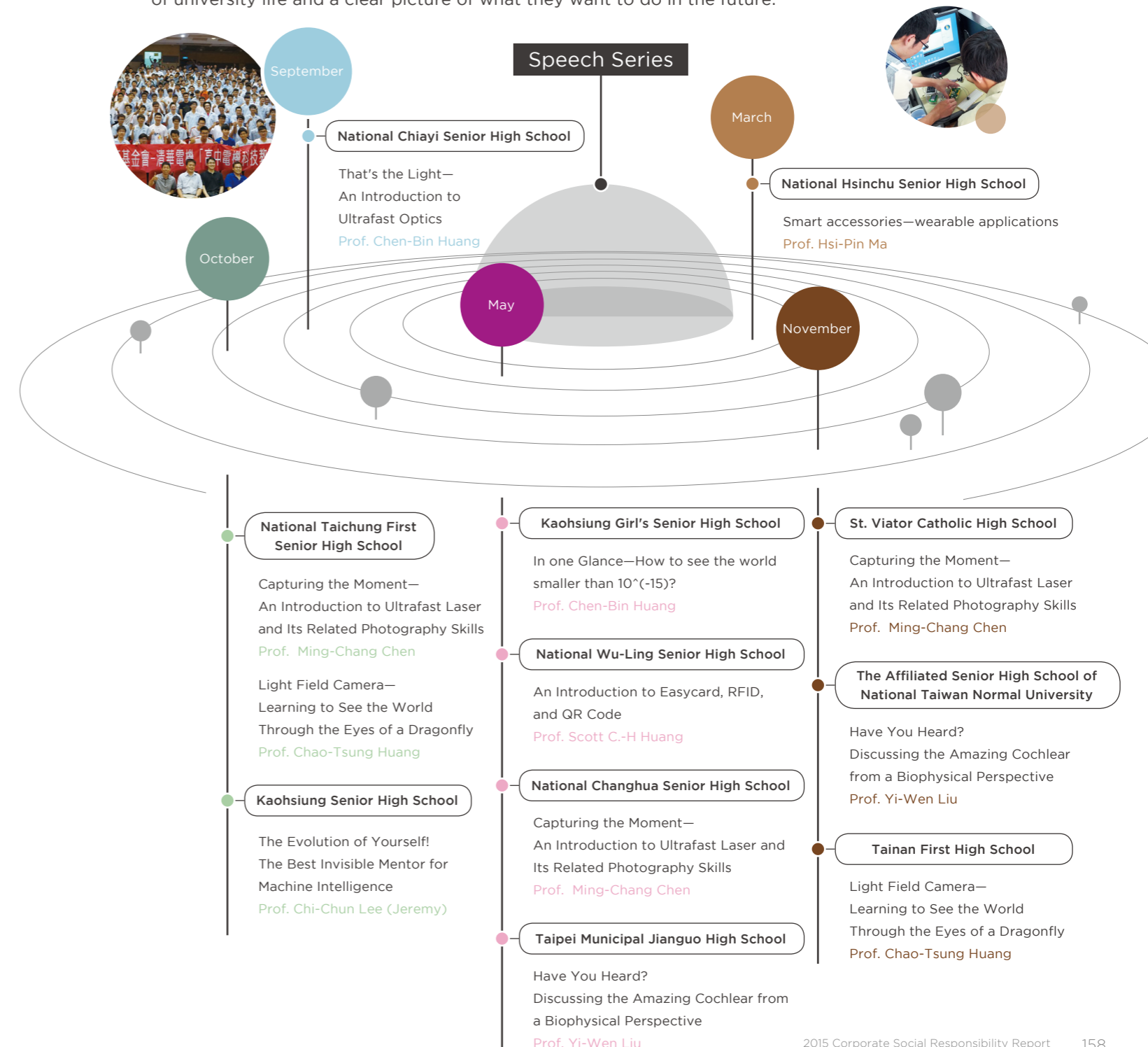
91%



High School Scientific Education Advocacy Program

Electric Engineering Technology Education Trip Project

"Have You Heard? Discussing the Amazing Cochlear from a Biophysical Perspective", "What happens when electrical engineering meets life science?" In 2015, in order to increase high school students' interest in electrical engineering, MediaTek and the Department of Electrical Engineering at NTHU joined forces to host the "Foundation in Electrical Engineering for High School Students" speech series, where professors from the Department of Electrical Engineering at NTHU traveled to 12 high schools in Taiwan to give speeches on basic electrical engineering principles. We hope to share basic electrical engineering principles with students through these excellent professors at NTHU so that they, along with the community, will gain an early interest in the field. We also hope this will give them a better understanding of university life and a clear picture of what they want to do in the future.



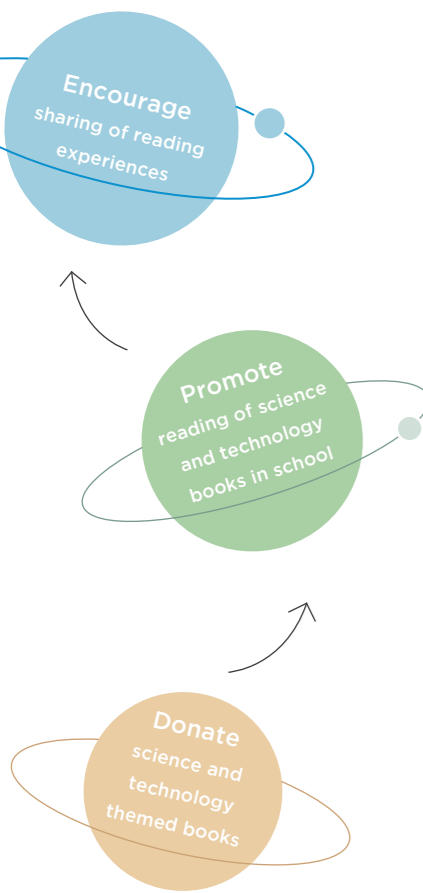
Promoted The Study of Scientific Journals and Research

The Foundation will donate 50 science-themed books to accepted seed schools. The titles are recommended by NTSEC and schools that have received reading awards from the Ministry of Education, and they include a wide range of topics such as nature, insects, mathematics, and science, so that students can be exposed to science education resources even when they do not participate in the science fair. These books also provide infinite possibilities for future research topics.

After donating the books, we will set up reading milestone boxes at each school. When a student finishes a book and completes a book report, he/she can drop a small card into the box. At the end of the campaign, 100 students will be randomly chosen from the cards, and they will receive a one-year subscription to a magazine, or a gift certificate for books. Every school will also choose three students who wrote good book reports to become science representatives who will share their reading experiences in school and through various public events in order to encourage other students to keep reading. A total of 35 schools partook in our science literary reading program in 2015, and as many as 630 students' submitted feedback and thoughts. It is estimated that more than a thousand students participated in feedback sharing.

Long Distance Study Aid Project

The Distance Learning Companion Project is an experimental collaboration between National Taiwan University and two schools located in remote areas (Yi-Lan Chiao Shi Junior High School and the Lidao Branch of Wulu Elementary School). Chiao Shi Junior High School conducted a survey of 30 students in a mathematics class in 2013 and found out that 68% of them dislike the subject, mostly because no one could help them answer difficult math problems. Therefore, the MediaTek Foundation and NTU collaborated to answer basic math and science questions from students via actual meetings and an online platform. This encouraged them to study and learn the materials on their own.





／ Research and Promotion Program of Motor Science Technology ／

Electrical Engineering Camp For High School Teachers

The camp will share professional information and the current development of different fields in electrical engineering with high school teachers. Through interacting and communicating with university professors, teachers will have a better understanding of new electrical engineering technologies and can give their students better suggestions regarding the advancement of their academic careers. The target audience for this camp is high school science teachers, tutors, teachers of advanced math and science classes, and technology teachers. Seminars were held during the camp to explain current industry developments. Lab tours were arranged to explain relevant research equipment.

NTU Seminar For Incoming Electrical Engineering Students Admitted through Recommendation-Selection Program

Since students did not have much exposure to the electrical engineering curriculum, the MediaTek Foundation sponsored seminars for universities to explain the academic program, teaching philosophies, and research resources to incoming students. In 2015, a total of 189 students and parents participated in the seminars.

Advance Electrical Engineering Camp

In order for incoming students admitted through the Recommendation-Selection Program to get a better understanding of the curriculum and different fields of study within the department, an advance course camp was held. The camp included math, programming, physics, and systems-related courses, as well as seminars held by professors regarding their research topics and experiences. A total of 85 first-year students participated in the camp in 2015. We wanted to help them get a head-start on understanding the curriculum so that they can be more informed when planning their academic careers.

／ We Plan to Establish AaPaTo Honor Society Chapters in 2016 ／

To advocate for scientific education in high school, MediaTek anticipates establishing the AaPaTo Honor Society in 2016 to enhance young students' interest and understanding in the technology field and promote scientific education, through which we can foster international technological talents. AaPaTo Honor Society plans to establish chapters in 12 major high schools throughout Taiwan within three years, and its primary obligations include teaching technological applications, hosting science advocacy seminars and high school camps and promoting exchanges of science clubs in high schools in order to promote knowledge in technological fields. The Society will be primarily facilitated and led by multiple professors from National Chiao Tung University's Department of Electronic Engineering. The backbone of this undertaking will be full-time assistants, and students from Electronic Engineering programs and MediaTek volunteers would serve as seed teachers to undertake thematic teaching projects in various schools. In terms of promoting technological applications, MediaTek will nurture students' interest in technology by providing the IoT platform, MediaTek LinkIt™ to guide students to realize their innovative capability while attempting to develop and bring to life all types of imaginations and possible applications of IoT and wearable technologies.



College Science Advocacy Research Program

／ Scholarships ／

Categories	Start Year	Total Number Of Recipients	Purpose Of The Scholarships
Scholarships for Master and Ph.D. Programs in domestic and foreign	2002	786	Support research in communication, the Internet, software, multi-media, chip architecture, and circuit design. Target students participating in the MediaTek Innovative Research Center Program to continue their research by working towards a doctoral degree in Taiwan. The research is aimed at fostering talent in science and technology for future research and education, connecting university and industry research focus through joint projects; increase Taiwan's competitiveness in general electronic technology research.

[High-tech Academic Exchange]

Innovative Research Centers

The "MediaTek-NTU Research Center," "MediaTek-NTHU Research Center," and "MediaTek-NCTU Research Center" that we have established at NTU, NTHU, and NCTU respectively, undertake R&D of projects such as smart handheld devices, high-functioning and low-power technologies, and packaging technology enhancements.

Moreover, we have also responded to government policies and allocated almost NTD 200 million to jointly apply for the "Research of Forward-Oriented Next Generation of Mobile Telecommunications Key Terminal Technology" in which more than 30 professors and nearly 100 graduate students are devoted to the R&D of core technologies of heterogeneous multicore computing platforms and a new generation of mobile telecommunications. We hope that as various international brands compete for the strategic planning and layout of the 5G mobile telecommunication network, MediaTek could develop technologies with high capacity, high speed and low energy consumption by incorporating rich R&D energy from the academia and undertake key IP planning to obtain business opportunities in the 5G technology field before competitors.

Furthermore, MediaTek has also established a scholarship for the PhD class at the 3 innovation centers at NTU, NCTU, and NTHU. Students who have received our scholarships enjoy funding for four years. We hope to encourage students to work toward attaining PhD degrees and to solve the problems of various schools with insufficient numbers of PhD students. We have devoted our own resources to nurture PhD-level talent for Taiwan in the hopes that they can one day help us develop more pioneering technologies.

Research on wireless connectivity, smart hand-held devices, mobile networks, and mobile apps



Enhance studies in the formulation of communication standards and mobile computing

Develop new generation applied processors, computers, communication systems, apps and system programming



Collaborations with Foreign Universities

Spent NT\$ 160 million for academia-collaboration expenses

Innovation is an important driver to the sustainable growth of a company. In 2015, MediaTek's academia-collaboration expenses amounted to NTD 160 million, and in addition to expanding resources for domestic academic partnerships, we have also reached out to partner with schools overseas. In order to foster more technological talent and create more opportunities for R&D, we have forged ongoing partnerships with countries including the US, Europe, Singapore and China.

International Publications

Only company in Taiwan for 12 consecutive years

Since 2004, MediaTek has published innovative technical skills in the internationally acclaimed ISSCC (International Solid-State Circuit Conference). A total of 5 papers were selected to be published in 2015, setting the record as the only domestic company to be selected for publication for 12 consecutive years.



500
Participants

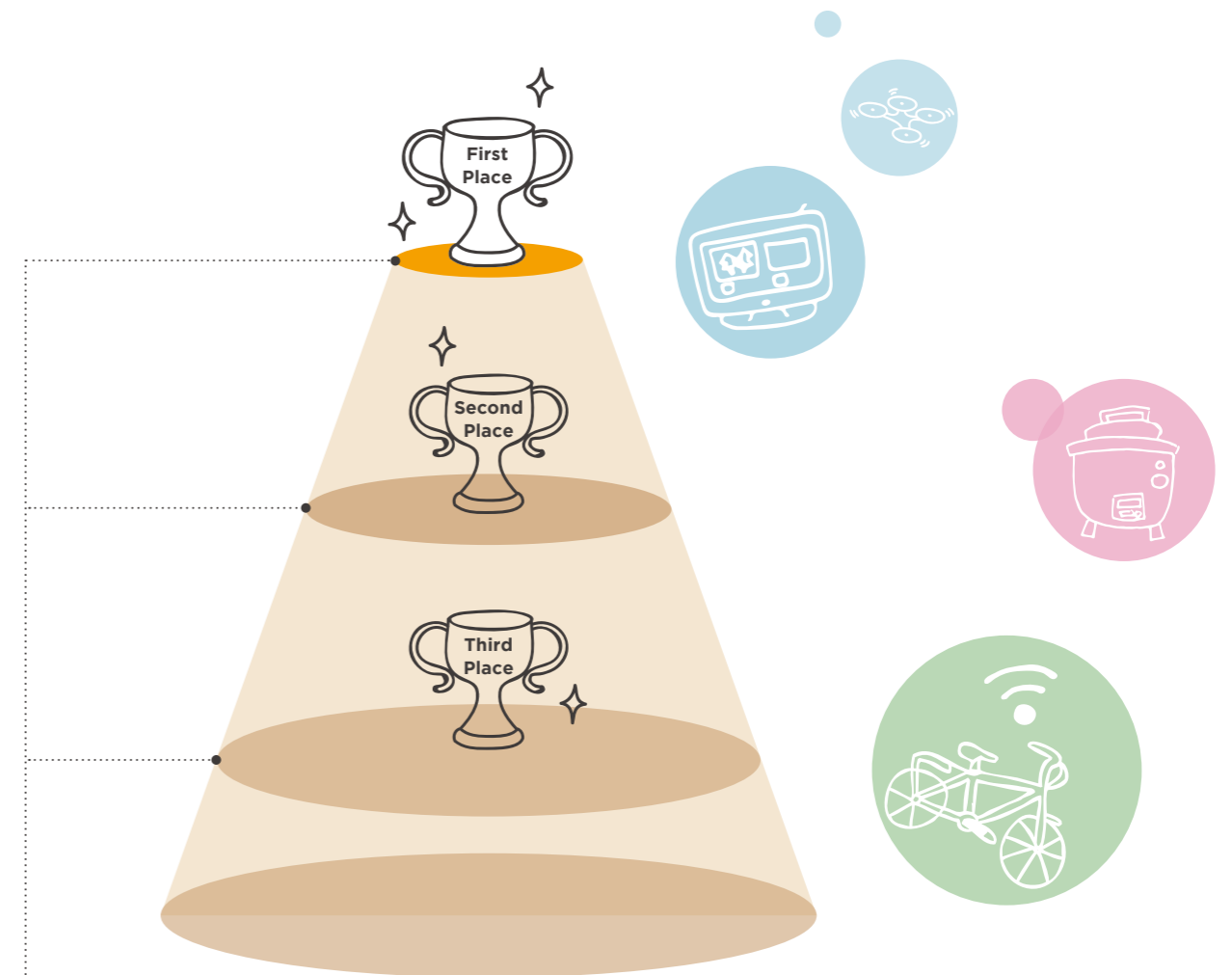
151
Excellent Works

28
Innovative
Prototypes

2015 Telecommunications Competition- MediaTek IoT / Wearable Innovations Contest

MediaTek never lags behind to promote the IoT industry and proactively co-hosted the 2015 Telecommunications Competition—IOT R&D Contest with the Ministry of Economic Affairs. This is our third year of sponsoring the competition, and we have incorporated MediaTek's core technologies and products to help teams of contestants quickly develop new IoT applications. Moreover, five of MediaTek's senior staff had served as judges for this competition. In addition to offering educational training and sharing their hands-on experience with contestants, we have also encouraged young developers to utilize our LinkIt developer's hub to realize their imagination for IoT and wearable devices. From a long-term perspective, we hope that MediaTek's future-oriented IC products and rich technical resources can contribute toward providing a more comprehensive ecosystem for developers in the industry.

In 2015, a total of 172 teams and as many as 500 participants partook in the competition, and they created 151 outstanding IoT-related results and 28 creative prototypes. In the process, we helped almost 100 professors from top-notch colleges and science and technology universities to become acquainted with the LinkIt developer's hub, which they can then utilize toward practical teaching of IoT. The participating teams designed many innovative and diversified IoT application concepts and utilized our LinkIt platform in very creative ways. They developed brand new applications of IoT and wearable devices, including flight safety monitoring for drones, a low-temperature pressure cooking machine, sign language translations and more. This signifies the endless potentials and possibilities to innovate in Taiwan's younger generation in utilizing IoT technology, and these new applications could very likely change or enhance the way we live in the future.



1 Sky Sentry - LinkIt Cloud-based Drone Security Monitoring Platform

The team is a joint effort between Southern Taiwan University of Science and Technology and National Cheng Kung University. Their work primarily solves the potential problems created by overuse of commercial drones. Through the LinkIt development platform, their design allows users to establish no-flight zones for drones, and it is also built with a cloud-based real-time monitoring system to track drone information and flight paths so that users can also remotely search for missing drones.

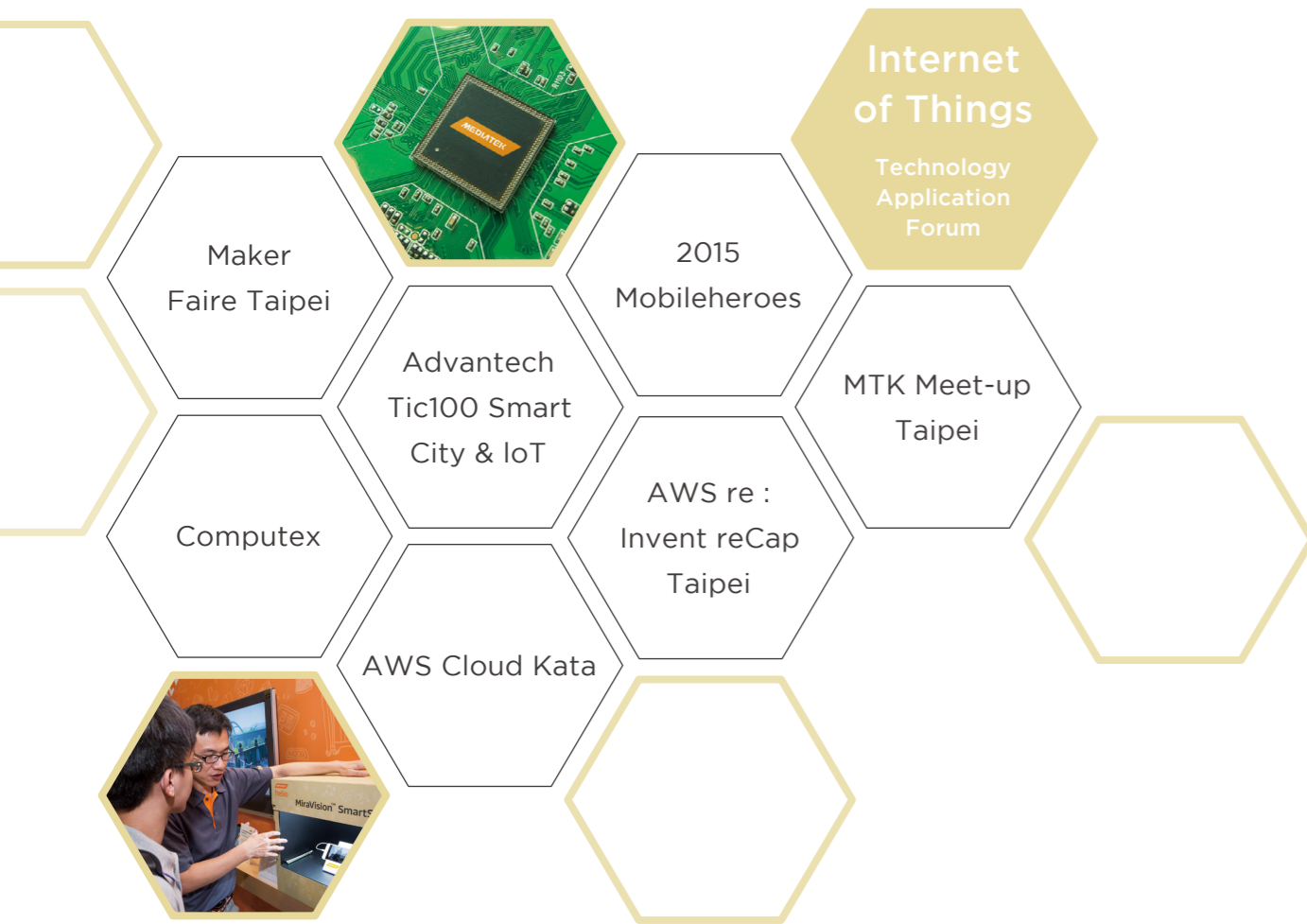
2 Exotic Food - Easy Sous-vide Temperature-controlled Vacuum Cooking Machine

Sous-vide is a temperature-controlled cooking method that involves heating the ingredients in water over prolonged periods of time, and it has always been seen as a complex and expensive technique. The team that has won Second Place has simplified this cooking method through the LinkIt platform so that a user can simply select a recipe on his/her smartphone and automatically choose a heating pattern for the cooking machine. Users can also share their recipes on social networks through the cooking machine.

3 LINKTEAM

More than 10 thousand accidents are related to bicycles each year in Taiwan, of which more than 60% have to do with cyclists who have lost their way. LINKTEAM is a wearable device that cyclist teams can use to communicate and relay their locations and directions to each other while cycling, thus preventing accidents.

MediaTek Is Fully Supportive of High-tech Exchange Activities



Participation in Charity Events

Realizes Responsibilities As Corporate Volunteers

"Realizing our responsibility as corporate citizens" is MediaTek's management vision, and we hope to lead every MediaTek employee to empathize through simple welfare actions and to find more ways to help and give back to the society. MediaTek started to cohost various charity volunteer activities with local charities as early as 2003 in order to encourage employees to interact with the society and to give back, so that our employees can understand that there are still quite a number of individuals and groups who need our caring and assistance. Over the years, volunteer activities have always been proactively initiated by our employees; in order to continue to cultivate and help disadvantaged groups who require assistance, we formally founded the Volunteers Club in 2012, and we hope to expand MediaTek's social influence through systematic management. In 2015, we formally passed the volunteer holiday policy, and we encourage MediaTek employees to actively participate in social welfare activities and realize their own responsibilities as corporate citizens, under the three primary aspects of "talent fostering," "community building," and "corporate volunteering." The Volunteers Club hosted five major events in 2015, in which everyone at MediaTek was invited to join. The activities included the Syin-Lu Social Welfare Foundation, 18 Park, Valentine's Charity Sale, Christmas Charity Sale, and Wish Cards and accumulated 560 hours of service. From 2016 onwards, we have planned for corporate volunteers to participate in science education advocacy, community service, and joint charity sales, and we will start to plan to collaborate with volunteers in other parts of the world to give back to the society through action.

Spreading Love to Aboriginal Counties

In 11 years of social welfare participation, MediaTek has called on employees to participate in welfare actions and collaborated with Hsinchu branch of TFCF on the "Spreading Love to Aboriginal Counties" project. Our colleagues collect and select comprehensive, thoughtful gift baskets before the Mid-Autumn Festival each year to be sent to aboriginal tribes in Zhudong and Jianshi so that local disadvantaged families can also rejoice in the heartfelt atmosphere and festivities. MediaTek's social participation is founded in a circle. As of 2015, MediaTek volunteers' footsteps have covered institutions with needs throughout Hsinchu and Miaoli. In addition to the Hsinchu branch of the Taiwan Fund of Children and Families (TFCF), we have also contributed toward institutions such as Ren' Ai Family and Yu-An Children's Home. In addition to caring and interactions, our volunteers have also reached out to various organizations to integrate resources to create even greater impacts. At year-end it 2015, we hosted a "Spreading Love during Christmas" event, and for the first time, we invited our employees in China to realize the wishes of disadvantaged children through the Taiwan Fund for Children and Families and World Vision. Within two days, more than 1800 wishes had been selected, and approximately 800 wishes were sent to Yunnan Province in China. Out of the many, many wishes, some children wished to see idols such as celebrity Yao Kuo or idols from children's TV channels. After the hard work and effort from our volunteers, we were able to invite these celebrities to visit the children in the Hsinchu branch of TFCF. Their warm interactions greatly encouraged the children.

Helped realize 1,800 wishes
11 consecutive years of support



Children and Social Workers from World Vision Express Their Gratitude

Hsin, a third-grade student, wanted a music box for Christmas. Because he had seen Miyazaki Hayao's Laputa: Castle in the Sky, Hsin thought of a music box that would play the Laputa soundtrack when writing down his Christmas wish. However, he didn't want to trouble MediaTek employees into devoting too much time to find the music box, so his social worker noted that that was what he hoped for, but it did not have to be exactly what he got. When the gift was presented, the social worker quickly affirmed that the music was indeed the beautiful, melodious Laputa soundtrack that tugged at everyone's hearts and emotions.

The social worker said, "We would like to thank the effort that MediaTek staff put in to realizing the Christmas wishes of these disadvantaged children. This might be a very common music box, but looking for it must have taken a great deal of time and effort. Thank you! You are great mentors to these children." When Hsin saw his present, he was ecstatic! Hsin said, "From now on, I'm going to play my music box every night so I can go off to sleep with this music." Hsin played his music while writing his thank-you note, wishing to spread his sentiment and joy with the MediaTek staff who gave him the gift. Thank you, our colleagues at MediaTek, for you have helped bring out the happiest smiles in these children.



Hsin



White Feather Program- Opening A Youth Center in Pingtung County

"If a goose had to fly by himself, no goose could fly very high." The flying geese paradigm (FGP) mentions that geese fly in a V-shaped formation, in which every goose in front flaps its wings to create updrafts, which encourage and enhance every single goose in the formation. The social welfare resources in Pingtung County are limited, and there often are insufficient resources to support preventative work for teenagers. However, if outside resources and support could be collected and incorporated, we could effectively help the youth in Pingtung develop diversified talents and find their potentials and gifts. This is the vision and mission behind founding the White Feather Program.

The White Feather Program aspires to transform the long-abandoned scenic restaurant in Pingtung's Zhongshan Park into a Youth Center. In addition to giving teenagers a space to exert their youthful energy, we could also help to strengthen interactions between communities. Hence, the Department of Social Affairs at Pingtung County raised NTD 12 million for reformation expenses from 10 entrepreneurs. MediaTek's Chairman, Mr. Ming-Kai Tsai, hailed from Pingtung, and upon hearing about the fundraising project, he immediately agreed to sponsor the White Feather Program.

The Youth Center is a designated space that the Foundation and the government set up to promote education and community-building, and it consists of 150 pings of space in a 2-story building. In addition to having an office for consultation on the second floor, the first floor was planned to serve as club rooms, rehearsal rooms and meeting rooms so that students could utilize and interact with one another. Schools could apply to host various types of exhibitions in the outdoor Squirrel Plaza, opening new chapters for regional educational partnerships. We hope that the creation of the Youth Center could strengthen the children's inner strength and enhance appropriate extracurricular recreational activities and talents so that they can fully enjoy their youth and look forward to a brighter future.

At-home Nursing Service for Victims from The Formosa Fun Coast Water Park

The explosion at the Formosa Fun Coast water park in summer 2015 severely affected the lives of many families. To alleviate the burden of medical expenses and subsequent nursing care for victims with severe injuries from the accident, MediaTek teamed up with the Sunshine Foundation to hire a professional medical team, social workers and therapists to offer rehab training and guidance as well as psychological counseling for 2-3 years for the victims. We hope to help these young victims receive professional and immediate support on their road to physiological well-being and psychological adjustments so that they can start to rebuild their lives after the trauma. At the same time, we have also taken measures to ensure that if victims reside in remote areas or have insufficient resources for rehab, they can apply for at-home nursing services with the Sunshine Foundation. Professional treatment personnel can conduct at-home visits and undertake physiological rehab and training to prevent disabilities in body functions. All expenses would be paid for by MediaTek in funds specifically dedicated to this cause. Moreover, we will also arrange volunteer services, in which we will encourage our staff to participate in social welfare activities through volunteer holidays to help the victims and families from this incident to overcome this great challenge.



Sole Sponsor of The Voice of IC Broadcasting Radio Station

In order to fulfill the "I care, I can, I change" founding philosophy of the Voice of IC radio station, MediaTek has been sponsoring two programs: I like talking and you like laughing by Liu Chung-Laung, former president of NTHU, and Conversations with History by scholar Liu Tsann-Liang. With in-depth analysis of historical personages and events, the programs are hoping to convey the models of history, value judgment, and reflection on modern society to every audience in the community and to develop the general public's ability to think independently and increase their involvement in social welfare activities through the process of sharing.



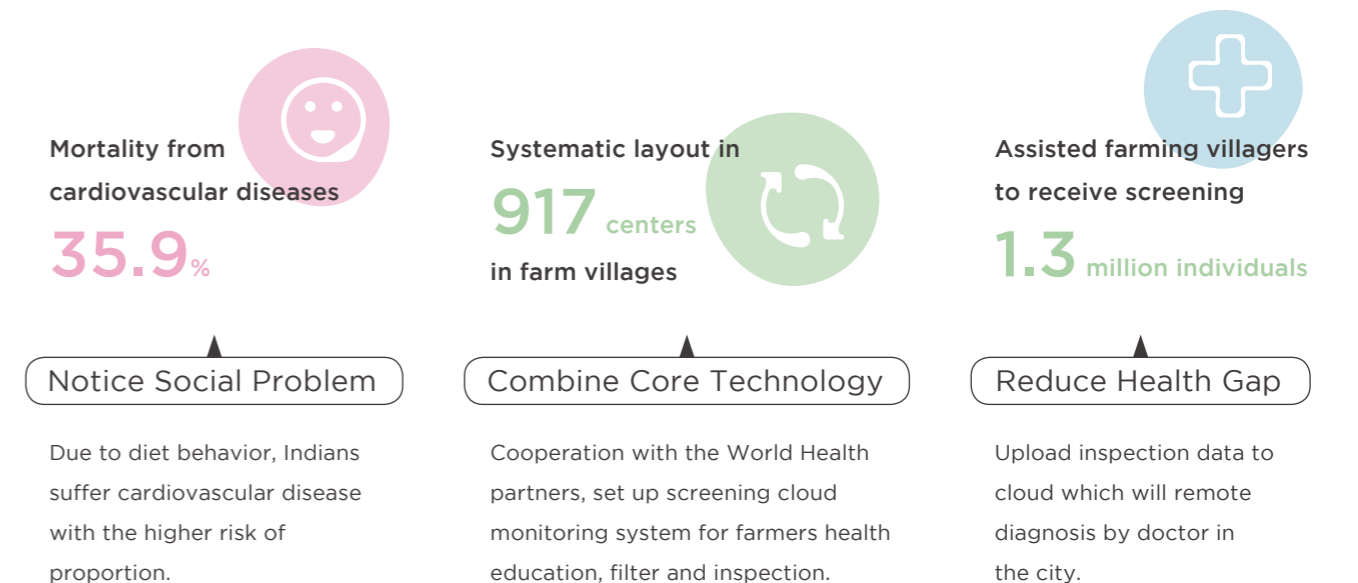
"The world may be changed with just a concept, though changing current social disorder may require further cultivation of humanistic literacy"



Using Cloud-Based Technology to Bridge The Medical Gap for Indian Farmers

To solve the problems of screening and treating cardiovascular diseases in remote regions in India, MediaTek has collaborated with an unofficial nonprofit, "World Health Partners (WHP)," to utilize MediaTek's cloud-based cardiovascular screening system to screen and benefit 1.3 million farmers in India. This technology has helped effectively bridge the urban-rural gap. According to statistical data from MediaTek and WHP, India will become the country with the highest ratio of cardiovascular diseases owing to the Indian population's dietary habits, and by 2030, the number of deaths from cardiovascular diseases will account for 35.9% of all mortality in India.

However, because the urban-rural disparity is large in India and the patients greatly outnumber the doctors, many villagers cannot obtain treatment and medical prescriptions from doctors unless they travel from afar to reach hospitals in cities. Even cardiovascular screening would be difficult to achieve. Hence, MediaTek's India branch has collaborated with WHP to dispatch the successfully developed cloud-based cardiovascular screening and monitoring system to 117 centers in Uttar Pradesh and 800 centers in Bihar through trained medical staff and to undertake medical education, screening, and checkups for the regional farmers. Prior to WHP dispatching personnel to the villages, MediaTek and WHP established a trial camp to comprehensively test the system between December 2014 and August 2015. MediaTek also facilitated WHP to make the working process and model run more smoothly. Subsequently, WHP dispatched personnel to five farming provinces in Uttar Pradesh and Bihar and attracted villagers to visit through broadcasting Bollywood movies. The trained volunteers would then conduct health educational training with the villagers; those with needs underwent ECG testing, and data were uploaded to the cloud. Through systematic screening, we helped screen out those with needs and enabled doctors in cities to conduct remote diagnosis to determine the farmers who needed follow-up medical consultation and checkups. By the time the process was completed, a total of 1.3 million people in the farming regions had benefited from screening and checkups. This proves that distance is no longer an issue, and we successfully bridged the medical gap between cities and rural regions in India.



Independent Assurance Report



ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE MediaTek Inc.'s CORPORATE SOCIAL RESPONSIBILITY REPORT FOR 2015

NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by MediaTek Inc. (hereinafter referred to as MTK) to conduct an independent assurance of the Corporate Social Responsibility Report for 2015 (hereinafter referred to as CSR Report). The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included the text, and data in accompanying tables, contained in this report.

The information in the MTK's CSR Report of 2015 and its presentation are the responsibility of the directors or governing body and the management of MTK. SGS has not been involved in the preparation of any of the material included in MTK's CSR Report of 2015. Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of verification with the intention to inform all MTK's stakeholders.

The SGS protocols are based upon internationally recognized guidance, including the Principles contained within the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines (2013) for accuracy and reliability and the guidance on levels of assurance contained within the AA1000 series of standards and guidance for Assurance Providers.

This report has been assured using our protocols for:

- evaluation of content veracity at a moderate level of scrutiny for MTK and moderate level of scrutiny for subsidiaries and applicable aspect boundaries outside of the organization covered by this report;
- AA1000 Assurance Standard (2008) Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2008); and
- evaluation of the report against the Global Reporting Initiative Sustainability Reporting Guidelines (G4 2013).

The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, CSR committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant. Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including training management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from MTK, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, EICC, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

VERIFICATION/ ASSURANCE OPINION

On the basis of the methodology described and the verification work performed, we are satisfied that the information and data contained within MTK's CSR Report of 2015 verified is accurate, reliable and provides a fair and balanced representation of MTK sustainability activities in 01/01/2015 to 12/31/2015.

The assurance team is of the opinion that the Report can be used by the Reporting Organisation's Stakeholders. We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting. In our opinion, the contents of the report meet the requirements of GRI G4 Core Option and AA1000 Assurance Standard (2008) Type 1, Moderate level assurance.

AA1000 ACCOUNTABILITY PRINCIPLES (2008) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

Inclusivity

MTK has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, CSR experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, MTK may proactively consider having more direct two-ways involvement of stakeholders during future engagement.

Materiality

MTK has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders.

Responsiveness

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

GLOBAL REPORTING INITIATIVE REPORTING GUIDELINES (G4 2013) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

Principles

The report, MTK's CSR Report of 2015, is adequately in line with the GRI G4 Core Option. The material aspects and their boundaries within and outside of the organization are properly defined in accordance with GRI's Reporting Principles for Defining Report Content. Disclosures of identified material aspects and boundaries, and stakeholder engagement, G4-17 to G4-27, are correctly located in content index and report. It is recommended the material aspects inside and outside the organisation boundary to be considered in wider dimension.

General Standard Disclosures

Disclosure on sustainability governance in highest governance level may be considered in future reports.

Specific Standard Disclosures

More disclosures of EN, LA, HR, and SO indicators are recommended.

Signed:

For and on behalf of SGS Taiwan Ltd.

Dennis Yang, Chief Operating Officer
Taipei, Taiwan
29 June, 2016
WWW.SGS.COM



AA1000
Licensed Assurance Provider
000-8

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Goal 4 Quality Education	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	96, 151
		4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	
		4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	
Goal 5 Gender Equality	Achieve gender equality and empower all women and girls	5.1 End all forms of discrimination against all women and girls everywhere	96, 100, 105, 88
Goal 6 Clean Water and Sanitation	Ensure availability and sustainable management of water and sanitation for all	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	141, 144
Goal 7 Affordable and Clean Energy	Ensure access to affordable, reliable, sustainable and modern energy for all	7.3 By 2030, double the global rate of improvement in energy efficiency	141, 142
Goal 8 Decent Work and Economic Growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors	26
		8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead	139
		8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	87, 92, 96, 97, 100
		8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	88, 89
Goal 9 Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending	59
Goal 11 Sustainable Cities and Communities	Make cities and human settlements inclusive, safe, resilient and sustainable	11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons	50
		11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities	148
Goal 12 Responsible Consumption and Production	Ensure sustainable consumption and production patterns	12.2 By 2030, achieve the sustainable management and efficient use of natural resources	141, 142
		12.3 By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses	112
		12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	139, 145
Goal 13 Climate Action	Take urgent action to combat climate change and its impacts	12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities	126
		13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	35, 141, 142
Goal 16 Peace, Justice and Strong Institutions	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	16.5 Substantially reduce corruption and bribery in all their forms	68
		16.b Promote and enforce non-discriminatory laws and policies for sustainable development	88

※SDG Index reference to the SDG Compass

MEDIATEK

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